

BYLAWS OF THE
MONTEREY COUNTY
DEFERRED COMPENSATION
ADMINISTRATIVE COMMITTEE

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1) PURPOSE

- a. This Deferred Compensation Plan (commonly referred to by Internal Revenue Code section 457(b) or as 457(b) Plan is designed to permit Eligible Employees of Monterey County to defer a portion of their compensation in order to provide for themselves and their Beneficiaries supplemental retirement and death benefits. The 457(b) Plan is intended to meet the requirements for an eligible deferred compensation plan under Code section 457(b). The benefit under the 457(b) Plan shall at all times be limited to those payable from each Participant's Investment Accounts.
- b. It is the intent of the County and the Committee that the Plan conform to the authority set forth in Section 53212-53214 of the Government Code of the State of California. In addition, pursuant to County Resolution 84-61 the Deferred Compensation Plan was first established on February 14, 1984 for Eligible Employees and Officers. The Plan is intended to qualify as an eligible State Deferred Compensation Plan within the meaning of Section 457(b) of the Internal Revenue Code of 1954 as amended.
- c. While the County intends to continue the plan indefinitely, it reserves the right to amend or terminate the Plan in accordance with Section 14 of these Bylaws.
- d. Except as provided in these Bylaws, limits on amounts deferred, trust fund allocation and valuation, benefit distributions and withdrawals, timing for minimum distribution requirements, voluntary in-service distributions, vesting and forfeitures, temporary suspension of plan provisions, rollovers and plan to plan transfers into and out of the 457 plan, electronic media, rights of an alternate payee under qualified domestic relations orders, facility of payment and military service shall be governed by the relevant provisions of the Internal Revenue Code and implementing regulations.
- e. To the fullest extent possible, these Bylaws shall be construed to be consistent with the Internal Revenue Code and implementing regulations, and nothing herein shall be interpreted or construed to be inconsistent with such Code or Regulations.

2) DEFINITIONS

The following terms surrounded by quotes, when used in these Bylaws with initial capital letters, shall have the following respective meanings, unless the context clearly indicates otherwise:

- a. **“Administrative Committee”** or **“Committee”** means the Committee serving as the administrator of the plan, which may delegate all or part of its powers, duties, and authority in such capacity.
- b. **“Agent”** shall mean any agent duly authorized to perform specified duties by its respective principal.

- c. **“Alternate Payee”** means any spouse or former spouse of a Participant who is recognized under a QDRO as having a right to receive all, or a portion of, the benefits payable under the Plan with respect to such Participant.
- d. **“Beneficiary”** means such person or persons as a Participant may designate to receive his or her interest under the Plan after the Participant’s death. The designation may be made, and may be revoked or changed, only by a written instrument (in form acceptable to the Committee) signed by the Participant and filed with the Committee before his or her death.
- e. **“Board”** means the Monterey County Board of Supervisors.
- f. **“CAO”** means County Administrative Officer of Monterey County appointed by the Board pursuant to the Monterey County Code. This may include any Employee Benefits/ Risk Management staff assigned to support the Deferred Compensation Plan.
- g. **“Catastrophic Unforeseen Emergency”** means an emergency that meets the provisions in Code section 152(a) as specified in Section 18 of these Bylaws.
- h. **“Catch-up Contributions”** means contributions made into the employees account on or after February 14, 1984 as specified in Section 16 of these Bylaws.
- i. **“CEDO”** means a Conforming Equitable Distribution Order.
- j. **“Chair”** means the CAO, his/her designee, or other Committee member duly voted by a majority of the Committee to serve as Chair of the Committee.
- k. **“Code”** means the Internal Revenue Code of 1986, as amended.
- l. **“Committee”** means the Administrative Committee
- m. **“Compensation”** means any W-2 income for the employee as long as he or she is still an employee of the County.
- n. **“County”** means the County of Monterey, a political subdivision of the State of California, or other governmental agency that has “opted into” the Monterey County 457(b) Plan and agrees to abide by the terms of the Plan as administered by the Committee.
- o. **“Custodian”** means the party, agent, or organization responsible for the safeguarding of plan assets for participants.
- p. **“Deferred Account”** means an account established by the Trustee for a Participant to which any Deferred Compensation Contribution and Catch-up Contribution is made for each participant, effective February 14, 1984. This includes any earnings, investment gains, or losses allocable thereto, shall be credited.

