King County Employees Deferred Compensation Plan
Board Meeting Minutes
July 8, 2026

Board Members: AngaLee Alexander, Gennevie Cook, Tom Friedman, Clara Gao, Grey Lewis, Jeff Lundt, Lisa Parriott, Sherry Stroud, Lusha Zhao

Staff: O.C. Collier and Valerie Garza

Guest: Zerai Asgedom (plan participant), Robbie Gaskin (plan participant), Jayson Davidson of Fiduciary Consulting Group and Guen Toste of T. Rowe Price

Participant / Employee Comments
None

Adopt June 2026 meeting minutes (Action Item)
Meeting minutes as written were approved.

Subcommittee Updates (Discussion Item)
The recruitment subcommittee is comprised of AngaLee Alexander, Tom Friedman, Lisa Parriott, and Sherry Stroud. Lisa updated the board on behalf of the subcommittee. The goal was to create a framework and an alignment more consistent with the County's hiring process. Opinions were grounded based on the policy documents, bylaws, and plan documents. From an equity lens, the subcommittee wanted all of the foundational documents front and center to eliminate personal bias and provide neutrality. Seven documents were developed and will be shared with the board for review prior to discussion at the August meeting. Lisa encouraged the board to read the bylaws prior to the review. A job description, board member application, interview scoring matrix, and handbook were created. Sherry added that the documents were structured to the bylaws and how we recruit. The interview scoring matrix was developed based on responses that align to a score to eliminate potential bias.

The fee subcommittee updated was given by Jayson Davidson of the Fiduciary Consulting Group. Jayson reviewed possible fee scenarios with the board that considered the possibilities of increased costs, the variability of the float income, increased inflation and participant numbers. Assumptions of $50K per year in conservative float income, 5% cost increase and 3% thereafter and per head administrative fees at $34 would sustain the budget for 10 years. In the stress case scenario, if the number of participants in the plan dropped by 15%, then $34 would come into the red in 4 years. If the $36 administrative fee was selected, then it would be 9 years. Jayson is supportive of the $34 and $36 proposals. In response to a question on taking expenditure into account in the review, Jayson said the assumptions were 6% for 2026 and 3% thereafter. Tom added that this is a conservative recommendation there is currently $750K in the administrative fund and $785K in funds are brought in every year. The board can review in this future and reduce the fee further. Jayson said even if it doesn't last 10 years, it's unlikely that we will be in a 4-year scenario. Grey added that it did come up in conversation which is why the subcommittee ended up with a more conservative approach. At the T. Rowe Price conference litigation, fees, and plans came up as a concern and common issue. AngaLee shared $34 is still a very conservative amount. T. Rowe Price reduced their fee by $16, and the subcommittee is doing the same thing. O.C. clarified for the board, the deferred comp labor and expenses for the adopted budget is $606,664 and the estimate is $733,980 which was the reason for the $63K Omnibus request. The Budget Office's PSB provided the projected salary figures for 2028/29 as $780,464 and for 2030/31 as $829,623. 3.75% for wage inflation in 2026/2027. Jayson added 5% cost increase for 2026 and 3% thereafter, if you think the costs are significantly higher and those numbers aren't high enough, then you have to adjust the percentage. It's unknown what the benefit costs will be until the procurement process is completed. Lisa asked for a review of the budget to help understand how expenditure(s) may impact the fee reduction. The board asked O.C. to provide Jayson with the latest projected figures that include benefits costs by year. Jayson will then submit new models based on the updated projected figures along with increasing the number of participants. The fee subcommittee will review the data and models up to 2029 and either make no changes to the resolution or an updated resolution for the board. It will be scheduled for discussion when the fee subcommittee is ready to present. O.C. relayed that she is waiting for confirmation of the second omnibus request which was not included as it has not been approved by County Council. There are no surprise expenses either for the board's 2QTR review. Tom suggested including the status of the fee reserves.

T. Rowe Price Forum Report Out

O.C. and AngaLee attended in-person and Grey joined virtually. O.C. attended all the T. Rowe Price sessions related to system updates. T. Rowe Price is currently redesigning their website to make it easier for participants to navigate the site. Gey added T. Rowe Price was a promoter of hardware protection; there were a lot of conversation about Gen Z who have a higher percentage of their population focused on retirement, second only to Gen X. Rollover conservation as discussed along with the larger number of fee litigation cases. There was also a discussion on the Savers Match. Jayson clarified that the Savers Match was not applicable to the plan and was part of the Secure Act. AngaLee was impressed with the research that other sponsors were doing, especially with Gen Z, T. Rowe Price is striving to be more transparent and address participant needs. They have done their research on what is needed. For example, easier websites where if an item is referenced, it will be hyperlinked to take you directly there. They discussed participants taking out loans and what the impact of the interest and lack of reinvestment would be on their investments long-term, it was very informational.

Report of the Chair/Co-Chair

Sherry announced plans to meet with each board member in August to ask what we are doing well, what are opportunities for improvement, and if there are ideas of what we should be doing differently. Sherry thanked everyone for all their hard work, especially on the subcommittees, and also thanked O.C. and Valerie for the work they are doing. Sherry also informed the board that Sherry, O.C., and Valerie will be moving in the Fall to the Dexter Horton building, we will also need to purchase equipment and furniture. At this time, we don't know the impact of costs or what budget it may apply to. Sherry will give an update in August. Tentatively plan for cake at the September meeting.

Report of the Plan Administrators

O.C. reported the activities they are currently working on in addition to the daily tasks:

- 7/23 – Attending the County Council Retreat at Metro Park
- 7/27-28 and 8/3-4 – Attending Metro Pick at Atlantic/Central Base

- 9/22-24 – Metro Wellness Fair at Atlantic/Central Base
- PeopleSoft Update – The new ROTH rule for high earners 50 years of age, the first $24.5K can be pre-taxed and the $8K catch-up is ROTH. For participants contributing to both, PeopleSoft was not prioritizing pre-tax first in the deduction. It was looking at the combination of both contributions. O.C. is working closely with Kevin Wessel and Ken Marentette to resolve the system issue. In the meantime, O.C. is currently monitoring, reviewing and applying manual fixes to prioritize system contributions for approximately 250 participants each payroll. It was highly suggested to wait till the beginning of the calendar year to fix the error.