

**REQUEST FOR BOARD ACTION**

**HENDERSON COUNTY  
BOARD OF COMMISSIONERS**

**MEETING DATE:** June 30, 2014

**SUBJECT:** Personnel Handbook Amendment

**PRESENTER:** Jan Prichard, Human Resources Director

**ATTACHMENTS:** Yes  
1. Personnel Handbook Section 7.9

**SUMMARY OF REQUEST:**

The Board is requested to approve an amendment to the Personnel Handbook, specific to Section 7.9 Deferred Compensation. It is recommended that the effective date of implementing the 2% County match to one of the deferred compensation plans for enrolled new employees be the first of the month following thirty (30) days of employment. The proposed amendment would make this consistent with all other benefit plans offered to benefit-eligible employees.

**BOARD ACTION REQUESTED:**

The Board is requested to approve the proposed amendment as presented.

**Suggested Motion:**

*I move the Board approve the proposed amendment to the Personnel Handbook as presented.*

Current:

### ***7.9 Deferred Compensation***

Henderson County offers you the opportunity to participate in two (2) deferred compensation plans to supplement your retirement income. You are eligible to enroll in a 401(k) and/or a 457(b) at any time during your employment.

You are eligible for a matching two percent (2%) contribution from Henderson County to one of these deferred compensation plans once you complete six (6) months of continuance service in a benefit-eligible position. You must be contributing at least two percent (2%) of your base pay to receive the County's match.

For more information, contact the Human Resources Department.

Proposed Amendment to Handbook:

### ***7.9 Deferred Compensation***

Henderson County offers you the opportunity to participate in two (2) deferred compensation plans to supplement your retirement income. You are eligible to enroll in a 401(k) and/or a 457(b) at any time during your employment.

You are eligible for a matching two percent (2%) contribution from Henderson County to one of these deferred compensation plans **at the first of the month following thirty (30) days of employment once** in a benefit-eligible position. You must be contributing at least two percent (2%) of your base pay to receive the County's match.

For more information, contact the Human Resources Department.