

## Meeting Minutes – Deferred Compensation 457 Committee



**Date:** Tuesday, January 9, 2018

**Time:** 2:00 – 3:30 p.m.

**Room Location:** 202 Mira Loma - Tahoe Room

Status: A – Attended | X – Did Not Attend

Status	Invitees	Title
A	Dave Houser	Chair
A	Peggy Moak	Vice-Chair
A	Eric Schroth	Secretary
A	Raeshell Forrester	HR Representative
X	Pamela Knorr	Member
A	Brenda Lagrone	Member
A	Vincent Galindo	Hyas Group – Senior Consultant
A	Benefits Plan Review Committee	Member attendance available upon request to the Benefits Plan Review Committee

### Business:

The purpose of the meeting was for the Deferred Compensation (457) Committee to present its plan to issue a formal RFP in an effort to consolidate record keeping functions with a single provider, the primary objective of which is to simplify the plan for both participants and non-participants, improve investments, enhance participant and plan sponsor services, and lower fees.

1. The 457 Committee presented an overview including a brief history explaining why the County uses two providers. The 457 Committee introduced themselves and provided information as to the committee's responsibilities and accomplishments. Written information was also provided detailing the committee's functions and processes.
2. Vincent Galindo, Senior Consultant with Hyas Group presented a plan fee review and benchmarking study.
  - a. Vincent explained how the fee structure works. Participants in the plan pay fees for record keeping services. The fees are fully disclosed, but not transparent. Most funds contain a revenue sharing fee. The revenue sharing fee was originally a financial incentive to market products. Proprietary funds (i.e. funds managed by the record keeper) use revenue sharing fees in addition to management fees. A comparison of fees with 17 similar government entities was presented which showed Butte County's fees

were significantly higher. A chart was provided to illustrate how a reduction in fees and/or higher net earnings on investments could affect savings over time.

Question: Since the second fund provider (Empower) was required for extra help, is extra help only able to participate with the second provider?

Answer: Yes. Plan services were marketed by having participants pay fees for record keeping, essentially offering no cost for the county to hire a plan provider. It was thought that in addition to requirements for extra help, multiple providers could diversify investments at no additional cost. However, there has been a trend in the last five years towards consolidation and independent record keeping. Independent record keeping moves away from proprietary funds, which are not always in the best interest of participants. A single provider can lower fees while offering a similarly diversified fund lineup. Consolidation drives competition to lower fees.

Question: Does the County have proprietary funds in their lineup?

Answer: The County has both proprietary and non-proprietary funds. It was roughly estimated that a majority of participants are invested in proprietary funds. Proprietary funds are not necessarily bad if they are appropriate and the fees are reasonable. Review of the fee study demonstrated that the fees were significantly higher than comparable plans. The 457 Committee has worked at lowering fees and has obtained two fee reductions from ICMA, but it was becoming apparent that greater expertise was needed to lower fees further and that is the reason Hyas Group was hired.

Question: What will happen to the current funds when they are consolidated into a new plan?

Answer: In a transition, it is possible a fund or two may remain. However, the other funds will map to similar funds in the new plan. Retirees have the option to take fund proceeds to the provider of their choice. The advantage of consolidation is that the larger plan balance makes it attractive for competitive fees. One plan is also easier to manage and control. The county's plan balance is expected to attract interest and competition.

Question: What is the time frame for switching to one provider?

Answer: The timeline is detailed in the packet that was provided. It is estimated to take 5 to 6 months. Timing also depends on contract terms and liquidity restrictions. A data request has been submitted to try to determine what the terms and restrictions are.

Questions: Will the change in provider lock up funds for retirees?

Answer: No in most cases. It is rare to lock up money. The possibility of a lock up will be known during the RFP process and before a provider is hired.

Question: Will extra-help continue to participate?

Answer: Yes.

Question: Does the invested money continue to receive gains and losses?

Answer: Yes. References, blackout periods and time out of the market will be criteria that are reviewed during the RFP process. Zero to one day out of the market is typical.

Question: Is there a fee for the transition?

Answer: No.

Question: Will Empower or ICMA be considered for the RFP?

Answer: The RFP is not limited to the current providers. Approximately 28 firms provide record keeping services. Empower and ICMA can submit proposals. The RFP will allow the 457 Committee to look at different perspectives of record keeping services including financial wellness, cyber-security, online access, payroll system interface, as well as other desirable features that the committee may not be aware of, but want to incorporate.

