



AGENDA

457 DEFERRED COMPENSATION 401 (a) DEFINED CONTRIBUTION PLAN, AND RETIREMENT HEALTH SAVINGS PROGRAM COMMITTEE REGULAR MEETING AT 9:00 AM


COMMITTEE MEMBERS

Kevin Brown, Chair
James Olson, Vice Chair
Brisa Long
Rekha Nayar
Natalie Peterson
Stephanie Sifuentes

HYBRID MEETING
www.Cityofvallejo.net

OCTOBER 27, 2025

Vallejo City Hall
Council Chambers 2nd Floor
555 Santa Clara Street
Vallejo, CA 94590

<p>NOTICE: Members of the Public will be able to participate in-person or remotely via Zoom</p>	<p>City Hall and the Council Chambers will be open to members of the public 30 minutes prior to the start of the meeting.</p>
<p>PUBLIC COMMENT: Members of the Public may provide public comments during the City Council Meeting in person or via ZOOM (https://ZoomRegular.Cityofvallejo.net), or via phone, by dialing (669) 900-6833.</p>	<p>For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment</p>
<p>VIEW THE MEETING: There are four different ways you can view this public meeting:</p> <ul style="list-style-type: none"> • In Person • Watch Vallejo local channel 28 • Stream from the City website: www.cityofvallejo.net/Streaming • Join the Zoom webinar: https://ZoomRegular.Cityofvallejo.net 	<p>Scan QR code for live captions and translation in Spanish and Tagalog.</p> 
<p>Hybrid Options are available for members of the public to participate. To participate remotely</p>	
<p><u>Option to Join by Computer</u> From your browser go to https://ZoomRegular.CityofVallejo.net to launch and join the zoom application. Meeting ID: 914 0075 0676# Meeting Password: 131313</p>	<p><u>Option to Join by Phone</u> Dial (669) 900-6833 Enter Meeting ID: 914 0075 0676# Meeting Password: 131313 Press *9 to digitally raise your hand from the phone. Press *6 to unmute/mute</p>
	<p>In compliance with the Americans with Disabilities Act, if you need assistance to participate in this meeting, please contact the Human Resources Department at Human.Resources@cityofvallejo.net notification at least 48 hours prior to a meeting will enable the city to make reasonable arrangements to ensure accessibility to the meeting. [28 CFR.35.102.35.104 ADA TITLE II]</p>

AGENDA

1 CALL TO ORDER

2 PLEDGE OF ALLEGIANCE

3 ROLL CALL

4 REPORTS

5 COMMUNITY FORUM

6 CONSENT CALENDAR AND APPROVAL OF AGENDA

A APPROVAL OF MINUTES

Recommendation:

By motion, approve the minutes from the July 28, 2025, regular meeting.

Contact: Jasleen Singh, Executive Secretary (707) 648-5438

Jasleen.Singh@cityofvallejo.net

7 PRESENTATIONS

A PRESENTATION BY: LUTHER HERMANO, MISSIONSQUARE

Recommendation: Recieve a Presentation by Luther Hermano, from Missionsquare on the Third Quarter 2025 plan review, accomplishments and results.

B PRESENTATION BY VINCENT GALINDO, HYAS GROUP

Recommendation: Receive presentation from Vincent Galindo, of Hyas Group on Third Quarter 2025 performance review, legal and regulatory updates, and future goals and objectives.

8 ACTION CALENDAR

A APPROVE WATCH FUND CONTINUATION

Recommendation: By motion, approve the continuation for on-watch funds of Vanguard International Value Fund, MFS Value Fund, MFS Mid Cap Growth Fund, Vanguard US Growth Fund, and Vanguard International Value Fund.

Contact: Jasleen Singh, Executive Secretary (707) 648-5438

Jasleen.Singh@cityofvallejo.net

B APPROVE WATCH FUND ADDITION

Recommendation: By motion, approve Sterling Capital Total Return Bond and Vanguard International Growth to watch status

Contact: Jasleen Singh, Executive Secretary (707) 648-5438

Jasleen.Singh@cityofvallejo.net

C REVIEW SEARCH DOCUMENT

Recommendation: By motion, review search document for domestic large cap growth asset class.

Contact: Jasleen Singh, Executive Secretary (707) 648-5438

Jasleen.Singh@cityofvallejo.net

D REVIEW SEARCH DOCUMENT

Recommendation: By motion, review search document for International value asset class.

Contact: Jasleen Singh, Executive Secretary (707) 648-5438

Jasleen.Singh@cityofvallejo.net

E REVIEW SEARCH DOCUMENT

Recommendation: By motion, review and approve search document for draft investment Policy Statement.

Contact: Jasleen Singh, Executive Secretary (707) 648-5438

Jasleen.Singh@cityofvallejo.net

9 FUTURE AGENDA ITEMS

A ANNUAL INVESTMENT POLICY STATEMENT – Q3

B FUTURE MEETING DATES

10 ADJOURNMENT

ADDITIONAL CITY INFORMATION

Members of the public can:

- Like us on Facebook and Instagram ([@cityofvallejo](#))
- Sign up to receive City Communications via e-mail (www.cityofvallejo.net/subscribe)
- Sign up for emergency alerts at: alertsolan.com

I, Jasleen Singh, Executive Secretary do hereby certify that I have caused a true copy of the above notice and agenda to be delivered to

Kevin Brown, Chair
James Olson, Vice Chair
Brisa Long
Rekha Nayar
Natalie Peterson
Stephanie Sifuentes,

at the time and in the manner prescribed by law and that this agenda was posted at City Hall, 555 Santa Clara Street, CA at 9:00am, October 24, 2025.

Dated: October 24, 2025

Jasleen Singh

Executive Secretary

**457 DEFERRED COMPENSATION PLAN, 401(a)
DEFINED CONTRIBUTION PLAN, AND RETIREMENT
HEALTH SAVINGS PROGRAM COMMITTEE
REGULAR MEETING MINUTES
9:00 A.M.
July 28, 2025**

1. CALL TO ORDER

The meeting was called to order by Secretary Singh at 9:02 a.m.

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

Committee Members Present: Committee Chair Brown, Committee Vice Chair Olsen, Peterson, and Long

Alternate Members Present: De Leon, Garcia

Committee Members Absent: Nayar

Alternate Members Absent: Murray, Alberti, Rolley, and Callison

Staff Present: Secretary Gates

4. REPORTS

None

5. COMMUNITY FORUM

Speakers: None

6. CONSENT CALENDAR AND APPROVAL OF AGENDA

A. Approval of Minutes

Recommendation: Approval of the minutes from the January 2025, regular meeting.

Action: Moved by Committee Member Brown, seconded by Vice Chair Olson, Committee Member De Leon abstained, and four carried unanimously to approve the minutes of the January 2025, meeting.

7. PRESENTATIONS

A. Presentation by Luther Hermans, Mission Square

Presentation: Second Quarter 2025, Performance Review, accomplishments, and results.

B. Presentation by Vincent Galindo, Hyas Group

Presentation: Second Quarter 2025, performance review, legal and regulatory updates, and future goals and objectives.

Third Quarter 2024 performance Report discussed the Plans' current investment options and recommend removing Sterling Capital Total Return Bond from Watch Status.

8. ACTION ITEM(S)

A. Approve Fund Watch Continuation

Recommendation: By motion, approve the continuation for on-watch funds of Vanguard International Value Fund, MFS Value Fund, MFS Mid Cap Growth Fund, Vanguard US Growth Fund, and Vanguard International Value Fund.

Action: Moved by committee Member Peterson, seconded by Committee Member Garcia and carried unanimously to approve adding MFS Value and MFS Mid Cap funds to watch status.