- q. **“Deferred Compensation Administrative Committee”** means the Administrative Committee.
- r. **“Deferred Compensation Contribution”** means effective on or after February 14, 1984 any amount of Eligible Earnings deferred by a Participant pursuant to a Participation Agreement.
- s. **“Designated Beneficiary”** The person who is designated as the Beneficiary as defined in subsection d. of this Section and who is the designated beneficiary under Code Section 401(a) (9) and Treasury Regulations Section 1.401(a)(9)-4.
- t. **“Disability”** means medically determinable physical or mental impairment of such a nature that the Participant is unable to engage in any substantial gainful activity, which impairment can be expected to result in death or to be of long-continued and indefinite duration, as determined by the County upon the basis of evidence satisfactory to it.
- u. **“Distribution Calendar Year”** A calendar year for which a minimum distribution is required. For distributions beginning before the Participant’s death, the first distribution Calendar Year is the calendar year immediately preceding the calendar year which contains the Participant’s Required Beginning Date. For distributions beginning after the Participant’s death, the first Distribution Calendar Year in which a distribution is required to begin under Section 20 of the Plan. The required minimum distribution for the Participants first Distribution Calendar Year will be made on or before the Participant’s Required Beginning Date. The required minimum distribution for other Distribution Calendar Years, including the required minimum distribution for the Distribution Calendar Year in which the Participant’s Required Beginning Date occurs, will be made on or before December 31 of that Distribution Calendar Year.
- v. **“Dollar Limit”** means the maximum dollar amount based on age of Annual Deferrals under the Plan for any calendar year, established under Code 457(e) (15).
- w. **“Effective Date”** means February 14, 1984 with respect to the Deferred Compensation Plan, originally established pursuant in Resolution 84-61 of Monterey County’s Board of Supervisors. Since that date, this plan had been amended and restated to comply with Regulatory Code, including compliance with EGTRRA.
- x. **“Eligible Earnings”** means any compensation for service performed for the County which is currently includable in gross income under the Code. On or after February 14, 1984, eligible earnings shall have the same meaning as Includible Compensation.
- y. **“Eligible Employee”** means a full-time or part-time permanent employee, who is within an employment classification established by the County.
- z. **“Eligible Rollover Distribution”** means any distribution made on or after January 1, 2002 of all or part of the balance to the credit of the Participant in an Eligible Retirement Plan that is a pretax retirement plan under codes 457(b), 401(a), 401(k), 408, 408(a), 408(b), 408(d), 403(a) or 403(b), not to include Roth IRA’s under Code Section 408A (b).

- aa. **“Employee”** means an individual who has been determined by the County (regardless of any determination made by any other person or entity) to be a common law employee of the County for federal income and or employment tax purposes.
 - bb. **“Employee Benefits / Risk Management Division** means any staff or personnel support to the Deferred Compensation Administrative Committee and the Deferred Compensation Plan assigned by the CAO.
 - cc. **“Entry Date”** means the first day of each month.
 - dd. **“Fund”** means a mutual fund, variable annuity or commingled trust investment option that has the capacity to go up and down daily with the stock market. In addition, shall be consistent with any limitations on forms of investment imposed under applicable State law.
 - ee. **“Includible Compensation”** means wages, within the meaning of Section 3401(a) of the Code (for purposes of income tax withholding) but determined without regard to any rules that limit the remuneration included in wages based on the nature or location of the employment or the services performed, paid to an Employee by the County for services performed for the County. Includible Compensation also includes any elective deferral (as defined in Code Section 402(g)(3), such as Tax Deferred Contributions under the Deferred Compensation Plan, any amount which is contributed to a plan sponsored by the County at the election of the employee and which is not includible in gross income under Code Sections 125, 132(f)(4), or 457, and any amount that is not available in cash to an Employee under the Counties Health Benefit Plans(or successor plan). Any item of taxable income that is excluded from this definition of Includible Compensation may not be deferred in accordance with a Participant’s Participation Agreement.
 - ff. **“Investment Accounts”** means the accounts established by the Trustee for a Participant pursuant to Section 5, subsection a, comprised of the Deferred Account effective January 1, 2002. This term shall also include a Catch-up Account for Catch-up Contributions pursuant to its authority under Section 5, subsection a.
 - gg. **“Investment Fund”** means any investment alternative made available under the Plan. Any such Investment Fund shall be consistent with any limitations on forms of investment imposed under applicable State law.
- “Investment Manager”** means a person or entity appointed by the Committee who, with respect to an Investment Fund, has the discretion to determine which assets in such Fund shall be sold (or exchanged) and what investments shall be acquired for such Fund or a person or entity that provides investment services to an investment company registered under the Investment Company Act of 1940. Any Investment Manager must be either registered as an investment advisor under the Investment Advisors Act of 1940, a bank as defined thereunder or an insurance company qualified to manage, acquire or dispose of plan assets under the laws of more than one state, provided, however, that this requirement shall not apply to the County Treasurer and, with respect to an Investment Fund that provides for investments in securities issued by an investment company registered under the Investment Company Act of 1940, the

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requirements of that act shall control. Any Investment Manager shall accept such appointment in writing and shall constitute a fiduciary with respect to investment of Plan assets held in the particular Investment Fund for which the appointment applies, unless such person would not be treated as investing assets of the Plan if the Plan were covered by the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