Question: What is the extent of online access?

Answer: County employees may enroll online, but not all functions are available online. The 457 Committee seeks to improve online functionality while keeping non-online functions for retirees.

Question: Will the new plan retain representatives to meet with employees?

Answer: Yes.

Question: Would the Benefits Plan Review Committee like another meeting after the finalists are determined?

Answer: Yes. It is important that the Benefits Plan Review Committee and county employees support the RFP.

Question: Do we know which employees participate in the plan?

Answer: Not at this time, but it should be possible to gather information by bargaining unit or maybe even department (no names, only numbers). It was noted that safety employees do not seem as interested in participating. It is desirable to increase participation. Presentations can be requested and can be made available at department meetings. ICMA schedules open houses and anyone may contact a 457 Committee member to schedule a presentation.

**Meeting Adjourned**

## **Agenda – 457 Deferred Compensation**

### **Overview of current structure of the Deferred Compensation Plans**

2 Providers – ICMA and Empower

Overall Current Contribution Rate: 708 of 2115 employees = 33.5%

An additional 420 +/- participants are either not currently contributing, retired or terminated

457 DC Committee:

Structure

Responsibilities – Administrative, system/payroll deductions, info dissemination, fiduciary reviews

Accomplishments

Quarterly Plan Reviews – Minutes on County website

<https://www.buttecounty.net/humanresources/DeferredCompCommittee.aspx>

Review and update of Bylaws, Investment Policy, Loan Policy

Implement Loan Availability – benefits (relief from need for hardship W/D)

Administrator Hardship W/D processing

Recognition that the 457 Def Comp Program could be better positioned

- Fees, investment lineup, complexity of evaluating 2 differing analytical styles

RFP to hire a consultant to evaluate Plans

### **457 Deferred Compensation Plan Fee Review and Benchmarking Study – Vincent Galindo, Hyas Group**

### **Anticipated Benefits to Employees of Seeking Fee Reduction**

Single Provider will offer best fee structure

Demonstrate what this means over time – see charts for 30 years

Enhanced control over investment lineup

Other opportunities?

### **Action Plan: RFP**

#### **Desirable Elements of a 457 Deferred Comp Plan:**

Single Provider (why)

Investment Lineup – advantages of streamlined investment lineup

Roth Provisions

Fee Structure

Financial Planning/Individual Consultations

Loan Program

Hardship Withdrawal Administration

Website – user friendly, functionality, technology

Automated Processes

Reputation/Customer Service

Timeline (shared in packet)

### **Discussion**

- Employee/bargaining unit support is important to the Board during consideration of new provider.

Will the group want a follow up meeting to discuss the results of the RFP in advance of the Board Presentation?



## HUMAN RESOURCES

The mission of the Department of Human Resources is to provide County employees, members of the public, and County departments with strategic human resource services that are professional, timely, and reliable.

### Deferred Compensation Committee

**Formation** The advisory committee was originally formed by the Board of Supervisors pursuant to Resolution  
**Description:** No. 81-43 for the purpose of reviewing employee applications to withdraw funds from the County's Deferred Compensation Program.

**Purpose:** The purpose of the Deferred Compensation Committee is to establish rules and processes consistent with fiduciary law, regulations, County policy and best practices. The Committee has the authority to monitor the investment line-up of the Deferred Compensation Program, make any investment changes, approve and amend the investment policy statement, and other administrative tasks such as approving hardship withdrawals. The Board retains responsibility for general oversight of the Committee's management and also has specific authority over determining or amending plan documents.

**Structure & Appointment** The five (5) member committee consists of the following individuals:

- Treasurer Tax-Collector (or his/her designated alternate)
- Auditor-Controller (or his/her designated alternate)
- Director-Human Resources (or his/her designated alternate)
- Two (2) Employees nominated by mutual agreement of the recognized employee organizations in the County

**Terms:** No definite term of appointment.

**Meeting Dates & Location:** Regular meetings shall be held quarterly or as called by the Chair.

#### Current 457 ICMA-RC

**Plan** Contact: Mark Tomasini

**Providers:** E-mail: [mtomasini@icmarc.org](mailto:mtomasini@icmarc.org)

Telephone: 1-866-749-5180

#### Empower Retirement

Contact: Darren Wagerman

E-mail: [darren.wagerman@gwrs.com](mailto:darren.wagerman@gwrs.com)