B. Approve Fund Watch Addition

Recommendation: By motion, approve the admission of MissionSquare PLUS Fund and Fee to watch status.

Action: Moved by Committee member Long, seconded by Committee Member Peterson and carried unanimously to approve adding Mission Square PLUS fund and fee to watch status.

C. Approve New Member

Recommendation: By motion, approve new members to the Committee (Attachment A).

Action: Moved by Chair Brown, seconded by Committee Member Peterson and carried unanimously to approve new members.

D. Vote on NAGDCA Conference Attendance

Recommendation: Review and Consider Committee Member attendance at the National Association of Government Defined Contribution Administrators Annual Conference for education opportunities. Select Member and vote to approve expenditures for attendance (September 28- October 1, San Diego, CA)

Action: Committee members will confirm their participation to the conference directly to Secretary Singh.

E. Review and Consider adding Vintages

Recommendation: Consider adding 2065 and 2070 vintages to the target date series. Vanguard has offered these for years, but the City has not offered them in the plans, so recommendation is to add them to match the providers' offering.

Action: Moved by Chair Brown, seconded by Committee member Long and carried unanimously to add Vintages.

9. FUTURE AGENDA AND ACTION ITEMS

- A.** Fund watch removal for Sterling Capital Total Return Bond S6, MissionSquare PLUS Fund S11, and MissionSquare PLUS Fund R10.
- B.** Annual Investment Policy Statement – Q3

10. ADJOURNMENT

The meeting was adjourned at 10:10 a.m.

KEVIN BROWN, CHAIRPERSON

ATTEST

KIMBERLY GATES, EXECUTIVE SECRETARY



Deferred Compensation Committee Meeting

October 27, 2025



Agenda

MissionSquare
**Organizational Enhancements
and Updates**

Legislative Advocacy
**Secure 2.0 Mandatory and
Optional Provisions**

Plan Health Report
**Q3 2025 Performance and
Results**

Self-Directed Brokerage Account
**Investment Menu Options
Review**

Participant and Client Engagement
**Campaigns and Goal-Based
Programs**

Financial Wellness
**Education Workshops and CFP
Program**



Your Team



Plan Oversight & Strategy

Luther Hermano | Vice President, Relationship Management

lhermano@missionsq.org | 202-759-7103

Your contact for strategic planning and results.



Employee Outreach & Education

Ryan Bertrand | Retirement Plan Specialist

rbertrand@missionsq.org | 202.759.7187

Your contact for the participant experience.



Participant Experience Oversight

Meenu Annamalai | Regional Director

mlannamalai@missionsq.org | 202-759-7107

Oversees participant experience



Financial Planning

Richard Gill, CFP | Personal Financial Planner

rpgill@missionsq.org | 202-759-7227

Additional contact for financial planning services



Your Team cont.



Retention & Outreach

Geoffrey Hathhorn | Manager, Retention & Outreach

Ghathhorn@missionsq.org | 202-759-7070

Additional key client involvement and support.



MissionSquare Retirement Update



What's going on at MissionSquare?

We aim to stand out as a trusted partner—to not only provide workplace retirement plans but to **become a comprehensive resource** for building a secure financial future for investors and their families.

What's the vision for the next 5 years?

We are **broadening our set of capabilities** to deliver not just workplace retirement plans, but comprehensive wealth management services as well. This expansion will help individuals and families achieve their full range of financial goals and enables employers to support the overall financial wellness of their workforce.



How do you plan to achieve this vision?

Throughout this remarkable journey, one thing has remained constant: our unwavering commitment to personalized service and genuine connection. As we look ahead to the next fifty years, our commitment to our core tenets remains steadfast, but we know our customers want us to do more with them. This includes...

- Retirement plan administration
- Educational resources
- Emergency savings
- Financial planning and advisory services
- Tools for financial wellness
- High yield savings
- IRA accounts

Key Areas of Most Importance

Outstanding Service

Accomplishments so far:

- Launched a new **call center platform** and improved quality/training program
- Launched a strategic **campaigns resource for all plan sponsors**
- Participant call center survey increased from an average of 3.70 in '24 to **3.79**
- RPS **Net Promoter Score of 83**

What's Coming Soon:

- **Platform updates** to enhance intelligent virtual assistant

Effortless Technology

Accomplishments so far:

- Improved experience and ease of use on **homepage**
- Improved experience **and fraud protections** on the participant website
- Progress in working with **leading technology vendors**, enable us to launch a compelling participant offering

What's Coming Soon:

- **Websites** for plan sponsors and participants
- Digital **self-service financial planning** tool and enhanced IRA
- **Mobile experience** for easy access to important participant and plan sponsor information

Quality Investments

Accomplishments so far:

- **Book Value Equalizer (BVE)** and Separate Account
- Quarterly outlooks and market updates
- **Introduced our 6-P framework**, consisting of people, philosophy, process, performance, platform and product - driving our approach

Planning for the Future:

- Target date fee adjustments
- Advancement of our income replacement solution
- Fee reductions on the Index Fund Series

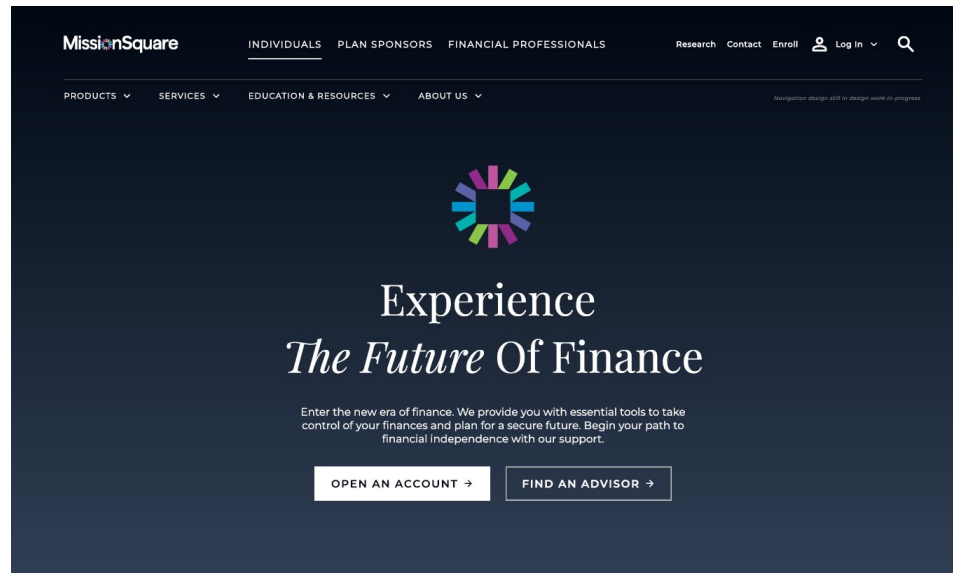
Expanding Financial Wellness solutions for participants

MissionSquare Personal Planning Services

- Create self-service financial planning solutions to broaden the availability of planning services to all participants of MissionSquare Retirement
- Advance digital guidance and planning tools focused on stage of life events
 - Allows for participants to path their progress toward retirement, college savings, insurance needs, home and large purchases, etc.
- Enhance features to keep financial plans and life events in focus for participants
- Introduction of budget, debt management and liability tracking to keep participants on track with their financial plan



Advancing the MissionSquare Digital Experience



- Modern and elegant participant experience
- Redesigned and intuitive participant registration, new account opening, and account management functions
- Integration of MissionSquare Personal Wealth financial planning and wealth management solutions
- Targeted MissionSquare Research Institute, MissionSquare Investments and industry research material
- Enhanced aggregation and performance views



Plan Review



Plan Education and Outreach

Results for Your Plan (July-Sept 2025)

