



Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 10

DATE: December 12, 2024

TO: Deferred Compensation Management Council

FROM: DayVonna Youngblood, Human Resources Manager

SUBJECT: Deferred Compensation Plan Oversight Committee Membership

DISCUSSION

At the June 20, 2024 meeting the Deferred Compensation Management Council (the "Council") directed staff to prepare a report on membership of other government entities' deferred compensation plan oversight committees. Staff surveyed 20 cities and counties regarding the membership of their oversight committees; the results are in the table below.

Position	Count	Membership Rate
Auditor-Controller/Treasurer-Tax Collector or Finance Director	13	65%
Union Representative(s)	10	50%
CAO/CEO or Mayor	9	45%
HR Director/Personnel Director	9	45%
Retiree(s)	9	45%
Member(s) appointed by City Council, Board of Supervisors, Mayor, or CAO/CEO	9	45%
Retirement Administrator or Member(s) of the Retirement Board	4	20%
Member(s) elected by Employees	4	20%
County Counsel or City Attorney	4	20%
Member(s) of the Public	3	15%

The most common groups that are not currently represented on the Deferred Compensation Management Council are union representatives and retired employees.

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Staff also surveyed these entities on whether any consideration is taken regarding the race, ethnicity, gender, age or other demographic characteristics when appointing members to their oversight committees, but no such written policies were found.

Staff solicited feedback in the National Association of Government Defined Contribution Administrators (NAGDCA) forum regarding the consideration of demographic characteristics in other entities' oversight committee membership; to date, no other entities have stated that such considerations are taken regarding oversight committee membership. In addition, staff attended the 2024 NAGDCA conference and solicited feedback from administrators of other plans of similar size. None of these administrators' plans currently consider demographic characteristics for oversight committee membership.

If the Council decides to recommend changes to its membership to the Board of Supervisors, this will require an amendment to the County of Fresno 457(b) Deferred Compensation Plan Document, as well as the Deferred Compensation Management Council Bylaws. To amend the Plan Document, staff may need to engage outside legal counsel to draft changes to the membership and present it to the Council for review and approval. If approved, staff would present the amendment for the Board of Supervisors for approval. Staff would then draft updates to the Bylaws for the Council's approval and then to the Board of Supervisors for final approval.

As an alternative to changing the membership of the Council, Section 7 of the Bylaws provides for the creation of Standing Subcommittees and Ad Hoc Subcommittees; for reference, Ad Hoc Subcommittees have been used to assist with the Record-keeper and Consultant RFP processes. The Council can utilize Subcommittees to accomplish specific short- or long-term goals or provide feedback on specific issues. Section 7.1 of the Bylaws states: "The Council shall have the power to create one or more subcommittees from time to time which shall serve at the pleasure of the Council. The members of the subcommittees shall be appointed by the Chair with the approval of the Council." Therefore, if the Council determines that the creation of a Subcommittee is beneficial, one or more Subcommittees may be created at a future Council meeting.

RECOMMENDED ACTION

There are no recommended actions associated with this item.