



Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 6

DATE: December 16, 2021

TO: Deferred Compensation Management Council

FROM: David Joseph, Senior 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 November 14, 2021, the overall participation rate is 56.4%, based on 3,992 active contributors out of 7,076 eligible employees. The average contribution is \$135.33 per pay period, which represents a 5.9% contribution rate. In addition, as of December 7, 2021, there are 7,016 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	29	15	51.7%	\$3,765	\$235.34	6.3%
Agriculture Department	92	60	65.2%	\$2,430	\$149.90	6.2%
Assessor-Recorder	103	59	57.3%	\$2,299	\$179.35	7.8%
Auditor	72	39	54.2%	\$2,192	\$153.27	7.0%
Behavioral Health	570	302	53.0%	\$2,343	\$118.55	5.1%
Child Support Services	228	125	54.8%	\$2,034	\$93.98	4.6%
County Clerk - Elections	27	16	59.3%	\$2,118	\$218.10	10.3%
County Counsel	32	17	53.1%	\$4,152	\$235.65	5.7%
District Attorney	228	120	52.6%	\$3,521	\$274.06	7.8%
Human Resources	61	47	77.0%	\$2,684	\$152.64	5.7%
Internal Services	392	199	50.8%	\$2,104	\$124.15	5.9%
Library	276	104	37.7%	\$1,491	\$85.41	5.7%
Probation	543	368	67.8%	\$2,317	\$110.28	4.8%
Public Defender	139	80	57.6%	\$3,311	\$152.69	4.6%
Public Health	365	222	60.8%	\$2,496	\$184.72	7.4%
Public Works & Planning	384	209	54.4%	\$2,438	\$141.14	5.8%
Retirement Association	30	26	86.7%	\$2,546	\$100.27	3.9%
Sheriff - Coroner	1121	736	65.7%	\$2,736	\$208.35	7.6%
Social Services	2384	1248	52.3%	\$1,920	\$82.71	4.3%
Grand Total	7076	3992	56.4%	\$2,290	\$135.33	5.9%

Retirement Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Gen Tier I	1985	1142	57.5%	\$2,632	\$165.40	6.3%
Gen Tier II	87	62	71.3%	\$2,999	\$171.98	5.7%
Gen Tier III	504	260	51.6%	\$2,224	\$111.71	5.0%
Gen Tier IV	224	122	54.5%	\$2,411	\$130.59	5.4%
Gen Tier V	3317	1758	53.0%	\$1,900	\$86.53	4.6%
Safety Tier I	345	242	70.1%	\$3,372	\$252.82	7.5%
Safety Tier II	44	28	63.6%	\$3,134	\$290.04	9.3%
Safety Tier IV	56	41	73.2%	\$3,029	\$214.09	7.1%
Safety Tier V	514	337	65.6%	\$2,503	\$194.45	7.8%
Grand Total	7076	3992	56.4%	\$2,290	\$135.33	5.9%

Item 6 - Exhibit A

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
18-29	1120	556	49.6%	\$1,777	\$86.00	4.8%
30-39	2077	1205	58.0%	\$2,181	\$109.30	5.0%
40-49	1931	1151	59.6%	\$2,484	\$136.36	5.5%
50-59	1450	828	57.1%	\$2,563	\$188.36	7.3%
60+	498	252	50.6%	\$2,354	\$189.75	8.1%
Grand Total	7076	3992	56.4%	\$2,290	\$135.33	5.9%

Employee Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contrib	Contr%
Department Heads	15	13	86.7%	\$6,849	\$446.78	6.5%
Elected Officials	10	3	30.0%	\$5,883	\$766.67	13.0%
Management	325	214	65.8%	\$2,800	\$157.00	5.6%
Senior Management	308	207	67.2%	\$4,178	\$266.61	6.4%
Unrepresented	344	216	62.8%	\$2,211	\$112.22	5.1%
U01	411	277	67.4%	\$2,864	\$238.78	8.3%
U02	1020	609	59.7%	\$2,101	\$121.92	5.8%
U03	545	285	52.3%	\$2,377	\$106.40	4.5%
U04	1059	546	51.6%	\$1,728	\$66.68	3.9%
U07	66	40	60.6%	\$3,381	\$303.89	9.0%
U10	42	32	76.2%	\$3,607	\$268.37	7.4%
U11	185	138	74.6%	\$2,567	\$116.52	4.5%
U12	1228	545	44.4%	\$1,419	\$53.44	3.8%
U13	127	67	52.8%	\$1,809	\$61.91	3.4%
U14	48	35	72.9%	\$3,930	\$383.04	9.7%
U19	150	102	68.0%	\$2,442	\$188.53	7.7%
U22	241	100	41.5%	\$1,697	\$87.26	5.1%
U25	49	25	51.0%	\$2,318	\$101.83	4.4%
U30	96	53	55.2%	\$4,554	\$329.52	7.2%
U31	74	44	59.5%	\$3,981	\$176.85	4.4%
U35	27	20	74.1%	\$4,434	\$316.44	7.1%
U36	441	257	58.3%	\$2,608	\$136.29	5.2%
U37	45	38	84.4%	\$3,307	\$208.55	6.3%
U38	4	4	100.0%	\$4,953	\$587.00	11.9%
U39	70	27	38.6%	\$2,152	\$91.25	4.2%
U42	22	8	36.4%	\$3,444	\$229.21	6.7%
U43	124	87	70.2%	\$2,795	\$193.36	6.9%
Grand Total	7076	3992	56.4%	\$2,290	\$135.33	5.9%