Telephone: General Questions - 916-799-6340

**Current Committee Members:** [David Houser](#), Auditor-Controller - Chair  
[Peggy Moak](#), Treasurer-Tax Collector - Vice-Chair  
[Pamela Knorr](#), Human Resources Director  
[Brenda Lagrone](#), Employee Organization Representative  
[Eric Schroth](#), Employee Organization Representative

**Next Meeting Information:** Date: 03/09/18  
 Time: 1:00 - 5:00 p.m.  
 Location: Auditor-Treasurer Conference Room, 25 County Center Dr

**Agendas and Minutes:** **Current Agenda:** TBA

**Minutes:**

2017	2016	2015
<a href="#">12-08-17</a>	<a href="#">12-14-16</a>	<a href="#">12-02-15</a>
<a href="#">11-07-17</a>	<a href="#">09-20-16</a>	<a href="#">09-02-15</a>
<a href="#">09-06-17</a>	<a href="#">08-24-16</a>	<a href="#">08-26-15</a>
<a href="#">08-23-17</a>	<a href="#">06-08-16</a>	<a href="#">08-12-15</a>
<a href="#">08-03-17</a>	<a href="#">03-02-16</a>	<a href="#">07-01-15</a>
<a href="#">05-03-17</a>		<a href="#">03-04-15</a>
<a href="#">03-21-17</a>		
<a href="#">03-08-17</a>		
<a href="#">03-06-17</a>		

**Documents and Resources:** [Deferred Comp Committee Resolution #11-042](#)  
[Investment Policy](#)  
[Deferred Comp Committee Bylaws](#)  
[ICMA-RC Change Form](#)  
[Empower/Great-West Financial Change Form](#)



**Contact HR**

**Meeting Minutes – Deferred Compensation Committee**



**Date:** Wednesday, August 3, 2017

**Time:** 1:00 – 5:00 p.m.

**Room Location:** Auditor Conference Room 3A

Status: A – Attended | X – Did Not Attend

Status	Invitees	Title
A	Dave Houser	Chair
A	Peggy Moak	Vice-Chair
A	Eric Schroth	Secretary
A	Raeshell Forrester	HR Representative
X	Pamela Knorr	Member
X	Brenda Lagrone	Member
A	Michele Martin	ICMA – Managing Vice President
A	Erika Armstrong	ICMA – Regional Manager Northern California
A	Mark Tomasini	ICMA – Retirement Plans Specialist
A	Matthew Brenner	ICMA – Managing Vice President, Investment Division
A	Dave Ramirez	Empower – Client Relationship Director
A	Darren Wagerman	Empower - Key Retirement Plan Counselor

**Approval of Prior Meeting Minutes:**

Approved

**Public Comment:**

None

**Business:**

1. The committee met with Vincent Galindo, Senior Consultant with Hyas Group, which was selected to provide financial advisory services, and discussed the following:
  - a. Fee Study - The committee is interested in conducting a fee study of the existing plans. Hyas estimates that the analysis can be performed in 6 to 8 weeks. The committee

would like to meet and discuss the results of the fee study prior to the next quarterly meeting.

- b. Annuity Products - The committee would like Hyas to analyze the annuity products being offered by ICMA and Empower. Hyas does not necessarily recommend these products, but if the committee wants them to be offered to their participants, Hyas can support the committee's decision. The two primary risks of these products are single issuer and portability. Hyas noted that Empower's product was preferable due to cost.
- c. Liability – Given the latest wave of lawsuits regarding 401K's, the committee inquired about the risk of lawsuits for 457 plans. Hyas reported that 457 plans are not subject to ERISA. Fiduciaries need to have a prudent process that is documented, but it is not necessary that fiduciaries always make the right decisions. The fiduciary process should monitor fund performance and fees. The committee asked whether there was greater risk having 2 plan administrators and the answer was yes.
- d. Multiple Plan Providers - The committee asked Hyas what advantages there were to having a single plan provider. Hyas reported greater economy of scale with one provider, which includes ease of management and reduced fees. Hyas roughly estimated that \$60,000 in fee savings could be realized. Although multiple plan providers is supposed to offer competition, participants rarely sign up based on competition and participants can be overwhelmed by so many choices. The switch to one provider can be difficult on the front end, but will be simpler in the long run.
- e. ICMA Performance Review - The committee discussed ICMA performance over the last two years. ICMA's fund performance reports presented statistics that were confusing and used fund performance measures that differed from the County's. It also became apparent that ICMA fees were too high. The County wants what is best for their participants and to move forward towards a single provider. The first step will be the fee analysis.
- f. Quarterly Schedule – The Committee agreed to stay on a quarterly meeting schedule due to Hyas' analysis timeline.
- g. Hyas Reports – Hyas provided a sample analytical report and offered to customize it to the committee's preference.
- h. Hyas Communication – The committee agreed that Hyas can communicate directly with the fund providers.
- i. Secured Foundations Contract – Hyas will review the Secured Foundations contract and report back to the committee.

