




Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 7

DATE: March 24, 2021
TO: Deferred Compensation Management Council
FROM: Jeromy Kelsey, Pr. Human Resources Analyst 
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 21, 2021, the overall participation rate is 55.6%, based on 4,025 active contributions out of 7,239 eligible employees. In addition, as of March 8, 2021, there are 6,824 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	29	11	37.9%	\$3,491	\$281.45	8.1%
Agriculture Department	90	59	65.6%	\$2,326	\$147.78	6.4%
Assessor-Recorder	114	65	57.0%	\$2,179	\$156.86	7.2%
Auditor	81	39	48.1%	\$2,185	\$149.13	6.8%
Behavioral Health	533	271	50.8%	\$2,346	\$110.25	4.7%
Child Support Services	226	130	57.5%	\$2,009	\$88.61	4.4%
County Clerk - Elections	30	16	53.3%	\$2,138	\$197.71	9.2%
County Counsel	31	20	64.5%	\$4,201	\$280.04	6.7%
District Attorney	231	126	54.5%	\$3,610	\$304.17	8.4%
Human Resources	59	40	67.8%	\$2,560	\$143.84	5.6%
Internal Services	406	196	48.3%	\$2,052	\$106.75	5.2%
Library	271	103	38.0%	\$1,488	\$70.30	4.7%
Probation	567	377	66.5%	\$2,269	\$105.84	4.7%
Public Defender	142	80	56.3%	\$3,185	\$140.69	4.4%
Public Health	369	212	57.5%	\$2,479	\$170.11	6.9%
Public Works & Planning	383	210	54.8%	\$2,426	\$115.28	4.8%
Retirement Association	30	23	76.7%	\$2,483	\$148.88	6.0%
Sheriff - Coroner	1172	757	64.6%	\$2,683	\$194.57	7.3%
Social Services	2475	1290	52.1%	\$1,905	\$77.42	4.1%
Grand Total	7239	4025	55.6%	\$2,262	\$127.26	5.6%

Ret Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Gen Tier I	2132	1198	56.2%	\$2,574	\$156.54	6.1%
Gen Tier II	93	64	68.8%	\$2,922	\$173.56	5.9%
Gen Tier III	538	270	50.2%	\$2,184	\$106.52	4.9%
Gen Tier IV	242	137	56.6%	\$2,373	\$114.01	4.8%
Gen Tier V	3230	1688	52.3%	\$1,861	\$78.55	4.2%
Safety Tier I	386	266	68.9%	\$3,347	\$235.63	7.0%
Safety Tier II	49	33	67.3%	\$3,085	\$264.16	8.6%
Safety Tier IV	60	42	70.0%	\$2,968	\$218.51	7.4%
Safety Tier V	509	327	64.2%	\$2,420	\$171.41	7.1%
Grand Total	7239	4025	55.6%	\$2,262	\$127.26	5.6%

Item 7 - Exhibit A

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
18-29	973	494	50.8%	\$1,756	\$75.41	4.3%
30-39	2138	1211	56.6%	\$2,116	\$95.40	4.5%
40-49	1990	1154	58.0%	\$2,438	\$125.90	5.2%
50-59	1552	882	56.8%	\$2,536	\$182.45	7.2%
60+	586	284	48.5%	\$2,312	\$187.52	8.1%
Grand Total	7239	4025	55.6%	\$2,262	\$127.26	5.6%

Employee Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Department Heads	13	12	92.3%	\$6,718	\$510.22	7.6%
Elected Officials	10	3	30.0%	\$5,774	\$591.67	10.2%
Management	310	201	64.8%	\$2,716	\$131.94	4.9%
Senior Management	303	195	64.4%	\$4,018	\$271.68	6.8%
Unrepresented	345	204	59.1%	\$2,144	\$110.09	5.1%
U01	416	281	67.5%	\$2,877	\$229.37	8.0%
U02	1086	637	58.7%	\$2,076	\$112.79	5.4%
U03	539	272	50.5%	\$2,374	\$92.30	3.9%
U04	1113	580	52.1%	\$1,723	\$60.19	3.5%
U07	63	41	65.1%	\$3,450	\$231.18	6.7%
U10	42	33	78.6%	\$3,605	\$253.45	7.0%
U11	188	138	73.4%	\$2,550	\$109.32	4.3%
U12	1285	556	43.3%	\$1,423	\$53.84	3.8%
U13	128	69	53.9%	\$1,830	\$59.85	3.3%
U14	46	33	71.7%	\$3,984	\$343.42	8.6%
U19	152	100	65.8%	\$2,498	\$193.13	7.7%
U22	237	96	40.5%	\$1,710	\$83.97	4.9%
U25	48	27	56.3%	\$2,346	\$87.17	3.7%
U30	105	59	56.2%	\$4,554	\$362.40	8.0%
U31	75	45	60.0%	\$3,906	\$150.37	3.8%
U35	27	21	77.8%	\$4,518	\$280.23	6.2%
U36	439	261	59.5%	\$2,613	\$130.43	5.0%
U37	41	36	87.8%	\$3,318	\$197.87	6.0%
U38	5	5	100.0%	\$5,159	\$718.44	13.9%
U39	72	27	37.5%	\$2,153	\$128.38	6.0%
U42	22	8	36.4%	\$3,343	\$210.18	6.3%
U43	129	85	65.9%	\$2,785	\$165.65	5.9%
Grand Total	7239	4025	55.6%	\$2,262	\$127.26	5.6%