
MEMORANDUM
HUMAN RESOURCES DEPARTMENT

TO: Thomas Thomas, City Manager

SUBJECT: Nelson Deferred Compensation

DATE: May 29, 2013

Human Resources calculated the employer's cost of providing a five percent (5%) deferred compensation benefit for Park and Recreation Director, William Nelson. He will receive the deferred compensation benefit retroactively to 5/28/01 to 5/15/13. The employer's total cost will be \$60,400.29. This figure includes the retroactive 5% deferred compensation benefit and the employer's future IMRF pension liability.

Recommendation: City Council approves the retroactive deferred compensation benefit for William Nelson and the employer pays the future IMRF pension liability (which is due when the member retires) in the total amount of \$60,400.29. Secondly, City Council approves paying the 5% deferred compensation benefit in Mr. Nelson's future bi-weekly checks.

Submitted By: John Thorson, Human Resources Director

**MEMORANDUM
GENERAL ADMINISTRATION**

TO: Mayor and Members of the City Council

SUBJECT: Deferred Contribution-Department Heads

DATE: 5/15/01

During our recent discussions regarding compensation for the Police Chief, I recommended a 5% contribution by the city to Chief Scott's deferred compensation account with the International City Management Association Retirement Corporation (ICMA-RC). I recommended this benefit be provided to all Department Heads whether Chief Scott decided to remain in Rock Island or accept the Police Chief position in Holyoke, Massachusetts.

I am recommending that the city make a contribution of 5% of salary for Department Heads. The total annual cost would be approximately \$25,000 per year based on current salaries. This action would provide an attractive benefit to top level managers and help attract and retain high performing department heads in the future. This would include the following positions: Director of Community and Economic Development Department, Public Works Director, Finance Director, Personnel Director/Assistant, Police Chief, Fire Chief, and Director of the Martin Luther King Jr. Center.

Recommendation: It is recommended that the City Council authorize a contribution to the deferred compensation accounts of Department Heads in the amount of five (5) percent of their salary effective May 28, 2001.

SUBMITTED BY: John C. Phillips, City Manager
JCP:clg
