



# WASHOE COUNTY

Integrity Communication Service

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## STAFF REPORT

BOARD MEETING DATE: April 23, 2019

**DATE:** Thursday, April 4, 2019

**TO:** Board of County Commissioners

**FROM:** Patricia Hurley, Director of Human Resources  
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**THROUGH:** Christine Vuletich, Assistant County Manager  
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**SUBJECT:** Recommendation to approve removing Reliance Trust Company as trustee for the Washoe County 457(b) Deferred Compensation and 401(a) Plans and appointing Voya Institutional Trust Company ("VITC") as successor custodian and trustee, effective May 31, 2019; and approve a resolution for same. (All Commission Districts.)

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### SUMMARY

Staff is requesting that the Board of County Commissioners approve removing Reliance Trust Company as trustee for the Washoe County 457(b) Deferred Compensation and 401(a) Plans and appoint Voya Institutional Trust Company ("VITC") as successor custodian and trustee, effective May 31, 2019. Staff further requests that the Board execute the attached resolution removing Reliance Trust Company and appointing VITC as its successor.

**Washoe County Strategic Objective supported by this item:** Valued, Engaged Employee Workforce

### PREVIOUS ACTION

On January 8, 2019, the Board accepted the Deferred Compensation Committee's recommendation to select Voya Financial to be the record-keeper for the Washoe County deferred-compensation plans, effective June 1, 2019; and authorized the Director of Human Resources/Labor Relations to execute a five-year Administrative Services Agreement and other documents or agreements necessary to engage Voya.

On October 23, 2018, the Board approved a Resolution Amending existing Resolution 06-326 to end, at the Washoe County District Attorney Investigators' Association's request, the Association's representation on the Deferred Compensation Committee; allow the Committee to appoint one voting member who is a retired former Washoe County employee; and clarify that a quorum of the Committee is a simple majority.

AGENDA ITEM # \_\_\_\_\_

On September 27, 2016, the Board approved the amendment to the Washoe County 457(b) Deferred Compensation Plan Document and MassMutual Administrative Services Agreement to allow an employee who does not make an affirmative election to defer or not to defer a portion of his or her compensation under the deferred-compensation plan to be automatically enrolled in the County's 457(b) deferred-compensation plan if the employee is covered by a collective bargaining agreement that authorizes automatic enrollment in the County's 457(b) deferred-compensation plan.

On December 8, 2015, the Board approved and executed the Trust Agreement and Resolution appointing Reliance Trust Company as trustee of the assets in the Deferred Compensation 457 Plan, effective November 17, 2015.

On October 27, 2015, the Board approved the five-year Administrative Services Agreement with MassMutual to continue to provide Washoe County's deferred-compensation plan recordkeeping and administrative services.

### **BACKGROUND**

With Board approval on January 8, 2019, Washoe County has provided MassMutual formal notice to terminate the agreement for their recordkeeping and administrative services for the Washoe County Deferred Compensation Plans and to select and enter into a five-year Administrative Services Agreement with Voya Financial as the new provider of these services, effective June 1, 2019.

Reliance Trust Company was appointed as trustee of the 457(b) Deferred Compensation Plan and 401(a) Plan in conjunction with the MassMutual Administrative Services Agreement and transition to a new MassMutual platform effective November 17, 2015, which required this appointment. With the termination of the MassMutual Administrative Services Agreement and the transition to Voya Financial for recordkeeping and administrative services for the Washoe County Deferred Compensation Plans, Voya Institutional Trust Company ("VITC") has accepted the trust and custodial responsibility and liability as the successor custodian and trustee.

### **FISCAL IMPACT**

No Fiscal Impact.

### **RECOMMENDATION**

It is recommended that the Board of County Commissioners to approve removing Reliance Trust Company as trustee for the Washoe County 457(b) Deferred Compensation and 401(a) Plans and appointing Voya Institutional Trust Company ("VITC") as successor custodian and trustee, effective May 31, 2019; and approve a resolution for same.

**POSSIBLE MOTION**

Should the Board agree with Staff's recommendation, a possible motion would be:

"Move to approve removing Reliance Trust Company as trustee for the Washoe County 457(b) Deferred Compensation and 401(a) Plans and appointing Voya Institutional Trust Company ("VITC") as successor custodian and trustee, effective May 31, 2019; and approve a resolution for same."