

From: Bret Ingham
To: [Office State Actuary, WA](#)
Subject: supplemental retirement improvement request
Date: Saturday, January 7, 2017 4:24:38 PM

Gentlemen,

My name is Bret. I am a school teacher in Snohomish County. I've inquired about retirement options with my local district the past few years. DCP is a great supplemental option for state employees because of its low cost. Unfortunately, the DCP plans do not allow for a ROTH option or a ROTH conversion option, in which many other states have added in recent years. Paying the taxes on a plan up front provides peace of mind in better predicting the future value of an investment as tax increases in the future are inevitable.

For its 403b plan, my district uses an independent third party administrator (i'm assuming most or all districts in Washington use them) to service a select and generally unfavorable number of 403b providers. Unfortunately many of the companies offering 403b's are insurance companies selling high cost products. These companies petition the 3rd party administrator to refuse to allow many Low Cost Providers into the group, preventing competition, knowing they will lose business with their antiquated, expensive plans. In wanting a ROTH plan I did my best to look into the providers offering a Roth 403b. These providers are NOT transparent and their cost structures are either hidden, hard to understand, or both. There are many low cost options available in the general marketplace but none are available for my selection, and most of the options are for-profit-insurance companies. Because of the options not meeting my needs, I do have an independent IRA account but I am playing catch up and am limited to the 5,500 I can put in each year. Please add the Roth and Roth conversion options to the current DCP plans. I know I am not the only frustrated teacher and speak for many of us in writing this email. Please pass this email on to the appropriate policy makers. Please help us! Thank You.

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