- hh. **“Life Expectancy”** Life expectancy as computed by use of the Single Life Table in Section 1.401(a)-9 of the Code.
- ii. **“Non-Elective Participant”** means a Participant entitled to a benefit through a Qualified Domestic Relations Order (QDRO) or as a Beneficiary.
- jj. **“Normal Retirement Age”** means the age at which CalPERS allows a Participant to start an unmodified retirement, as further defined in Section 11 of these Bylaws.
- kk. **“Participant”** means an Eligible Employee or a former Eligible Employee who has entered into a Participation Agreement and who has a balance in his or her Investment Accounts.
- ll. **“Participant’s Account Balance”** The Investment Accounts balance as of the last Valuation Date in the calendar year immediately preceding the Distribution Calendar Year (the Valuation Calendar Year) increased by the amount of any contributions made and allocated or forfeitures allocated to the Investment Account balance as of dates in the Valuation Calendar year after the Valuation Date and decreased by distributions made in the Valuation Calendar Year after the Valuation Date. The Investment Account balances for the Valuation Calendar Year includes any amounts rolled over or transferred to the Plan either in the Valuation Calendar Year or in the Distribution Calendar Year if distributed or transferred in the Valuation Calendar Year.
- mm. **“Participation Agreement”** means the agreement with the County by which an Eligible Employee elects to become a Participant under the Plan as of an Entry Date and to defer irrevocably a portion of his or her Eligible Earnings.
- nn. **“Plan”** means The Monterey County Deferred Compensation program as set forth in the Plan Document, Adoption Agreement, these Bylaws, Investment Policy, and Committee actions consistent therewith.
- oo. **“Plan Administrator”** means the Committee as defined above.
- pp. **“Plan Year”** means a calendar year.
- qq. **“Proxy”** means a formal power of attorney document that may be signed and voted on by a representative of the Committee, which authorizes the vote on behalf of the shareholders.
- rr. **“Qualified Domestic Relations Order”** or **QDRO** means a domestic relations order that satisfies the requirements of Code Section 414(p) (1), and is consistent with the terms of this Plan.

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- ss. **“Retirement”** means Separation from Employment after having met or exceeded the minimum age and service requirements for an unmodified service retirement benefit under CalPERS.
- tt. **“Rollover Account”** means a separate account to which the Rollover Contributions received on or after January 1, 2002, on behalf of each Participant, and any earnings and investment gains or losses allocable thereto are credited. The Rollover Account may include additional record-keeping sub accounts for purposes of separately accounting for Rollover Contributions from different Eligible Retirement Plans.
- uu. **“Rollover Contributions”** means contributions received by the Plan on or after January 1, 2002, pursuant to Section 29 of these Bylaws.
- vv. **“Separation from Employment”** or **“Separated from Employment”** means any termination of a Participant’s relationship with the County as an Employee, including termination due to death or retirement.
- ww. **“TPA”** means the third-party administrator who has entered into a contract with the County to provide record-keeping and other administrative services for the Plan.
- xx. **“Trust Agreement”** means an agreement(s) executed by the County and a Trustee which establishes either a trust fund or custodial account to provide for the investment, reinvestment, administration and distribution of contributions made under the Plan and the earnings thereon.
- yy. **“Trustee”** means the one or more persons or entities that have entered into a Trust Agreement as a trustee or custodian, and any duly appointed successor. For these purposes, the custodian of any custodial account created for the purposes of holding Plan assets must be a bank, as described in Code Section 408(n), or a person who meets the non-bank trustee requirements of paragraphs (2)-(6) of section 1.408-2(e) of the Income Tax Regulations relating to the use of non-bank trustees.
- zz. **“Trust Fund”** means the assets of the Plan held by the Trustee pursuant to the Trust Agreement.
- aaa. **“Valuation Date”** means the date with respect to which the value of the assets comprising the Trust Fund or any portion thereof is determined. Unless otherwise determined by the Committee, a Valuation Date occurs each market day. If the day is not a market day in which a value is needed for accounting purposes, the previous market day shall be used.
- bbb. **“Year of Service”** for any Employee or former Employee means any Plan Year in which such Employee or former Employee was employed by the County.