#### **ICMA Quarterly Review:**

1. ICMA noted that funds were moved to R5 shares to reduce fees.
2. ICMA noted that the plan administration fee was removed and underperforming funds have been removed.
3. The following funds remain on the county's watch list:

- a. VT Vantagepoint MS Ret Inc. – Per ICMA, the fund met the count’s criteria for Q1, 2017.
  - b. VT Vantagepoint Discovery
4. Milestone Target Date Fund Review - Matthew Brenner discussed performance.
  - a. The Milestone funds are designed to be underperforming with knowledge that the participants have a defined benefits plan.
  - b. Longer terms funds are equity heavy and shorter term funds are more conservative.
  - c. Conservative based inflation linked investments have not performed well.
  - d. The Milestone funds use a conventional benchmark.
5. Milestone Target Date Fund Discussion - The committee asked how ICMA assures that participants choose the correct fund. ICMA responded that they cannot tell participants what is appropriate, but can educate them as to how they work. Hyas asked if the funds were performing well and the right choice for participants. ICMA responded with answers similar to 4a through 4d above, adding that the funds were protected against a market downturn. Hyas asked what was in the funds. ICMA responded real estate and less liquid investments. The committee asked why 3-year performance was low for long term as well as short term target dates. ICMA responded that the funds were biased towards small cap stocks. Hyas stated that they will need to understand the structure of the funds and will study and compare them to other funds. ICMA brought alternative funds as requested by the committee. Hyas will review the alternatives.
6. Employee Outreach -
  - a. Department meetings have been well attended.
  - b. Webinars have been well received.
  - c. There has been an increase in retirement contributions from 20 to 50 year olds.
  - d. ICMA wants to encourage enrollment in a less intimidating more festive way.

**Joint Session:**

1. Employee Outreach - The county HR department informed Empower and ICMA that 41% of county staff will realize a savings from health care costs in their pay checks next year. It was suggested that the fund providers take advantage of the timing to set up locations and encourage enrollment. The upcoming benefits fair September 13<sup>th</sup> would be a good opportunity. The committee supports Empower’s suggestion to hold pre-retirement seminars. The county noted that when 457 notices are grouped in an email with multiple topics, they tend to get lost.
2. Annuity Products – The providers have similar products. A big difference between traditional annuities and this product is that the underlying value is not lost and maintains liquidity. The value never drops below the amount of money that is put in. The participant may cash out or pass the cash value to a beneficiary. Payments are based on a value that is locked in. The portfolio is pre-determined. Hyas questioned the risks regarding portability and single issuer. Empower and ICMA acknowledged the risks. Hyas expressed concern that the annuities are not

appropriate for younger generations. Although participants are not limited from purchasing the product, they are targeted to older generations. Hyas noted that a participant's purchase of the annuity product removes them from the plan assets. The current participation in annuity products has not been high.

**Empower Quarterly Review:**

1. Empower discussed the performance of their fund lineup.
2. Empower provided three alternatives to Invesco American Value R (MSARX) as requested by the committee. The committee will defer selection of an alternative until more committee members are present and to give Hyas time to review the alternatives and make a recommendation.
3. Empower provided a glide path comparison for their target date funds between more conservative, less conservative, and a target peer group.
4. Empower demonstrated their new enhanced public website set to roll out August 25<sup>th</sup>.
5. The committee suggested that the internal website be improved to show historical information for more than 3 years. It is difficult to determine growth based on earnings because contributions are netted in the balance growth charts (prefer growth with contributions and earnings shown separately). It would be helpful to show total portfolio return as well as return per fund and return over a selected period of time that is more than 3 years.