Education	35 RPS Consultations	8 CFP® Consultations	1 Onsite Service Days
Participation & Savings	21 Enrollments	\$936,443 In Plan Contributions	\$125,482 Rollins
Financial Wellness	5 Wellness Logins	2,588 Account Logins	\$675,515 +Net Cash Flow
Retention	\$14,095 In Rollouts	98% Decrease In Rollouts	

Trends for Your Plan (2024-2025 Comparison)

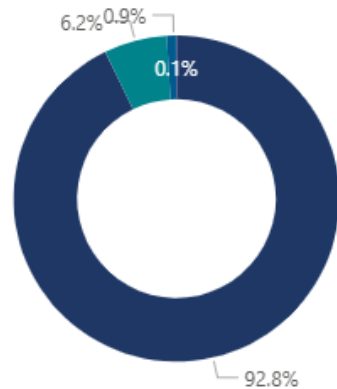


Plan Balances

As of September 30, 2025

\$60M as of 9/30/24
+16.7% increase

Participant Balance
\$70.0M
Participant Accounts
1,402



Plan

- 457 (300439) CITY OF VALLEJO
- RHS (803523) CITY OF VALLEJO
- 401 (107519) CITY OF VALLEJO (FPDP)
- 401 (107517) CITY OF VALLEJO

Balance Summary Details

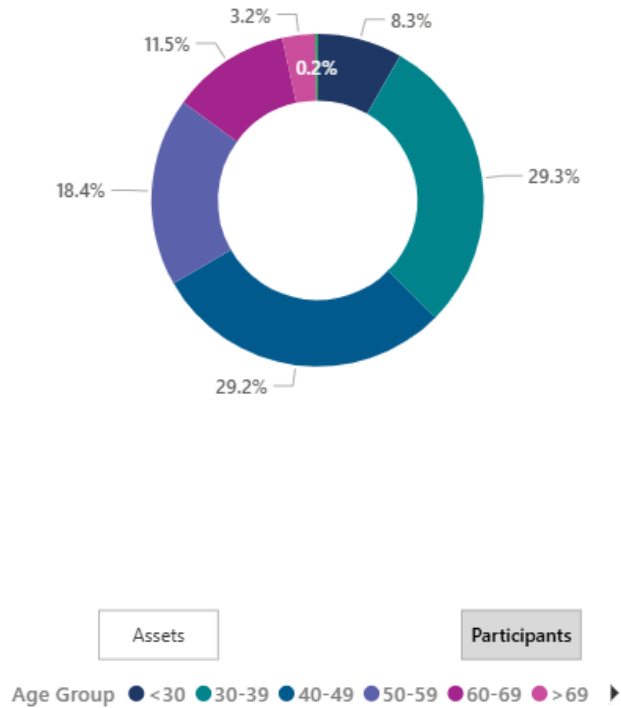
Plan	Participant Balance	Participant Accounts	Average Balance	Median Balance
457 (300439) CITY OF VALLEJO	\$64,934,887	563	\$115,337	\$40,539
401 (107517) CITY OF VALLEJO	\$35,717	1	\$35,717	\$35,717
401 (107519) CITY OF VALLEJO (FPDP)	\$636,959	33	\$19,302	\$5,341
RHS (803523) CITY OF VALLEJO	\$4,358,123	805	\$5,414	\$3,450



