

Board Agenda Item — Information

Meeting Date: October 23, 2025

Topic: Information regarding joining the Oregon Savings Growth Plan (OGSP) – IRC §457(b) Deferred Compensation

Presenter: Andy Campbell and Jennifer Ellis

Department: Finance/ Human Resources

Purpose

To inform the Board of a request for the District to participate in the **Oregon Savings Growth Plan (OGSP)**—the State of Oregon’s IRC §457(b) deferred compensation program—so eligible employees may make voluntary pre-tax and/or Roth deferrals via payroll.

Background

- The OGSP is established by the **Oregon Investment Council (OIC)** under **ORS 243.421** and administered by the **Public Employees Retirement Board (PERS)** pursuant to **ORS 243.435**.
- **ORS 243.474** permits local governments that establish a deferred compensation plan to invest plan assets through the State’s deferred compensation investment program.
- Participation requires the District to adopt a resolution agreeing to the OGSP **Plan Document** and related third-party administration (TPA) services referenced in **ORS 243.401 to 243.507**, and to comply with applicable IRC §457 requirements (including **§457(g)** trust provisions).

Key Provisions of the Resolution

- The District elects to be included in the State of Oregon Deferred Compensation Investment Program (OGSP).
- The Superintendent/CFO are authorized to take actions, make payroll reductions, and submit deferrals as required by PERS under **ORS 243.478(1)**.
- The District agrees to be bound by the terms and conditions of the State’s contracts with its investment providers and recordkeeper, and by the OGSP **Plan Document** and TPA

services, as amended from time to time.

- The Board is appointed as **Trustee** of the Plan as required by **IRC §457(g)(2)**; the Employer certifies it is an **eligible employer** under **IRC §457(e)(1)**.
- A copy of the adopted resolution and the Plan Trust – Declaration will be submitted to PERS (Plan Administrator).
- The District will cooperate with the Plan Administrator on procedural matters, including processing **unforeseeable emergency** withdrawals under **IRC §457(b)(5)** and Treas. Regs. **1.457-2(h)(4)–(5)**.

Fiscal Impact

- **Direct Cost:** None to the General Fund to establish participation; employee deferrals are employee-paid.
- **Administrative Impact:** Minimal staff time for setup, payroll configuration, and ongoing remittances.
- **Employer Contributions:** None required; any future employer match would require separate Board action.

Implementation & Timeline

- Board adoption of resolution: November 13, 2025
- Submit certified resolution/notification to PERS; execute OGSP onboarding: November 2025
- Configure payroll and employee enrollment communications: November 2025
- First deferral payroll cycle target: December 2025