**Outstanding Action Items:**

1. Hyas to provide fee study prior to next quarterly meeting.
2. Hyas to review Secured Foundations contract.
3. Hyas to review alternatives provided by ICMA for their Milestone funds.
4. Hyas to review alternatives provided by Empower for Invesco American Value R (MSARX).
5. HR to work with IS and Empower to get the electronic file information necessary to automate contribution changes and enrollment
6. HR/Plan Providers to look at Plan statistics and try to figure out why the information is not accurate (numbers)

**Meeting Adjourned**

## Meeting Minutes – Deferred Compensation Committee



**Date:** Wednesday, September 6, 2017

**Time:** 10:30 – 11:30 a.m.

**Room Location:** Auditor Conference Room 3A

Status: A – Attended | X – Did Not Attend

Status	Invitees	Title
A	Dave Houser	Chair
A	Peggy Moak	Vice-Chair
A	Eric Schroth	Secretary
X	Pamela Knorr	Member
A	Brenda Lagrone	Member
A	Vincent Galindo	Hyas Group – Senior Consultant

### Business:

#### 1. Fee Study

- a. Hyas Group presented findings regarding Empower's and ICMA's fees. The average for the two plans combined is 74 basis points, which includes their revenue share from investment activity. Their Record Keeping fees add another 23 – 29 basis points to the overall cost. Hyas Group estimates that record keeping fees can be lowered to between 8 and 10 basis points if plan services are opened to competitive bid.
- b. There are three methods that can be used to obtain competitive bids:
  - i. Issue an RFI to the two incumbent providers;
  - ii. Issue an RFQ with the objective of consolidating services to one provider;
  - iii. Issue an RFP with the objective of consolidating services to one provider.
- c. The Committee asked if there was a possibility that an RFI may not come back with a reasonable reduction in fees. Hyas Group responded that it may not result in the lowest price.
- d. The Committee wants to compare and analyze proprietary funds as well as fees. Hyas Group responded that investment services differ from the record keeping services. The Committee should obtain the best deal for proprietary fund requirements (and try to avoid proprietary funds if possible) and then control the menu of investments based on the established requirements.

- e. The Committee questioned the difference between the RFQ and RFP requirements. Hyas Group explained that the RFQ process is shorter, easier and less costly. The RFP process is formal, requires approximately 10 months and is more expensive, but the process is “bullet proof”. It is possible that an RFP could lead to better negotiation of fees.
- f. The Committee asked if there was any risk to not following a particular process such as an RFI. Hyas Group responded that the RFI process would assume that the existing providers are qualified. The RFI process would also not be as aggressive in lowering fees.
- g. The Committee wants to lower fees and offer proprietary funds with competitive returns. The Committee discussed whether an RFQ could accomplish what an RFP would at a lower cost. Hyas Group responded that fees would be commensurate with the RFQ process. Hyas Group estimated \$10,000 to \$15,000 (??) for the RFQ process.
- h. The Committee asked whether an RFQ will draw responses from qualified companies? Hyas Group responded that due to the size (\$50M) and location (California) of the plan that it would.
- i. The Committee would like to present the options to Doug Teeter, the supervisory representative for the Committee. Additionally, the Committee would like to invite union representatives to attend a meeting to review finalists and attend the Board of Supervisors’ meeting when the Committee submits a request for approval of a finalist.
- j. Hyas Group estimates that it will take about 10 days to prepare an analysis of the difference between proceeding with an RFQ and RFP.
- k. Dave Houser will talk to General Services to determine any County guidance when considering an RFQ or RFP. He estimates about a 1 week turn-around time.

## 2. Secure Foundation

- a. The Committee discussed whether Secure Foundation should be approved. Some members of the Committee were in favor of the product and others were not. Those in favor felt that some participants desire a guaranteed flow of income and that the county should provide it as an option. Those not in favor felt the typical county participant will not understand or actively manage the product’s pitfalls.
- b. Hyas Group’s general recommendation is to avoid annuities. The two primary issues are single issuer risk and lack of portability.
- c. The Committee noted that portability would be an issue with the anticipated RFQ/RFP process.

Brenda Lagrone made a motion and Eric Schroth seconded it.