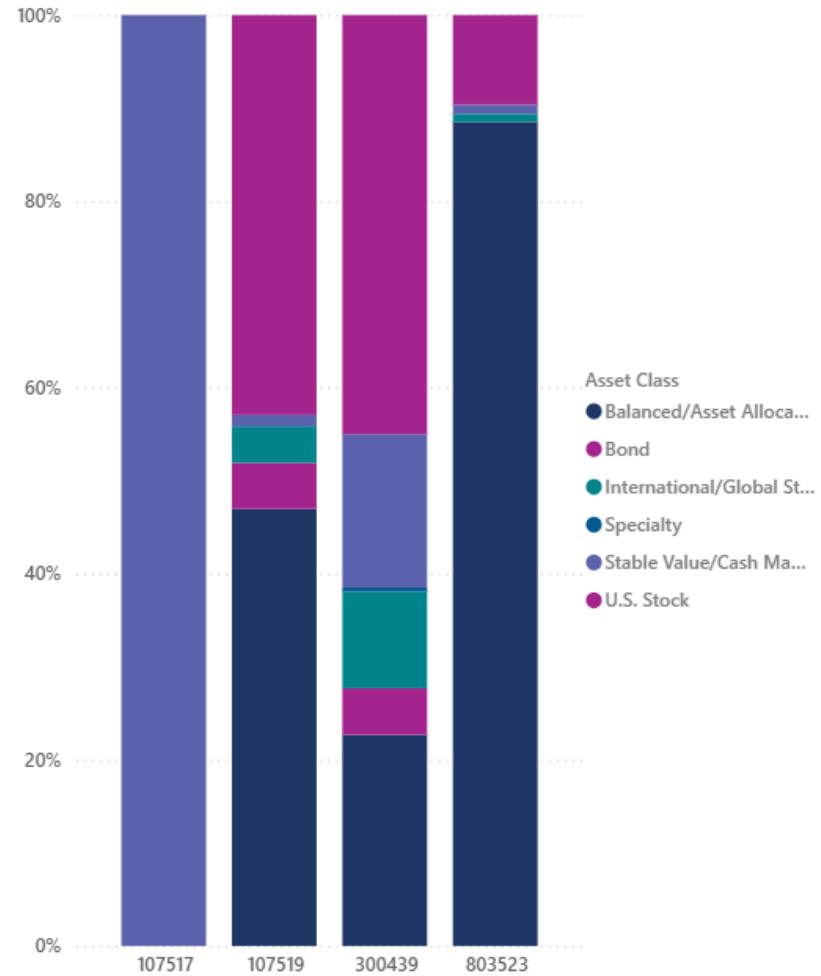
Asset Allocation

As of September 30, 2025

Participant Count by Age Group



Asset Allocation by Asset Class

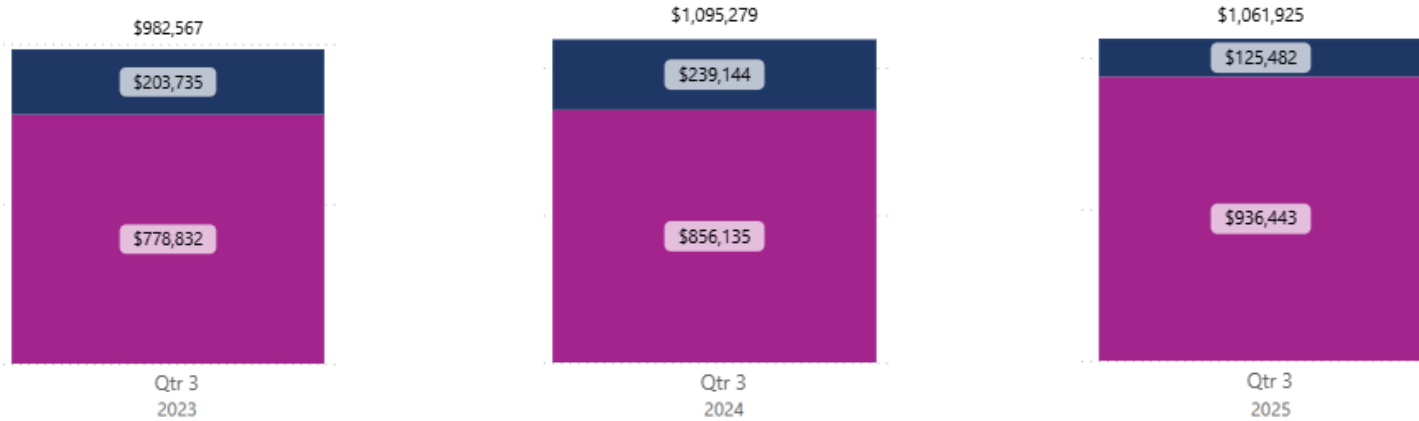




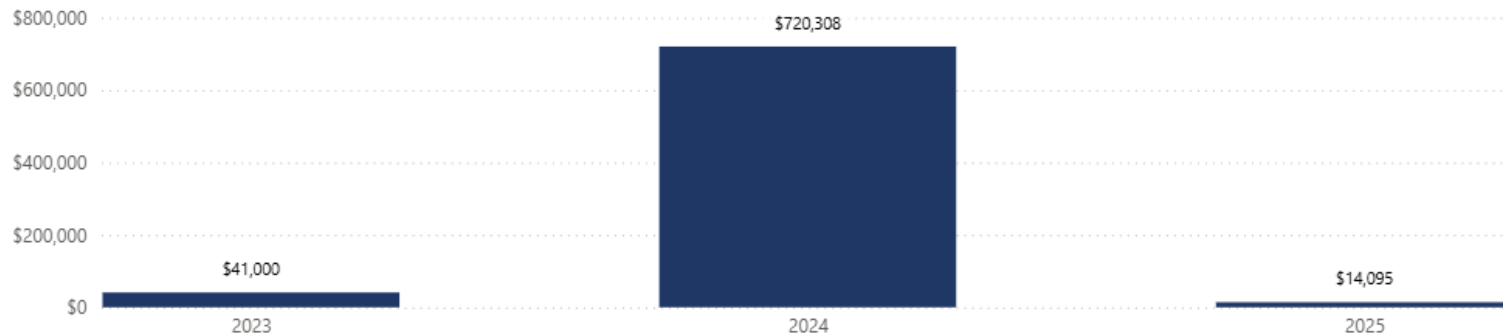
Contributions and Distributions

As of September 30, 2025

Contributions/Roll-Ins



Participant Disbursements (activity 2022 to present only)

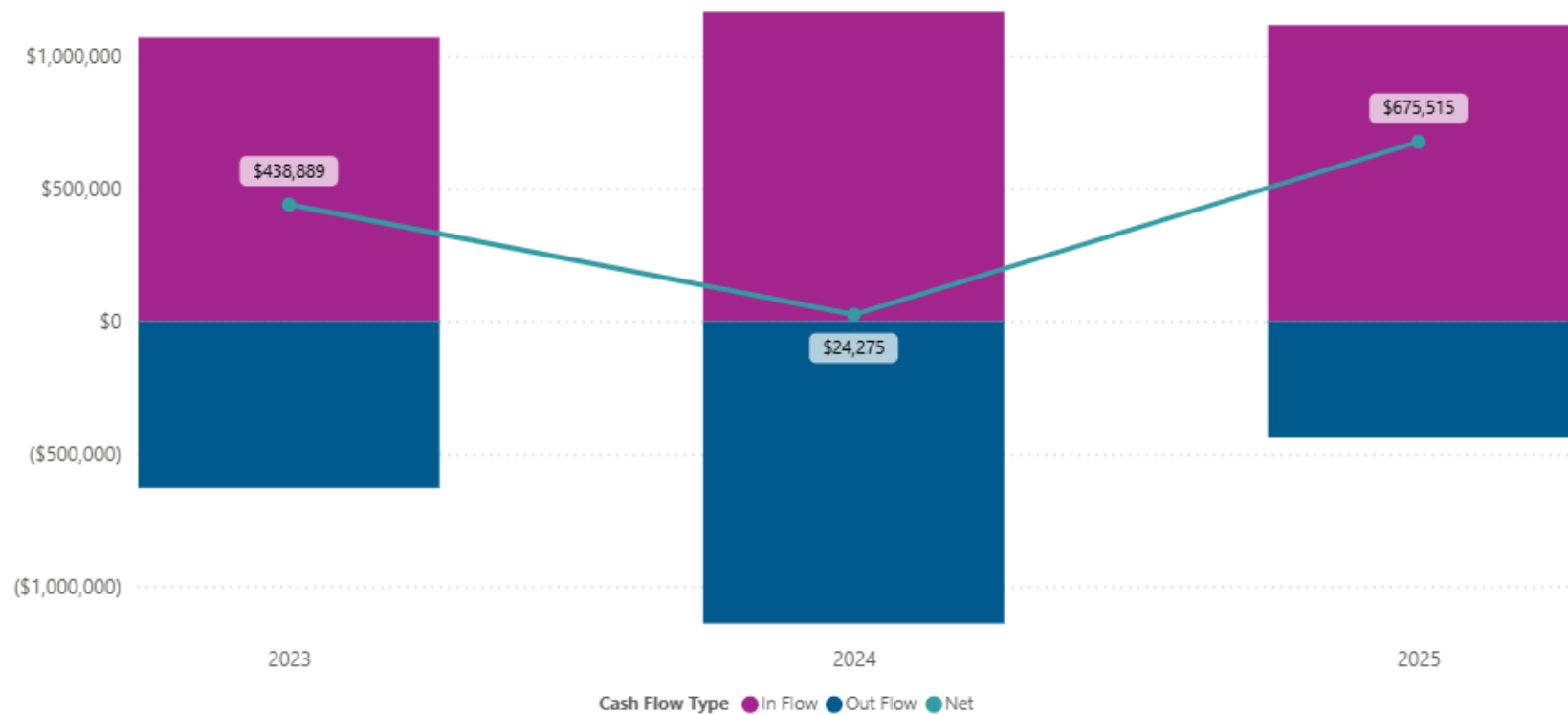




Cash Flow

As of September 30, 2025

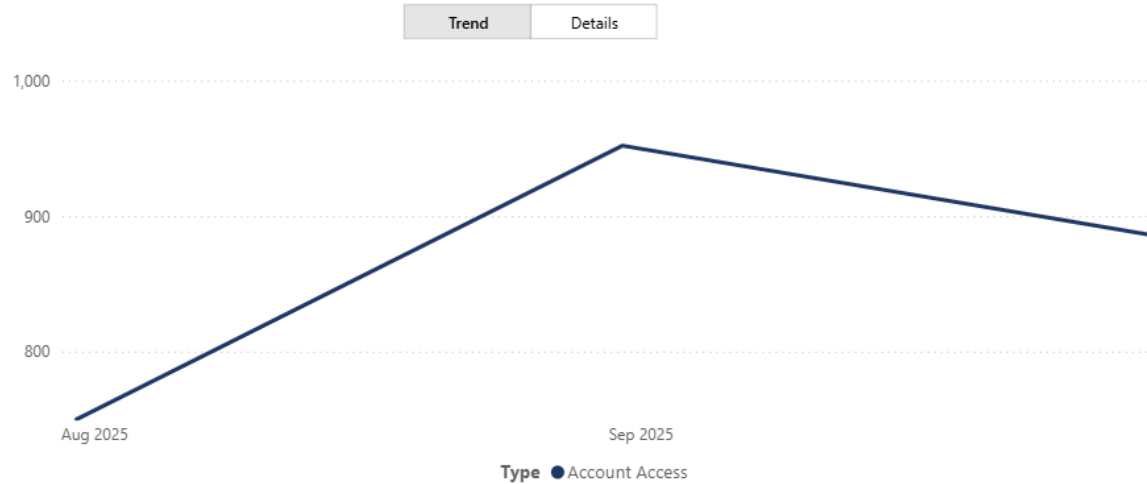
Cash Flow



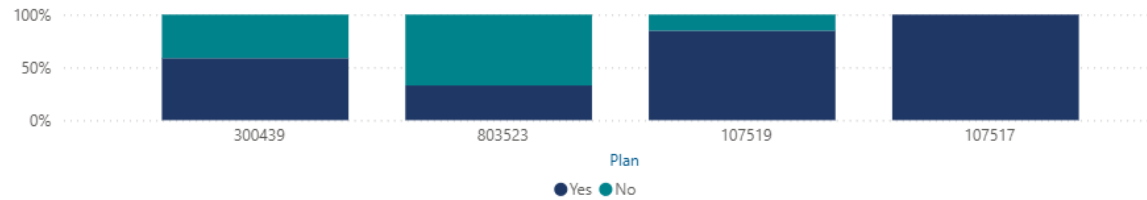


Service Usage Logins

Service Usage (activity May 2023 to present only)



