

King County Employees Deferred Compensation Plan

Board Meeting Minutes

July 10, 2024

Board Members: Gennevie Cook, Tom Friedman, Lisa Parriott, Sherry Stroud, and Lusha Zhou

Staff: O.C. Collier and Valerie Garza

Guest: Linda Eaves (participant), Carrie Madden (participant), Ann Moses (participant), Phoebe Naguit (participant), Sonja Schuett (employee), and Guen Toste (T. Rowe Price)

Participant / Employee Comments

- Several participants attended and asked about the plan's long-term equity goals and encouraged the board to reach out to the department's EIB managers to better understand barriers. Interest was also expressed regarding the emergency savings accounts.
- Sherry acknowledged the participants comments and shared her appreciation for their attendance. She also informed attendees that the board was working to support participants, ascertain the mode of education and outreach out to employees.

May 2024 Meeting Minutes (Action Item)

The May meeting minutes were adopted as written.

2025 Budget and Financial Plan (Discussion Item)

The board engaged in a discussion of restructuring and/or lowering the fees. The fees subcommittee will be comprised of Tom, Sherry, and Lusha. They will convene and explore options for fee changes in 2025. Additional input will be solicited from the Hyas Group. A request was made to have the budget sent out as an Excel spreadsheet.

Board Composition (Discussion Item)

The board had an opportunity for discussion on board composition and recommended researching the Executive appointed board member vacancy left by Doug Hodson as a recruitable position. Currently, the board is comprised of three appointees, and 3-4 employee representatives. Past discussions have focused on recruiting a board member that represents hourly workers.

Report from T. Rowe Price Conference (Discussion Item)

- Waiting for IRS to issue additional guidance on the over-50 catch pertaining to higher incomes and the Roth restriction. Unsure if the issuance will be postponed.
- The TRP website for both plan sponsors and participants are being updated. Participant data will be front and center on the website homepage for ease of use.
- Both O.C. and Valerie attended the Innovation Panel session where feedback was solicited on likes and dislikes. O.C. mentioned the phone system and how difficult it is for plan participants to navigate and speak to customer service representatives.
- Valerie also attended the Fiduciary 101 training.
- TRP is rolling out a new distribution option to plan participants – qualified longevity annuity.
- Emphasized the importance of delaying social security until 70.

- TRP Update discussion focused on how TRP is bringing in more staff of color, how affinity groups are helping to bring forward and push out ideas to the organization that benefit the diverse needs of participants and employees.
- Overall, the conference was very positive about the market.
- Guen thanked O.C. and Valerie for attending the Innovation Panel and providing feedback. We covered the managed payout hybrid – qualified longevity annuity. Very competitive institution rates and a guaranteed income stream with a personalized retirement manager built in.

Report of the Chair

Doug Hodson has resigned. We are currently looking at replacing him, possibly restructuring the board, and resurrecting the fees subcommittee to look at fee restructuring.

Report of the Plan Administrators

Will be in attendance at the Metro Pick July 22 – August 9 and Legislative retreat on July 30. The upcoming participant webinars for T. Rowe Price were posted in the Employee News. The webinars are scheduled for July 12 and July 26 and there are three sessions. The RFP has wrapped up and next-up is a kick-off meeting with procurement. Valerie met with the Native American Leadership Council and the co-chairs of the Refugees and Immigrants Support and Empowerment Affinity Group.