

**NAGDCA 2019 LEADERSHIP AWARD**  
**City of Milwaukee Deferred Compensation Plan**  
**2018 Healthy Rewards Program**

**Overview**

The mission of the City of Milwaukee Deferred Compensation Plan is to facilitate and help City of Milwaukee employees save assets adequate and appropriate to enable them to retire at the desired time, to retire with dignity, and to enjoy sufficient income throughout retirement.

The recordkeeping responsibilities of the Deferred Compensation Plan are contracted to a third party, Voya Financial®, who works in partnership with the City to administer the plan.

**Background**

Like many employers, the City of Milwaukee recognizes that financial wellness matters in the work environment. According to the 2017 PwC Employee Financial Wellness Survey:

- Financial stress is real; 53% American workers report having financial stress
- Financial stress impacts productivity; 50% report personal finances distracted them an average of 3 or more hours a week while working
- Financial stress impacts retirement savings; 51% have saved less than \$50,000 for retirement
- Financial stress impacts retirement age; 54% plan to postpone retirement

**Project Summary**

During 2018, the City of Milwaukee made meeting with a local Voya onsite representative part of our Healthy Rewards Program. Healthy Rewards is the City's incentive-based wellness program where participants can earn three levels of points to earn towards a Health Reimbursement Account (HRA), up to \$700.

Employees can earn Healthy Rewards points by participating in a variety of well-being activities such as:

- Biometric screenings
- Educational seminars
- Preventative care
- Fitness activities
- Community service

During 2018, the City gave 5 Healthy Rewards Points for employees who attended a financial wellness seminar and 10 Healthy Rewards Points for employees who attended a one-on-one counseling session with a local Voya onsite representative.

**Program Objectives and Approach**

The overall objective of incentivizing participants to connect through our financial wellness program is to both highlight the importance of financial wellness and to create pathways and opportunities for participant engagement. The seminars are designed to educate participants on various financial and Plan related topics (e.g., "Understanding the Benefits of Participating in the City of Milwaukee Deferred Compensation Plan"), and are tailored for specific audiences based off of life chapters and demographics (e.g., "Plan for Your Someday," Retirement Readiness with My Orange Money," and "Retirement Planning for Women") and a variety of financial awareness and goals (e.g., "Investment Concepts," and "Save for Your Goals with Smart Budgeting"). At each seminar the facilitator encourages the participants to continue their customized engagement by scheduling a one-on-one consultation where the participant can spend quality time with a local Voya representative learning about our Plan features and options, review important account information, assess risk tolerance, explore and better understand investment options, and model various scenarios for retirement readiness. At each seminar, attendees are encouraged to fill out and submit an evaluation sheet and share additional information for a potential follow-up consultation. Our Voya representatives then follow up with seminar attendees to see if they would like to schedule an appointment.

Additionally, we promote the ability to earn Healthy Rewards Points by attending a financial wellness seminar and/or one-on-one counseling session in a variety of ways including:

- Quarterly newsletters
- Website posts
- Flyers and handouts
- Email
- Onsite events

In addition, the City conducted our third annual re-enrollment campaign where the ability to earn Healthy Rewards Points was extensively promoted. An Account Elections and Enrollment Period was held from October 15, 2018 to November 16, 2018, during which default provisions would apply, including: automatic re-enrollment at 3% of pay and automatic contribution increases to 3% of pay for those saving below 3%. Employees and Plan participants could make changes to these elections if they did not want application of one or more of the new Plan defaults.

### Project Justification and Results

The results of these efforts were very encouraging as 736 employees (more than 11% of our total active population) attended a Financial Wellness seminar or one-on-one meeting. And perhaps most eye-opening was the state of retirement readiness of the population that attended versus those who did not. Those that attended a Financial Wellness seminar or one-on-one meeting go on to participate in the Plan at higher rates and save more than those who did not attend.

Participants who attended a wellness session:

- Participate in the Milwaukee Deferred Compensation Plan at a higher rate (93% vs. 84%).
- Save at a higher rate (8.4% vs. 6.8%).
- Were most heavily participants in the third highest salary range (34% of attendees); those who attend contribute 38% more than those who do not.
- Included Black/African-American attendees who realized the highest difference in contribution rate compared to those who do not (38%).
- Consisted of 44% women, despite only representing 27% of the participant base.

These findings align well with the annual re-enrollment program that is in place, in that it helps those who would otherwise be under-represented or under-served by the program.