% Participants Registered for Website (as of recent month end)



Service Usage

Plan	Type	Year	Count
⊕ 401 (107516)	CITY OF VALLEJO		3
⊕ 401 (107517)	CITY OF VALLEJO		6
⊕ 401 (107519)	CITY OF VALLEJO (FPDP)		411
⊕ 457 (300439)	CITY OF VALLEJO		1,361
⊕ RHS (803523)	CITY OF VALLEJO		807

Participants Registered for Website (as of recent month end)

Plan	Registered Participants	Total Participants	Registered (%)
457 (300439) CITY OF VALLEJO	331	563	58.8%
RHS (803523) CITY OF VALLEJO	265	805	32.9%
401 (107519) CITY OF VALLEJO (FPDP)	28	33	84.8%
401 (107517) CITY OF VALLEJO	1	1	100.0%
Total	625	1,402	44.6%



Beneficiary Designations

As of September 30, 2025

Participants with
beneficiary on file

67 %



Beneficiary status	Participant count	% of total
Beneficiary on File	376	67 %
Beneficiary not on File	187	33 %

Plan ID: 300439
Plan Type: 457
Plan Name: CITY OF VALLEJO

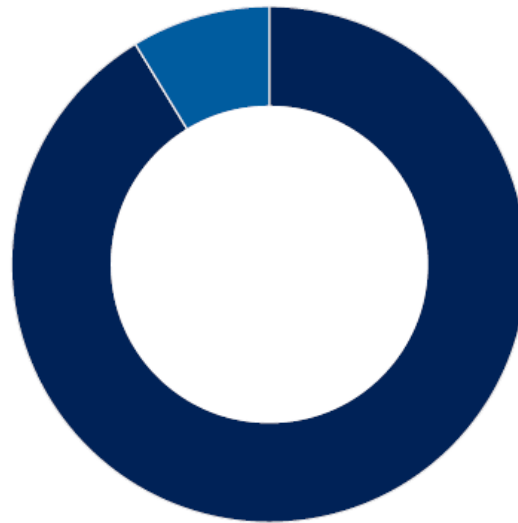


Email on File

As of September 30, 2025

Participants with email
on file

91 %



Email on file	Participant count	% of total
Yes	514	91 %
No	49	9 %

Plan ID: 300439
Plan Type: 457
Plan Name: CITY OF VALLEJO



**Participant
Engagement**



2025 Goal-Based Programs

Q1

Simple Steps to a Successful Year

Q2

Making the Most of Your Savings

Q3

Focus on Your Future

Q4

Finish Strong, Start Secure

Market Overview and Responsive Communications



Mobile App



Financial Wellness Center



E-Newsletter and Emails



RPS Workshops and Appointments



Financial Planning Webinars and CFP® Professional Consultations



Enroll



Learn



Save



Invest



Monitor and Update



Retire

Sample Content: Focus on Your Future



Stay the Course: Market Volatility Is Normal

When the stock and bond markets are experiencing significant volatility, remember that volatility is likely to lessen when viewed over longer time periods. The challenge is that the longer you own higher-risk investments, the greater the chance of experiencing a severe market downturn at some point – and trying to time when those dips (and recoveries) might occur is exceedingly difficult.

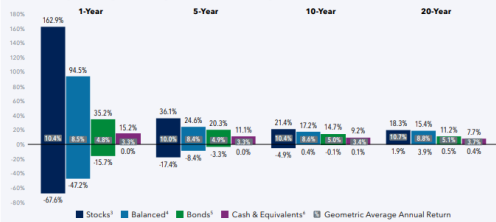
Avoiding stocks may not provide enough growth potential and protection from inflation over time. But avoiding more conservative fixed-income investments might expose you to too much risk. In addition to your time horizon and comfort level with risk, there are other factors to consider.

How dependent will you be on your investments in retirement? How much flexibility do you have to adjust your spending or draw down other income sources if your portfolio performance suffers? Finding the right mix of different types of investments, based on your individual goals and needs, is key.

Stocks overall have historically outperformed other major asset classes over the long term but typically with greater volatility, especially over shorter time periods.

The chart below shows the highest and lowest performance since 1926 for different portfolios over rolling 1-, 5-, 10-, and 20-year periods. For example, over 1-year periods, stocks have ranged from a 163% gain to a 68% loss. Over 20-year periods, they have advanced as much as 18% and have never posted a negative return.

Volatility vs. Return¹ 1926-2024 Rolling Period Returns
(One-Year Example: February 1945-January 1946, March 1945-February 1946, etc.)



Source: Morningstar Direct
The chart above uses the range of returns for various time horizons since 1926 to show that shorter time periods experience more fluctuation in returns than longer time periods. For example: An investment matching the performance of the S&P 500 index held for a one-year period ranged from a 163% gain to a 68% loss. While holding the same investment for a twenty-year period returned as much as 18% per year and never less than 1%. Past performance, as shown, is no guarantee of future results and returns over one year are annualized. See additional disclosures on following page.

To learn more, contact your MissionSquare representative and visit our [Retirement Education Center](#) for additional resources.

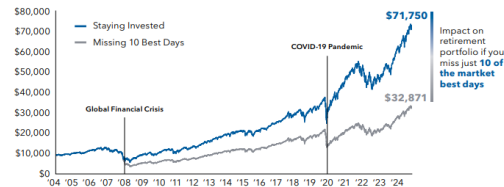


Market Timing vs. Time in the Market

It is tempting to move money out of stocks when share prices are declining. However, as the chart shows, missing just 10 of the market's best days over a 20-year period could dramatically lower the value of a retirement portfolio. This highlights the importance of remaining invested for the long term, rather than trying to "time" the market.

The chart below shows how missing a relatively small number of days over two decades can dramatically reduce a portfolio's performance. Over the long term, it's the time you're invested in the market – not timing the market – that matters most.

Return of \$10,000 Investment



Source: Morningstar Direct.
For illustrative purposes only. Past performance, as shown, is no guarantee of future results.
Measures performance of S&P 500 stock index from December 31, 2004 closing price through December 31, 2024.
Important: This illustration regarding the likelihood of various investment outcomes is hypothetical in nature, does not reflect actual investment results and is not a guarantee of future results. Results may vary with use and over time, reflecting any changed circumstances, assumptions, or variables upon which the information is based. Projections involve known and unknown risks, uncertainties, and other factors which may cause actual results to differ materially and substantially from any future results or performance expressed or implied by the projections for any reason. Projections in no way represent a guarantee that a particular result will be produced or achieved. The projections do not represent actual securities or client performance and cannot determine which securities to buy or sell, or if your investment strategy is appropriate.

To learn more, contact your MissionSquare representative and visit our [Retirement Education Center](#) for additional resources.

National Retirement Security Month Campaign

This October, we will invite your employees to explore the **Retirement Adventure Zone** – a fun, interactive campaign encouraging them to take the next steps toward saving – at any life stage.

