



Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 6

DATE: September 23, 2021
TO: Deferred Compensation Management Council
FROM: David Joseph, Senior Human Resources Analyst
SUBJECT: Deferred Compensation Plan Participation Report

BACKGROUND

Your Council has made it a priority to increase employee participation in the Deferred Compensation Plan and has expressed the desire to monitor Plan participation by demographic groups. The purpose of this item is to report on the state of Plan participation.

ISSUE

Staff has prepared a report which shows Plan participation by age band, department, retirement tier, and employee group, attached to this item as Exhibit A. In summary, as of the pay period ending August 22, 2021, the overall participation rate is 56.6%, based on 4,044 active contributions out of 7,148 eligible employees, and the average contribution is \$131.55 per pay period. In addition, as of September 9, 2021, there are 6,998 total Plan participants, which includes both active and retired/separated employees.

RECOMMENDED ACTION

There are no recommended actions associated with this item.

Item 6 - Exhibit A

Department	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Administrative Office	31	17	54.8%	\$3,576	\$217.12	6.1%
Agriculture Department	93	59	63.4%	\$2,342	\$147.49	6.3%
Assessor-Recorder	104	61	58.7%	\$2,280	\$169.64	7.4%
Auditor	75	39	52.0%	\$2,160	\$145.89	6.8%
Behavioral Health	550	299	54.4%	\$2,332	\$116.53	5.0%
Child Support Services	231	126	54.5%	\$1,996	\$90.62	4.5%
County Clerk - Elections	30	17	56.7%	\$2,004	\$171.81	8.6%
County Counsel	31	18	58.1%	\$4,328	\$252.12	5.8%
District Attorney	235	128	54.5%	\$3,568	\$315.05	8.8%
Human Resources	56	41	73.2%	\$2,718	\$135.03	5.0%
Internal Services	402	202	50.2%	\$2,081	\$107.86	5.2%
Library	274	108	39.4%	\$1,498	\$81.18	5.4%
Probation	553	375	67.8%	\$2,293	\$109.13	4.8%
Public Defender	144	79	54.9%	\$3,237	\$160.23	4.9%
Public Health	360	221	61.4%	\$2,485	\$183.04	7.4%
Public Works & Planning	378	209	55.3%	\$2,441	\$122.51	5.0%
Retirement Association	31	26	83.9%	\$2,433	\$98.08	4.0%
Sheriff - Coroner	1129	746	66.1%	\$2,715	\$200.26	7.4%
Social Services	2441	1273	52.2%	\$1,911	\$79.99	4.2%
Grand Total	7148	4044	56.6%	\$2,275	\$131.55	5.8%

Retirement Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Gen Tier I	2031	1156	56.9%	\$2,602	165.32	6.4%
Gen Tier II	88	63	71.6%	\$2,971	174.67	5.9%
Gen Tier III	519	262	50.5%	\$2,208	112.85	5.1%
Gen Tier IV	227	127	55.9%	\$2,382	124.00	5.2%
Gen Tier V	3315	1779	53.7%	\$1,885	81.55	4.3%
Safety Tier I	355	249	70.1%	\$3,359	242.84	7.2%
Safety Tier II	46	31	67.4%	\$3,111	279.19	9.0%
Safety Tier IV	59	42	71.2%	\$3,001	233.31	7.8%
Safety Tier V	508	335	65.9%	\$2,497	180.76	7.2%
Grand Total	7148	4044	56.6%	\$2,275	131.55	5.8%

Item 6 - Exhibit A

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
18-29	1079	558	51.7%	\$1,769	\$84.71	4.8%
30-39	2102	1217	57.9%	\$2,157	\$104.77	4.9%
40-49	1954	1163	59.5%	\$2,463	\$132.58	5.4%
50-59	1487	850	57.2%	\$2,543	\$182.78	7.2%
60+	526	256	48.7%	\$2,323	\$186.14	8.0%
Grand Total	7148	4044	56.6%	\$2,275	\$131.55	5.8%

Employee Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Department Heads	14	13	92.9%	\$6,717	\$437.76	6.5%
Elected Officials	10	3	30.0%	\$5,774	\$750.00	13.0%
Management	323	213	65.9%	\$2,745	\$138.36	5.0%
Senior Management	299	194	64.9%	\$4,031	\$251.45	6.2%
Unrepresented	348	215	61.8%	\$2,166	\$110.36	5.1%
U01	408	282	69.1%	\$2,882	\$238.45	8.3%
U02	1044	622	59.6%	\$2,091	\$115.32	5.5%
U03	546	280	51.3%	\$2,375	\$105.89	4.5%
U04	1095	562	51.3%	\$1,721	\$64.30	3.7%
U07	60	40	66.7%	\$3,457	\$294.82	8.5%
U10	44	34	77.3%	\$3,604	\$272.14	7.6%
U11	186	138	74.2%	\$2,554	\$112.74	4.4%
U12	1242	561	45.2%	\$1,421	\$55.79	3.9%
U13	125	70	56.0%	\$1,815	\$64.22	3.5%
U14	47	34	72.3%	\$3,928	\$337.13	8.6%
U19	150	100	66.7%	\$2,468	\$190.59	7.7%
U22	235	101	43.0%	\$1,727	\$82.66	4.8%
U25	46	25	54.3%	\$2,352	\$102.42	4.4%
U30	102	60	58.8%	\$4,591	\$389.33	8.5%
U31	79	47	59.5%	\$3,923	\$184.28	4.7%
U35	27	20	74.1%	\$4,415	\$314.94	7.1%
U36	449	266	59.2%	\$2,616	\$132.45	5.1%
U37	44	37	84.1%	\$3,298	\$179.80	5.5%
U38	5	5	100.0%	\$5,006	\$689.60	13.8%
U39	68	24	35.3%	\$2,164	\$88.00	4.1%
U42	23	9	39.1%	\$3,344	\$205.11	6.1%
U43	129	89	69.0%	\$2,764	\$178.26	6.4%
Grand Total	7148	4044	56.6%	\$2,275	\$131.55	5.8%