

**NEW CASTLE COUNTY DEFERRED COMPENSATION COMMITTEE  
MINUTES of December 11, 2025 MEETING**

The meeting of the NCC Deferred Compensation Committee was held on December 11, 2025 via Zoom video conference in the Government Center, 87 Reads Way, New Castle, DE 19720.

**The meeting was called to order at 10:01 a.m.**

**Rollcall Taken at 10:01 a.m.**

<p><b><u>COMMITTEE PRESENT:</u></b> Dusty Blakey, CHRO Grace Dehel, Pension Administrator Krystle Clark, CFO Designee</p> <p><b><u>COMMITTEE MEMBERS ABSENT:</u></b> David Del Grande, CFO (designated Ms. Clark to serve on the Committee in his absence) Judi Marando, Local 1607 Vacant, Office of Finance Representative</p>	<p><b><u>INVITED GUESTS:</u></b> Lisa Rydzefski, Creative 1 Stephanie Trentowski, Creative 1</p>
<p><b><u>STAFF PRESENT:</u></b> William Martin, Asst. County Attorney I Ramona Henry, Senior Pension Program Analyst Daniel Mann, Pension Program Analyst Rowena P. Liles, Program Analyst</p> <p><b><u>STAFF ABSENT:</u></b> None</p>	<p><b><u>OTHERS PRESENT:</u></b> Jonathan Yard, FOP President Carla Geiersbach, NCC/Finance Theresa Baldwin, NCC/Finance</p>

Agenda Item	Discussion	Action
<p>Old Business</p> <p>New Business</p> <p>Round Table Discussion</p>	<ul style="list-style-type: none"> <li>• Meeting Minutes 10/30/2025</li> <li>• Empower Transition Update</li> <li>• None</li> <li>• None</li> </ul>	<ul style="list-style-type: none"> <li>• Approval of Meeting Minutes 10/30/2025</li> <li>• Review of the Empower Transition</li> <li>• Adjournment of meeting</li> </ul>

## Meeting Summary

Grace welcomed everyone and called the December 11<sup>th</sup> Deferred Compensation Committee Meeting to order.

## Old Business

- Approval of Meeting Minutes from October 30, 2025.

**Krystle Clark made a motion to approve the minutes of October 30, 2025. The motion was seconded by Dusty Blakey and approved.**

- Grace Dehel - Empower Transition Update – *Empower is the new recordkeeper and the Blackout Period ended on November 11, 2025. An email went out to all County employees on November 12, 2025. Participants initially experience a number of issues while accessing their accounts. After some investigation, Empower was able to attribute the problems to an issue with a payroll file upload. It contained a formatting discrepancy, and it led to the participants having a termination date loaded onto the platform so basically the platform thought we were all terminated employees. They identified it the dates were deleted and the issues were resolved. On November 18<sup>th</sup> we hosted two on-site presentations with representative Joe Walsh and they were well attended. In conjunction with the presentations, we coordinated on-site one-on-one consultations with Joe and our other advisors Lisa and Stephanie. We had more participants interested than we were able to accommodate. Anyone not seen on that date received a follow-up communication from Lisa or Stephanie to schedule a meeting on another date. The total attendees at the presentations were over 60 and the one-on-one meetings had 24 participants. We've scheduled four (4) on-site education days with Empower for CY2026. We will be working with the training division in Human Resources to maximize the education opportunities to accommodate the most participants possible. Overall, it was a successful transition. In addition to reducing costs and improving services the transition led to an increase in employee engagement and renewed interest in retirement planning, which are all positive outcomes. Are there any questions from committee members related to the transition? Are there any questions from any other attendees related to the transition?*

## **A question-and-answer session was held.**

*Any participant who is experiencing any issue related to Empower's transition should call the Participant Services 800 hundred number which is available online. If there are further issues that can't be resolved, or you just have concerns, you can contact the Pension Division at 395-5500. That completes all business are there any comments from the public?*

## New Business

- None

## Comments

- Grace – *Just a reminder that the Deferred Compensation Committee will move to holding quarterly meetings starting in calendar year 2026. The next Committee meeting is scheduled for February 12, 2026.*

## ADJOURNMENT

**A motion was made by Krystle Clark and seconded by Dusty Blakey to adjourn the meeting at 10:06 a.m.**

**\*THE MOTION WAS ADOPTED UNANIMOUSLY.**