

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
Milwaukee, Wisconsin**

**FINANCIAL STATEMENTS
December 31, 2014 and 2013**

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Independent Auditors' Report

Deferred Compensation Board
City of Milwaukee Deferred Compensation Plan
Milwaukee, Wisconsin

Report on the Financial Statements

We have audited the accompanying financial statements of City of Milwaukee Deferred Compensation Plan, which comprise the statements of net position available for benefits as of December 31, 2014 and 2013, and the related statements of changes in net position available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net position available for benefits of the Plan as of December 31, 2014 and 2013, and the changes in net position available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis be presented to supplement the basic financial statements. Such information, although not part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquires of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

CliftonLarsonAllen LLP

Milwaukee, Wisconsin
August 20, 2015

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
MANAGEMENT'S DISCUSSION AND ANALYSIS
December 31, 2014**

This discussion and analysis of the City of Milwaukee Deferred Compensation Plan (the Plan) financial performance provides an overview of the Plan's financial activities for the years ended December 31, 2014, 2013, and 2012. It is presented as required supplemental information to the financial statements.

Overview of Financial Statements

The Statements of Net Position Available for Benefits provide the financial position of the Plan at December 31, 2014, including comparative amounts for the year ended December 31, 2013.

The Statements of Changes in Net Position Available for Benefits summarize the Plan's financial activities that occurred during the year ended December 31, 2014 and comparative amounts for the year ended December 31, 2013.

The Notes to Financial Statements provide additional information that is essential to a full understanding of the financial statements. The notes are an integral part of the financial statements and include detailed information not readily evident in the basic financial statements.

The analysis below focuses on Net Position Available for Benefits (Table 1) and Changes in Net Position Available for Benefits (Table 2).

**Table 1
Net Position Available for Benefits**

	<u>2014</u>	<u>2013</u>	<u>2012</u>
NET POSITION AVAILABLE FOR BENEFITS	<u>\$ 799,911,331</u>	<u>\$ 768,791,192</u>	<u>\$ 676,862,479</u>

**Table 2
Changes in Net Position Available for Benefits**

	<u>2014</u>	<u>2013</u>	<u>2012</u>
ADDITIONS TO NET POSITION	71,729,632	137,718,028	90,794,151
DEDUCTIONS FROM NET POSITION	<u>40,609,493</u>	<u>45,789,315</u>	<u>38,378,159</u>
NET INCREASE	<u>\$ 31,120,139</u>	<u>\$ 91,928,713</u>	<u>\$ 52,415,992</u>

Financial Analysis of the Plan

The statement of net position available for benefits and the statement of changes in net position available for benefits report information about the Plan's growth. The Plan's net position provides information on the financial strength of the Plan.

Also non-financial factors such as changes in Plan participation, economic conditions and new or changed governmental legislation can also impact the financial strength of the Plan.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
MANAGEMENT'S DISCUSSION AND ANALYSIS
December 31, 2014**

2014 Financial Highlights

- Total assets available for benefits increased by approximately \$31.1 million during 2014 from \$768,791,192 at December 31, 2013 to \$799,911,331 at December 31, 2014. The increase was due to contributions and investment earnings in all asset classes.
- Employee contributions increased from \$32,227,258 for the year ended December 31, 2013 to \$33,001,236 for the year ended December 31, 2014. The overall increase is due to employee contribution increases and changes in deferral amounts.
- The Plan's 2014 participant roll-in dollars, included in contributions, totaling approximately \$5 million mostly came from Employees' Retirement System Global Pension Settlements, IRA, 401(k), 403(b) and 457 plan to plan transfers.
- Distributions to participants decreased from \$45,559,378 for the year ended December 31, 2013 to \$40,306,425 for the year ended December 31, 2014. It is not unusual for distributions to fluctuate from year to year depending upon participant elections and retirement dates. The loan option that became available during 2014 provides an alternative to hardship withdrawals for participants which reduced distributions.
- Administrative expenses increased approximately 31.8% during 2014 from \$229,937 for the year ended December 31, 2013 to \$303,068 for the year ended December 31, 2014. The increase is primarily due to loan fees charged to participants which was new in 2014.
- The Plan increased 12b-1 revenue from \$255,172 in 2013 to \$329,668 in 2014, an increase of \$74,496. This was due to increased market value.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
MANAGEMENT'S DISCUSSION AND ANALYSIS
December 31, 2014**

