

**Clackamas County**  
**Deferred Compensation Committee**  
Meeting Minutes for March 11, 2024 – Via Zoom

**This document is intended to be a meeting summary. For additional details, please review the meeting handouts. Recordings of committee meetings will be provided within one year of the meeting. Visit the committee's webpage for easy access to meeting materials - <https://www.clackamas.us/meetings/des/dcc>**

*Voting Members Present: Miranda Dean, Kristi Durham, Nikki Edge, Rob Sadowsky, Ben Wiley and Bob Vroman*

*Voting Members Not Present: Elizabeth Comfort, Evelyn Minor-Lawrence, Brian Nava, Bronson Rueda, and Robert Russo*

*Also attending: Brent Petty, Shelley Fredrick, Sierra Payette, Greysen Stefani, Wendy Stefani, Billie Hurley, Linda Segal Blinn and Nicholas Axline*

The meeting began at 10:00 a.m.

**Get Connected, Stay Connected Update**

Sierra presented the Beneficiary Personalized Letter metric report and the Annual Marketing Communication Strategy Overview.

Personalized Beneficiary letters were sent to participants that had no beneficiary on file or that had a beneficiary on file. 1,768 letters (50.3%) were sent to participants with no beneficiary on file. 1,746 letters (49.7%) were sent to participants with a beneficiary on file. There were 104 beneficiary change transactions after the letters were mailed. This resulted in a 4.58% action rate that was applied towards the 2024 service guarantee.

The Annual Marketing Communication Strategy Overview included reviewing metrics from 2023 and engagement trends. Digital engagement for myOrangeMoney included 29% of participants taking action after using myOrangeMoney. Personalized Financial Wellness Messaging is an email from VOYA sent to participants reminding them to designate a beneficiary, encouraging the participant to save more or restart their savings. For 2024, a summary of the outreach efforts, participant marketing communication calendar, educational content, America Saves Week, DEI Campaigns, educational campaigns, personalized messaging email journeys, targeted action campaigns, and financial wellness webinars were reviewed.

**Regulatory/Compliance**

Linda stated that we are waiting on the IRS to interpret certain plan documents. There is a lot of time to update the plan document for Secure 2.0; it will need to be updated before 12/31/2029. The protocols need to be consistent with the law.

**Meeting Minutes**

Billie made a motion to push the meeting minutes to approve at the next meeting due to time constraints.

**Voya Annual Review**

Shelley presented the Voya Annual Review from 2023. The County end of period plan assets were \$247,480,001.02, which is up \$32,105,871 or 14.9%. Approximately 52% were active participant assets and 48% were terminated participant assets. 2023 ended with 2,999 participant accounts. Average deferral rates based on 1,024 participants or 53%. The 6.6% deferral for under 30 year olds is significant. Participant inquires through the internet (64%), mobile app (14%), VRU (1%) and CSA (21%) increased in 2023. There were

1,483 transactions processed in 2023 vs. 1,370 in 2022. Activity highlight total (EE Deferral, Employer Matching and Roth) equaled \$14,401,194.16. Distribution total equaled -\$17,141,709.48. Other activity totaled \$9,212,701.53. Contribution source and participants grand total for 2023 was \$14,401,194.16. Rollovers-out accounted for 66% of lump-sum withdrawals in 2023.

#### **4<sup>th</sup> Quarter Investment Report**

Brent presented the 4<sup>th</sup> Quarter Investment Report to the committee. The market came back strong in 2023 versus 2022. Earnings and margins have been up with inflation coming down.

Funds on watch which include Vanguard Institutional Index, Vanguard Mid Cap Index Institutional, Invesco Developing Markets and Lord Abbett High Yield. They will remain on watch and no action is required at the time of this meeting, except Lord Abbett.

Brent reviewed Lord Abbett as the plan's incumbent investment manager in the High Yield Bond peer group. This fund was placed on watch in Q4 2022 and has been monitored closely since that time. NWCM concluded that higher conviction investment options exist within that peer group, and therefore conducted a manager search for potential replacements between either PGIM or BlackRock.

The committee decided no action is required until the next meeting on a replacement investment option.

#### **Revenue/Fees**

The committee decided to review at the next meeting.

The meeting adjourned at 11:31 a.m.