



Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 7

DATE: September 29, 2020

TO: Deferred Compensation Management Council

FROM: Hollis Magill, Human Resources Manager Hollis Magill

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 23, 2020, the overall participation rate is 54.6%, based on 3,961 active contributions out of 7,258 eligible employees. In addition, as of September 10, 2020, there are 6,786 total Plan participants, which includes both active and retired/separated employees.

RECOMMENDED ACTION

There are no recommended actions associated with this item.

ITEM 7 - EXHIBIT A

Department	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Administrative Office	30	13	43.3%	\$3,449.85	\$174.97	5.1%
Agriculture Department	93	59	63.4%	\$2,323.41	\$140.63	6.1%
Assessor-Recorder	117	63	53.8%	\$2,133.16	\$180.00	8.4%
Auditor	83	41	49.4%	\$2,106.29	\$140.16	6.7%
Behavioral Health	528	273	51.7%	\$2,303.28	\$107.36	4.7%
Child Support Services	239	135	56.5%	\$1,956.24	\$77.31	4.0%
County Clerk - Elections	31	16	51.6%	\$2,028.22	\$164.12	8.1%
County Counsel	31	20	64.5%	\$4,230.13	\$269.21	6.4%
District Attorney	237	128	54.0%	\$3,542.71	\$274.78	7.8%
Human Resources	57	39	68.4%	\$2,672.24	\$164.41	6.2%
Internal Services	399	189	47.4%	\$2,046.85	\$92.96	4.5%
Library	285	106	37.2%	\$1,451.06	\$66.14	4.6%
Probation	585	358	61.2%	\$2,225.97	\$92.85	4.2%
Public Defender	135	75	55.6%	\$3,221.27	\$138.69	4.3%
Public Health	340	204	60.0%	\$2,521.79	\$155.21	6.2%
Public Works & Planning	387	201	51.9%	\$2,390.94	\$110.35	4.6%
Retirement Association	31	23	74.2%	\$2,327.99	\$141.72	6.1%
Sheriff - Coroner	1177	750	63.7%	\$2,659.06	\$179.24	6.7%
Social Services	2473	1268	51.3%	\$1,890.27	\$71.37	3.8%
Grand Total	7258	3961	54.6%	\$2,237.55	\$117.96	5.3%

Ret. Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Gen Tier I	2198	1200	54.6%	\$2,560.87	\$147.35	5.8%
Gen Tier II	95	62	65.3%	\$2,897.31	\$179.83	6.2%
Gen Tier III	557	274	49.2%	\$2,155.47	\$97.96	4.5%
Gen Tier IV	248	135	54.4%	\$2,323.33	\$102.54	4.4%
Gen Tier V	3151	1625	51.6%	\$1,814.01	\$69.38	3.8%
Safety Tier I	400	275	68.8%	\$3,332.90	\$217.60	6.5%
Safety Tier II	51	32	62.7%	\$3,092.13	\$289.83	9.4%
Safety Tier IV	60	42	70.0%	\$2,911.53	\$220.79	7.6%
Safety Tier V	498	316	63.5%	\$2,365.10	\$150.21	6.4%
Grand Total	7258	3961	54.6%	\$2,237.55	\$117.96	5.3%

ITEM 7 - EXHIBIT A

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
18-29	1141	585	51.3%	\$1,739.83	\$68.39	3.9%
30-39	2110	1175	55.7%	\$2,098.29	\$92.87	4.4%
40-49	1991	1143	57.4%	\$2,455.00	\$115.30	4.7%
50-59	1511	824	54.5%	\$2,503.91	\$170.04	6.8%
60+	505	234	46.3%	\$2,289.66	\$197.47	8.6%
Grand Total	7258	3961	54.6%	\$2,237.55	\$117.96	5.3%

EE Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Department Heads	15	14	93.3%	\$6,636.60	\$442.67	6.7%
Elected Officials	10	4	40.0%	\$5,742.25	\$674.25	11.7%
Management	292	186	63.7%	\$2,749.16	\$131.42	4.8%
Senior Management	290	186	64.1%	\$4,018.97	\$248.66	6.2%
Unrepresented	350	204	58.3%	\$2,133.77	\$103.95	4.9%
U01	423	275	65.0%	\$2,847.72	\$224.13	7.9%
U02	1094	624	57.0%	\$2,049.16	\$99.94	4.9%
U03	536	265	49.4%	\$2,367.08	\$85.12	3.6%
U04	1153	597	51.8%	\$1,706.90	\$58.02	3.4%
U07	60	37	61.7%	\$3,418.44	\$196.59	5.8%
U10	43	33	76.7%	\$3,586.09	\$264.02	7.4%
U11	188	135	71.8%	\$2,486.68	\$95.33	3.8%
U12	1270	553	43.5%	\$1,393.98	\$48.25	3.5%
U13	134	70	52.2%	\$1,812.20	\$57.85	3.2%
U14	45	30	66.7%	\$3,981.11	\$261.62	6.6%
U19	153	103	67.3%	\$2,452.91	\$196.68	8.0%
U22	239	97	40.6%	\$1,697.03	\$81.43	4.8%
U25	48	24	50.0%	\$2,310.65	\$87.04	3.8%
U30	106	58	54.7%	\$4,506.85	\$325.14	7.2%
U31	71	40	56.3%	\$3,850.48	\$138.97	3.6%
U35	27	21	77.8%	\$4,525.98	\$259.46	5.7%
U36	440	252	57.3%	\$2,618.16	\$127.39	4.9%
U37	43	36	83.7%	\$3,292.85	\$183.29	5.6%
U38	5	5	100.0%	\$5,158.80	\$638.44	12.4%
U39	72	27	37.5%	\$2,112.00	\$104.09	4.9%
U42	23	8	34.8%	\$3,169.22	\$184.17	5.8%
U43	128	77	60.2%	\$2,783.80	\$149.80	5.4%
Grand Total	7258	3961	54.6%	\$2,237.55	\$117.96	5.3%