COUNTY AGENDA REQUEST

Department:	Board of Commissioners	Presenter(s):	Chairman Charles W. Oddo
Meeting Date:	Thursday, May 14, 2015	Type of Request:	New Business

Wording for the Agenda:

Consideration of staff's recommendation to reduce the Defined Contribution Plan Employee Deferral from 8.00% to 5.00% and to reduce the Match for Elected and Constitutional Officials from 4.00% to 2.5% as discussed at the Board of Commissioners Retreat on April 3, 2015.

Background/History/Details:

The Defined Contribution (DC) Plan allows both employer and employee contributions into the retirement plan. The DC Plan is funded at 3.8% by the county with a two-year vesting schedule for the plan. Employees are not required to contribute to the plan. The employee is responsible for investing monies through a choice of investment options in the plan. The employee bears the funding and investment risk for the DC Plan. Employees can make a pre-tax contribution into the plan. Elected Officials can also elect to contribute to the County's 457 DC (Defined Contribution) Plan up to $17,500 per calendar year with the County matching the employee's contribution into a 401(a) plan. Participation in the plan is optional and requires the County to contribute an amount equal to 50% up to the first 8.0% an Elected Official defers, for a maximum county match of 4.0%.

Elected Officials' contributions are fully vested after the participant completes five full years of service. Employees can also elect to contribute to the County's 457 DC (Defined Contribution) Plan up to $17,500 per calendar year with the County matching the employee's contribution into a 401(a) plan. Participation in the plan is optional and requires the County to contribute an amount equal to 50% up to the first 5.0% an employee defers, for a maximum county match of 2.5%. Employers' contributions are fully vested after the participant completes five full years of service.

What action are you seeking from the Board of Commissioners?

Approval to reduce the Defined Contribution Plan Employee Deferral from 8.00% to 5.00% and to reduce the Match for Elected and Constitutional Officials from 4.00% to 2.5% as discussed at the Board of Commissioners Retreat on April 3, 2015.

If this item requires funding, please describe:

Has this request been considered within the past two years?	Yes	If so, when?	April 3, 2015
Is Audio-Visual Equipment Required for this Request?*	No	Backup Provided with Request?	No

**** All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.***

Approved by Finance	Not Applicable	Reviewed by Legal	
Approved by Purchasing	Not Applicable	County Clerk's Approval	Yes
Administrator's Approval			

Staff Notes:

This change will bring the Optional Defined Contribution Plan Match election deferrals into agreement for both Elected Officials and Employees and will require a plan amendment with MassMutual, the County's defined contribution vendor.