

**AMENDMENT 2020-1
TO THE
WASHOE COUNTY DEFERRED COMPENSATION PLAN**

WHEREAS, Washoe County, hereinafter referred to as the “Employer,” sponsors the Washoe County Deferred Compensation Plan, hereinafter referred to as the “Plan;” and

WHEREAS, the Employer wishes to amend the Plan, effective July 1, 2019 to add an automatic escalation component to the Plan; and

WHEREAS, in accordance with Section 10.1 of the Plan, the Employer has the right at any time to amend the Plan; and

NOW, THEREFORE, effective as of July 1, 2019, the Plan is hereby amended as follows:

1. Section XIII (“Superseding Provisions”) of the Plan is amended to in its entirety to read as follows:

**“SECTION XIII
SUPERSEDING PROVISIONS**

The superseding provisions applicable to the plan are described below:

2.2 Election

The first paragraph of Section 2.2(a) is eliminated and replaced with the two paragraphs below.

(a) Automatic Contribution Arrangement: Except as otherwise specifically provided in this Section, if a collective bargaining agreement allows for an automatic enrollment or contribution arrangement, an Employee covered by that collective bargaining agreement hired on or after October 1, 2016 who has not made an affirmative election to defer or not to defer a portion of his or her Compensation under the Plan shall automatically be deemed to have elected to defer the percentage of his or her Compensation designated by his or her collective bargaining agreement for automatic enrollment or contribution and have that amount contributed as an Annual Deferral on his or her behalf.

Except as otherwise specifically provided in this Section, if a collective bargaining agreement that allows for an automatic enrollment or contribution arrangement contains an automatic contribution increase provision, an Employee covered by that collective bargaining agreement hired on or after the date specified in such collective bargaining agreement shall automatically be deemed to have elected to increase his deferral election each year by such percentage of the Employee’s Compensation designated by his or her collective bargaining agreement, not to exceed the maximum amount of Compensation specified in his or her collective bargaining agreement.”

IN WITNESS WHEREOF, the Employer has executed this Amendment this
_____ day of February, 2020.

Washoe County

By _____

Name _____

Title _____