2013 Financial Highlights

- Total assets available for benefits increased by approximately \$91.9 million during 2013 from \$676,862,479 at December 31, 2012 to \$78,791,192 at December 31, 2013. The increase was due to contributions and investment earnings in all asset classes.
- Employee contributions increased from \$32,702,105 for the year ended December 31, 2012 to \$32,227,258 for the year ended December 31, 2013. The overall increase is due to employee contribution increases and changes in deferral amounts.
- The Plan's 2013 participant roll-in dollars, included in contributions, totaling approximately \$5 million mostly came from Employees' Retirement System Global Pension Settlements, IRA, 401(k), 403(b) and 457 plan to plan transfers.
- Distributions to participants increased from \$38,155,573 for the year ended December 31, 2012 to \$45,559,378 for the year ended December 31, 2014. Net increase in payouts was \$7,403,805.
- Administrative expenses increased approximately 3.3% for the year ended December 31, 2013. Administrative expenses increased from \$222,586 for the year ended December 31, 2012 to \$229,937 for the year ended December 31, 2014.
- The Plan increased 12b-1 revenue from \$194,180 in 2013 to \$255,172 in 2014, an increase of \$60,992. This was due to increased market value.

Financial Contact

The Plan's financial statements are designed to present users with a general overview of the Plan's finances and to demonstrate the trustee's accountability. If you have questions about the report or need additional financial information, contact the Deferred Compensation Director for the City of Milwaukee Deferred Compensation Plan at 414-286-5563.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
STATEMENTS OF NET POSITION AVAILABLE FOR BENEFITS
December 31, 2014 and 2013**

	<u>2014</u>	<u>2013</u>
ASSETS		
Participant-directed investments	<u>\$ 781,616,104</u>	<u>\$ 768,791,192</u>
Receivables		
Participant contributions	906,018	-
Notes receivable from participants	<u>17,389,209</u>	<u>-</u>
Total receivables	<u>18,295,227</u>	<u>-</u>
NET POSITION AVAILABLE FOR BENEFITS	<u>\$ 799,911,331</u>	<u>\$ 768,791,192</u>

The accompanying notes are an integral part of the financial statements.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
STATEMENTS OF CHANGES IN NET POSITION AVAILABLE FOR BENEFITS
Years Ended December 31, 2014 and 2013**

	<u>2014</u>	<u>2013</u>
ADDITIONS TO NET POSITION ATTRIBUTED TO		
Employee contributions	\$ 33,001,236	\$ 32,227,258
Interest income from notes receivable from participants	<u>334,200</u>	<u>-</u>
Net investment income		
Mutual funds	33,214,806	98,772,361
Common stocks	2,660,846	4,638,726
Stable value account	2,483,282	2,042,488
Annuity contract interest income	<u>35,262</u>	<u>37,195</u>
Net investment income	<u>38,394,196</u>	<u>105,490,770</u>
Total additions	<u>71,729,632</u>	<u>137,718,028</u>
DEDUCTIONS FROM NET POSITION ATTRIBUTED TO		
Distributions to participants	40,306,425	45,559,378
Administrative expenses	<u>303,068</u>	<u>229,937</u>
Total deductions	<u>40,609,493</u>	<u>45,789,315</u>
NET INCREASE	31,120,139	91,928,713
NET POSITION AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	<u>768,791,192</u>	<u>676,862,479</u>
NET POSITION AVAILABLE FOR BENEFITS, END OF YEAR	<u>\$ 799,911,331</u>	<u>\$ 768,791,192</u>

The accompanying notes are an integral part of the financial statements.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2014 and 2013**

NOTE 1 - DESCRIPTION OF THE PLAN

The City of Milwaukee Deferred Compensation Plan (the Plan) was established by Section 5.50 of the Milwaukee City Charter (1971 compilation as amended). The Plan operates pursuant to a Master Agreement for Plan of Deferred Compensation adopted by the City of Milwaukee (the City), amended and restated December 8, 2011.

