



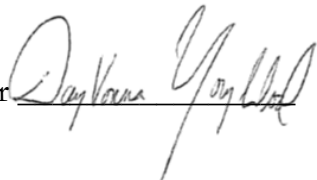
## Inter Office Memo

DEPARTMENT OF  
HUMAN RESOURCES

# ITEM 6

DATE: March 24, 2022

TO: Deferred Compensation Management Council

FROM: DayVonna Youngblood, Human Resources Manager 

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 February 20, 2022, the overall participation rate is 57.3%, based on 3,999 active contributors out of 6,983 eligible employees. The average contribution is \$136.62 per pay period, which represents a 5.8% contribution rate. In addition, as of March 11, 2022, there are 7,099 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	30	16	53.3%	\$3,587	\$194.73	5.4%
Agriculture Department	92	59	64.1%	\$2,432	\$139.61	5.7%
Assessor-Recorder	98	58	59.2%	\$2,369	\$179.11	7.6%
Auditor	71	36	50.7%	\$2,249	\$128.53	5.7%
Behavioral Health	551	304	55.2%	\$2,395	\$115.25	4.8%
Child Support Services	237	132	55.7%	\$2,010	\$90.27	4.5%
County Clerk - Elections	28	18	64.3%	\$2,184	\$244.94	11.2%
County Counsel	34	20	58.8%	\$4,112	\$215.60	5.2%
District Attorney	221	121	54.8%	\$3,640	\$263.66	7.2%
Human Resources	62	46	74.2%	\$2,716	\$159.79	5.9%
Internal Services	389	201	51.7%	\$2,156	\$121.55	5.6%
Library	270	103	38.1%	\$1,526	\$82.79	5.4%
Probation	527	355	67.4%	\$2,338	\$112.19	4.8%
Public Defender	144	83	57.6%	\$3,367	\$149.19	4.4%
Public Health	354	214	60.5%	\$2,586	\$192.93	7.5%
Public Works & Planning	381	218	57.2%	\$2,508	\$143.02	5.7%
Retirement Association	31	27	87.1%	\$2,550	\$98.12	3.8%
Sheriff - Coroner	1108	734	66.2%	\$2,788	\$216.20	7.8%
Social Services	2355	1254	53.2%	\$1,967	\$84.59	4.3%
<b>Grand Total</b>	<b>6983</b>	<b>3999</b>	<b>57.3%</b>	<b>\$2,339</b>	<b>\$136.62</b>	<b>5.8%</b>

Ret Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Gen Tier I	1919	1117	58.2%	\$2,680	\$167.14	6.2%
Gen Tier II	86	61	70.9%	\$3,043	\$173.70	5.7%
Gen Tier III	489	250	51.1%	\$2,270	\$106.82	4.7%
Gen Tier IV	220	127	57.7%	\$2,459	\$134.30	5.5%
Gen Tier V	3324	1797	54.1%	\$1,957	\$87.95	4.5%
Safety Tier I	334	239	71.6%	\$3,427	\$257.07	7.5%
Safety Tier II	43	28	65.1%	\$3,202	\$313.37	9.8%
Safety Tier IV	56	43	76.8%	\$3,096	\$254.84	8.2%
Safety Tier V	512	337	65.8%	\$2,573	\$196.10	7.6%
<b>Grand Total</b>	<b>6983</b>	<b>3999</b>	<b>57.3%</b>	<b>\$2,339</b>	<b>\$136.62</b>	<b>5.8%</b>

## Item 6 - Exhibit A

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
18-29	940	477	50.7%	\$1,813	\$84.96	4.7%
30-39	2051	1199	58.5%	\$2,190	\$108.12	4.9%
40-49	1941	1163	59.9%	\$2,512	\$140.57	5.6%
50-59	1494	868	58.1%	\$2,627	\$180.61	6.9%
60+	557	292	52.4%	\$2,399	\$191.52	8.0%
<b>Grand Total</b>	<b>6983</b>	<b>3999</b>	<b>57.3%</b>	<b>\$2,339</b>	<b>\$136.62</b>	<b>5.8%</b>

Employee Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Elected Officials	10	3	30.0%	\$5,995	\$783.33	13.1%
Dept Heads	12	12	100.0%	\$6,847	\$381.19	5.6%
Management	332	225	67.8%	\$2,790	\$157.32	5.6%
Sr Management	320	218	68.1%	\$4,184	\$275.29	6.6%
Unrepresented	344	217	63.1%	\$2,214	\$112.92	5.1%
U01	414	281	67.9%	\$2,989	\$251.38	8.4%
U02	1013	604	59.6%	\$2,087	\$119.03	5.7%
U03	531	288	54.2%	\$2,444	\$109.32	4.5%
U04	1050	539	51.3%	\$1,754	\$69.56	4.0%
U07	62	40	64.5%	\$3,517	\$331.56	9.4%
U10	44	36	81.8%	\$3,632	\$304.92	8.4%
U11	183	133	72.7%	\$2,582	\$113.87	4.4%
U12	1152	535	46.4%	\$1,487	\$55.24	3.7%
U13	125	66	52.8%	\$1,866	\$65.15	3.5%
U14	47	36	76.6%	\$3,932	\$376.46	9.6%
U19	153	99	64.7%	\$2,489	\$172.08	6.9%
U22	239	99	41.4%	\$1,713	\$85.94	5.0%
U25	48	26	54.2%	\$2,313	\$99.49	4.3%
U30	95	50	52.6%	\$4,547	\$269.09	5.9%
U31	78	44	56.4%	\$4,027	\$172.12	4.3%
U35	25	19	76.0%	\$4,400	\$329.55	7.5%
U36	442	264	59.7%	\$2,661	\$133.44	5.0%
U37	44	37	84.1%	\$3,305	\$216.24	6.5%
U38	5	5	100.0%	\$4,944	\$447.53	9.1%
U39	70	26	37.1%	\$2,234	\$99.89	4.5%
U42	21	10	47.6%	\$3,513	\$222.68	6.3%
U43	124	87	70.2%	\$2,880	\$178.12	6.2%
<b>Grand Total</b>	<b>6983</b>	<b>3999</b>	<b>57.3%</b>	<b>\$2,339</b>	<b>\$136.62</b>	<b>5.8%</b>