### Attended a Financial Wellness Seminar or One-on-One Meeting

	Total	Participating	Participation %	Avg. Deferral %
Yes	736	683	93%	8.4%
No	5,702	4,785	84%	6.8%
Total	6,438	5,468	85%	7.0%

### Comparison of those who attended vs. those who did not attend by salary band

Salary Band	Total	Participating	Participation %	Avg. Deferral %	Difference
Yes, attended					
1st	131	118	90%	13.5%	34%
2nd	183	173	95%	8.9%	22%
3rd	249	233	94%	7.9%	38%
4th	173	159	92%	4.8%	15%
No, did not attend					
1st	1478	1262	85%	10.0%	
2nd	1427	1189	83%	7.3%	
3rd	1360	1133	83%	5.7%	
4th	1437	1201	84%	4.2%	

## Project Justification and Results continued

### Comparison of those who attended vs. those who did not attend by ethnicity

Ethnicity	Total	Participating	Participation %	Avg. Deferral %	Difference
Yes, attended					
White/other	477	442	93%	9.3%	21%
Black/African-American	189	174	92%	6.5%	32%
Hispanic/Latino	70	67	96%	7.0%	15%
No, did not attend					
White/other	3,635	3,059	84%	7.7%	
Black/African-American	1,508	1,269	84%	4.9%	
Hispanic/Latino	559	457	82%	6.1%	

### Comparison of those who attended vs. those who did not attend by age

Gender	Total	Participating	Participation %	Avg. Deferral %	Difference
Yes, attended					
Female	321	299	93%	8.1%	43%
Male	415	384	93%	8.7%	19%
No, did not attend					
Female	1,520	1,298	85%	5.6%	
Male	4,179	3,484	83%	7.3%	

The City was very encouraged by these results and plans to continue to offer Healthy Rewards Points for Financial Wellness activities into 2019. Using the available data, we will be able to target individuals and groups who did not take advantage of the available resources in the prior year.

## Communication Samples

One-on-one handout

City website post



### Financial Wellness Seminars & Healthy Rewards

Opportunities to earn Healthy Rewards program points for financial wellness include: attending a Deferred Compensation presentation, logging into your Deferred Compensation account, and/or attending a one on one . Click here for additional point opportunities - Educational section on page 2 of the flyer; for Financial Wellness Seminar descriptions Click here.

[Scheduler](#)
[Fee Disclosure](#)
[Financial Wellness Seminars & Healthy Rewards](#)
[Distribution Options](#)



**City of Milwaukee**  
**Deferred Compensation Plan**  
 Financial independence. It starts today.

**Know Your Options**

**Making informed decisions, especially when nearing retirement, can help you to make the most of your retirement savings.**

When you retire or leave employment with the City of Milwaukee, you can leave your money in your Deferred Compensation Plan account until you turn age 70½, which is when you will be required to take Required Minimum Distributions. Keeping your money in the Plan may provide you with the flexibility to draw on your savings when needed during retirement. By keeping your money in the Plan, you get:

- Continued tax deferred growth potential
- Lower fees
- Flexibility to withdraw when needed
- Plan oversight
- Continued access to the Plan's tools and services
- There is no 10% early withdrawal penalty for distributions taken from pre-tax savings prior to age 59½ (may exclude certain rollovers such as IRAs and 401(k)s however, public safety employees may have additional exceptions)

It's easier than ever to schedule an appointment with a local representative to address any questions you have on the City of Milwaukee Deferred Compensation Plan and the options available to you.

**Schedule an appointment**

- 1 Online at [www.milwaukeeedcp.com](http://www.milwaukeeedcp.com)
- 2 Over the phone at 414-286-5541 or 844-360-MDCP (6327)
- 3 By completing the information to the right

Yes. Please call or email me to schedule an appointment with a local Voya® Representative.

Name: \_\_\_\_\_

Cell: \_\_\_\_\_

Email: \_\_\_\_\_

Earn points towards Healthy Rewards!

Meet with a Voya representative

Earn 10 Points



To access your account online go to [www.milwaukeeedcp.com](http://www.milwaukeeedcp.com). If you would like assistance scheduling an appointment, please call 414-286-5541 or call 844-360-MDCP (844-360-6327) to speak with a Customer Service Representative Monday-Friday from 7 a.m. - 7 p.m. CT. A representative can also assist you with scheduling a one-on-one consultation with a local Plan representative.

Information from registered Plan Service Representatives is for educational purposes only and is not legal, tax or investment advice. Local Plan Service Representatives are registered representatives of Voya Financial Advisors, Inc., member SIPC. Plan administrative services are provided by Voya Institutional Plan Services, LLC (VIPS). VIPS is a member of the Voya® family of companies and is not affiliated with the City of Milwaukee.