Contributions

Under the Plan provisions, eligible employees may contribute to the Plan through payroll deductions. Eligible employees are individuals who perform services for the City as an employee. In accordance with Section 457 of the Internal Revenue Code (IRC), the Plan limits the amount of an individual's annual contributions to an amount not to exceed the lesser of \$17,500 (for 2014) or 100% of the individual's gross annual salary, or if appropriate, adjusted gross salary. Individuals age 50 or over may make an additional "catch-up" contribution effective for tax years after December 31, 2001. Additional catch-up contributions are allowed for participants within three years of retirement. Amounts contributed by employees are deferred for federal and state income tax purposes until benefits are paid to the employees. An employee's interest in his/her account is fully vested at all times. The City does not make any contributions to the Plan.

Participant Accounts

Under provisions of the Small Business Job Protection Act of 1996 (SBJPA), which became effective for plan years beginning after December 31, 1996, assets of IRC Section 457 plans must be held in a trust, custodial account, or annuity contract for the exclusive benefit of employees and beneficiaries. At December 31, 2014 and 2013, the Plan met the requirements of the SBJPA.

The Plan is governed by the City of Milwaukee Deferred Compensation Board (the Board) and is administered by a third party. The Board is also the trustee of the Plan.

Participants direct the investment of their account balances and have the following investment options to choose from:

- Stable Value account, which invests primarily in fixed income securities and investment contracts.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2014 and 2013**

NOTE 1 - DESCRIPTION OF THE PLAN (continued)

Participant Accounts (continued)

- Variable earnings investment accounts consisting of various underlying mutual funds, common stocks and bond investments that have different investment risks and return objectives:
 - Actively Managed Income Account
 - Socially Conscious Balanced Account
 - Passively Managed U.S. Equity Account
 - Actively Managed Equity Account
 - Passively Managed International Equity Account
 - Conservative Model Portfolio
 - Accumulator Model Portfolio
 - Wealth Builder Model Portfolio
 - Aggressive Model Portfolio

- Self-directed option - Personal Choice Retirement Accounts (PCRA) offered by Charles Schwab & Co., Inc. (Schwab):
 - Participants with a minimum account balance of \$1,000 may elect to self-direct the investment of their account balance through a PCRA account. The PCRA account investments primarily consist of common stocks, mutual funds and bonds.

Some of the Plan's investments are still held in a group annuity contract underwritten by American United Life Insurance Company (AUL), which is not available for new deferrals.

Notes Receivable from Participants

Beginning in 2014, participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. Loan terms are not to exceed five years for a general purpose loan or up to fifteen years for the purchase of a principal residence. Principal and interest payments received on a participant's outstanding loan balance are allocated to the participant's account pro-rata according to current designated investment elections. The loans are secured by the remaining balance in the participant's account and bear interest at prime rate at first day of the calendar quarter in which the loan was initiated, plus 1%. Participants are limited to having one general purpose loan outstanding and one principal residence loan outstanding at a given time.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2014 and 2013**

NOTE 1 - DESCRIPTION OF THE PLAN (continued)

Payment of Benefits

Employees participating in the Plan may withdraw the value of their accounts upon termination of employment from the City, because of financial hardship, if approved by the City of Milwaukee Deferred Compensation Board, or in order to satisfy minimum distribution requirements of the IRC.

Participants may select various payout options, which include lump sum, periodic or annuity payments.

In the case of death, with certain exceptions, any amount invested under the participant's account is paid to the beneficiary or the participant's estate.

Distributions to participants are recorded at the time withdrawals are made from participant accounts.

Administrative Expenses

Investment management fees, loan fees, and other administrative fees are paid by the Plan participants.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America and present the Net Position available for benefits and the net changes in those assets.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions to Net Position and deductions from Net Position during the reporting period. Actual results could differ from those estimates.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2014 and 2013**

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Investment Valuation and Income Recognition

Variable earning investments and PCRAs are presented at fair values based on published quotations or Net Asset Value (NAV) based on the fair values of the underlying mutual funds, stocks and bonds. Purchases and sales of investments are recorded by the recordkeeper on the date the trade is ordered by the money manager and/or on the date that participant elections are made.

