



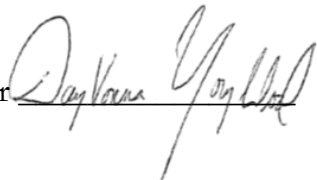
Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 5

DATE: September 27, 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 September 4, 2022, the overall participation rate is 59.0%, based on 4,085 active contributors out of 6,925 eligible employees. The average contribution is \$147 per pay period, which represents a 6.0% contribution rate. In addition, as of September 9, 2022, there are 7,322 total Plan participants, which includes both active and retired/separated employees.

RECOMMENDED ACTION

There are no recommended actions associated with this item.

ITEM 5 - EXHIBIT A

Ret Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Gen Tier I	1784	1051	58.9%	\$2,733	\$167	6.1%
Gen Tier II	81	57	70.4%	\$3,129	\$190	6.1%
Gen Tier III	458	224	48.9%	\$2,350	\$107	4.6%
Gen Tier IV	215	127	59.1%	\$2,553	\$177	6.9%
Gen Tier V	3439	1983	57.7%	\$2,061	\$110	5.3%
Safety Tier I	320	224	70.0%	\$3,667	\$264	7.2%
Safety Tier II	39	24	61.5%	\$3,464	\$319	9.2%
Safety Tier IV	53	38	71.7%	\$3,265	\$275	8.4%
Safety Tier V	536	357	66.6%	\$2,782	\$201	7.2%
Grand Total	6925	4085	59.0%	\$2,428	\$147	6.0%

Department	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Administrative Office	32	20	62.5%	\$3,848	\$197	5.1%
Agriculture Department	93	66	71.0%	\$2,444	\$142	5.8%
Assessor-Recorder	105	63	60.0%	\$2,394	\$190	7.9%
Auditor	81	38	46.9%	\$2,230	\$136	6.1%
Behavioral Health	558	317	56.8%	\$2,489	\$133	5.3%
Child Support Services	238	137	57.6%	\$2,076	\$92	4.4%
County Clerk - Elections	30	17	56.7%	\$2,128	\$183	8.6%
County Counsel	35	21	60.0%	\$4,396	\$261	5.9%
District Attorney	221	131	59.3%	\$3,841	\$278	7.2%
Human Resources	66	48	72.7%	\$2,621	\$158	6.0%
Internal Services	381	206	54.1%	\$2,215	\$135	6.1%
Library	259	118	45.6%	\$1,608	\$95	5.9%
Probation	521	355	68.1%	\$2,438	\$125	5.1%
Public Defender	138	83	60.1%	\$3,579	\$171	4.8%
Public Health	351	217	61.8%	\$2,603	\$194	7.5%
Public Works & Planning	382	233	61.0%	\$2,567	\$153	6.0%
Retirement Association	28	22	78.6%	\$2,607	\$101	3.9%
Sheriff - Coroner	1114	740	66.4%	\$2,934	\$220	7.5%
Social Services	2292	1253	54.7%	\$2,028	\$97	4.8%
Grand Total	6925	4085	59.0%	\$2,428	\$147	6.0%

ITEM 5 - EXHIBIT A

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
18-29	1042	547	52.5%	\$1,936	\$103	5.3%
30-39	2051	1262	61.5%	\$2,316	\$127	5.5%
40-49	1931	1173	60.7%	\$2,617	\$146	5.6%
50-59	1419	852	60.0%	\$2,694	\$186	6.9%
60+	482	251	52.1%	\$2,430	\$207	8.5%
Grand Total	6925	4085	59.0%	\$2,428	\$147	6.0%

Employee Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Elected Officials	10	4	40.0%	\$6,043	\$949	15.7%
Dept Heads	15	14	93.3%	\$7,328	\$387	5.3%
Management	349	245	70.2%	\$2,830	\$177	6.2%
Sr Management	314	224	71.3%	\$4,178	\$276	6.6%
Unrepresented	351	231	65.8%	\$2,228	\$125	5.6%
U01	429	288	67.1%	\$3,133	\$251	8.0%
U02	1006	603	59.9%	\$2,188	\$131	6.0%
U03	540	307	56.9%	\$2,563	\$121	4.7%
U04	989	528	53.4%	\$1,806	\$79	4.4%
U07	63	45	71.4%	\$3,482	\$283	8.1%
U10	45	39	86.7%	\$4,001	\$281	7.0%
U11	194	142	73.2%	\$2,666	\$116	4.3%
U12	1099	505	46.0%	\$1,528	\$67	4.4%
U13	124	71	57.3%	\$1,960	\$82	4.2%
U14	49	38	77.6%	\$4,196	\$384	9.2%
U19	155	100	64.5%	\$2,451	\$178	7.3%
U22	245	111	45.3%	\$1,782	\$91	5.1%
U25	47	26	55.3%	\$2,398	\$116	4.8%
U30	96	59	61.5%	\$4,748	\$282	5.9%
U31	74	44	59.5%	\$4,301	\$189	4.4%
U35	27	18	66.7%	\$4,816	\$292	6.1%
U36	441	271	61.5%	\$2,697	\$139	5.2%
U37	41	33	80.5%	\$3,504	\$215	6.1%
U38	7	7	100.0%	\$5,603	\$368	6.6%
U39	69	27	39.1%	\$2,253	\$154	6.9%
U42	25	16	64.0%	\$3,564	\$187	5.2%
U43	121	89	73.6%	\$2,914	\$183	6.3%
Grand Total	6925	4085	59.0%	\$2,428	\$147	6.0%