

MINUTES
UNIFIED GOVERNMENT OF ATHENS-CLARKE COUNTY
DEFERRED COMPENSATION BOARD
REGULAR MEETING
Wednesday, August 13, 2025, 10:00 AM

The Athens-Clarke County Deferred Compensation Board (DC Board) held its regular meeting on Wednesday, August 13, 2025 in person at City Hall, 301 College Avenue, Room 301B and by WebEx. As Live Stream was not available due to technical difficulties, the meeting was recorded and made public in accordance with the Open Meetings Act. The following were in attendance:

Voting Members

John Culpepper, Commissioner and Deferred Compensation Board Chair
Bob Cowell, Manager
David Boyd, Finance Director
Vicki Casella, Human Resources Director
Erik Ellison, Employee Representative
Bruce Lonnee, Employee Representative
Dennis Smillie, Community Representative

Ex Officio members

Sara Ivy, Assistant Human Resources Director
Bonni Hall, Benefits Administrator

The meeting was called to order at 10:03 a.m.

Vicki Casella moved to approve the minutes of the Regular Meeting of the DC Board on May 28, 2025, seconded by David Boyd. The motion passed unanimously.

The DC Board formally welcomed newly-elected Employee Representative Erik Ellison (Police Department) who will be serving a two-year term.

Corebridge's Jeff Cohen and Kathy Hoang provided the DC Board with an investment and fund monitoring overview. Quarter 2 (April 1 – June 30) saw strong market performance: U.S. Large Caps were up 10.9%, the S&P was up 6.2%, and non-U.S. markets were up 12%. While four funds were flagged to "watch," no fund changes were recommended at this time. Dennis Smillie requested that Corebridge provide recommendations for the DC Board to consider at the upcoming November 12, 2025 meeting to possibly replace Large Growth fund BNY Mellon Appreciation Investor (DGAGX) if it continues to underperform in Q3. Jay O'Brien also requested that Jeff Cohen and Kathy Hoang review benchmark tracking for the portfolio's Small Blend Index funds.

Jay O'Brien provided the Q2 2025 Executive Summary as of June 30, 2025:

Plan Overview: Key Metrics

	457(b)	Matching Plan	Management Plan
Ending Balance	\$73,222,347	\$13,609,647	\$4,813,535
Contributions	\$1,561,928	\$213,843	\$93,933
Total Participants	2,387	2,421	82
Active Participants	1,387	1,395	36
Distributions	\$-1,671,278	\$-538,450	\$-428,001
Total Loans	89	N/A	N/A
Total Loans Balance	\$704,769	N/A	N/A

It is noteworthy to mention that the number of active loans doubled between June 30, 2024 (41) and June 30, 2025.

The DC Board discussed whether to allow cash-outs for terminated participants with balances under \$7,000 in the 457(b) plan. Concern was raised about previous cash-outs that included retiree accounts outside of the 457(b) plan and the need for manual review and aggregation of balances across all three plans. Jay explained that the 457(b) plan document only addressed the ability / authorization of the DC Board to permit cash-outs of 457(b) plan funds for those employees with balances under \$7,000; the desire to limit that cash-out to the total value of an employee's entire deferred compensation portfolio (aggregate of plans) if it fell below \$7,000 would need separate DC Board approval and authorization.

DC Board Chair John Culpepper made a motion to modify the 457(b) plan to allow cash-outs for terminated participants with 457(b) balances of \$7,000 or less. Dennis Smillie seconded the motion, which passed unanimously. The Board Chair signed the Governmental 457(b) Plan Adoption Agreement at the conclusion of the meeting which ratified this change.

Dennis Smillie then made a motion to change the language governing the 457(b) cash-out to instead have it apply to the total (aggregate) value of an employee's plans rather than just their 457(b) plan balance. Erik Ellison seconded the motion, which passed unanimously.

Jay provided the DC Board data on the number of participants enrolled in a fixed income plan with the recommendation that Corebridge continue to target those employees to encourage them to diversify if possible. Dennis Smillie advised that 45% (173 of 381 active participants) under 40 are currently in a fixed income investment, and he had significant concerns about these employees missing fund growth opportunities (these employees were auto-enrolled between July 2017 and July 2021). He stressed the need for continued education from Corebridge representatives to drive that percentage down as part of the DC Board's fiduciary responsibility. Bruce Lonnee and Erik Ellison discussed their role, as DC Board members, in assisting with employee education without providing investment advice. David Boyd stated that even moving from the fixed income fund to an age-targeted fund for those who wanted a "set it and forget it" option might be preferable. Jay advised he would investigate if bulk mapping of default participants into age-targeted funds might be a possibility under ACCGov's current plan documents/design.

As a final note, Jay shared that David Micheaux's interaction with plan participants increased their contributions over the last 12-month period by \$3,010.

As no representative from the Attorney's Office was present for the meeting, the DC Board agreed to move the discussion of DC Board roles and responsibilities to the November 12, 2025 meeting.

The DC Board Secretary formally introduced a proposal to extend the term length of all elected Board Members from two years to three years with a two-term limit. This would align elected DC Board service to that of the Pension Board. Board Chair John Culpepper moved to amend the current ordinance addressing elected board member service (Sec. 1-26-2.(d)), seconded by Dennis Smillie. The motion passed unanimously. The DC Board Secretary will consult with the Attorney's Office for recommendations on implementation and to formally draft the ordinance update for Mayor & Commission consideration.

DC Board members were invited to attend the September 16 Mayor & Commission Agenda Setting Session to answer any questions that might be posed about the proposed deferred compensation plan design changes approved in FY25 for Mayor & Commission consideration.

With the hiring of Manager Bob Cowell, an update to the Resolution Authorizing Individuals to Act on Behalf of Plan was requested by Corebridge. At the conclusion of the meeting, the necessary signatures were gathered for document processing.

The DC Board Secretary introduced a proposal to establish a "DC Board budget" of \$15,000 for FY27 to cover the costs of fiduciary training, travel and lodging for elected DC Board members. This budget line item would be requested by Human Resources, as plan administrators, as part of their budget process and would be theirs to manage on behalf of the DC Board for FY27. Dennis Smillie moved to approve the amount of \$15,000 for the FY27 budget request, seconded by Bruce Lonnee. The motion passed unanimously. Erik Ellison commented that this would add value to board member service, as some departments will not cover these costs.

The next GAPPT Trustee School will be held September 15-17, 2025 at the Macon Marriott City Center in Macon, Georgia. Bonni Hall requested that anyone interested in attending should send her an email requesting to be scheduled.

Dennis Smillie moved to adjourn the meeting seconded by David Boyd. The meeting adjourned at 11:16 a.m.

Respectfully submitted,



Sara Ivy
Secretary to the Deferred Compensation Board