## Communication Samples continued

### Quarterly newsletters



**City of Milwaukee Deferred Compensation Plan**  
Financial independence. It starts today.

**City of Milwaukee Deferred Compensation Plan Newsletter**  
Fourth Quarter 2018

#### 2019 contribution & catch-up limits

The Internal Revenue Service has announced the limits on the amounts participants may contribute to the Plan in 2019.

Maximum Annual Contribution	\$19,000
Maximum including Age 50+ Catch-Up	\$6,000
Maximum including Three-Year Special 457(b) Catch-Up	Up to \$38,000

Beginning in the year in which you will reach age 50, you are allowed to contribute an extra \$6,000 with the Age 50+ Catch-Up, for a total of up to \$25,000.

If you are within three years before the year in which you will reach Normal Retirement Age defined by the Plan, you may be eligible to contribute up to \$38,000 with the Three-Year Special 457(b) Catch-Up. Since the Three-Year Special 457(b) Catch-Up takes into account your prior contributions, please work closely with your employer to calculate the catch-up amount available to you.

**Remember, if you are eligible for both catch-up options in the same year, IRS rules provide that you cannot use both in the same tax year and must use the option that lets you defer the greater amount.**

IMPORTANT: The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not constitute, either directly or indirectly, legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation.

Continued



### Spend time with your account to kick off the New Year

Your Plan account offers valuable features to help you plan for your retirement and other priorities. Make a fresh start in the New Year! See where you stand and take action if you need to by logging into your account today.

- Click Financial Wellness** to take an assessment. When you're done, you'll see how you score on the six pillars of Financial Wellness and what you can do about it. The dashboard is personalized with actions to help you focus on areas to improve.
- Check myOrangeMoney\*** to see the income you'll likely need each month in retirement. You'll see the progress you've made towards the goal and determine if you need to change how you're saving or investing.
- Pull together** all your financial information in one place. To use your Personal Financial Dashboard, click Organize my \$\$ under the dollar bill graphic on your account home page. Then follow the steps to enter your information and get started. The tool can then update your information automatically, so you always have a current view of your complete financial picture.

**Log in to your account at [www.milwaukeeedcp.com](http://www.milwaukeeedcp.com) to get started.**

## City of Milwaukee Financial Wellness Seminars

You are invited to attend a seminar of your choice. Please feel free to bring your lunch with you, as lunch will not be provided. Receive 5 Healthy Rewards points for attending a 45-minute session\*.



Advance registration through your Training Information Coordinator is necessary due to limited seating. [Contact your Training Information Coordinator to register](#). You will be asked for the Course Name and your 6-digit employee ID number.

Course	Date	Time	Location
Investing Concepts	April 10, 2018	11:00 – 11:45	809 Building, 1st Floor Conf. Room
Investing Concepts	April 10, 2018	12:30 – 1:15	809 Building, 1st Floor Conf. Room
Investing Concepts	April 17, 2018	11:30 – 12:15	951 N. James Lovell St., 1st Floor
Save for your goals with Smart Budgeting	April 24, 2018	11:30 – 12:15	951 N. James Lovell St., 1st Floor
Save for your goals with Smart Budgeting	May 8, 2018	11:30 – 12:15	Keenan Center, 3200 N. 36th St.
Save for your goals with Smart Budgeting	May 8, 2018	12:15 – 1:00	Keenan Center, 3200 N. 36th St.
Small Steps, Great Strides	May 22, 2018	11:00 – 11:45	Port 2323 S. Lincoln
Small Steps, Great Strides			

## Financial Wellness Seminars

Learn more about your DCP benefits by attending a Financial Wellness Session! Sign up for comprehensive overview of the Plan (and earn 5 Healthy Rewards Points) titled “Understanding the Benefits of the City of Milwaukee Deferred Compensation Plan,” which will be available on a variety of dates offered in October and November. Visit DER’s Bulletin of Courses (<https://city.milwaukee.gov/ImageLibrary/User/jkamme/TrainingBulletins/TrainingBulletin.pdf>) for more information.

## Earn Healthy Rewards Points!



### Financial Wellness Seminars

Learn more about DCP benefits by attending a Financial Wellness Session (and earn 5 Healthy Rewards Points)! Visit DER’s Bulletin of Courses for more information: [www.milwaukee.gov/der/training](http://www.milwaukee.gov/der/training).

