



Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 6

DATE: June 23, 2021

TO: Deferred Compensation Management Council

FROM: Jeromy Kelsey, Principal 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 May 16, 2021, the overall participation rate is 56.6%, based on 4,040 active contributions out of 7,131 eligible employees, and the average contribution is \$128.68 per pay period. In addition, as of May 28, 2021, there are 6,907 total Plan participants, which includes both active and retired/separated employees.

RECOMMENDED ACTION

There are no recommended actions associated with this item.

Item 6 - Exhibit A

Department	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Administrative Office	30	14	46.7%	\$3,566	\$232.53	6.5%
Agriculture Department	92	61	66.3%	\$2,325	\$150.48	6.5%
Assessor-Recorder	107	61	57.0%	\$2,234	\$159.46	7.1%
Auditor	78	44	56.4%	\$2,194	\$147.42	6.7%
Behavioral Health	527	274	52.0%	\$2,356	\$116.48	4.9%
Child Support Services	218	124	56.9%	\$2,021	\$88.65	4.4%
County Clerk - Elections	29	16	55.2%	\$1,993	\$178.47	9.0%
County Counsel	32	19	59.4%	\$4,245	\$261.17	6.2%
District Attorney	229	123	53.7%	\$3,586	\$304.98	8.5%
Human Resources	56	41	73.2%	\$2,607	\$152.89	5.9%
Internal Services	404	201	49.8%	\$2,067	\$112.19	5.4%
Library	265	103	38.9%	\$1,514	\$78.02	5.2%
Probation	556	369	66.4%	\$2,279	\$107.63	4.7%
Public Defender	150	84	56.0%	\$3,168	\$158.95	5.0%
Public Health	363	217	59.8%	\$2,478	\$173.64	7.0%
Public Works & Planning	370	200	54.1%	\$2,454	\$119.10	4.9%
Retirement Association	29	25	86.2%	\$2,476	\$105.10	4.2%
Sheriff - Coroner	1147	758	66.1%	\$2,695	\$192.44	7.1%
Social Services	2449	1306	53.3%	\$1,905	\$78.92	4.1%
Grand Total	7131	4040	56.6%	\$2,270	\$128.68	5.7%

Retirement Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Gen Tier I	2057	1165	56.6%	\$2,588	\$160.92	6.2%
Gen Tier II	90	65	72.2%	\$2,955	\$178.01	6.0%
Gen Tier III	524	266	50.8%	\$2,195	\$111.87	5.1%
Gen Tier IV	233	135	57.9%	\$2,376	\$122.14	5.1%
Gen Tier V	3252	1748	53.8%	\$1,880	\$80.56	4.3%
Safety Tier I	363	254	70.0%	\$3,352	\$237.65	7.1%
Safety Tier II	49	32	65.3%	\$3,105	\$269.11	8.7%
Safety Tier IV	60	43	71.7%	\$2,986	\$211.68	7.1%
Safety Tier V	503	332	66.0%	\$2,458	\$167.71	6.8%
Grand Total	7131	4040	56.6%	\$2,270	\$128.68	5.7%

Item 6 - Exhibit A

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
18-29	1005	525	52.2%	\$1,775	\$78.42	4.4%
30-39	2128	1238	58.2%	\$2,134	\$97.29	4.6%
40-49	1964	1161	59.1%	\$2,454	\$130.73	5.3%
50-59	1494	856	57.3%	\$2,540	\$181.12	7.1%
60+	540	260	48.1%	\$2,316	\$197.85	8.5%
Grand Total	7131	4040	56.6%	\$2,270	\$128.68	5.7%

Employee Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Department Heads	12	11	91.7%	\$6,749	\$456.98	6.8%
Elected Officials	10	3	30.0%	\$5,774	\$750.00	13.0%
Management	314	207	65.9%	\$2,737	\$134.77	4.9%
Senior Management	298	198	66.4%	\$4,034	\$263.61	6.5%
Unrepresented	343	205	59.8%	\$2,147	\$114.11	5.3%
U01	413	288	69.7%	\$2,877	\$225.05	7.8%
U02	1054	629	59.7%	\$2,086	\$112.35	5.4%
U03	541	273	50.5%	\$2,362	\$96.70	4.1%
U04	1105	592	53.6%	\$1,723	\$64.81	3.8%
U07	63	41	65.1%	\$3,447	\$244.09	7.1%
U10	40	31	77.5%	\$3,608	\$243.99	6.8%
U11	182	133	73.1%	\$2,563	\$113.27	4.4%
U12	1241	556	44.8%	\$1,425	\$54.27	3.8%
U13	122	66	54.1%	\$1,838	\$60.83	3.3%
U14	47	35	74.5%	\$3,936	\$327.57	8.3%
U19	144	97	67.4%	\$2,500	\$193.31	7.7%
U22	230	95	41.3%	\$1,739	\$79.13	4.6%
U25	49	27	55.1%	\$2,317	\$87.21	3.8%
U30	102	58	56.9%	\$4,586	\$377.13	8.2%
U31	84	49	58.3%	\$3,814	\$173.35	4.5%
U35	26	20	76.9%	\$4,413	\$305.66	6.9%
U36	444	262	59.0%	\$2,605	\$134.87	5.2%
U37	44	38	86.4%	\$3,298	\$170.03	5.2%
U38	5	5	100.0%	\$5,006	\$689.60	13.8%
U39	70	26	37.1%	\$2,164	\$138.18	6.4%
U42	23	8	34.8%	\$3,311	\$196.73	5.9%
U43	125	87	69.6%	\$2,792	\$173.04	6.2%
Grand Total	7131	4040	56.6%	\$2,270	\$128.68	5.7%