Campaign materials include:

- Microsite
- Weekly email campaign
- Printable flyer
- Email for eligible employees
- Banners on participant-facing websites



Promote National Campaigns with Ease

Leverage ready-to-use tools to promote national campaigns to your employees.

Key Elements:

- Direct access to comprehensive resources for each campaign.
- Simplify your outreach with ready-to-use emails and flyers.
- Drive higher engagement and participation in national campaigns.
- Inspire participants to take action toward a secure financial future.



2025

Discover our national campaigns designed to help educate and inspire your employees on their journey to a more secure financial future. We encourage you to partner with us to promote these initiatives.

Plan Sponsor

Campaign Toolkit

Q1	<div style="display: flex; justify-content: space-between; align-items: center;">  <div> <p>January</p> <p>Spark Your Savings 2025 Account Management</p> </div> </div>	<div style="display: flex; justify-content: space-between; align-items: center;">  <div> <p>February</p> <p>Love Your Future Financial Education</p> </div> </div>
Q2	<div style="display: flex; justify-content: space-between; align-items: center;">  <div> <p>April</p> <p>Financial Literacy Month Financial Education</p> </div> </div>	<div style="display: flex; justify-content: space-between; align-items: center;">  <div> <p>May</p> <p>Give Your Retirement Savings a Boost Financial Education</p> </div> </div>
Q3	<p>July</p> <p>Budgeting and Debt Management Financial Education</p>	<p>August</p> <p>Healthcare in Retirement Financial Education</p>
Q4	<p>October</p> <p>National Retirement Security Month Financial Education</p>	<p>November</p> <p>Charitable Giving: Impact on Retirement Planning Financial Education</p>
	<p>September</p> <p>RealizeRetirement Quarterly Financial Wellness Newsletter</p>	<p>June</p> <p>Navigating Common Retirement Numbers Financial Education</p>
	<p>December</p> <p>Happy Holidays!</p>	

[Visit Employer Resource Center](#)

Learn about the MissionSquare technology and services available to help you and your employees in our resource center.



**Client
Engagement**



Product Roadmap

2024 Accomplishments

DCIO

Stood up business and leadership team

Separate Account

Launched first Book Value Equalizer (BVE) Separate Account (opening opportunity for stable value)

Managed Accounts

Advice Engine Upgrades

Fund fact sheet automation

Automate reporting for all 200+ fund fact sheets

RHS microsite

Launched RHS plan sponsor microsite

RHS mobile app

Launched RHS participant claim payment app

2025 Roadmap*

AI solutions

Implemented AI solution for RFP content creation

Fee Strategy

Holistic view aligning fees to lifetime customer value
Recordkeeping, Investments

NJ/National 457(b) plan document

Submitted to IRS for MSQ to operate in NJ and meet latest SECURE 2.0 needs

Product Economics & Vendor Due Diligence

Refine service delivery and cost model

MissionSquare Index Fund Series

Fee reduction implemented

Income Replacement

Finalize Replacement Solution

DCIO

Strategic Partner Program Launch

Trust Series Expansion

Zero fee index fund

OPEB Opportunities

Target Date Fees

Reduce Investment expenses, new lower cost share class, testing relationship pricing

RHS debit card

Estimated launch timeframe for RHS debit card

RHS brokerage window

Target launch timeframe for RHS brokerage window with Schwab (estimated)

Managed Accounts Expansion

Advisor management accounts

Ancillary Products & Services

Market Expansion

401(k), 403(b)

*Subject to change; additional updates to 2025 roadmap to be provided as planning evolves.



Elevating Retirement Health Savings

Beneficiary Advocacy



Self-directed Brokerage



Debit Card



Claims Mobile App



Live Claims Webinar



Claims Microsite



**Conducting Product
Modernization
Analysis including
RFI for supporting
vendor services**



Plan Administration Calendar

Q1

- Participant Tax Reporting
- First time RMDs due
- Loan Default
- Annual Reminders

Q2/Q3

- Loan Default

Q4

- RMDs are due
- Finalize plan amendments
- Loan Default



Financial Wellness



Financial Wellness Puzzle - Putting the Pieces Together

CERTIFIED
FINANCIAL
PLANNER®



Plan
Design

Participant
Engagement

Retirement
Plans Specialist

[Am I On Track Tool](#) | [Financial Wellness Center](#) | [Managed Accounts](#) | [Target Date Funds](#) | [Growth Calculators](#)



Financial Wellness Center

Explore, learn, and plan. This easy-to-use, interactive hub offers tips and tools to help your employees save, invest, and retire.

[Learn More](#) 



Popular Financial Topics

Learn about retirement planning, debt management, emergency savings, college tuition planning, health care, investing, and more.



100+ Tools and Resources

Learn from videos, charts, calculators, articles, and tutorials.



One Convenient Location

Easily access these tools in one place, at any time, right from your account.



Retirement Education Center

MissionSquare
RETIREMENT

Retirement Education Center
Resources to help you to and through retirement

Home > Resources For Plan Participants > Retirement Education Center

Ready. Set. Learn!

Whether you're just getting started or already retired, explore resources to help you navigate your retirement savings journey.

Filter by Topic ▾
Filter by Type ▾
Reset ↻

Help ?

<div style="background-color: #4caf50; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">10 Question Retiree Guide</div> <p style="font-size: 0.8em; margin-top: 5px;">Get answers to 10 key questions about transitioning into and through retir...</p>	<div style="background-color: #3f51b5; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Am I On Track?</div> <p style="font-size: 0.8em; margin-top: 5px;">Watch how to get retirement planning advice.</p>	<div style="background-color: #0070c0; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Choose Your Approach to Investing</div> <p style="font-size: 0.8em; margin-top: 5px;">MissionSquare Retirement helps public sector employees invest so they can realize...</p>	<div style="background-color: #2196f3; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Financial Wellness</div> <p style="font-size: 0.8em; margin-top: 5px;">An easy-to-use, interactive, personalized resource — available right...</p>
<div style="background-color: #3f51b5; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Get to Know Your 401(a) Money Purchase ...</div> <p style="font-size: 0.8em; margin-top: 5px;">Learn about how the 401(a) Money Purchase Plan Works.</p>	<div style="background-color: #3f51b5; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Get to Know your Roth Options</div> <p style="font-size: 0.8em; margin-top: 5px;">Learn about the Roth contribution options available within your 457(b) Pla...</p>	<div style="background-color: #0070c0; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Grow Your Savings</div> <p style="font-size: 0.8em; margin-top: 5px;">See how much your savings can grow.</p>	<div style="background-color: #9c27b0; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Long-Term Care Planning</div> <p style="font-size: 0.8em; margin-top: 5px;">According to the federal government, a majority of people over age 65 will...</p>
<div style="background-color: #3f51b5; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Navigating Market Volatility</div> <p style="font-size: 0.8em; margin-top: 5px;">Learn how to manage your retirement accounts through market uncertainty.</p>	<div style="background-color: #3f51b5; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Required Minimum Distributions (RMDs)</div> <p style="font-size: 0.8em; margin-top: 5px;">Learn about RMDs, including when and how to take them.</p>	<div style="background-color: #0070c0; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Retirement Income Planner</div> <p style="font-size: 0.8em; margin-top: 5px;">See how to take distributions from your savings.</p>	<div style="background-color: #0070c0; color: white; padding: 5px; font-weight: bold; font-size: 0.9em;">Retirement Security Builder</div> <p style="font-size: 0.8em; margin-top: 5px;">See if you're on track for retirement in a few steps.</p>

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Financial Planning Services

RealizeRetirement*Newsletter

Financial Wellness Center



Financial Planning Program



Financial Planning Education Program

Financial planning services are available to **ALL** participants.