3) ROLES AND RESPONSIBILITIES OF THE PLAN ADMINISTRATOR

- a. Pursuant to the amended Monterey County Deferred Compensation Plan (the “Plan”), the Plan Administrator is the Monterey County Deferred Compensation Administrative Committee (the “Committee”). The Monterey County Board of Supervisors delegates to the Committee all duties and powers, identified as belonging to the Employer in Articles 7 through 9 of the Plan Document. As Plan Administrator, the Committee is a Plan fiduciary with the responsibility and discretionary authority for interpreting the terms of the Plan, for administering the Plan in accordance with its terms, for appointing or removing any Investment Manager, for entering into investment arrangements with respect to the Investment Funds, and for incurring or approving certain expenses and charging them to the Plan in accordance with the Plan Document.
- b. The Committee shall be bound by the Plan document and these Bylaws, including but not limited to those powers, responsibilities, and duties in Articles 7 through 9 of the Plan document, with respect to ongoing Plan administration, adoption of rules, regulations, procedures of the plan, and to interpret, alter, amend or revoke any rules, regulations or procedures so adopted. The Committee is also responsible for all information, descriptions, and reports required by applicable law, except to the extent responsibility for administration of the Plan is expressly assigned to another person under the terms of the Plan or the Trust Agreement. In addition to responsibilities and powers set out elsewhere in the Plan, the Committee shall have the powers set forth in this Section, which may be delegated to one or more Agents of the County. Each fiduciary shall have such powers, duties, and authorities as shall be specified in the Bylaws, Trust Agreement, and Plan Document.
- c. The Committee shall have sole and exclusive authority to interpret where necessary the provisions of the Plan and determine the rights and benefits of Participants and other persons under the Plan.
- d. The Committee shall coordinate with the Monterey County Administration Office to ensure that Participant needs and services are provided through day to day administration of the plan, as described in Section 14 of these Bylaws.
- e. The Committee shall establish forms, rules, and procedures that assigned staff from the Administration Office can use in connection with Participant Plan activities.
- f. The Committee shall instruct the Trustee as to the benefits to be paid hereunder and shall furnish the Trustee with any further information reasonably required by it for the purpose of distributing such benefits and making investments in or withdrawals from one or more of the Investment Funds.
- g. The Committee shall have the authority to contract with one or more Investment Managers or enter one or more investment arrangements, with respect to the stock based investment funds. In addition, the Committee shall have the authority to contract with one or more private firms for services related to the plan. The Chair of the Committee at the recommendation of the Committee shall be able to sign all contracts related to the administration of the Plan.

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- h. Subject to the provisions of subsection m of this Section and subsection b of Section 24, all decisions of the Committee as to the interpretation of any provision of the Plan or its application to any case, and as to any other interpretive matter or other determination or question related to the Plan or its administration, shall be final and conclusive, to the extent permitted by law, as to all interested persons for all purposes of the Plan.
- i. The Committee may assign additional duties and responsibilities to its members and, with the exception of those duties expressly reserved to the County under this Section, may reassign any of the duties and responsibilities set forth in these Bylaws as it deems appropriate.
- j. The County, as Plan Sponsor, shall be responsible for contracting with the Trustee, TPA, and/or Record keeper.
- k. The Committee Chair shall preside over the meetings, prepare agendas and execute all documents on behalf of the Committee.
- l. Any action taken by the Committee with respect to the rights or benefits of any participant or beneficiary shall be revocable by the Committee. Appropriate adjustments may be made in future payments or distributions to a participant or beneficiary to offset any excess payment or underpayment made to such participant or beneficiary.
- m. In accordance with Section 9.06 of the Plan document, the Committee may temporarily or indefinitely delegate any of the particular powers, responsibilities, and duties it has under the Plan Document and these Bylaws.

4) ROLES AND RESPONSIBILITIES OF THE CAO

- a. The County Administrative Officer (CAO), or his/her designee, shall provide budgetary and administrative support under direction of the Committee.
- b. The CAO shall be responsible for recommendations to the Board of Supervisors on matters involving the Plan budget, employee relations and county policy relating to the Plan, and the CAO may make recommendations to the Committee concerning contractual relations, plan design, and funding arrangements.

5) ROLES AND RESPONSIBILITIES OF THE TRUSTEE OR RECORDKEEPER

- a. The Trustee shall maintain a Deferred Account and, effective as of January 1, 2002, a Rollover Account (as needed) comprising the Investment Accounts, for each Participant. After January 1, 2002, the Committee in its discretion may establish a separate account or sub-account under the Plan for any Catch-Up Contributions for each Participant eligible to make such contributions. The Investment Accounts of each Participant shall be credited with earnings thereon, if any, and shall be credited or debited, as the case may be, with the net amount of any

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gains or losses and applicable Plan charges which may result from the investment of the Investment Accounts in the Investment Funds pursuant to subsection b below.

