

**DENVER BOARD OF WATER COMMISSIONERS**  
**Acting as Trustee of Retirement Plan or Sponsor of 401(k) Plan**

Meeting Date: May 22, 2013

Board Item: 2-A-3

**2013 DC Plan Provider Fee Benchmarking Review**

Consent

Action

Information

Department of Labor regulations under ERISA and, specifically, section 408(b) (2) require that all fees be "reasonable" for retirement plan services being provided. Although the Denver Water Defined Contribution plan is not governed by ERISA, the Board follows many of the regulations under ERISA as best practices. The Board has engaged Cook Street Consulting to regularly review the investment management and administration costs in 401(k) and 457 Plans and to benchmark these costs to industry averages every 3 years.

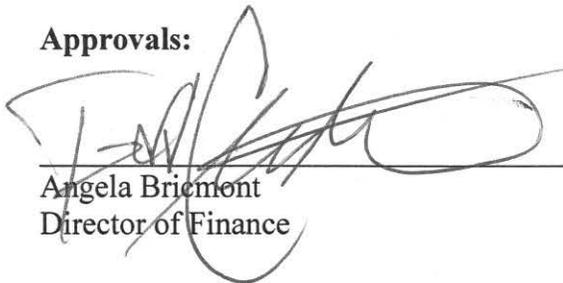
In April 2013, Cook Street provided the Director of Finance, the Director of Human Resources and the remaining members of the Retirement program committee with Fiduciary Benchmarks Fees, Plan Design, and Participant Success Measures Reports compiled by an independent third-party provider for both 401(k) and 457 Plans. The reports contained comprehensive "apples-to-apples" comparisons of plans' fees, design, and participant success measures to those of a Benchmark Group of over 30 similar plans. Total Plan Fees for 401(k) Plan were estimated at 0.58%, which was 0.14 percentage points lower than the average 401(k) plan, while 457 Plan fees were estimated at 0.65%, which was 0.20 percentage points lower than an average 457 Plan.

Based on these findings, Cook Street Consulting concluded that the fees for retirement plan services being provided were reasonable and the Director of Finance and Director of Human Resources concurred.

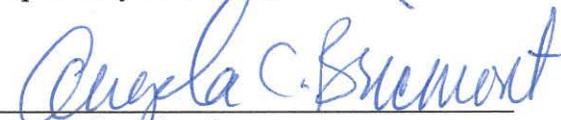
Recommendation:

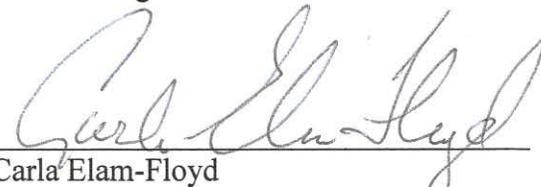
It is recommended that the Board ratify the findings of the 2013 DC Plan Provider Fee Benchmarking Review.

**Approvals:**

  
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Angela Briemont  
Director of Finance

Respectfully submitted,

*for*   
\_\_\_\_\_  
James S. Lochhead  
CEO/Manager

  
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Carla Elam-Floyd  
Director of Human Resources