**MOTION:** Move forward with RFQ/RFP process.

**VOTE:** Motion approved unanimously.

Brenda Lagrone made a motion and Eric Schroth seconded it.

**MOTION:** Defer approval of Secured Foundation due to portability issues with the anticipated RFQ/RFP.

**VOTE:** Motion approved unanimously.

3. Quarterly Fund Reports

- a. Hyas Group is able to provide quarterly fund reports 3.5 to 4 weeks after quarter end. Empower and ICMA require 6 weeks minimum to provided documents. Hyas Group will contact the providers to arrange transmittal of reports. Purpose of this discussion is to schedule quarterly meetings going forward.

**Outstanding Action Items:**

1. Vincent Galindo to prepare an analysis of the difference between proceeding with an RFQ and RFP by the end of next week.
2. Dave Houser to talk to General Services for guidance between an RFQ and RFP.
3. Peggy Moak to make an appointment to present the options to Doug Teeter

**Meeting Adjourned**

# **Vincent Galindo**

## **Senior Consultant**

### **Hyas Group**

Vincent Galindo has been a retirement plan consultant for nearly 15 years focusing on public sector plan sponsor clients. Vincent joined Hyas Group as a Senior Consultant where he concentrates on working with their governmental clients to build the best retirement plan and the most appropriate benefit. With nearly 25 years of experience in the investment services industry, he offers these clients a rich perspective on investment portfolio construction, retirement plan design, vendor management, plan governance, fee negotiation, and fiduciary training. Prior to his work at Hyas Group, he worked at Arnerich Massena, Inc. for a decade. As an Institutional Advisor managing retirement plan sponsor client relationships, he worked with plan sponsor committees on plan governance, fiduciary best practices, investment menu monitoring, vendor management, and fee analysis and review. He was a voting member of the Investment Committee as well as a member of the Arnerich Massena internal 401(k) Committee. Vincent first started with Arnerich Massena as an Education Consultant in their participant education department where he was responsible for developing participant education campaigns, including the writing and presenting of investment and retirement planning materials and workshops.

Before joining Arnerich Massena, Vincent ran the State of Oregon's Investor Information Program with the Division of Finance and Corporate Securities. He has also worked as a financial adviser for an asset management firm and as an equity capital markets analyst at a Bay Area technology investment bank. After graduating from college, he worked in the securities litigation practice group of a major international law firm in San Francisco.

He earned a Bachelor of Arts in Political Science from the University of California at Berkeley and holds a NASAA Series 65 license. He is also a former FINRA Series 7 and 63 license holder. Additionally, Vincent is a member of the National Association of Government Defined Contribution Administrators (NAGDCA) where he currently serves on their Awards Committee (he has also served on NAGDCA's Leading Ideas Investment Task Force, Annual Conference Committee, Legislative Committee, and Education Taskforce as well as its Investment Policy Taskforce and Government DC Best Practices Task Force) and serves on the Board of Directors for The Children's Course – Home of the First Tee of Greater Portland. He has been selected to serve as a student mentor at several NAGDCA annual conferences.

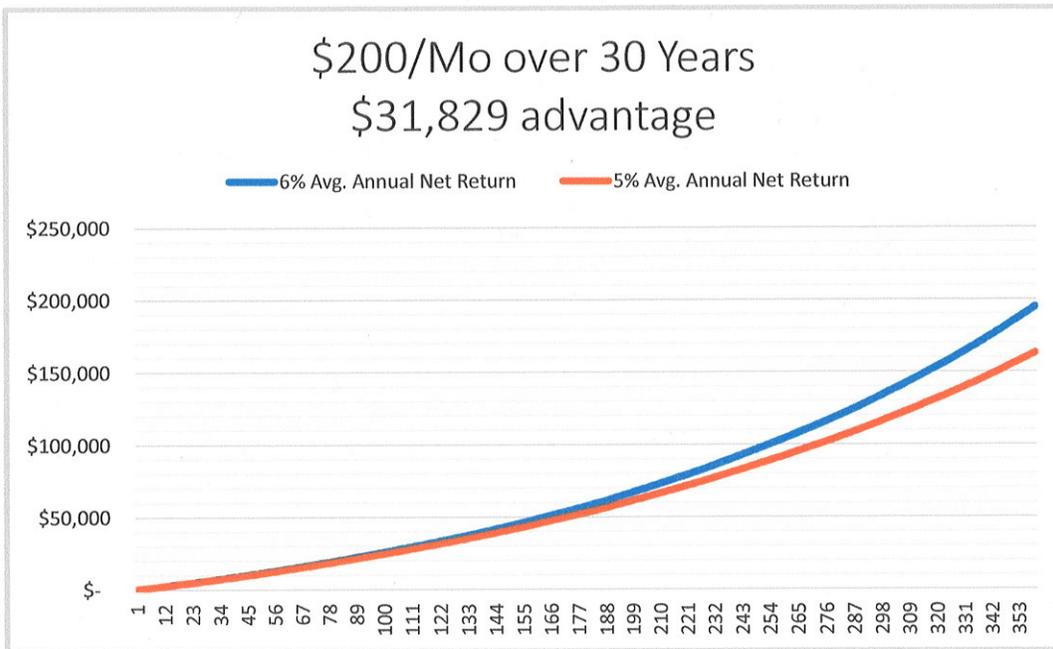
Vincent has presented at regional and national conferences on topics ranging from behavioral finance to fiduciary responsibility to retirement plan investment menus:

- Arnerich Massena Client Symposium April 2006 – Behavioral Economics and Retirement Plan Participant Decisions
- Arnerich Massena Client Symposium September 2008 – Target Retirement Date Portfolio Construction

- Concordia University March 2009 – Basics of Retirement Plans (presented with Mindy Harris, past NAGDCA president, as part of NAGDCA’s outreach program)
- NAGDCA Annual Conference September 2009 – Fiduciary Issues for New Members: Specifics for Plan Fiduciaries
- Cooley Client Symposium June 2010 – Conservation of Choice: Simplifying Investment Options to Better Serve Retirement Plan Participants
- Cooley Client Symposium October 2010 – Conservation of Choice: Simplifying Investment Options to Better Serve Retirement Plan Participants
- Arnerich Massena Client Symposium April 2011 – Conservation of Choice: Simplifying Investment Options to Better Serve Retirement Plan Participants
- California State Association of County Auditors Annual Spring Conference April 2011 – Fiduciary Roles, Responsibilities, and Relief
- NAGDCA Annual Conference September 2011 – Investments and Fiduciary Risks
- Moss Adams Client Workshop March 2013 – Trends in Defined Contribution Plans
- California State Association of County Auditors Annual Spring Conference April 2013 – Future for Defined Benefit Plans and Where Does the Defined Contribution (Deferred Compensation) Plans Fit?
- NAGDCA Annual Conference September 2013 – Stable Value
- Arnerich Massena DC Roadshow January 2014 – Operational Best Practices to Support Fiduciary Requirements
- NAGDCA Annual Conference September 2014 – Back to the Future: Shifting Education Emphasis from Investing to Savings and Income
- California State Association of County Auditors Annual Spring Conference April 2015 – Trends in Deferred Compensation
- NAGDCA Annual Conference September 2015 – Plan Governance: Board/Committee Membership, Responsibilities and Best Practices
- New York Life Stable Value Summit April 2016 – Evaluating Stable Value