To schedule a Voya training specific for your Department, please contact the Deferred Compensation Office at 414-286-5541 to discuss options.



### Meet with a Local Voya Representative (and earn 10 Healthy Rewards Points)

Participants can schedule an appointment with a local Voya representative to learn more about:

- Benefits of the Deferred Compensation Plan
- Planning tools
- Investment options
- Additional resources



### Welcome to the City of Milwaukee Financial Wellness Seminars

You are invited to attend a seminar of your choice. Please feel free to bring your lunch with you, as lunch will not be provided. Receive 5 Healthy Rewards points for attending a 45-minute session\*.

**Advance registration is necessary due to limited seating.** Please register through your Training Information Coordinator (see reverse side). Please provide your Training Information Coordinator with the Course Number and your 6-digit employee ID number.

#### Plan for Your “Someday”

Are you in your 20s or 30s and feel that you can’t possibly think of focusing on saving for retirement? In this seminar, we will show you how taking small, meaningful steps in the early stages of your career can make a large impact for you later in life. We will provide you with tips on creating a solid plan, now, to help you achieve your dreams for that “someday.”

#### Small Steps, Great Strides (ideal for those in their mid-career)

Whether you are close to retirement or several years away, there are simple steps you can take, now, to assist you in achieving your retirement saving goals. This seminar will focus on setting a goal, checking for progress and thinking about a retirement income plan.

#### Investing Concepts

This engaging seminar is a classic “101” class on investments that explains investment types, investment trends and performance. It will also discuss your Deferred Compensation plan’s specific investment options, as well as the fees that are associated with the plan.

#### Retirement Planning for Women

This seminar examines how women view money differently than men and what steps they can take to build a retirement plan based on these differences. It will discuss a 5-step plan you can put into place to build a retirement plan and how tools such as My Personal Financial Dashboard and myOrangeMoney can assist with these goals. We will also explain different investment options, building a portfolio and Target Date Funds.

#### Save for your Goals with Smart Budgeting

This “how-to” seminar reviews the basics of living within a household budget to assist you in managing your finances more efficiently. You will learn about setting short-term and long-term goals and balancing income and expenses, helping you to streamline your efforts of saving and working towards your financial objectives. We will also review practical tips on cutting expenses, managing debt and using credit to help boost FICO scores.

#### Retirement Readiness with myOrangeMoney

This seminar will focus on the myOrangeMoney tool and how to use it to estimate income replacement. We will provide information on calculating expenses in retirement and setting an income goal, as well as discuss CMERS pension benefits, Social Security benefits, Roth versus pre-tax and Voya Professional Advice options.

## Financial Wellness seminars

**City of Milwaukee**  
Deferred Compensation Plan

Financial independence. It starts today.

## Get ready – The Annual Account Elections and Enrollment Period is here!

**Annual Account Elections and Enrollment Period October 15 - November 16, 2018**

The immediate demands of daily life can often distract us from saving enough to meet our retirement goals. To help our employees stay on a path to a more secure future, the City of Milwaukee conducts an Annual Account Elections and Enrollment Period for our Deferred Compensation Plan. During this annual process, if applicable, you must make individual choices appropriate for your situation. Making Plan elections online, by phone, or with a representative is a simple process.

Importantly, if you make no elections during the Annual Account Elections and Enrollment Period, certain default elections will be applied to you as described in detail in the following section. Note that active unionized fire and police employees will not be subject to any default provisions if they take action during the Annual Account Elections and Enrollment Period.

**The Annual Account Elections and Enrollment Period applies to you if...**

**You are a non-participating employee with no assets in the Plan:** At any time during the Annual Account Elections and Enrollment Period, you must choose to either join the Plan or to decline enrollment by completing the election process. If you want to join the Plan, you will need to select a contribution amount, investments, and make other choices. To do so, follow the instructions later in this section. Note that if you do not make any elections or do not specifically elect to decline enrollment, you will be defaulted into the Plan as explained on the next page.

**You are a current employee with an account balance but are saving less than 3%:** At any time during the Annual Account Elections and Enrollment Period, you must either choose to retain all your current Plan elections or make changes to any or all of those elections, including your savings rate. To do so, follow the instructions in the next section of this document. Note that if you do not make any elections or do not specifically confirm your current elections, certain default elections will apply to you as explained on the next page.

If you have questions after reviewing the Annual Account Elections and Enrollment Period information, call the Plan Information Line at 844-360-MDCP (6327) Monday through Friday 7 a.m. - 7 p.m. CT. You may also schedule a one-on-one meeting with a local representative and view a recorded presentation by going to [www.milwaukeeedcp.com](http://www.milwaukeeedcp.com).

