

★ Roll Call Number
10-2105

Agenda Item Number
43 B

Date December 20, 2010

**APPROVAL OF REDUCTION IN MATCHING CONTRIBUTIONS TO SUPERVISORY,
PROFESSIONAL AND MANAGEMENT ("SPM") EMPLOYEES' 457 PLAN AND
GRANDFATHERING CURRENT SPM EMPLOYEES**

WHEREAS, the City of Des Moines offers its employees the opportunity to participate in an IRS Section 457(b) plan whereby compensation may be deferred; and

WHEREAS, Des Moines Municipal Code Section 2-454 authorizes the city council to direct city contributions to a deferred compensation plan as it deems appropriate for SPM employees; and

WHEREAS, currently the City contribution ("match") for SPM employees is up to 4.5%;
and

WHEREAS, it is intended that current SPM employees will remain eligible for the 4.5% match; and

WHEREAS, in an effort to cut future costs for the City, it is desirous to reduce the city contribution to 2.5% for SPM employees appointed after December 31, 2010 except those who have accepted an offer of employment prior to that date.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Des Moines, Iowa that it hereby directs that the city contribution for Supervisory, Professional and Management employees appointed after December 31, 2010 except those who have accepted an offer of employment prior to that date will be eligible for up to a 2.5% match and current SPM employees shall continue to be eligible for up to a 4.5% city contribution.

Moved by *Hensley* to adopt.
(Council Communication No. 10- 761)

Approved as to form:

Carol J. Moser
Carol J. Moser, Assistant City Attorney

| COUNCIL ACTION | YEAS | NAYS | PASS | ABSENT |
|----------------|------|------|------|--------|
| COWNIE | ✓ | | | |
| COLEMAN | ✓ | | | |
| GRIESS | ✓ | | | |
| HENSLEY | ✓ | | | |
| MAHAFFEY | ✓ | | | |
| MEYER | ✓ | | | |
| MOORE | ✓ | | | |
| TOTAL | 7 | | | |

MOTION CARRIED

APPROVED

T. M. Franklin Mayor

CERTIFICATE

I, DIANE RAUH, City Clerk of said City hereby certify that at a meeting of the City Council of said City of Des Moines, held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal the day and year first above written.

Diane Rauh City Clerk