The Stable Value account investment is presented at contract value, which approximates fair value. Contract value represents contributions received plus interest earned to date less applicable charges and amounts withdrawn. The interest rate credited to the account is based on the overall rate of return for the entire portfolio. The interest rate was 1.53% and 1.01% as of December 31, 2014 and 2013, respectively. The assets held in the group annuity contract are actuarially valued as reported by AUL.

Interest income is recorded as earned on the accrual basis.

Variable earning investment and PCRA income consists of dividends, interest and realized and unrealized gains and losses attributable to the mutual funds, stocks and bonds. Earnings are accrued to individual participants' accounts on a daily basis, based upon the investment performance of the specific options selected.

Risks and Uncertainties

The Plan invests in various investment securities. These securities are exposed to various risks, such as interest rate risk, credit risk, and overall market volatility. Due to the level of risk associated with certain values of investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term, and that such changes could materially affect the amounts reported in the financial statements. Since all investments are participant directed, all risks exist at the participant level. Each individual within the Plan has the ability to liquidate their positions and has responsibility for managing their exposure to fair value loss.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2014 and 2013**

NOTE 3 - INVESTMENTS

The fair value of investments held by the Plan at December 31, 2014 and 2013 were as follows:

	<u>2014</u>	<u>2013</u>
Fixed earnings investment		
Stable Value Account	\$ 220,071,296	\$ 224,608,889
Variable earnings investments		
Actively Managed Income Account	48,589,832	47,941,179
Socially Conscious Balanced Account	31,119,163	29,462,129
Passively Managed U.S. Equity Account	151,980,389	135,296,144
Actively Managed Equity Account	213,211,014	211,248,672
Passively Managed International Equity Account	48,571,296	53,902,527
Conservative Model Portfolio	3,871,424	6,341,238
Accumulator Model Portfolio	3,999,946	5,727,024
Wealth Builder Model Portfolio	4,863,795	3,793,595
Aggressive Model Portfolio	5,440,914	4,525,184
Self-directed option		
PCRAs - Charles Schwab	48,713,889	44,698,598
Group annuity contract		
AUL	<u>1,183,146</u>	<u>1,246,013</u>
Total investments	<u>\$ 781,616,104</u>	<u>\$ 768,791,192</u>

The following individual underlying investments exceeded 5% of Plan Net Position at December 31, 2014 and 2013:

	<u>2014</u>	<u>2013</u>
Vanguard Total Stock Market Index Trust-Mutual fund	\$ 155,096,090	\$ 138,283,141
Vanguard FTSE All-World ex-US Index-Mutual fund	49,432,663	53,897,296
Stable Value Fund	220,071,296	224,608,889

The Plan conforms to the reporting requirements of *Governmental Accounting Standards Board Statement No. 40*. As of December 31, 2014, the Plan had the following investments and maturities in its fixed earnings investment and certain mutual funds which include investments in bonds.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2014 and 2013**

NOTE 3 - INVESTMENTS (continued)

	<u>Fair Value</u>	<u>Weighted Average Maturity (Years)</u>	<u>Credit Quality</u>
Fixed earnings investment			
Stable Value Account	\$ 220,071,296	3.20	AA1
Variable earnings investments			
DoubleLine Emerging Markets Fixed Income	2,399,077	8.47	BB
Baird Intermediate Bond Fund	9,969,420	4.35	A
Black Rock High Yield Bond Fund Inst	1,661,299	4.91	B
Black Rock Strategic Income Opp Fund Inst	10,475,937	4.78	BBB
Dodge & Cox Income Fund	9,352,490	6.82	A
Franklin Templeton Global Bond Fund	3,174,791	2.77	BB
Loomis Sayles Bond Fund	6,717,501	6.78	BB
Vanguard Inflation - Protected Securities Fund	1,625	7.88	AAA
Vanguard GNMA Fund	4,503,055	4.65	AAA
Vanguard Inter-Term Treasury Fund	6,55,892	5.90	AA
Vanguard Short-Term Federal Fund	1,742,616	2.60	A
Touchstone Total Return Bond Fund	4,562,411	5.40	A
Neuberger Berman High Income Bond Fund	1,732,461	6.60	B
TCW Total Return Bond Fund	7,854,982	3.74	BB

As of December 31, 2013, the Plan had the following investments and maturities in its fixed earnings investment and certain mutual funds which include investments in bonds.

