



NEVADA COUNTY
RETIREMENT PLAN
401(a) DEFINED CONTRIBUTION
& 457 DEFERRED COMPENSATION PLANS

Presented By:

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BACKGROUND

- › 1975 Establishment of a Deferred Compensation Plan
- › 1981 Adopted the National Association of Counties Deferred Compensation Plan
- › 2010 Amended the Deferred Compensation Plan to make loans available
- › 2018 HR researched multiple counties for best practices
- › 2019 Development of a Fiduciary Committee and Partnership with HYAS Group

HYAS GROUP

- › Hired as an advisor August 2019
- › Independent retirement plan consultant
- › Based in Portland, Oregon
- › Seven consultants with nearly 170 years experience combined
- › Heavy focus on governmental plans
- › From \$2 million to \$1.5 billion
- › We are considered a fiduciary to the plans
 - › *Represents all employees as well as those separated from service*

THE COMMITTEE

COMMITTEE WILL BE MADE UP OF:

- › Five voting members:
 - › *Assistant County Executive Officer (Chair)*
 - › *Human Resources Director (Plan Administrator)*
 - › *County Benefits Officer (Secretary)*
 - › *Auditor-Controller*
 - › *Deputy County Executive Officer*
- › Also present at future meetings:
 - › *County Counsel or designee*
 - › *Plan Investment Consultant*
 - › *Plan Record Keeper Representatives*

The Board of Supervisors establishes the Committee

- › *Members all volunteer to serve*
- › *The Committee is considered a fiduciary to the plans*
- › *The Board is also considered a fiduciary to the plans*

CURRENT STRUCTURE

THREE RECORD KEEPERS

- › CalPERS 457 Plan
 - › Six core funds plus a target date suite
 - › \$10 million in current assets
 - › Fees are approximately \$42,500 annually

- › ICMA-RC 457 Plan
 - › 38 core funds plus a target date suite
 - › \$1.2 million in current assets
 - › Fees are approximately \$15,000 annually

- › Nationwide 457 Plan
 - › 39 core funds plus a target date suite
 - › \$18 million in current assets
 - › Fees are approximately \$125,000 annually

- › ICMA-RC 401(a) Plan
 - › 38 core funds plus a target date suite
 - › \$90,000 in current assets
 - › Fees are approximately \$1,100 annually

THE FORMAL RFP PROCESS

- › The Request for Proposal document was posted – June 2019
- › Sent to 34 firms as well as major media outlets
- › Eight firms responded – June 2019
- › Three firms were selected as finalists – September 2019

THE ENHANCEMENTS

ONE RECORD KEEPER

- › Retain Nationwide as sole provider as both 401(a) and 457 Plans
 - › 13 core funds plus a target date suite
 - › \$30 million in current assets
 - › Fees will be approximately \$125,000 annually
 - › Annual participant savings will be \$50,000
 - › A much cleaner participant experience
 - › A simplified investment menu made up of best in class funds
- › Transition to Nationwide May 15, 2020