- b. **Investment of the Trust Fund.** Notwithstanding any contrary provision of the Plan, in accordance with Section 457(g) of the Code, all contributions to the Plan, all property and rights purchased with such amounts, and all income attributable to such amounts, shall be held in trust and/or in one or more custodial accounts for the exclusive benefit of participants and their beneficiaries under the Plan. Any trust under the Plan shall be established pursuant to a written agreement that constitutes a valid trust under the laws of the State of California, and any custodian of a custodial account under the Plan shall be a bank, as described in Code Section 408(n), or a person who meets the non-bank trustee requirements of paragraphs (2)-(6) of Section 1.408-2(e) of the Income Tax Regulations relating to the use of non-bank trustees. The Trustee shall invest the assets of the Trust Fund in accordance with the instructions of Participants and the Committee as provided in this Section.
- c. **Investment by Participants.** Each Participant may instruct the Trustee, as applicable; to allocate his or her deferred compensation contributions among the Investment Funds. A Participant may change the allocations of future contributions and may transfer past contributions, adjusted for earnings, gains, and losses and applicable plan charges, if any, from one investment fund to another. A Participant may make investment elections at the time and manner prescribed by procedures established by the Committee.
- d. It is the Trustee's responsibility to disclose all contract charges, fees, and commissions for each selected investment option within the Deferred Compensation Plan prior to them being available to plan participants. In addition, these fees, commissions, and charges will be disclosed to all participants at enrollment and at any other time deemed appropriate by Securities and Exchange Commission rules and regulations.
- e. The Committee shall be provided an annual report of each Fund's performance less all applicable fees, commissions and charges, and the resulting net return.
- f. The Record keeper shall provide an Annual Fund Review presentation, for the Committee explaining in detail the status and risk measurement of the Investment/Fixed options within the plan.
- g. The Trustee shall provide Information about each investment option with a minimum being a mini-prospectus, given to Plan participants upon enrollment, to help them make informed investment decisions.
- h. The Trustee shall provide at least quarterly, statements of fund performance to each participant. The statement shall include a detailed listing of the dates and amounts of all participants deposits invested during the quarterly reporting period.
- i. The Trustee shall provide both a quarterly and annual employer report to the Committee that includes a summary of plan transactions and balances, participant activity reported by fund in

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dollars and units/shares or shares, participant activity reported by money source and fund in dollars and units/shares or shares, participant investment account balances and activity, forfeiture and/or asset holding account balances and activity, contributions, additional deposits (rollovers, conversions, forfeiture reallocations and mergers) and withdrawals.

- j. **Investment by Trustee.** Participant assets that are not invested pursuant to instructions due to participant failure to fully complete the Participation Agreement or to untimely processing of paper work or forms will be invested in a Guaranteed Fund of the Committee's Choice with no risk being born by the participant.

6) **COMMITTEE MEMBERS**

- a. Each member shall serve for an indefinite appointment as described herein.
- b. County Counsel shall serve as legal counsel pursuant to Section 8.
- c. The Committee shall consist of nine (9) voting members as follows:
 - i. Auditor-Controller
 - ii. County Human Resources Manager
 - iii. Treasurer-Tax Collector
 - iv. One representative from the County Administrative Office (shall be Plan Participant)
 - v. One Retiree (shall be Plan Participant)
 - vi. One representative from the Department Head Council (shall be Plan Participant)
 - vii. One representative from the Management Council (shall be Plan Participant)
 - viii. Union representatives (2 appointees), one from each of the two largest unions (each shall be Plan Participants)
- d. Pursuant to this Section and Section 9, the Auditor-Controller shall serve by virtue of, and only so long as, he/she holds the identified position. Upon the appointment or election of a successor individual, the successor shall immediately and automatically replace the prior position holder as a Committee member.
- e. Pursuant to this Section, the Treasurer-Tax Collector shall serve by virtue of, and only so long as, he/she holds the identified position. Upon the appointment or election of a successor individual, the successor shall immediately and automatically replace the prior position holder as a Committee member.

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- f. All appointees with the exception of the Auditor-Controller, Treasurer-Tax Collector, and County Human Resources Manager shall be participants in the Plan.
- g. The CAO shall appoint the representative from the CAO's office.
- h. Upon appointment, each Committee Member shall have all the rights, powers, privileges, liabilities, and duties established by these Bylaws. Appointed Committee Members shall remain on the Committee at the will of the Committee and may be removed from office at anytime by the Committee, with or without cause. Such removal shall be effective upon delivery of written notice to the member or at such later time as may be designated in such notice. A Committee Member may resign at any time upon giving written notice to either the CAO or the Committee or at such later time as may be designated in the notice of resignation. Upon such resignation or removal the Committee shall have the power to nominate a successor Member.
- i. No member of the Committee shall be entitled to vote on decisions personal to his/her own participation in the Plan

7) COMMITTEE MEETINGS, AGENDAS, QUORUM, AND VOTING

- a. The Committee shall hold regular meetings on the third Wednesday of the last month of each quarter. (viz., the third Wednesday of March, June, September, and December). The agenda for each meeting will set forth the date, time, and place the meeting will be held. The agenda will be posted in a public place not less than 72 hours in advance of the meeting. The Committee shall maintain written minutes of its meetings. The Committee may hold special meetings at the call of the Chair and upon such notice as is required by law.
- b. All meetings of the Committee shall be called, held and conducted in accordance with the provisions of the Ralph M. Brown Act, Sections 54950, et seq., of the Government Code, as said Act may be amended. No action or discussion shall be undertaken on any item not appearing on the posted agenda except that members of the Committee may briefly respond to statements made or questions posed by persons exercising their public comment rights or to ask a question for clarification, refer the matter to staff or to other resources for factual information, or request staff to report back at a subsequent meeting concerning any matter.
- c. If in his/her judgments there are insufficient matters to be discussed, the Chair of the Committee may cancel any of the regular quarterly meetings, not to exceed two consecutive meetings.
- d. A majority of all of the members of the Committee who are present constitute a quorum and have the power to act for the entire Committee. All actions taken shall be by majority vote of the members attending a meeting. The agreement or disagreement of any member may be by means of any form of written or oral communication to the Chair of the Committee.

