



LAWRENCEVILLE

GEORGIA

AGENDA REPORT

MEETING: WORK SESSION, JUNE 5, 2024

AGENDA CATEGORY: GENERAL NEW BUSINESS

Item:	Consideration of a Resolution to Amend the City's 401(a) retirement plan to exclude grant funded positions
Department:	Finance
Date of Meeting:	Wednesday, June 5, 2024
Fiscal Impact:	N/A
Presented By:	Keith Lee, Chief Financial Officer
Action Requested:	Proceed to the City Council Regular meeting for the approval of the resolution to amend the City's 401(a) retirement plan

Summary: The city provides a 401(a)-retirement plan for eligible employees of the City. The plan defines the employees that are eligible for the plan. Currently, the plan is silent on grant funded positions. This resolution is to exclude grant funded positions from 401(a). The 401(a) plan has a vesting schedule of five years, which exceeds the length of any existing grant the City has been awarded. Additionally, all federal grants are subject to annual appropriations. As a result, most, if not all, 401(a) contributions would be forfeited upon the separation of employment due to the length of employment and vesting schedule.

Fiscal Impact: Eliminates the City's contribution and / or match into the 401(a).

Attachments/Exhibits:
Resolution