



Council Communication

Office of the City Manager

Date: February 28, 2011

Agenda Item No. 64A

Roll Call No. 11-0374

Communication No. 11-134

Submitted by: Tom Turner, Human Resources Director

AGENDA HEADING:

Approval of grandfathering certain covered Des Moines Police Gold Braid Organization (GBO) employees' matching contributions to an IRS section 457(b) plan.

SYNOPSIS:

Approving a broadening of roll call 10-2105 to include certain covered members of the Des Moines Police Gold Braid Organization to effectuate the terms of a new labor agreement.

FISCAL IMPACT:

Amount: Neutral.

Funding Source: Police Neighborhood Based Service Delivery Program GE001, POL101100, FY2010-12 Recommended Operating Budget, page 240.

ADDITIONAL INFORMATION:

On December 20, 2010 by Roll Call 10-2105 the City Council approved grandfathering the matching contribution into a 457(b) deferred compensation plan at 4.5% of covered salary for Supervisory, Professional and Management employees. New entrants to SPM on or after January 1, 2011 would receive a 2.5% matching contribution. As a result of collective bargaining with the GBO, covered sergeants, lieutenants and captains that would have received this grandfather status had they been SPM employees rather than in the GBO will receive the same grandfathered status. All budget projections for FY12 and subsequent years had reflected the salary match at the 4.5% versus the 2.5% so there is no change to budget.

PREVIOUS COUNCIL ACTION(S):

Date: December 20, 2010

Roll Call Number: 10-2105

Action: [Approving](#) Reduction in matching contributions to Supervisory, Professional and Management (SPM) Employees 457 Plan and Grandfathering current SPM Employees. ([Council Communication No. 10-761](#)) **Moved by Hensley to adopt. Motion Carried 7-0.**

Date: June 4, 2001

Roll Call Number: 01-1147

Action: Authorization of a 401a Money Purchase Plan.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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