- e. Notwithstanding the foregoing, action may be taken on any item of business not appearing on the posted agenda upon a determination by a majority vote of the membership of the Committee and that the need for action came to the attention of the Committee subsequent to the agenda being posted. During the public comment period of each regular meeting, members of the public shall have a maximum of 3 minutes per individual to speak to the Committee about items not appearing on the posted agenda.
- f. The Committee is authorized to adopt rules, regulations, or procedures consistent with these Bylaws, the Plan Document and Regulatory law. The Committee may also interpret, alter, amend, and revoke any rules regulations and procedures that are inconsistent with these Bylaws, the Plan Document, and Regulatory Law.

8) ROLES AND RESPONSIBILITES OF COUNTY COUNSEL

- a. Unless legal services are otherwise contracted by the Plan, County Counsel shall provide all legal services to the Committee in connection with their administration of the Plan.
- b. If the Committee or County Counsel, determine that outside legal counsel is required in connection with the administration of the Plan or any of its components, the Committee may contract with such legal counsel. The cost for such outside legal services shall be a proper charge against the County.

9) ROLES AND RESPONSIBILITIES OF THE AUDITOR-CONTROLLER

The County Auditor-Controller shall be responsible for selecting a Plan auditor, administering auditor contracts, writing the specifications for Plan audits, supervising Plan audits, processing of payroll deferrals and County contributions, maintaining appropriate County accounting records, transferring of funds and account allocation information to the TPA, Record keeper, Trustee(s) or Investment Manager(s) and periodic reviews of the financial integrity of the Plan.

10) SPECIAL ADVISOR UNDER 457(b) CODE

If, in the discretion of the Committee, an outside consultant with specialized knowledge of Section 457 of the Code is required in connection with the Administration of the Plan, the Committee may contract with such consultant. The cost for any such outside consultant shall be a proper charge against the County.

11) INDEMNIFICATION AND IMMUNITIES

The County shall indemnify and reimburse, to the fullest extent permitted by law, members of the Committee and other employees and former employees acting for and on behalf of the Plan for any and all expenses, liabilities, or losses arising out of any act or omission relating to membership on the Committee or for the management and administration of the Plan, except in instances of fraud, corruption, or actual malice.

a. Except as otherwise provided by the Trust Agreement:

- i. No fiduciary shall be liable for any action taken or not taken with respect to the Plan or the Trust Agreement except for his or her own acts or omissions to act except as otherwise provided in herein.
- ii. A fiduciary shall be liable for a breach of duty committed by another fiduciary (a co-fiduciary) only under the following circumstances:
 1. Where the fiduciary participates in the breach of duty committed by a co-fiduciary.
 2. Where the fiduciary improperly delegates its duties to a co-fiduciary.
 3. Where the fiduciary approves, knowingly acquiesces in, or conceals a breach of duty committed by a co-fiduciary.
 4. Where the fiduciary knowingly allows a co-fiduciary to commit a breach of duty.
 5. Where the fiduciary fails to take reasonable steps to compel a fiduciary to redress a breach of duty if the fiduciary knows of, or has information from which he or she reasonably should have known of, the breach of duty.

b. The County and each officer and employee thereof, the Committee and each member thereof, and any other person to whom the County or Committee delegates (or the Plan or Trust Agreement assigns) any duty with respect to the Plan or the Trust Agreement, may rely and shall be fully protected when acting in good faith upon the advice of counsel, who may be counsel for the County, upon the records of the TPA, Trustee, and Investment Manager, the County Treasurer-Tax Collector, or the County Auditor-Controller, or upon any certificate, statement or other representation made by or any information furnished by an Employee, a Participant, a Beneficiary, or the Trustee concerning any fact required to be determined under any of the provisions of the Plan;

c. If any responsibility of a fiduciary is allocated to another person, then except to the extent provided in Section 2 or 3, such fiduciary shall not be responsible for any act or omission of such person in carrying out such responsibility; and

- d. No fiduciary shall have the duty to discharge any duty, function, or responsibility which is assigned by the terms of the Plan or Trust Agreement or delegated pursuant to the provisions of Section 2 to another person.