	<u>Fair Value</u>	<u>Weighted Average Maturity (Years)</u>	<u>Credit Quality</u>
Fixed earnings investment			
Stable Value Account	\$ 224,608,889	1.94	AA+
Variable earnings investments			
PNC Ultra Short Bond Fund	231,637	0.90	A
DoubleLine Emerging Markets Fixed Income	3,167,413	9.00	BBB
Baird Intermediate Bond Fund	9,350,404	4.39	A
Black Rock High Yield Bond Fund Inst	1,607,119	6.79	B
Dodge & Cox Income Fund	6,678,551	7.90	BBB
Franklin Templeton Global Bond Fund	3,434,070	2.71	BBB
Loomis Sayles Bond Fund	5,930,748	8.00	BB
Pimco Total Return Fund Inst	5,200,776	5.15	AA-
Vanguard Inflation - Protected Securities Fund	355,155	8.40	AAA
Vanguard GNMA Fund	2,694,238	8.30	AAA
Vanguard Inter-Term Treasury Fund	628,122	5.30	AAA
Vanguard Short-Term Federal Fund	1,720,721	2.60	AAA
Vanguard Short-Term Investment Fund	5,323,320	3.30	A
Vanguard High-Yield Corporate Fund	1,377,312	5.60	BB
Touchstone Total Return Bond Fund	5,415,541	8.20	AA

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2014 and 2013**

NOTE 3 - INVESTMENTS (continued)

Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates that could adversely affect the fair value of the investment. The Trust has investments in foreign investments that are issued outside of the U.S. The fair value of these investments was \$48,571,296 and \$53,902,527 as of December 31, 2014 and 2013, respectively.

Custodial Credit Risk

Custodial credit risk is the risk that, in the event of a bank failure, the Trust's deposits may not be returned to it. Deposits are exposed to custodial credit risk if they are not covered by depository insurance and the deposits are (a) uncollateralized, (b) collateralized with securities held by the pledging financial institution, or (c) collateralized with securities held by the pledging financial institution's trust department or agent but not the Trust's name.

All deposits of the Trust are held on behalf of the Trust by the Trust custodian in accordance with the formal deposit policy for custodial credit risk and are not exposed to custodial credit risk as defined by *Governmental Accounting Standards Board Statement No. 40*.

NOTE 4 - TAX STATUS

The Plan is reviewed by legal counsel to ensure conformity with Section 457 of the IRC. Accordingly, any amount of compensation deferred under the Plan and any income attributable to the amounts so deferred shall be included in the gross income of the participant only for the taxable year in which such compensation or other income is paid or otherwise made available to the participant or other beneficiary.

NOTE 5 - RELATED PARTIES

All members of the Deferred Compensation Board are participants in the Plan.

NOTE 6 - TERMINATION OF PLAN

The City reserves the right to terminate the Plan at any time and such termination shall act as a termination as to all participants. Upon termination of the Plan, the City reserves the right to make distributions to participants at such time and in such manner the City may deem advisable.

**CITY OF MILWAUKEE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2014 and 2013**

NOTE 7 - SUBSEQUENT EVENTS

Management evaluated subsequent events through August 20, 2015, the date the financial statements were available to be issued. Events or transactions occurring after December 31, 2014, but prior to August 20, 2015 that provided additional evidence about conditions that existed at December 31, 2014, have been recognized in the financial statements for the year ended December 31, 2014. Events or transactions that provided evidence about conditions that did not exist at December 31, 2014 but arose before the financial statements were available to be issued have not been recognized in the financial statements for the year ended December 31, 2014.

Effective January 2, 2015, the Plan changed custodians from US Bank to Northern Trust.

This information is an integral part of the accompanying financial statements.