



Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 8

DATE: December 11, 2025

TO: Deferred Compensation Management Council

FROM: DayVonna Youngblood, Human Resources Manager

SUBJECT: 2025-26 Fiscal Year First Quarter Budget Report

DISCUSSION

Pursuant to Section 8.02 of the County of Fresno 457(b) Deferred Compensation Plan Document and County of Fresno Board of Supervisors Resolution No. 22-114, the Deferred Compensation Management Council (the "Council") shall determine the reasonable expenses of the 457(b) Deferred Compensation Plan and the 401(a) Defined Contribution Plan (the "Plans"), such as third-party administration, consulting, legal and County staff costs.

In addition, the Council shall determine the administrative fee charged to Participants to pay for such reasonable expenses of the Plans, on an annual basis. On April 10, 2025, the Council approved a Fiscal Year (FY) 2025-26 budget for the Plans' expenses and set the total administrative fee at 0.15%, which is comprised of 0.08% for record-keeping fees, pursuant to Agreement No. 24-670, and 0.07% for County administrative expenses.

Staff has prepared a FY 2025-26 budget report for the three-month period that ended September 30, 2025 (Exhibit A). The FY 2025-26 budget for the Plans is attached to this item (Exhibit B) for reference.

Exhibit A has three (3) columns for Revenue, Discretionary Expenses, and Mandatory Expenses:

1. "Approved" provides the dollar amounts that were approved by the Council on April 10, 2025.
2. "Year to Date" provides the revenue received and expenses incurred between July 1, 2025 and September 30, 2025.
3. "Projected" provides the dollar amounts that staff projects will be the year-end totals.

In addition, staff has provided the surplus or deficit numbers, both year to date and projected for the full year. Please note the following –

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- The full year projections are calculated based on 1) trends for this fiscal year, such as increasing/decreasing Plan assets leading to increasing/decreasing revenues and record-keeping fees; and 2) expenses that will be incurred prior to the end of the fiscal year, such as the fiduciary liability insurance policy.
- Should a projected deficit become an actual deficit, staff will present an amendment to the approved FY 2025-26 budget, pursuant to the Plans' Budget Policy.

RECOMMENDED ACTION

There are no recommended actions associated with this item.

ITEM 8 - Exhibit A

County of Fresno 457(b) Deferred Compensation Plan

County of Fresno 401(a) Defined Contribution Plan

Fiscal Year 2025-26 Revenue & Expenses as of September 30, 2025

Revenue	Approved	Year to Date	Projected
Administrative Fee	\$264,000	\$ 79,795	\$ 309,000
Total Revenue:	\$264,000	\$ 79,795	\$ 309,000
Discretionary Expenses	Approved	Year to Date	Projected
County Staff	\$ 183,000	\$ 38,626	\$ 170,000
Consultant	\$ 45,000	\$ 10,625	\$ 46,250
Fiduciary Liability Insurance	\$ 14,000	\$ -	\$ 16,000
Off-Site Training	\$ 9,000	\$ -	\$ 6,500
Contingencies	\$ 13,000	\$ -	\$ -
Total Expenses:	\$ 264,000	\$ 49,251	\$ 238,750

	Year to Date	Projected
Surplus (Deficit):	\$ 30,544	\$ 70,250

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Mandatory Expenses	Approved	Year to Date	Projected
Record-keeping Fees	\$ 383,000	\$ 87,323	\$ 350,000

ITEM 8 - Exhibit B

County of Fresno 457(b) Deferred Compensation Plan

County of Fresno 401(a) Defined Contribution Plan

Discretionary Items

Revenue Source	2025-26 Budget	% of Revenue	2024-25 Budget	\$ Change from 2024-25	% Change from 2024-25
Administrative Fee	\$264,000	100%	\$265,000	-\$1,000	-0.4%
FY 2023-24 Carryover	\$0	0%	\$15,000	-\$15,000	-100%
Total Revenue:	\$264,000	100%	\$280,000	-\$16,000	-6%
Expense	2025-26 Budget	% of Expenses	2024-25 Budget	\$ Change from 2024-25	% Change from 2024-25
County Staff & Legal	\$183,000	69%	\$165,000	\$18,000	11%
Consultant	\$45,000	17%	\$72,500	-\$27,500	-38%
Fiduciary Liability Insurance	\$14,000	5%	\$15,000	-\$1,000	-7%
Off-Site Training	\$9,000	3%	\$12,500	-\$3,500	-28%
Contingencies	\$13,000	5%	\$15,000	-\$2,000	-13%
Total Expenses:	\$264,000	100%	\$280,000	-\$16,000	-6%

Mandatory Items

Revenue Source	2025-26 Budget	2024-25 Budget	\$ Change from 2024-25	% Change from 2024-25
Nationwide Fee	\$338,000	\$383,000	-\$45,000	-12%
Expense	2025-26 Budget	2024-25 Budget	\$ Change from 2024-25	% Change from 2024-25
Record-keeping	\$346,000	\$383,000	-\$37,000	-10%