TOWN OF PALM BEACH

Minutes of the Defined Contribution Plan Committee Meeting
Held on May 15, 2026

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 8:00 AM in the Town Council Chambers.

Members Present: Gillian Barth, Robert Miracle, Jason Debrincat, Joseph Birch,
Member Excused: Michael Marx

PLEDGE OF ALLEGIANCE

Chair Debrincat led the Pledge of Allegiance.

ELECTION OF CHAIR AND VICE CHAIR

A motion was made by Ms. Barth and seconded by Mr. Birch to elect Jason Debrincat as Chair. The motion was carried unanimously, 3-0.

A motion was made by Ms. Barth and seconded by Mr. Birch to elect Mr. Miracle as Vice Chair. The motion was carried unanimously, 3-0.

Clerk's Note: Mr. Miracle arrived at the meeting at 8:05 AM.

MINUTES

1. Minutes from March 6, 2026 Defined Contribution Committee Meeting

A motion was made by Mr. Birch and seconded by Ms. Barth to approve the minutes of the March 6, 2026 meeting as presented. The motion was carried unanimously, 4-0.

APPROVAL OF AGENDA

A motion was made by Ms. Barth and seconded by Mr. Birch to approve the agenda as presented. The motion was carried unanimously, 4-0.

COMMENTS

2. OFFICIALS

Chair Debrincat welcomed all attendees both in person and online and explained the reason for the new meeting time and format. He stated that the Retirement Board of Trustees meeting begins at 9:30 a.m. so the Defined Contribution Plan Committee meeting is now shorter and more focused. Historically, significant time was spent discussing broader market conditions, but the Chair noted that detailed market updates are not necessary for this meeting. Instead, investment and market discussions will occur during the Retirement Board of Trustees meeting. He thanked attendees for their participation and cooperation with the revised format.

3. STAFF

No one indicated a desire to speak.

4. PUBLIC - 3 MINUTE LIMIT

No one indicated a desire to speak.

GENERAL BUSINESS

5. Investment Review, Q1 2026 by Kerry Richardville, Senior Institutional Advisor, Mariner

Kerry Richardville, Senior Institutional Advisor, Mariner, provided a brief, high-level overview of plan performance and fund monitoring across the Town's 457, 401(a), and RHS plans. She reported that combined market values for the 457 and 401(a) plans totaled just over $81 million at the end of 2025, with balances at approximately $78.5 million as of March due to first-quarter U.S. equity market pullbacks. RHS plan balances were just under $9 million at the end of March. She noted that a strong market rebound in April likely restored some of these declines.

Ms. Richardville highlighted positive participant use of balanced funds across the plans and then walked the Committee through the fund-monitoring heat map. While several funds showed yellow or red indicators for the quarter—primarily due to short-term sector performance or concentrated market conditions, she emphasized that none of the reviewed funds raised significant concern. She cited the Waycross Core Focused Equity Fund, Victory Sycamore, Times Square Mid-Growth, the Diversified International Fund, and the Inflation-Focused Fund as examples of funds experiencing temporary metric misses but remaining fundamentally sound.

Ms. Richardville concluded that Mariner recommends no fund changes at this time, stating the advisory team is comfortable with the overall lineup. She noted that Paul Murray may attend the next meeting to provide additional context and reaffirmed that the current plan structure continues to serve participants well.

6. MissionSquare Presentation Update by Howard Brezak, Senior Relationship Manager, MissionSquare

Howard Brezak, Senior Relationship Manager, MissionSquare, provided an overview of plan assets, noting total assets of $88.9M and $78.5M excluding RHS and IRA accounts. Reporting will now combine 457 and 401(a) assets for consistency. He reviewed top participant holdings, with the MissionSquare Plus Fund, Vanguard Index Fund, and Fidelity Large Cap Growth Fund representing the largest allocations.

Participant demographics show the 50–59 age group holds the highest balances and is the primary user of managed accounts. Asset allocation remained unchanged from the prior quarter. Mr. Brezak emphasized the importance of increasing employee understanding of the Managed Solutions / Guided Pathways program.

He introduced Daryl Dennis, who will provide additional detail on managed accounts, available resources, and opportunities to increase employee engagement.

7. Investment Advice through Morningstar Investment Management Services by Daryl Dennis, Financial Consultant, Guided Pathways Advisory Services, MissionSquare

Daryl Dennis, Financial Consultant, MissonSquare, provided an overview of MissionSquare's managed account and retirement advisory services. He explained that his team focuses primarily on investments, retirement planning, and managed account services, while CFP Dan Vasquez provides broader financial planning services such as cash flow analysis, insurance planning, estate planning, and long-term care planning.