12) PLAN PROVIDER PROCUREMENT PROCESS

- a. Unless events reasonably dictate otherwise, at least every five years the Committee, utilizing a professional firm specializing in deferred compensation plans, will issue a request for Proposal (RFP) or Request for Information (RFI) for record keeping and investment management services. Qualified vendors who meet the minimum bid requirements will be evaluated by the Committee in concert with such qualified professionals as the Committee may retain. Following evaluation, the Committee will recommend a Plan Provider to the Board of Supervisors.
- b. If, in the opinion of the Committee circumstances, economic conditions, or timing exist that preclude the full RFP process, the County may extend to the same provider a one-time 2-year extension in lieu of the full RFP process.

13) MINIMUM NORMAL RETIREMENT AGES

- a. For purposes of the Deferred Compensation Plan's Limited or Regular Catch-up provision, a Participant's Normal Retirement Age may not be earlier than the following unmodified retirement age:
 - i. Non-Safety (Miscellaneous) – Age 55
 - ii. Safety Members – Age 50
- b. The foregoing represents the earliest ages that a participant becomes eligible to retire under the County's Defined Benefit Retirement Plan (CalPERS) and to receive retirement benefits without actuarial or similar reductions because of early retirement.

14) DAY-TO-DAY ADMINISTRATION OF THE PLAN

- a. Employee Benefits / Risk Management Division staff assigned to the Deferred Compensation Program shall provide day to day administration of the Plan, in accordance with IRS code. The Employee Benefits / Risk management Division staff shall be limited to instituting, signing, processing and forwarding all new enrollment packets, including: initial enrollment, initial or changes to beneficiary's, disclaimer's, increase/decrease in salary contribution, age 50+ catch-up, regular catch-up, rollovers into or out of the plan, distributions, education, the request for emergency withdrawal forms, and any other day to

day administration of the plan as applicable. In addition, staff support shall include all activities involved in Committee meeting preparation, taking of minutes, posting agendas, and preparing and distributing staff reports.

- b. Under direction of the Committee, the Employee Benefits / Risk Management Division Staff assigned to the Deferred Compensation Program shall implement all approved Qualified Domestic Relations Orders (QDRO's) and Emergency Withdrawals with the Trustee or Record keeper as assigned.
- c. The Employee Benefits / Risk Management Division Staff assigned to the Deferred Compensation Program shall forward all new applications for participation in the Plan, increase or decrease in salary contribution, and catch-up contribution forms after being signed by the CAO's designated signor or Employee / Risk Management Division staff, to the Auditors-Controller's Payroll Division.

15) AMENDMENTS TO BYLAWS, DELEGATIONS OR TERMINATION OF PLAN

- a. Generally, the Plan may be amended or terminated by the County at any time. No amendment or termination of the plan shall reduce or impair the rights of any Participant or Beneficiary to the vested interest in their Investment Accounts. In the event the Plan is terminated by the County and there is a successor plan, the Trustee shall transfer the Plan assets to the successor plan as provided by a successor plan document. Any such transfer shall be consistent with law and any successor plan must be sponsored by an eligible governmental employer (within the meaning of 457(e) (1) (A) of the Code) and be an "eligible deferred compensation plan" within the meaning of Section 457(b) of the Code. In the event the Plan is terminated by the County and there is no successor plan, the trustee shall distribute as soon as administratively practical to each Participant or his or her Beneficiary in a lump sum payment the vested balance in such Participant's Investment Accounts in accordance with Section 21 of the Plan and Code section 457(d). In the absence of a lump sum payment, a participant may designate vested balances be rolled over to another qualified retirement plan.
- b. Amendments to these Bylaws and delegations may be recommended to the Board of Supervisors by approval of a majority vote of the Committee.
- c. The Board of Supervisors is responsible for approval of these Bylaws and delegations and any subsequent amendments thereto.

16) ELECTION TO BECOME A PARTICIPANT

- a. An Eligible Employee may become a Participant in the Plan by entering into a Participation Agreement with the County before an Entry Date. The Participant's election to defer Eligible Earnings shall become effective with respect to Eligible Earnings payable to the

electing Eligible Employee for services rendered to the County on or after the next Entry Date following the execution of such Participation Agreement. Such Participation Agreement shall remain effective from first Entry Date for so long as the Participant remains an Employee or has an account balance.

- b. The Participation Agreement shall specify, as an even whole dollar amount, the portion of Eligible Earnings to be deferred each pay period pursuant to the Plan and contributed to the Plan; provided however, that, for any pay period, the Participant may not deduct from and defer any amount that, would not be received as taxable cash but for the Participation Agreement or would not constitute Eligible Earnings even if received as taxable cash. Moreover, the Participant's Eligible Earnings for each pay period will be reduced on only a pre-tax dollar basis in the following order:
 - i. Dependent Reimbursement Pretax
 - ii. Dependent Care
 - iii. Van Pool Reimbursement
 - iv. Operating Engineers' EE Paid Insurance
 - v. Deferred Compensation
 - vi. CalPERS Adj.-Pretax
 - vii. Other EE Pretax
 - viii. Medical EE Pretax
 - ix. Dental EE Pretax
 - x. Vision EE Pretax

17) LOAN PROVISIONS

There is no current provision for loans within the Monterey County Deferred Compensation Plan.

