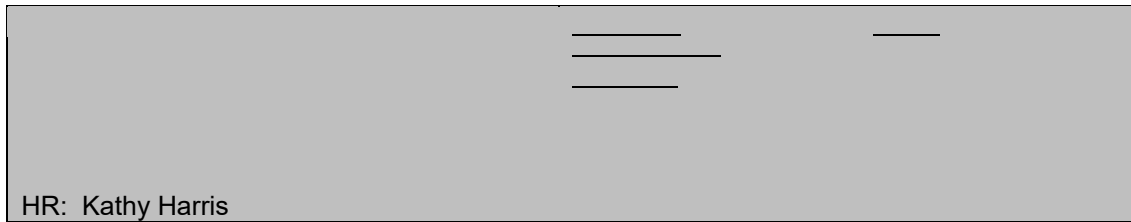




457 DEFERRED COMPENSATION RETIREMENT PLAN COMMITTEE MEETING

MINUTES

March 20, 2026



Josh Fudge and Lorrie Lopez approved the 12/09/25 minutes.

Retirement Advisor RFP- the contract with Innovest expires as of 7/1/26 for the 457(b), 401(a) and HRA plans. Jennifer will be working with the 401(a) board and the Purchasing Department on timing and making sure the RFPs issued are aligned from a content and timing standpoint. All members of the 457(b) committee will be on the RFP evaluation committee. The draft content and timeline for the RFP are attached. Please provide any feedback/edits/questions to Jennifer by April 3rd.

Open Committee Member Position- Jeff Vanhook will reach out to the Undersheriff to see if he would like to join the committee or have someone in command staff join that's interested.

Small Balance Cash-Out Limit- currently this is \$1,000 on the 457(b) plan. The force out occurs once per year. The 401(a) plan is increasing this to the IRS maximum of \$7,000, so TIAA asked if the 457(b) plan would like to mirror that. Jeff Vanhook asked for how many members would be impacted if this was increased to \$5,000 (vs \$,7000), and TIAA provided the following:

Total Eligible Population: 80
Total Dollars: \$110,479.32

Current Population (termed with balances under \$1,000): 42
Total Dollars: \$11,100.48

At the \$7K threshold:
Total Eligible Population: 94
Total Dollars: \$197,504.63

Kathy Harris also noted that many participants have smaller balances in the 457(b) plan vs the 401(a) plan since this is a supplemental plan, so a lower threshold makes more sense since it could take someone longer to build up a larger balance in their 457(b) account.

The committee will make a decision as to whether to change this at the next meeting.

Beneficiary Update- HR notified employees in December on the 457(b) and 401(a) plans if they do not have a beneficiary assigned and reminded them to complete this on the TIAA website.

Innovest and TIAA covered their Q4 2025 reports. Debbie Buckner from TIAA also presented new education topics and campaigns for 2026.

The next meeting will be virtual on 6/11/26.