



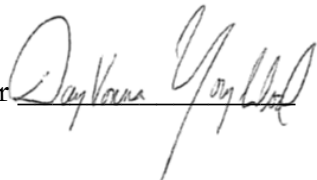
Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 6

DATE: March 16, 2023

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 February 19, 2023, the overall participation rate is 59.6%, based on 4,196 active contributors out of 7,040 eligible employees. The average contribution is \$137 per pay period, which represents a 5.5% contribution rate. In addition, as of March 7, 2023, there are 7,531 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	4148	2450	59.1%	\$2,194	\$99	4.5%
Not Eligible	2892	1746	60.4%	\$2,933	\$191	6.5%
Grand Total	7040	4196	59.6%	\$2,498	\$137	5.5%

Retirement Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Gen Tier I	1708	1010	59.1%	\$2,841	\$174	6.1%
Gen Tier II	77	55	71.4%	\$3,225	\$191	5.9%
Gen Tier III	448	227	50.7%	\$2,475	\$107	4.3%
Gen Tier IV	211	128	60.7%	\$2,703	\$154	5.7%
Gen Tier V	3648	2121	58.1%	\$2,135	\$92	4.3%
Safety Tier I	309	217	70.2%	\$3,725	\$282	7.6%
Safety Tier II	38	27	71.1%	\$3,533	\$336	9.5%
Safety Tier IV	53	36	67.9%	\$3,401	\$299	8.8%
Safety Tier V	548	375	68.4%	\$2,827	\$189	6.7%
Grand Total	7040	4196	59.6%	\$2,498	\$137	5.5%

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
18-29	1007	536	53.2%	\$1,948	\$80	4.1%
30-39	2070	1294	62.5%	\$2,373	\$109	4.6%
40-49	1952	1188	60.9%	\$2,669	\$139	5.2%
50-59	1455	878	60.3%	\$2,809	\$187	6.7%
60+	556	300	54.0%	\$2,540	\$208	8.2%
Grand Total	7040	4196	59.6%	\$2,498	\$137	5.5%

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Department	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Administrative Office	34	22	64.7%	\$3,899	\$180	4.6%
Agriculture Department	95	73	76.8%	\$2,508	\$128	5.1%
Assessor-Recorder	106	61	57.5%	\$2,448	\$177	7.2%
Auditor	81	46	56.8%	\$2,322	\$136	5.9%
Behavioral Health	554	327	59.0%	\$2,646	\$128	4.8%
Child Support Services	269	152	56.5%	\$2,024	\$76	3.8%
County Clerk - Elections	29	18	62.1%	\$2,256	\$213	9.4%
County Counsel	39	22	56.4%	\$4,406	\$263	6.0%
District Attorney	225	135	60.0%	\$3,784	\$300	7.9%
Human Resources	68	52	76.5%	\$2,756	\$120	4.4%
Internal Services	387	225	58.1%	\$2,292	\$111	4.8%
Library	258	114	44.2%	\$1,676	\$74	4.4%
Probation	513	356	69.4%	\$2,472	\$117	4.7%
Public Defender	145	82	56.6%	\$3,664	\$171	4.7%
Public Health	351	223	63.5%	\$2,712	\$199	7.3%
Public Works & Planning	396	250	63.1%	\$2,577	\$131	5.1%
Retirement Association	31	25	80.6%	\$2,705	\$111	4.1%
Sheriff - Coroner	1110	747	67.3%	\$2,985	\$214	7.2%
Social Services	2349	1266	53.9%	\$2,124	\$85	4.0%
Grand Total	7040	4196	59.6%	\$2,498	\$137	5.5%

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Employee Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Elected/Dept Heads	25	19	76.0%	\$7,073	\$539	7.6%
Sr Management	321	230	71.7%	\$4,373	\$265	6.1%
Management	351	254	72.4%	\$2,927	\$157	5.4%
Unrepresented	353	232	65.7%	\$2,283	\$108	4.7%
U01	428	286	66.8%	\$3,226	\$245	7.6%
U02	1045	636	60.9%	\$2,157	\$118	5.5%
U03	526	312	59.3%	\$2,672	\$111	4.1%
U04	1067	533	50.0%	\$1,933	\$68	3.5%
U07	59	45	76.3%	\$3,707	\$328	8.8%
U10	45	39	86.7%	\$4,026	\$396	9.8%
U11	192	146	76.0%	\$2,686	\$99	3.7%
U12	1088	520	47.8%	\$1,628	\$58	3.6%
U13	119	72	60.5%	\$1,995	\$64	3.2%
U14	51	39	76.5%	\$4,213	\$363	8.6%
U19	160	107	66.9%	\$2,528	\$172	6.8%
U22	261	113	43.3%	\$1,830	\$70	3.8%
U25	49	28	57.1%	\$2,391	\$92	3.9%
U30	90	57	63.3%	\$4,696	\$277	5.9%
U31	73	46	63.0%	\$4,501	\$207	4.6%
U35	27	21	77.8%	\$4,848	\$357	7.4%
U36	444	279	62.8%	\$2,793	\$129	4.6%
U37	42	32	76.2%	\$3,487	\$235	6.7%
U38	7	6	85.7%	\$5,688	\$196	3.5%
U39	64	34	53.1%	\$2,328	\$100	4.3%
U42	25	16	64.0%	\$3,618	\$200	5.5%
U43	128	94	73.4%	\$2,966	\$183	6.2%
Grand Total	7040	4196	59.6%	\$2,498	\$137	5.5%