18) CATASTROPHIC UNFORESEEN EMERGENCY DISTRIBUTIONS

- a. Generally, in accordance with the terms of this Section and subject to the minimum distribution rules of Code section 457(d)(2) and 401(a)(9) as described in subsection b below, a participant or his or her Beneficiary is entitled to a distribution upon the Participant's Separation from Employment or due to a "Catastrophic Unforeseen Emergency". A participant or Beneficiary who is eligible for and wants to receive a distribution or withdrawal under this Section must file with the Committee an application in a form that is satisfactory to the Committee. Applications may be obtained from the TPA, Trustee, or the County's Employee Benefits/Risk Management Division. In addition, any Catastrophic Unforeseen Emergency request greater than \$5,000.00 must be approved by the Committee.

- b. The Committee or its designee, in its sole discretion, may permit a Participant to make a withdrawal from the Plan to meet a catastrophic unforeseen emergency, as provided below, upon submission of a written application to the Committee through the Employee Benefits/Risk Management Division of the CAO's Office.
- c. A "Catastrophic Unforeseen Emergency" is a severe financial hardship to the Participant resulting from an illness or accident of the Participant or the Participant's spouse or dependent(s) (as defined in Code section 152(a)), loss of the Participant's property due to casualty, or other similar extraordinary and unforeseeable circumstances arising as result of events beyond the control of the Participant. Whether a Participant is faced with a hardship which constitutes a Catastrophic Unforeseen Emergency is to be determined by the Committee or its Agent based on the provable relevant facts and circumstances of each case. A Catastrophic Unforeseen Emergency may include but is not limited to: imminent foreclosure of or eviction from the Participant's primary residence, if the foreclosure or eviction is the direct result of a Catastrophic Unforeseen Emergency; the need to pay for medical expenses, such as non-refundable deductibles and prescription drug medication; and the need to pay funeral expenses of a family member.
- d. A withdrawal under this Section may not be made to the extent the emergency is or can be relieved through compensation by insurance, by liquidation of the Participant's other assets (to the extent the liquidation would not itself cause severe financial hardship), or ceasing further deferrals under the Plan. In addition, any withdrawal shall be pursuant to Section 19, subsection b of these Bylaws.
- e. Any withdrawal permitted pursuant to this section shall be paid to the Participant by the record keeper or TPA within 10 business days of the approval by the Committee or its Agent per the Participant's written request.

19) CLAIMS PROCEDURES

- a. In reference to initial claims, any participant or Beneficiary who believes that he or she is entitled to receive a benefit distribution or withdrawal under the Plan must file an application with the record keeper on a form provided.
- b. **Appeal Process for Emergency Withdrawals, Beneficiary Designates, or QDRO's.** If an application is denied, the Participant or Beneficiary will be advised of his or her right to appeal the denial to the Committee. The Participant or Beneficiary may appeal the denial of his or her application by filing with the Committee a written request for review of such claim stating the specific facts supporting his or her claim and specifying the remedy sought. The appeal shall be reviewed by designee of the Committee. If the designee determines that the claim is valid, benefits shall be distributed as soon as administratively feasible. If however, such designee recommends denial of the claim; such appeal shall be reviewed by the Committee. The Applicant shall have the right to appear before the Committee to present his/her appeal. The determination of the Committee as to the denial or approval of a claim on appeal shall be final and binding to the extent permitted by law.

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20) PROXIES

- a. Any Proxies received by the Committee will be reviewed by the Committee or its agent. The Committee will make a determination based on its findings whether to vote a proxy or not. The Chair has the authority either to vote the proxy or to agendaize the matter before the Committee.
- b. The Chair will make a report as to how the Proxies were voted at the next quarterly meeting.

21) NON-ALIENATION

To the extent permitted by law and except as otherwise provided in the Plan, no right or interest of any kind of a Participant or Beneficiary hereunder shall be transferable or assigned by the Participant or Beneficiary, nor shall any such right or interest be subject to alienation, anticipation, encumbrance, garnishment, attachment, execution or levy of any kind, voluntary or involuntary.

22) NO ENLARGEMENT OF EMPLOYMENT RIGHTS

By accepting benefits under the Plan, a Participant does not agree to continue in the employment of the County for any period, and the County, by adopting the Bylaws of this Plan, does not obligate itself to continue the employment of any Participant for any period.

23) SEVERABILITY PROVISION

If any provision of the Plan or the application thereof to any circumstance or person is invalid, the remainder of the Plan and the application of such provision to other circumstances or persons shall not be affected thereby.

24) CONSTRUCTION

Except to the extent of a conflict with federal law, the Plan shall be governed, construed, and administered according to the laws of the State of California. All persons accepting or claiming benefits under the Plan shall be bound by and deemed to consent to its provisions.