## Value of 1% Difference in Net Annual Returns Over 30 Years

\$200/Mo over 30 Years  
\$31,829 advantage



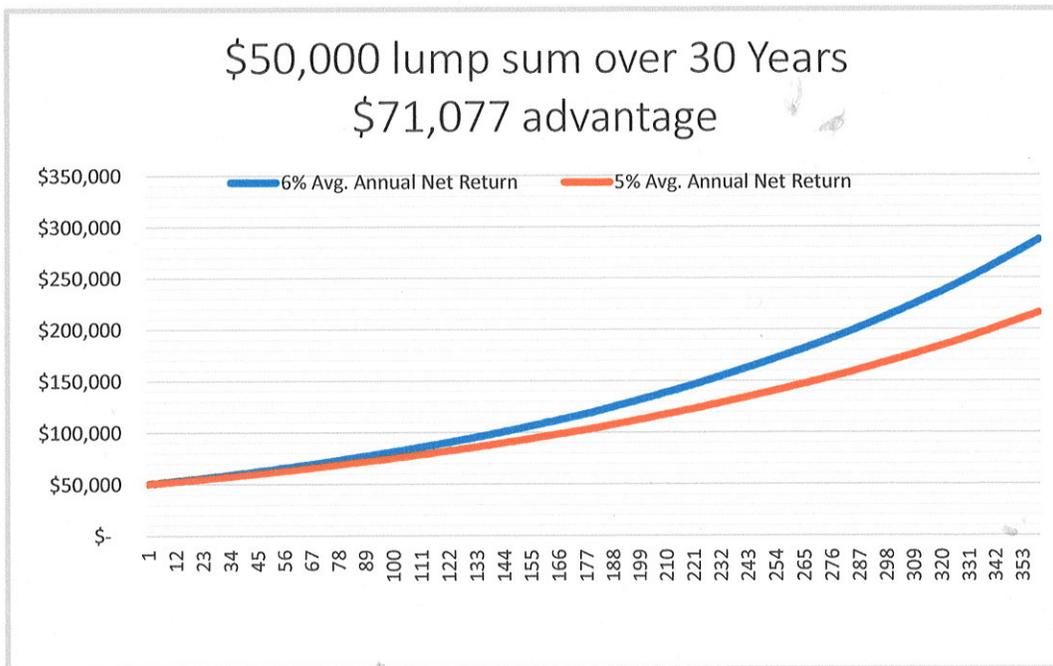
Total Contributed:  
\$72,000

\$ 194,908    6%

\$ 163,079    5%

See what happens with a lump sum beginning balance; also illustrative for those with current balance of \$50,000+

\$50,000 lump sum over 30 Years  
\$71,077 advantage



Total Contributed:  
\$50,000

\$287,175

\$216,097

## Proposed Timeline Butte County, California

	Date	Responsible Parties
Distribute data request to Empower and ICMA-RC	12/21/17	Hyas
Receive information from Empower and ICMA-RC	1/4/18	Empower and ICMA
Draft of RFP sent to County for review	1/5/18	Hyas
<b>Meeting to discuss changes to RFP document</b>	<b>1/9/18</b>	<b>Hyas, County</b>
Final draft RFP delivered to County for final comments	1/12/18	Hyas
RFP is distributed and posted	1/15/18	Hyas, County
Written questions from bidders due	1/24/18	Bidders
Response to bidders questions due	1/29/18	Hyas, County, Empower, and ICMA
RFP responses due	2/7/18	Bidders
Response analysis begins	2/7/18	Hyas
RFP summary report delivered to County	2/28/18	Hyas
<b>Meeting to discuss report and recommendations</b>	<b>3/6/18</b>	<b>Hyas, County</b>
<b>Finalist interview candidates selected</b>	<b>3/6/18</b>	<b>Hyas, County</b>
<b>Interview format, timing, questions and scoring (if necessary) finalized</b>	<b>3/6/18</b>	<b>Hyas, County</b>
<b>Analysis of investment options presented</b>	<b>3/6/18</b>	<b>Hyas</b>
<b>Finalist interviews</b>	<b>4/13/18</b>	<b>Hyas, County, Bidders</b>
Final clarifications with best and final offers due	4/20/18	Hyas, Bidders
Notice of intent to award	4/20/18	County, Bidders
Final fund line-up selected	4/20/18	Hyas, County
Contract negotiation begins	4/20/18	Hyas, County, Finalist
Transition planning begins	4/27/18	Hyas, County, Finalist
First draft of finalist contract due	4/27/18	Finalist
Second draft of finalist contract due and submitted to legal	5/4/18	Hyas, County, Finalist
Final contract ready for County Board approval	5/11/18	County, Finalist
First participant transition communication sent for review and approval	5/18/18	Hyas, County, Finalist
Transition planning and execution continues	5/25/18	County, Hyas, Finalist
First participant communication sent	6/1/18	Finalist
Second participant transition communication sent for review and approval	6/8/18	Hyas, County, Finalist
Second participant communication sent	6/15/18	Hyas, County, Finalist
<b>Participant meetings and provider presentations begin</b>	<b>6/22/18</b>	<b>County, Finalist</b>
Participant meetings and provider presentations continue	6/29/18	County, Finalist
Data reconciliation begins	7/6/18	County, Finalist
Data testing continues	7/13/18	County, Finalist
Participant meetings and provider presentations continue	7/13/18	County, Finalist
Final data reconciliation	7/20/18	County, Finalist
Transition complete	7/27/18	Hyas, County, Finalist