



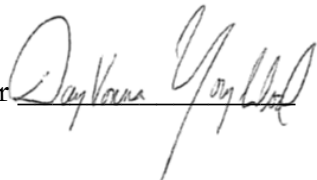
Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 7

DATE: December 15, 2022

TO: Deferred Compensation Management Council

FROM: DayVonna Youngblood, Human Resources Manager 

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 employer-match eligibility, age band, department, retirement tier, and employee group, attached to this item as Exhibit A. In summary, as of the pay period ending November 27, 2022, the overall participation rate is 59.3%, based on 4,136 active contributors out of 6,969 eligible employees. The average contribution is \$136 per pay period, which represents a 5.5% contribution rate. In addition, as of December 6, 2022, there are 7,373 total Plan participants, which includes both active and retired/separated employees.

RECOMMENDED ACTION

There are no recommended actions associated with this item.

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Employer Match	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Eligible	4035	2385	59.1%	\$2,158	\$98	4.5%
Not Eligible	2934	1751	59.7%	\$2,874	\$188	6.5%
Grand Total	6969	4136	59.3%	\$2,460	\$136	5.5%

Retirement Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Gen Tier I	1748	1022	58.5%	\$2,786	\$170	6.1%
Gen Tier II	80	57	71.3%	\$3,177	\$192	6.0%
Gen Tier III	455	222	48.8%	\$2,392	\$106	4.4%
Gen Tier IV	215	130	60.5%	\$2,598	\$139	5.4%
Gen Tier V	3516	2053	58.4%	\$2,096	\$90	4.3%
Safety Tier I	316	220	69.6%	\$3,684	\$279	7.6%
Safety Tier II	39	26	66.7%	\$3,474	\$323	9.3%
Safety Tier IV	54	38	70.4%	\$3,332	\$272	8.2%
Safety Tier V	546	368	67.4%	\$2,783	\$194	7.0%
Grand Total	6969	4136	59.3%	\$2,460	\$136	5.5%

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
18-29	1127	606	53.8%	\$1,950	\$84	4.3%
30-39	2041	1271	62.3%	\$2,358	\$109	4.6%
40-49	1931	1171	60.6%	\$2,658	\$142	5.3%
50-59	1399	846	60.5%	\$2,745	\$185	6.8%
60+	471	242	51.4%	\$2,456	\$207	8.4%
Grand Total	6969	4136	59.3%	\$2,460	\$136	5.5%

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Department	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Administrative Office	34	20	58.8%	\$3,892	\$178	4.6%
Agriculture Department	91	66	72.5%	\$2,519	\$127	5.1%
Assessor-Recorder	106	62	58.5%	\$2,425	\$174	7.2%
Auditor	80	45	56.3%	\$2,217	\$142	6.4%
Behavioral Health	563	320	56.8%	\$2,503	\$121	4.8%
Child Support Services	262	154	58.8%	\$2,038	\$74	3.6%
County Clerk - Elections	30	18	60.0%	\$2,187	\$245	11.2%
County Counsel	37	20	54.1%	\$4,529	\$212	4.7%
District Attorney	215	128	59.5%	\$3,864	\$286	7.4%
Human Resources	64	48	75.0%	\$2,754	\$120	4.4%
Internal Services	383	215	56.1%	\$2,240	\$103	4.6%
Library	252	116	46.0%	\$1,657	\$80	4.9%
Probation	520	362	69.6%	\$2,449	\$114	4.6%
Public Defender	137	80	58.4%	\$3,584	\$162	4.5%
Public Health	356	220	61.8%	\$2,662	\$187	7.0%
Public Works & Planning	391	233	59.6%	\$2,567	\$140	5.4%
Retirement Association	33	24	72.7%	\$2,577	\$98	3.8%
Sheriff - Coroner	1113	744	66.8%	\$2,949	\$219	7.4%
Social Services	2302	1261	54.8%	\$2,086	\$85	4.1%
Grand Total	6969	4136	59.3%	\$2,460	\$136	5.5%

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Employee Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Elected/Dept Heads	25	18	72.0%	\$6,946	\$532	7.7%
Management	352	248	70.5%	\$2,934	\$166	5.7%
Sr Management	319	226	70.8%	\$4,328	\$273	6.3%
Unrepresented	350	224	64.0%	\$2,292	\$106	4.6%
U01	415	283	68.2%	\$3,159	\$254	8.1%
U02	1029	628	61.0%	\$2,181	\$119	5.4%
U03	521	301	57.8%	\$2,584	\$107	4.1%
U04	1003	536	53.4%	\$1,924	\$70	3.7%
U07	63	45	71.4%	\$3,617	\$254	7.0%
U10	45	39	86.7%	\$4,001	\$324	8.1%
U11	195	146	74.9%	\$2,654	\$95	3.6%
U12	1128	524	46.5%	\$1,523	\$53	3.5%
U13	123	71	57.7%	\$1,908	\$65	3.4%
U14	52	39	75.0%	\$4,196	\$376	9.0%
U19	153	100	65.4%	\$2,540	\$185	7.3%
U22	245	105	42.9%	\$1,828	\$73	4.0%
U25	46	23	50.0%	\$2,411	\$103	4.3%
U30	90	57	63.3%	\$4,784	\$263	5.5%
U31	68	43	63.2%	\$4,440	\$174	3.9%
U35	27	19	70.4%	\$4,849	\$339	7.0%
U36	450	280	62.2%	\$2,704	\$128	4.7%
U37	43	35	81.4%	\$3,488	\$224	6.4%
U38	7	7	100.0%	\$5,727	\$368	6.4%
U39	71	34	47.9%	\$2,240	\$71	3.2%
U42	24	15	62.5%	\$3,579	\$181	5.1%
U43	125	90	72.0%	\$2,888	\$175	6.1%
Grand Total	6969	4136	59.3%	\$2,460	\$136	5.5%