



## **457 DEFERRED COMPENSATION RETIREMENT PLAN COMMITTEE MEETING**

### **MINUTES**

**August 15, 2025**

Committee Members: Josh Fudge, Lorrie Lopez, Jennifer Whitener, Tim Keeton, Jeff Vanhook

Innovest: Jared Martin, Kyli Soto, Troy Jensen, Natalie Miller

TIAA: Richard Diodosio, ~~Nate Setchfield~~, Debbie Buckner, Kevin Collins

HR: Kathy Harris

Tim Keeton and Josh Fudge approved the 5/16/25 minutes.

TIAA discussed that communication template options for the new Roth catch-up contribution requirements for those aged 50+ with over \$145K in annual salary will be forthcoming shortly based on Larimer County using the Deemed Roth election status. In addition, Debbie sent Jennifer a short excerpt that can be used as a heads up for participants who will potentially qualify before the templates are finalized. TIAA will also schedule a 30-minute meeting with their subject matter expert on this provision and the HR team to ensure all details have been considered prior to this taking effect 1/1/26.

Innovest covered the 2025 redline IPS review. The committee approved the redline with a few housekeeping edits. The revised document was sent to Jennifer for review, and it is pending DocuSign.

Jennifer provided comment on the results of the financial audit performed by Rubin Brown and had no notable concerns with the results.

Innovest and TIAA covered their Q2 2025 reports.

TIAA covered their Q2 2025 communication summary.

The next meeting will be virtual on 11/21/25, although this might be moved to align with the next 401(a) meeting.