



Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 7

DATE: December 9, 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 November 1, 2020, the overall participation rate is 55.0%, based on 3,975 active contributions out of 7,231 eligible employees. In addition, as of November 20, 2020, there are 6,796 total Plan participants, which includes both active and retired/separated employees.

RECOMMENDED ACTION

There are no recommended actions associated with this item.

Item 7 - Attachment A

Department	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Administrative Office	27	11	40.7%	\$3,442.68	\$186.32	5.4%
Agriculture Department	90	58	64.4%	\$2,317.31	\$157.34	6.8%
Assessor-Recorder	117	64	54.7%	\$2,152.88	\$147.12	6.8%
Auditor	80	39	48.8%	\$2,158.30	\$136.02	6.3%
Behavioral Health	530	272	51.3%	\$2,329.47	\$109.22	4.7%
Child Support Services	235	135	57.4%	\$1,973.85	\$83.71	4.2%
County Clerk - Elections	30	16	53.3%	\$2,065.23	\$117.16	5.7%
County Counsel	30	20	66.7%	\$4,254.63	\$219.27	5.2%
District Attorney	238	126	52.9%	\$3,527.27	\$273.86	7.8%
Human Resources	56	38	67.9%	\$2,674.70	\$164.71	6.2%
Internal Services	405	191	47.2%	\$2,030.98	\$99.41	4.9%
Library	280	105	37.5%	\$1,471.72	\$68.20	4.6%
Probation	572	370	64.7%	\$2,243.21	\$98.44	4.4%
Public Defender	143	79	55.2%	\$3,185.43	\$140.66	4.4%
Public Health	347	205	59.1%	\$2,504.95	\$154.36	6.2%
Public Works & Planning	385	207	53.8%	\$2,408.43	\$108.37	4.5%
Retirement Association	30	24	80.0%	\$2,443.43	\$138.21	5.7%
Sheriff - Coroner	1170	750	64.1%	\$2,670.84	\$178.14	6.7%
Social Services	2466	1265	51.3%	\$1,898.10	\$72.76	3.8%
Grand Total	7231	3975	55.0%	\$2,247.55	\$118.40	5.3%

Ret. Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Gen Tier I	2169	1205	55.6%	\$2,568.77	\$151.30	5.9%
Gen Tier II	93	61	65.6%	\$2,917.63	\$150.51	5.2%
Gen Tier III	548	273	49.8%	\$2,168.61	\$98.25	4.5%
Gen Tier IV	246	137	55.7%	\$2,341.69	\$106.73	4.6%
Gen Tier V	3170	1631	51.5%	\$1,830.45	\$68.92	3.8%
Safety Tier I	393	275	70.0%	\$3,340.34	\$214.64	6.4%
Safety Tier II	50	33	66.0%	\$3,089.96	\$260.97	8.4%
Safety Tier IV	60	42	70.0%	\$2,921.10	\$201.10	6.9%
Safety Tier V	502	318	63.3%	\$2,389.51	\$154.82	6.5%
Grand Total	7231	3975	55.0%	\$2,247.55	\$118.40	5.3%

Item 7 - Attachment A

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
18-29	1162	594	51.1%	\$1,763.06	\$70.10	4.0%
30-39	2108	1168	55.4%	\$2,110.20	\$93.33	4.4%
40-49	1980	1160	58.6%	\$2,466.28	\$117.39	4.8%
50-59	1490	826	55.4%	\$2,514.66	\$169.06	6.7%
60+	491	227	46.2%	\$2,291.19	\$194.68	8.5%
Grand Total	7231	3975	55.0%	\$2,247.55	\$118.40	5.3%

EE Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Department Heads	14	13	92.9%	\$6,689.21	\$422.89	6.3%
Elected Officials	10	3	30.0%	\$5,742.25	\$578.33	10.1%
Management	293	186	63.5%	\$2,750.70	\$127.30	4.6%
Senior Management	298	193	64.8%	\$4,013.57	\$251.45	6.3%
Unrepresented	344	202	58.7%	\$2,140.26	\$103.27	4.8%
U01	414	271	65.5%	\$2,873.94	\$221.40	7.7%
U02	1085	634	58.4%	\$2,062.18	\$102.66	5.0%
U03	543	269	49.5%	\$2,367.49	\$87.91	3.7%
U04	1149	584	50.8%	\$1,710.38	\$59.45	3.5%
U07	62	40	64.5%	\$3,438.21	\$208.22	6.1%
U10	43	34	79.1%	\$3,595.47	\$257.52	7.2%
U11	186	135	72.6%	\$2,505.86	\$99.67	4.0%
U12	1269	551	43.4%	\$1,400.32	\$49.12	3.5%
U13	131	69	52.7%	\$1,817.17	\$55.89	3.1%
U14	46	33	71.7%	\$3,979.41	\$244.53	6.1%
U19	150	101	67.3%	\$2,471.24	\$191.60	7.8%
U22	235	97	41.3%	\$1,694.36	\$75.75	4.5%
U25	48	27	56.3%	\$2,329.67	\$86.37	3.7%
U30	105	57	54.3%	\$4,529.72	\$319.37	7.1%
U31	75	43	57.3%	\$3,848.07	\$145.29	3.8%
U35	27	21	77.8%	\$4,530.90	\$263.64	5.8%
U36	435	256	58.9%	\$2,621.99	\$124.32	4.7%
U37	42	36	85.7%	\$3,298.25	\$184.08	5.6%
U38	5	5	100.0%	\$5,158.80	\$648.44	12.6%
U39	72	27	37.5%	\$2,118.89	\$114.28	5.4%
U42	22	8	36.4%	\$3,222.11	\$184.17	5.7%
U43	128	80	62.5%	\$2,789.93	\$151.26	5.4%
Grand Total	7231	3975	55.0%	\$2,247.55	\$118.40	5.3%