Services by CFP® professionals include:

- Financial planning workshops and seminars.
- Individual consultations.
- Social Security Analysis and Strategies.
- Retiree/alumni group meetings.
- Off-site engagements for invited participants.



Additional Employee Benefits



Increased Understanding and Utilization of Plan



Help in Encouraging Employees to Retain Assets in Plan



Better Preparation for Retirement



Financial Wellness Workshops

- Retirement Education Seminars

Meet Your **CERTIFIED FINANCIAL PLANNER™** professional

As a **CERTIFIED FINANCIAL PLANNER™ professional**, I'm motivated everyday to help you build a path towards your retirement and other financial goals. I'm available to guide you throughout your savings journey to retirement and beyond through one-on one consultations, a financial goal plan*, and relevant educational resources, tips and tools.



Richard Gill, CFP®

Personal Financial Planner

(202) 759-7227 | rpgill@missionsq.org



Scan the QR code to schedule a meeting to discuss topics that matter most to you including:

- Strategies for paying off debt
- Investing for retirement
- Understanding Social Security benefits
- Planning for retirement income
- Navigating Medicare options
- Estate planning
- Developing a financial goal plan

MissionSquare
RETIREMENT

You're invited!

Join us for a live financial education webinar with your **MissionSquare Retirement Certified Financial Planner™ Professional**



10 Questions for a Successful Retirement

Transitioning into and moving through retirement can be rewarding and challenging. So having a plan is important. We'll focus on 10 key questions you could ask, from saving, Social Security, and Medicare to managing your investments, withdrawals, and taxes.

Date: October 2nd

Time: 11:30 AM - 12:30 PM

Location: City Hall - Training Room

Hosted by: Richard Gill, CFP®

[Register Now](#)

Annual Webinar Schedule



2025 Webinar Schedule



MissionSquare Retirement's **CERTIFIED FINANCIAL PLANNER® professionals** provide guidance to those who serve our communities. Our webinars reinforce our commitment to offering financial wellness tools and resources to help meet participants' financial education needs as they journey to and, just as importantly, through retirement.

For the schedule of topics and to sign up for webinars, visit www.missionsq.org/cfpwebinars.



All webinars occur at 10 a.m. Pacific Time.

Presenters, content, dates, and times are subject to change.

January

Financial Planning Basics: How to Set and Achieve Your Goals January 8

Women and Money: Preparing for Future Finances January 15

10 Questions for a Successful Retirement: A Guide for the Retiree January 22

Quarterly Economic Overview January 29

February

Planning for the Future: The Fundamentals of Retirement Investing February 5

How Health Can Affect Your Wealth in Retirement February 12

Navigating the Next Chapter: Preparing for Your Retirement February 19

Social Security: Understanding Your Retirement Benefit Options February 26

March

Managing Your Investments: Helping to Keep Your Retirement on Track March 5

Retirement 101: A Comprehensive Overview March 12

March (Continued)

Saving for College: Tips and Strategies to Plan for Your Child's Future March 19

Making Every Dollar Count: Tips for Smart Spending March 26

April

Tax Laws and Your Retirement April 2

Effective Estate Planning: Protecting Your Assets for the Future April 9

Required Minimum Distributions (RMDs): What, How, and When April 16

Quarterly Economic Overview April 23

Roth IRA: A Flexible and Tax-Efficient Way to Save for Retirement April 30

May

Planning for the Future: The Fundamentals of Retirement Investing May 7

Women and Money: Preparing for Future Finances May 14

Navigating the Next Chapter: Preparing for Your Retirement May 21

Social Security: Understanding Your Retirement Benefit Options May 28

2 | 2025 Webinar Schedule



All webinars occur at 10 a.m. Pacific Time.

Presenters, content, dates, and times are subject to change.

June

Financial Planning Basics: How to Set and Achieve Your Goals June 4

Making Every Dollar Count: Tips for Smart Spending June 11

Retirement Income Planning: Tips to Help Make Your Money Last June 18

10 Questions for a Successful Retirement: A Guide for the Retiree June 25

July

The Importance of Long-Term Care Planning in Retirement July 9

The Medicare Puzzle: Understanding Your Medicare Options July 16

Quarterly Economic Overview July 23

How Health Can Affect Your Wealth in Retirement July 30

August

Making Every Dollar Count: Tips for Smart Spending August 6

How to Pay Off and Prevent Debt August 13

Retirement 101: A Comprehensive Overview August 20

Social Security: Understanding Your Retirement Benefit Options August 27

NEW Summer Webinar Series

Understanding Roth Conversions June 26

Required Minimum Distributions (RMDs): What, How, and When July 24

Understanding Qualified Charitable Distributions August 28

September

Required Minimum Distributions (RMDs): What, How, and When September 10

Retirement Income Planning: Tips to Help Make Your Money Last September 17

Managing Your Investments: Helping to Keep Your Retirement on Track September 24

October

Financial Planning Basics: How to Set and Achieve Your Goals October 1

Effective Estate Planning: Protecting Your Assets for the Future October 8

10 Questions for a Successful Retirement: A Guide for the Retiree October 15

Quarterly Economic Overview October 22

Roth IRA: A Flexible and Tax-Efficient Way to Save for Retirement October 29

November

Understanding Qualified Charitable Distributions November 5

Navigating the Next Chapter: Preparing for Your Retirement November 19

December

Managing Your Investments: Helping to Keep Your Retirement on Track December 3

Saving for College: Tips and Strategies to Plan for Your Child's Future December 10

Retirement Income Planning: Tips to Help Make Your Money Last December 17



Legislative Updates



Age 60 to 63 "Super" Catch-Up

Effective in 2025

**Available for
401(k), 403(b)
and governmental
457(b) plans**

**Age 60 to 63 catch-up
is optional—plans
could offer only age
50 catch-up
contributions**

**As of 2026, plans on
457(b) model document
with age 50 catch-up will
default to allow age 60-63
catch-up—Employers can
opt out**

Request for SECURE 2.0 Plan Changes Checklist



Request for SECURE 2.0 and Other Plan Changes Checklist

To begin the process of making changes to your plan, please check the boxes next to the provisions you wish to add, and submit the completed checklist to MissionSquare Plan Services via [Secure Messaging](#).

We request to add the following checked optional provisions to:

PLAN NAME: <input type="text"/>	PLAN NUMBER: <input type="text"/>	EFFECTIVE: mm/yy <input type="text"/>
------------------------------------	--------------------------------------	--

- Roth Contributions (457(b), 403(b), 401(k) plans only)**
The plan will allow in-plan Roth conversions:
 Yes (default) No
Designated Roth accounts will be available as a source for loans under the plan:
 Yes No (default)
Note: If your plan does not permit Roth contributions, employees earning above \$145,000 (Social Security wages) in 2025 may be ineligible to make age 50 or age 60-63 catch-up contributions starting in 2026.
- Age 60-63 Catch-Up**
- Qualified Federally Declared Disaster Relief Distribution**
- Emergency Expense Withdrawals for (up to \$1,000)***
- Self-Certification for Unforeseeable Emergency Withdrawals (Available for 457(b) Plans)**
Is plan sponsor approval required:
 Yes No (default)
- Self-Certification for Hardship Withdrawals (Available in 403(b) and 401(k) Plans)**
Is plan sponsor approval required:
 Yes No (default)
- Penalty-free Withdrawals for Individuals In Case of Domestic Abuse***
- Eliminate the "first day of the month" requirement for 457(b) plans (changes and enrollments will be effective immediately or as soon as administratively feasible)**
- Treatment of Student Loan Payments as Elective Deferrals for Purposes of Matching Contribution**
- In-Service Distribution at Age 59.5**
- Qualified Birth and Adoption Distribution**
- MissionSquare Retirement Income Advantage In-Service Portability**
- Other:**
(Discuss with your MissionSquare contact before completing this item).

