



WASHOE COUNTY

Integrity Communication Service

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STAFF REPORT

BOARD MEETING DATE: September 22, 2020

DATE: Wednesday, September 2, 2020

TO: Board of County Commissioners

FROM: Patricia Hurley, Director of Human Resources/Labor Relations
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THROUGH: Christine Vuletich, Assistant County Manager
328-2016, cvuletich@washoecounty.us

SUBJECT: Recommendation to approve amending Section 8.1 of the Washoe County 457(b) Deferred Compensation Plan Document to reflect that if no beneficiary designation is in effect upon the Participant's death, the payment of the account, if any, payable under the Plan shall be made to the Participant's Surviving Spouse; and if approved, authorize Director of Human Resources/Labor Relations to execute same. [No fiscal impact.] (All Commission Districts.)

SUMMARY

It is being requested that the Board of County Commissioners approve an amendment to Section 8.1 of the Washoe County 457(b) Deferred Compensation Plan Document to reflect that if no beneficiary designation is in effect upon the Participant's death, the payment of the account, if any, payable under the Plan shall be made to the Participant's Surviving Spouse.

Washoe County Strategic Objective supported by this item: Regional Leadership through Engaged Employees.

PREVIOUS ACTION

On March 10, 2020 the Board accepted the recommendation to retroactively amend the Washoe County Deferred Compensation Plan Document, effective July 1, 2019 as related to collective bargaining agreements which allows for an automatic enrollment or contribution arrangement and an automatic contribution increase provision.

On April 23, 2019, the Board accepted the recommendation to remove 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.

BACKGROUND

The Washoe County Deferred Compensation Committee held its regularly scheduled quarterly meeting on August 12, 2020 where the Committee voted unanimously to recommend an amendment to the 457(b) Plan Document to modify Section 8.1 of the Washoe County Deferred Compensation Plan Document to reflect that upon the Participant's death the payment of the Account, if any, shall be paid to the Surviving Spouse instead of the deceased estate.

AGENDA ITEM # _____

This amendment will allow for a more efficient process for the payment of the account balance, if any, to the Surviving Spouse. If the deceased Participant does not have a Surviving Spouse or if the Surviving Spouse cannot be located with reasonable diligence by the Administrator, then the payment of the account balance, if any, would be to the deceased estate.

FISCAL IMPACT

No fiscal impact.

RECOMMENDATION

Recommendation to approve amending Section 8.1 of the Washoe County 457(b) Deferred Compensation Plan Document to reflect that if no beneficiary designation is in effect upon the Participant's death, the payment of the account, if any, payable under the Plan shall be made to the Participant's Surviving Spouse; and if approved, authorize Director of Human Resources/Labor Relations to execute same.

POSSIBLE MOTION

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

Move to approve amending Section 8.1 of the Washoe County 457(b) Deferred Compensation Plan Document to reflect that if no beneficiary designation is in effect upon the Participant's death, the payment of the account, if any, payable under the Plan shall be made to the Participant's Surviving Spouse; and if approved, authorize Director of Human Resources/Labor Relations to execute same.