



Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 5

DATE: June 2, 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 May 1, 2022, the overall participation rate is 57.7%, based on 4,003 active contributors out of 6,943 eligible employees. The average contribution is \$147 per pay period, which represents a 6.2% contribution rate. In addition, as of May 6, 2022, there are 7,142 total Plan participants, which includes both active and retired/separated employees.

RECOMMENDED ACTION

There are no recommended actions associated with this item.

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Ret Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Gen Tier I	1837	1072	58.4%	\$2,699	\$168	6.2%
Gen Tier II	85	60	70.6%	\$3,109	\$204	6.6%
Gen Tier III	473	242	51.2%	\$2,318	\$112	4.8%
Gen Tier IV	216	126	58.3%	\$2,525	\$160	6.3%
Gen Tier V	3390	1857	54.8%	\$2,009	\$108	5.4%
Safety Tier I	322	230	71.4%	\$3,518	\$269	7.6%
Safety Tier II	41	27	65.9%	\$3,271	\$302	9.2%
Safety Tier IV	55	41	74.5%	\$3,140	\$258	8.2%
Safety Tier V	524	348	66.4%	\$2,634	\$191	7.3%
Grand Total	6943	4003	57.7%	\$2,376	\$147	6.2%

Department	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Administrative Office	30	17	56.7%	\$3,726	\$204	5.5%
Agriculture Department	93	61	65.6%	\$2,433	\$158	6.5%
Assessor-Recorder	101	58	57.4%	\$2,390	\$209	8.7%
Auditor	78	37	47.4%	\$2,199	\$140	6.4%
Behavioral Health	548	303	55.3%	\$2,465	\$127	5.1%
Child Support Services	235	128	54.5%	\$2,039	\$86	4.2%
County Clerk - Elections	29	18	62.1%	\$2,174	\$257	11.8%
County Counsel	31	20	64.5%	\$4,217	\$203	4.8%
District Attorney	225	131	58.2%	\$3,719	\$280	7.5%
Human Resources	60	43	71.7%	\$2,724	\$173	6.4%
Internal Services	390	201	51.5%	\$2,183	\$134	6.1%
Library	264	103	39.0%	\$1,558	\$97	6.2%
Probation	518	349	67.4%	\$2,388	\$122	5.1%
Public Defender	142	85	59.9%	\$3,458	\$165	4.8%
Public Health	350	206	58.9%	\$2,584	\$198	7.7%
Public Works & Planning	399	232	58.1%	\$2,463	\$156	6.3%
Retirement Association	31	26	83.9%	\$2,480	\$100	4.0%
Sheriff - Coroner	1108	738	66.6%	\$2,841	\$216	7.6%
Social Services	2311	1247	54.0%	\$1,998	\$98	4.9%
Grand Total	6943	4003	57.7%	\$2,376	\$147	6.2%

ITEM 5 - EXHIBIT A

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
18-29	981	501	51.1%	\$1,867	\$100	5.4%
30-39	2063	1226	59.4%	\$2,249	\$123	5.4%
40-49	1939	1161	59.9%	\$2,554	\$150	5.9%
50-59	1455	854	58.7%	\$2,643	\$188	7.1%
60+	505	261	51.7%	\$2,427	\$200	8.3%
Grand Total	6943	4003	57.7%	\$2,376	\$147	6.2%

Employee Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Elected Officials	10	4	40.0%	\$5,995	\$944	15.7%
Dept Heads	15	14	93.3%	\$6,766	\$348	5.1%
Management	333	228	68.5%	\$2,810	\$164	5.8%
Sr Management	310	217	70.0%	\$4,200	\$295	7.0%
Unrepresented	337	212	62.9%	\$2,217	\$131	5.9%
U01	424	286	67.5%	\$3,051	\$253	8.3%
U02	1004	597	59.5%	\$2,089	\$117	5.6%
U03	538	294	54.6%	\$2,487	\$125	5.0%
U04	1002	540	53.9%	\$1,801	\$83	4.6%
U07	62	41	66.1%	\$3,529	\$314	8.9%
U10	44	37	84.1%	\$3,635	\$298	8.2%
U11	185	137	74.1%	\$2,694	\$122	4.5%
U12	1141	518	45.4%	\$1,503	\$65	4.3%
U13	137	70	51.1%	\$1,821	\$82	4.5%
U14	51	40	78.4%	\$4,027	\$373	9.3%
U19	157	100	63.7%	\$2,469	\$180	7.3%
U22	248	103	41.5%	\$1,755	\$101	5.8%
U25	51	25	49.0%	\$2,353	\$117	5.0%
U30	98	59	60.2%	\$4,728	\$291	6.2%
U31	78	47	60.3%	\$4,105	\$184	4.5%
U35	27	19	70.4%	\$4,629	\$313	6.8%
U36	429	251	58.5%	\$2,695	\$139	5.2%
U37	41	35	85.4%	\$3,497	\$224	6.4%
U38	5	5	100.0%	\$5,005	\$449	9.0%
U39	69	25	36.2%	\$2,250	\$114	5.1%
U42	23	11	47.8%	\$3,419	\$207	6.1%
U43	124	88	71.0%	\$2,884	\$190	6.6%
Grand Total	6943	4003	57.7%	\$2,376	\$147	6.2%