

**City of Seattle Voluntary Deferred Compensation Plan  
Regular Trust Committee Meeting Minutes**

Wednesday, January 28 2026, 9:30 am – 11:30 am  
Hybrid Meeting

**TRUSTEES present:** Jeffrey Davis, Rick Sheridan, Jessica Jaeger, Dennis Karl, Tania Torres, and Kimberly Loving.

**STAFF present:** Michelle Ell, Tony Dozier, and Jesica DiCione.

**CONSULTANTS present:** Ted Grigsby from Fiduciary Consulting Group; Michael Monaco and Gavin Parr from Mondress Monaco Parr Lockwood (MMPL).

**GUESTS present:** Jim Keeler and Susan Wilson from Nationwide; Gary Smith (City Attorney's Office); David Ramirez (Empower).

**BUSINESS**

**Opening:** Rick Sheridan, Committee Chair, started the meeting at 9:33 am.

**Introductions:** Rick Sheridan welcomed attendees and asked for introductions.

**Public Comment:** No public comment.

**Minutes of December 3, 2025 Meetings:** Rick Sheridan requested a review of the meeting minutes.

**MOTION:** Jessica Jaeger moved to approve the minutes. The motion was seconded by Dennis Karl and passed unanimously.

**Nationwide Q3 2025 Report:** Jim Keeler discussed the fourth quarter 2025 Nationwide plan overview, reporting an increase in Plan assets of 1.138%. The quarter ended with 11,738 participants, 10,220 of whom have online accounts, with 268 participants enrolled in ProAccount and 88 with Schwab PCRA accounts. He reported a steady level of plan participation at 42%. The Plan balance was \$2,184,800,292, not including participant loan balances. Susan Wilson reported 817 individual meetings, 28 group meetings with 832 attendees and 149 new enrollments for the quarter. This was Nationwide's final presentation to the Committee due to the transition to Empower; Rick Sheridan thanked Jim Keeler, Susan Wilson and the Nationwide team for their partnership.

**Fiduciary Consulting Group Q4 2025 Performance Review:** Ted Grigsby discussed his firm's investment performance report as of December 31, 2025, and provided an overview of current economic conditions, performance of global and domestic capital markets, and impacts to the Plan's investment options. Mr. Grigsby reported that the broader themes of 2025 of economic resilience included relatively low inflation and strong GDP growth for the quarter, resulting in a positive year for investors, despite major political headlines, changing trade policies and significant global events. He noted that the year reflected the positive effects of diversification as US equities performed well but international equities excelled throughout 2025, outperforming domestic markets with weakening of the US dollar and positive global economic activity. He also noted strong bond returns for the year. He discussed concerns about equity valuations amid artificial intelligence developments, potential impacts on the labor markets, and widening wealth inequity.

Mr. Grigsby noted that total plan assets were \$2,206,273,523 at the end of the fourth quarter of 2025. He stated that Plan fees were a lower percentage than in the previous year because of collective investment trust (CIT)

implementation, reduced record keeping fees, and the lower administrative fee assessment. He reported that combined administrative and investment fees were 0.2418% at the end of 2025, a decrease from 0.2639% at the end of 2024. There were 11,727 participants in the Plan, and the average participant balance was \$184,275. He stated that Fiduciary Consulting Group remains pleased with investment managers in the Plan, and that the Plan has done well with its target date funds experiencing an exceptional year. He noted that the transition from the Galliard to Putnam stable value fund is on track.

Mr. Grigsby then provided an update regarding the funds currently on watch. He stated that the Brandywine Global Opportunity Bond Fund has recovered, but its five-year average performance remains low, so the fund will remain on watch but could recover sufficiently to come off watch at a later date. He reported that the Vanguard US Growth Fund had a good quarter but is still underperforming over the short term, while maintaining very strong performance over the longer term. That fund will also continue to be monitored. Regarding the American Century Mid Cap Value R6 Fund, he stated that if the fund continues to underperform in the next quarter it will probably be evaluated for replacement. He stated that no changes to any of the fund's investments were currently recommended.

Mr. Grigsby also provided an update regarding the potential use of additional CIT vehicles for fund investments, stating that negotiations continue to allow more investment options to be brought into that lower-cost framework.

Mr. Grigsby also updated the Committee on float income projections under the amendment to the Empower contract to rebate those earnings to the Plan. He stated that while the amount of this income remains uncertain, it is likely to be in the range of \$50,000 to \$100,000 per year, subject to revision following additional information. He noted that this additional income may allow the Committee to further reduce administrative fees in the future.

**Plan Staff Update:** Michelle Ell updated the Committee on the transition to Empower. Ms. Ell mentioned that Empower is conducting transition meetings with participants, and Plan Staff are partnering with ARSCE and Central Benefits to provide information regarding the transition. Ms. Ell mentioned that the blackout period would start at 1pm PST on Wednesday, January 28 and the Plan assets would be transferred from Nationwide to Empower on February 5. She reported that there will be targeted communications to those with managed accounts and employees who will have to make 2026 catch-up contributions as Roth contributions based on their 2025 W-2. Ms. Ell discussed the upcoming Investment Advisory RFP, and the need to extend Fiduciary Consulting Group's contract by six months (to the end of August 2026) to accommodate that process. Mr. Monaco reported that this extension could be implemented to continue FCG's services for that period, with no change to the pricing or other terms of the contract, and that FCG had indicated its agreement to an extension on those terms.

**MOTION:** Jeff Davis moved to extend the contract with Fiduciary Consultants for six additional months, on the same terms and conditions as presently in effect. The motion was seconded by Kimberly Loving and passed unanimously.

**Empower:** David Ramirez introduced the Empower staff who will assist the City and outlined their roles and responsibilities. The Empower staff introduced were: Kelly Bush, the executive sponsor; Dave Ramirez, the relationship manager; Kerrin Bostwick-Strub, the Plan's contact for day-to-day administration; Michela Palmer, the lead strategist for participant engagement; Cynthia Egger, the Director of Participant Engagement; and Sean Howard, the onsite education consultant.

**Legal Counsel Report:** Michael Monaco mentioned that the extension of the contract with Fiduciary Consulting Group will be completed quickly, and that MMPL will be working with Ms. Ell on template contract provisions for the RFP.

**Adjournment:** Rick Sheridan moved to adjourn the meeting. Hearing no objections, the meeting was adjourned at 10:30 am.

**Next Meeting:** The next hybrid meeting is scheduled for Wednesday March 25, 2026, at 9:30 am PST.



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Jeffrey S. Davis  
Secretary, Deferred Compensation Plan Committee

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