**How to make your elections...**

There are three ways to make the required elections during the Annual Elections and Enrollment Period, October 15, 2018 at 8 a.m. – November 16, 2018 at 3 p.m.:

**1) Online**

Go to [www.enrollmilwaukeeedcp.com](http://www.enrollmilwaukeeedcp.com) and follow the instructions. Be sure to complete the entire process until you reach the confirmation screen. You may log onto [www.enrollmilwaukeeedcp.com](http://www.enrollmilwaukeeedcp.com) as many times as you like from October 15, 2018 at 8 a.m. – November 16, 2018 at 3 p.m., to enroll, make elections, and to make changes to your elections. But be sure to always complete the process and reach the confirmation page!

**Please note:** If you already are a participant and you would like to make account balance allocation changes that will take effect as soon as possible, please refer to the section titled "Accessing Your Account" on page 5 for additional details.

## Wellness Program Healthy Rewards Points

We are pleased to announce that current City employees can now earn Healthy Rewards Points for engaging in your financial wellness through the Deferred Compensation Plan. If you attend a one-on-one coaching session about the Plan, you can earn 10 points. If you attend a Financial Wellness presentation, you can earn an additional 5 points! The Wellness Program is offered to you exclusively through the City of Milwaukee. Voya Financial and its affiliates are not party to this program offering and do not make a determination about how points are valued or awarded.

**Earn points towards Healthy Rewards!**

 **Earn 10 Points** Attend a 1-on-1 coaching session with a Voya representative.

 **Earn 5 Points** Attend a Financial Wellness presentation

Learn more about the advantages of enrolling in the Plan by attending one of the presentations (located near City Hall) scheduled below. To sign up, contact your department's Training Coordinator.

Tuesday, October 16, 2018 - 11 a.m. or 12:30 p.m.  
 Wednesday, October 24, 2018 - 11 a.m. or 12:30 p.m.  
 Wednesday, November 7, 2018 - 11 a.m. or 12:30 p.m.  
 Wednesday, November 14, 2018 - 11 a.m. or 12:30 p.m.

Elections Period presentation

## Need some help?

*"I want or would appreciate more help!"*

 Meet with a local Voya representative and earn 10 Healthy Rewards Points.

To schedule an appointment with a local Voya Representative

- Online @ [www.milwaukeeedcp.com](http://www.milwaukeeedcp.com)
- Call 414-286-5541
- Call 844-360-6327

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## Healthy Rewards Points

### Your Path to Financial Wellness With Healthy Rewards




Action Steps	Wellness Credits
Complete a one-on-one counseling session with a Voya Representative	Earn 10 Healthy Rewards Points per session – maximum 20
Attend a Financial Wellness seminar	Earn 5 Healthy Rewards Points per seminar – maximum 30

The Wellness Program is offered to you exclusively through the City of Milwaukee. Voya Financial and its affiliates are not party to this program offering and do not make a determination about how points are valued or awarded.

 

 

**Request an Appointment & Seminar Evaluation**

Meet with a Voya representative and earn 10 Healthy Rewards points!!

Call 1-844-360-6327 to schedule an appointment

Yes, I'd like to earn 10 Healthy Rewards Points. Please call or email me to schedule an appointment with a local Voya® Representative to assess my retirement readiness and improve my financial wellness!

Name: \_\_\_\_\_

City/Text: \_\_\_\_\_ email: \_\_\_\_\_

Items I would like assistance: (check all that apply)

Understanding the benefits of enrollment in the Plan.  
 Determining my contribution percentage and investment options.  
 Rollover other retirement accounts into my new account.  
 Other: \_\_\_\_\_

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**Financial Wellness Seminar Evaluation Form**

Thank you for attending a financial wellness seminar. The City of Milwaukee Deferred Compensation Plan and Voya® Financial value your opinion and would like to know how you rate this seminar experience. Please let us know how we can help you in the future achieve financial wellness!

Seminar Title: Retirement Planning for Women

Date: \_\_\_\_\_ Time: \_\_\_\_\_ Location: \_\_\_\_\_

Ratings: Please check one. 1 = excellent 5 = needs improvement

Overall rating	1.	2.	3.	4.	5.
Speakers skill	1.	2.	3.	4.	5.
Value of information	1.	2.	3.	4.	5.

Comments: \_\_\_\_\_

For more information about the Healthy Rewards Program visit: <http://www.cityofmilwaukee.gov/HealthyRewards>