



City of Cocoa 401(a) and 457(b) Retirement Plan – RFP Project Summary Presentation to City Council

Lisa M. Garcia, AIF, QPFC

T: 407-791-3562

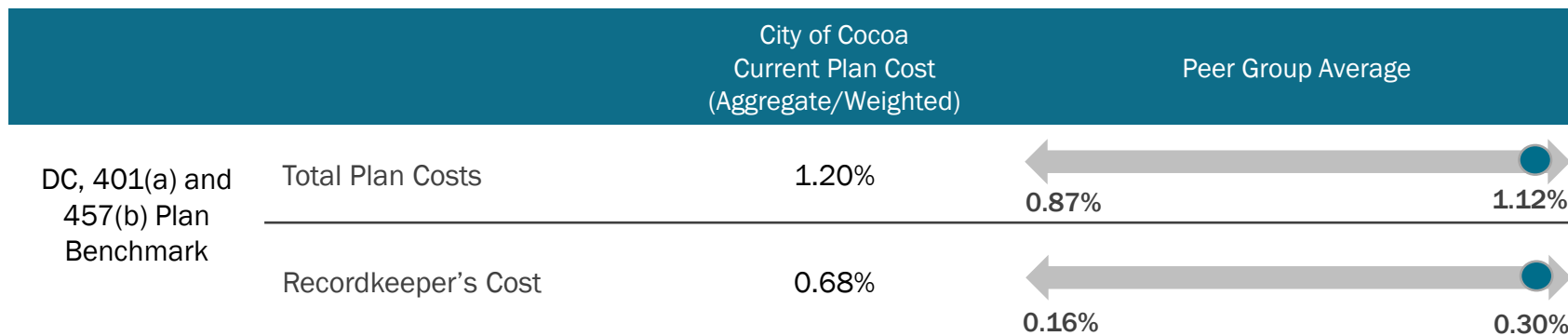
E: Lgarcia@sageviewadvisory.com



Plan Costs Benchmarking Summary

City of Cocoa 401(a) and 457(b) Deferred Compensation Plan Summary:

Total Assets:	\$14,130,897
3 Plan Administrators:	Empower, ICMA, and Nationwide
Total Administration Cost:	\$96,144
Investment Expenses:	1.20%



Benchmark based on a plan with assets of \$14 Million and 225 participants.



Plan Provider Consolidation Project

Plan Administrator Vendor RFP:





- RFP Issued February 18, 2021
- 9 bid received, including bid from all incumbents
- Short-list of 3 providers selected; interviewed April 19, 2021
- Committee selected ICMA-RC (incumbent) as plan administrator to consolidate all plans to a single provider

Benefits of Plan Consolidation:

- Cost savings directly to employees
- Ease of plan administration and help manage City's fiduciary responsibility
- Enhanced employee experience allowing them to manage their retirement accounts
- Single, diversified investment line-up



City of Cocoa Results

	Current	New
 Vendors	3 Recordkeeping Providers	Consolidate to 1 Provider
 Recordkeeping Fees	\$96,144 (combined cost) <ul style="list-style-type: none">• ICMA – 1.03%• Empower – 0.26%• Nationwide – 0.88%	\$25,000 (new cost) <ul style="list-style-type: none">• ICMA: 0.178%• 5-year agreement
 Investment Expenses	Multiple Investment Menus <ul style="list-style-type: none">• Avg. Expense Ratio: 1.14%	One Streamlined Investment Menu <ul style="list-style-type: none">• Avg. Expense Ratio: 0.47%
 Investment Options	Up to 49 Investment Options Offered	15 + Target Date Funds (TBD)

Approximate recordkeeping cost reduction of 74%!

+

Exponential savings based on lower investment expenses and benefit of compounding