

**NEW CASTLE COUNTY GOVERNMENT DEFERRED COMPENSATION
COMMITTEE MEETING MINUTES of 05/13/2021**

The meeting of the NCC Deferred Compensation Committee was held on May 13, 2021 via Zoom. The meeting was called to order at 10:05 am

COMMITTEE MEMBERS PRESENT:

Michael Smith, CFO, Chairperson
Francis Benevento, Pension & Benefits Administrator
Saul Polish, Union Representative
Stephanie Scola, Office of Finance Representative

STAFF PRESENT:

Karen Brown, Benefits & Pension Administrator
Vicki Workinger, Human Resources Assistant
Rowena Liles, Program Analyst
Grace Dehel, Pension Program Analyst
Daniel Mann, Pension Program Analyst
Randy Vesprey, Assistant County Attorney 1

INVITED GUESTS:

Elise Ornstein (MetLife)
Lisa Rydzefski (MetLife)

COMMITTEE MEMBERS ABSENT:

Jacqueline Jenkins, CHRO

STAFF ABSENT:

OTHERS PRESENT:

Marco Boyce
Rinku Banerji
Theresa Baldwin

Agenda Item	Discussion	Action
Old Business	<ul style="list-style-type: none"> • Approval of Meeting Minutes • Discussion on Consulting Services (Update) • 457(b) Deferred Compensation Plan Review (MetLife)-Follow-up • NCC Code (Sec. 26.03.206) Deferred Compensation Plan (Update) • Automatic Enrollment (NCC457(b) Deferred Compensation Plan) 	<ul style="list-style-type: none"> • Review and approval of Meeting Minutes from the 04/08/21 meeting • Update on Consulting Services. • Update on Deferred Compensation Plan Review • Review and discussion of current County Code • Discuss the implementation of Automatic Enrollment (NCC 457(b) Deferred Compensation Plan)
New Business	<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • None
Round Table Discussion	<ul style="list-style-type: none"> • Final notes... 	<ul style="list-style-type: none"> • Adjournment of meeting

Meeting Summary

Frank welcomed everyone and called the meeting of the Deferred Compensation Committee to order.

Old Business

First item discussed was the request to approve the minutes for 04/08/2021.

Saul Polish made a motion to approve the minutes of the April 08, 2021 meeting. The motion was seconded by Michael Smith and approved.

Consulting Services (Follow-up)

During our November 12, 2020 Deferred Compensation Meeting a discussion was held and included that a best practice would be to obtain a consultant to provide investment advisory and consulting services for the Committee. After our discussion, a motion was made to procure a firm to provide consulting services for the Deferred Compensation Committee.

Due to the close professional working relationship we have with NEPC as a general investment consultant and defined contribution investment consultant for the New Castle County Employees' Pension Board of Trustees, a request was made for NEPC to provide a proposal for defined contribution consulting services.

Dan Beaton, Senior Consultant from NEPC's Defined Contribution team presented the proposal that outlined NEPC's experience and services at our meeting on April 8, 2021. The flat fee proposal was for \$50,000 for the services outlined in the proposal. (The contract has since been negotiated to \$47,500). The scope of the consulting services can be found on page 7 of the proposal presented at our last meeting on April 8, 2021.

After the presentation, the item was tabled due to further research necessary to determine the procurement guidelines for the Deferred Compensation Committee and the funding source for the proposed services.

It has been determined that the approval of the proposed defined contribution services proposal falls within the guidelines of New Castle County procurement guidelines. The County was able to renegotiate the services fee to \$47,500.00 from the originally proposed \$50,000.00 annual fee.

Frank has distributed a copy of a draft resolution consenting to consultant services for the Deferred Compensation Committee for reference.

Saul Polish made a motion to accept the defined contribution consulting services proposal from NEPC as outlined in the presentation. The motion was seconded by Frank Benevento and approved.

457(b) Deferred Compensation Plan Review MetLife (Follow-up)

During our March 11, 2021 Deferred Compensation Committee meeting a motion was approved to accept the investment listing changes recommended by NEPC.

During our discussion, the Deferred Compensation Committee Attorney (Randy Vesprey) informed the Committee that County Council may have to approve the investment changes due to the language of the services agreement with our Deferred Compensation Administrator (MetLife).

A draft resolution consenting to the investment listing changes in the Deferred Compensation Plan was previously distributed to the members of the Committee.

On May 11, 2021, Resolution R21-082 (Approving investment listing changes to the Deferred Compensation Plan pursuant to New Castle County Code Section 26.03.206) was unanimously approved by Council.

Frank wanted to publicly thank Councilman Smiley for sponsoring this resolution and his ongoing support of the Deferred Compensation Committee and our mission.

From here, the record keeping team from MetLife will need 45 days to implement. Notification to participants will be mailed out by the end of May. It's standard practice to send the mailing 30 days in advance of the effective date.

Discussion on New Castle County Code (Sec. 26.03.206) Deferred Compensation Plan (Follow-up)

During our March 11, 2021 Deferred Compensation Committee meeting there was a discussion on two items: Open eligibility requirement to permanent part time employees and loan provisions. Lengthy discussions were held on both and supported by the Committee.

Frank recommend that the committee leave the permanent part time employees provision to the unions and CBA agreements. During our research we noticed a CBA for the School Crossing Guards (Local 2270) had a specific provision (14.6 – Deferred Compensation) in which enables members of the CBA to participate in the NCC Deferred Compensation Plan.

Frank will continue our research and develop a resolution regarding the loan provisions for the Deferred Compensation Committee's consideration during our next regularly scheduled meeting on June 10, 2021.

Automatic Enrollment (NCC457(b) Deferred Compensation Plan) (Follow-up)

During our April 8, 2021 Deferred Compensation Committee meeting, a lengthy discussion was held regarding the implementation of an automatic enrollment feature for the NCC Deferred Compensation Plan for new hires here at New Castle County. The discussion was tabled for further research.

After further review, it has been determined that New Castle County would not meet the requirements to implement automatic enrollment due to State wage withholding laws and employees with collective bargaining agreements.

New Business

None

Adjournment

Frank Benevento made a motion to adjourn the meeting at 10:17 am. The motion was seconded by Michael Smith and approved.