Mr. Dennis described the managed account program as an in-plan advisory service designed for participants who may not have the time, knowledge, or desire to manage their retirement investments independently. He noted that the program provides personalized retirement guidance tailored to each participant's financial situation.

He explained that the advisory service partners with Morningstar as an independent financial expert to provide consistent, data-driven investment recommendations. The managed account program considers multiple factors when developing retirement recommendations, including salary, savings rates, pensions, Social Security benefits, outside assets, health considerations, and retirement income goals, rather than relying solely on age-based target-date strategies.

Mr. Dennis discussed how the managed account program assists participants with retirement readiness, including evaluating savings adequacy, determining retirement timing, advising on Social Security strategies, and developing retirement income withdrawal strategies intended to maximize income while maintaining tax efficiency.

The presentation emphasized the importance of maintaining long-term investment discipline and avoiding emotional investment decisions. Mr. Dennis stated that the program encourages positive investment behaviors such as diversification, systematic rebalancing, and consistent saving practices.

Fee structures for the managed account program were reviewed. Mr. Dennis explained that the program utilizes a tiered fee schedule that decreases as account balances increase. He compared the cost structure favorably to traditional outside financial advisory firms and stated that participants may receive comparable services at a lower cost through the employer-sponsored program. He also noted that complimentary CFP services remain available to participants.

Committee members asked whether the managed account service continues after retirement. Mr. Dennis confirmed that retirees may continue participating in the program as long as their retirement account remains open, and that retirement income planning and withdrawal guidance continue throughout retirement.

Additional discussion occurred regarding coordination between the managed account services and the financial planning services provided by Dan Vasquez. Mr. Dennis explained that the services are complementary and that information may be shared, when appropriate, to provide participants with a more comprehensive retirement planning experience.

The Committee also discussed opportunities to further promote the available retirement planning resources to employees through employee communications and one-on-one meetings.

Mr. Dennis stated that Natasha Barone is the replacement for former representative Steve Feigelis. Ms. Barone will conduct employee one-on-one meetings and assist participants with retirement planning and managed account enrollment going forward.

Committee members discussed employee awareness and understanding of the various retirement planning and advisory services available through the Town and MissionSquare.

Ms. Barth expressed concern that many employees may not fully understand the differences between the available retirement services and advisory resources. She summarized her understanding that the former representative, Steve Feigelis, primarily focused on portfolio allocation and investment education, while CFP services offered broader financial planning and the managed account program provided more in-depth investment management and retirement outcome planning.

Staff clarified that the managed account service focuses primarily on investment management and retirement income strategies, while CFP services provide broader financial planning support, including debt management, education planning, and overall financial wellness. It was further clarified that consultations and recommendations are provided at no cost, while fees apply only if participants elect to enroll in the managed account service for ongoing account management.

Questions were raised regarding the tiered fee structure for managed accounts and why lower account balances incur higher effective fees. Darrell Dennis explained that the fee schedule is based on industry-standard tiered pricing structures and economies of scale, with fees decreasing as account balances increase. He also noted that participants enrolled prior to fee structure changes were grandfathered into prior pricing arrangements.

Committee members expressed appreciation for former representative Steve Feigelis's service to Town employees and welcomed Natasha Barone as his successor.

Additional discussion focused on employee confusion regarding the relationship between the Town's defined benefit pension plan, managed by GRS, and the defined contribution retirement plans administered through MissionSquare. Committee members noted that employees often struggle to identify the appropriate contact person or resource when preparing for retirement.

Staff provided historical context regarding the Town's transition to a hybrid retirement structure in 2012, explaining that the defined benefit and defined contribution plans are administered separately and therefore require coordination between multiple parties, including GRS, MissionSquare, and People and Culture staff.

Committee members emphasized the need for clearer communication and a more streamlined process to help employees understand available retirement planning resources and services. Suggestions included: developing a simplified one-page informational guide outlining available retirement resources and points of contact; increasing communication and educational outreach efforts; conducting in-person educational sessions and departmental meetings; and providing more personalized retirement education opportunities for employees.

MissionSquare representatives acknowledged the importance of improved communication and agreed to coordinate with staff regarding future educational campaigns, outreach efforts, and informational materials to better promote available financial wellness and retirement planning resources.

ANY OTHER BUSINESS

MEETING SCHEDULE

8. The next meeting is scheduled for August 21, 2026 at 8:00 am.

ADJOURNMENT

A motion was made by Mr. Birch and seconded by Mr. Miracle to adjourn the meeting at 8:50 AM. The motion was carried unanimously, 4-0.

Respectfully Submitted,

Jason Debrincat, Chair