*Estimated availability after 3/31/2025.

Requestor: Provide your information in the fields below and submit the completed checklist using Secure Messaging. Please review the [Secure Messaging User Guide](#) for more information.

We will contact you within 3-5 business days if more information is needed; otherwise MissionSquare Plan Services will prepare and send any necessary documents to the plan sponsor contact who is authorized to execute those documents. To update your plan's contacts, please use the Plan Contact & Access Form available on the Plan Sponsor website. Documents are typically sent within 7 business days of the request unless there are unanswered questions. This timing might be greater if the volume is high. An email notification will be sent when the recordkeeping changes are complete.

FULL NAME: LAST, FIRST, MI (REQUESTOR'S INFORMATION) <input type="text"/>	TITLE: <input type="text"/>
EMAIL ADDRESS: <input type="text"/>	


Questions? Contact MissionSquare Plan Services for employer support at (800) 326-7272 or log in to your account to use Secure Messaging.


MissionSquare Retirement 777 N. Capital Street, NE, Washington, DC 20002-4240
(800) 326-7272 www.missionsq.org

168026-0325-W3380

Resources to Support Your Employees

As new provisions are adopted, we've created overview flyers to highlight their benefits. Please share these with your employees as you update your plan.





Higher Age-Based Catch-Up Contributions Limit for Ages 60-63

Did you know your employer plan allows for a higher catch-up limit if you are age 60, 61, 62, or 63?

We understand that saving for retirement is an important goal and you would like to save a bit more than you could in years past. Beginning in 2025, if you are age 60, 61, 62 or 63, you can choose to save more!

Discover the Benefit

Your plan now allows those between the ages of 60 and 63 to save more than the age-50 catch-up limit:


- The higher limit is \$11,250 for 2025.
- This limit applies for each year you are 60, 61, 62, and 63.
- For the year you turn 64, the limit will revert back to the age-50 catch-up limit – which is \$7,500 for 2025.


The higher catch-up limit of \$11,250 is **instead** of the normal catch-up limit of \$7,500, **not in addition to it**. The higher catch-up limit is indexed and may change each year.

For more information, contact MissionSquare Plan Services at (800) 669-7400.

\$23,500	\$31,000	\$34,750
+ \$7,500	+ \$7,500	+ \$11,250
\$23,500	\$23,500	\$23,500
Normal Contribution Limit	Age 50-59 and Age 64 and over	Age 60-63

MissionSquare Retirement 777 N. Capitol Street, NE, Washington, DC 20002-4240 (800) 669-7400 www.missionsq.org
107399-1224-W3393





Qualified Disaster Recovery Distribution

Did you know your employer plan allows for Qualified Disaster Recovery Distributions?

We understand how challenging it can be to navigate the aftermath of a natural disaster. When homes are damaged, lives are disrupted, and uncertainty is looming, it's easy to feel overwhelmed. To support you during this difficult time, your plan offers a disaster relief distribution to eligible employees.

Discover the Benefit:

Qualified plan participants impacted by federally declared disasters are automatically eligible to receive distributions of up to \$22,000 from the first day of a qualified disaster's incident period until the date that is 179 days after the latest of:

- The date of enactment;
- The first incident date; or
- The day that the disaster declaration is issued.

During this period, participants are eligible for a qualified disaster recovery distribution if the participant (1) has a principal place of abode in a qualified disaster area during the relevant disaster and (2) sustains an economic loss by reason of the disaster.

If you have been impacted by a federally declared disaster and wish to request a distribution, please contact MissionSquare Participant Services at (800) 669-7400 and request a Qualified Disaster Recovery Distribution withdrawal form.

For more information, contact MissionSquare Participant Services at (800) 669-7400.

MissionSquare Retirement 777 N. Capitol Street, NE, Washington, DC 20002-4240 (800) 669-7400 www.missionsq.org
90181-1124-W3386



SECURE 2.0 Provisions

Navigating the provisions of the Setting Every Community Up for Retirement Enhancement (SECURE) Act and optimizing its impact on public service employees.

Provision	Description	Required?
Higher Catch-up Limit to Apply for ages 60 to 63 (109)	<ul style="list-style-type: none"> The age-based catch-up contribution limit for all plans has been increased for individuals who attain age 60 through 63 to the greater of \$10,000 or 150% of the regular catch-up contribution limit for 2024 (indexed for inflation). The catch-up contribution limit for individuals aged 50 and older is \$7,500 in 2025. 	Optional Taxable years beginning after Dec. 31, 2024
Roth Catch-Up Wage Threshold also known as the "Roth Mandate" (603)	<ul style="list-style-type: none"> Employees whose prior year Social Security wages with their current employer exceeded the Roth catch-up wage threshold, as indexed (\$145,000 in 2025) must designate age 50 or age 60-63 catch-up contributions as Roth contributions. If a plan does not allow Roth contributions, employees whose prior year wages exceeded the threshold will be ineligible to make age 50 or age 60-63 catch-up contributions. 457(b), 401(k), and 403(b) plans will need to permit Roth contributions to continue allowing employees earning over the Roth catch-up wage threshold to make age 50 and age 60-63 catch-up contributions in 2026 and beyond. The special pre-retirement catch-up contributions available in 457(b) and 403(b) plans are exempt from the Roth catch-up requirements. 	Mandatory after January 1, 2026. Optional for 2024 and 2025.
Exclusion of Certain Disability-Related First Responder Retirement Payments (309)	<ul style="list-style-type: none"> Allows first responders to exclude from gross income pension or annuity payments received from a 401(a), 403(b), or governmental 457(b) plan in connection with the individual's service as a law enforcement firefighter, paramedic, or emergency-related technician, subject to disability-related limits. 	Mandatory Taxable years beginning after Dec. 31, 2026
Repayment of Qualified Birth or Adoption Distributions (QBAD) limited to 3 years (311)	<ul style="list-style-type: none"> Limits the QBAD repayment period to the three-year period beginning on the day after the QBAD was received. 	Mandatory Jan. 1, 2026



**Self-Directed
Brokerage
Account**

Plan Provision Details

- Participants in the 457 and 401(a) plans may invest in registered Mutual Funds and Exchange-Traded Funds (ETFs) exclusively through the Charles Schwab Self-Directed Brokerage Account.
- When the brokerage account was established, the Plan Sponsor Agreement restricted access to these specific securities, which aligned with long-term retirement objectives.
- **Eligibility and Transfer Requirements:**
 - **Minimum total account balance:** \$35,000 across all MissionSquare plans (excluding brokerage assets).
 - **Initial transfer:** At least \$5,000.
 - **Subsequent transfers:** At least \$1,000.
 - **Core account balance after transfer:** Must remain at least \$30,000.
 - **Example:** If your core account balance is \$36,000, the maximum amount eligible for transfer to the brokerage account is \$6,000.

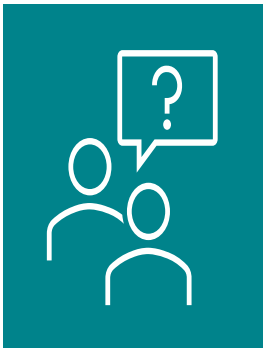
Investment Options: Amendment Process

Charles Schwab's Trading Menu Change Form allows selection of specific asset classes for trading, including:

- Mutual Funds
- Equities (Stocks)
- Debt Securities (Fixed Income)
- Exchange-Traded Funds (ETFs)
- Closed-End Mutual Funds
- Options

Alternatively, plan sponsor may choose to enable full brokerage access to all securities (no restrictions).

An updated Administrative Services Agreement addendum is required if investment option changes are made.



Questions?

