



City of Boynton Beach Agenda Item Request Form

Meeting Date: 12/ 2/2025

Proposed Resolution No. R25-318- Approve contracts with Nationwide as the 457 Employee Plan provider and Burgess Chambers and Associates as the City's financial advisor, and authorize the Mayor or City Manager to execute all ancillary documents necessary to implement the agreements, including supplemental provider agreements with Schwab and additional external investment account providers related to the 457 Investment Plan, subject to approval of the Finance Director and City Attorney's Office.

Requested Action: Staff recommends approval of Proposed Resolution No. R25-318.

Explanation of Request: Purpose:

- Consolidate the three separate 457 Plans providers into one provider (Nationwide), maximizing Employees' and Retirees' Retirement Gains
- Align the 457 Plan provider contract with the appropriate fee structure for this century. Many of the contracts are over +25 years old

City staff is requesting to enter into a new agreement with Nationwide to implement a single 457 Plan Provider, a related agreement with Burgess Chambers and Associates to serve as the City's financial advisor, and is seeking authorization to enter into any other agreements necessary to implement the new 457 Plan arrangement.

How will this affect city programs or services? This will enhance city employees' retirement opportunities by successfully completing the desired outcome.

Desired Outcome:

- Consolidation & Scale- Combine existing plans to maximize efficiencies and purchasing power.
- Lower Fees- Renegotiate the Nationwide contract with an administrative fee cap of 0.065% (or \$39 per participant annually).
- Institutional Investments- Utilize BCA's expertise to secure an open-architecture platform and lower-cost institutional share classes.
- Transparency- Eliminate hidden fees, retail commissions, and underperforming funds.
- Best Practices- Adopt target-date funds as the default option, add a money market fund to capture competitive yields, and align investment choices with industry standards.
- Managed Accounts- Review and negotiate managed account fees.
- Expanded Access- Add Schwab/JP Morgan self-directed brokerage to broaden the investment universe.
- Governance- Formalize an Investment Policy Statement and a Service Level Agreement

- Oversight- Provide ongoing monitoring and fiduciary support.

Budgeted Item: Yes

Fiscal Impact: This item was a budget item. The impact on 457 participants is approximately \$500 per year per participant, resulting from switching to a flat fee of \$39 per participant per year. There is a greater impact on the investment side, where no hidden fund fees are incurred in plan-sponsored funds. This means participants will yield a higher return in the future as a result of these changes. Retirees are most impacted due to higher average balances.

Attachments:

[R25-318 Agenda_Item_3833-](#)

[2025_Resolution_for_Nationwide_457_and_Burgess_Financial_Advisor.docx](#)

[Agenda Item 3833-2025 Resolution for Nationwide 457 and Burgess Financial Advisor.docx](#)

[Nationwide Contract Draft 11192025.pdf](#)

[Plan Performance Report - Boynton Beach FL 3Q25.pdf](#)

[Sample- Omnibus Implementation APP77578-05.pdf](#)

[Sample Participant Fee Disclosure 11-01-2024 v2.pdf](#)

[Sample Plan Fee Disclosure 11-01-2024 v2.pdf](#)

[Sample Transition enrollment letter.pdf](#)

[2025-10-01 CBB \(BCA Agreement\) - Investment Performance Monitoring and Advisory](#)

[Consulting Services Rev. 10.13.25.pdf](#)

[457 Plan Agenda Item v2.0.pptx](#)