



Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 7

DATE: June 15, 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 April 30, 2023, the overall participation rate is 61.1%, based on 4,286 active contributors out of 7,013 eligible employees. The average contribution is \$138 per pay period, which represents a 5.5% contribution rate. In addition, as of May 16, 2023, there are 7,671 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

Employer Match	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Eligible	4198	2572	61.3%	\$2,207	\$100	4.5%
Not Eligible	2815	1714	60.9%	\$2,959	\$196	6.6%
Grand Total	7013	4286	61.1%	\$2,509	\$138	5.5%

Retirement Tier	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Gen Tier I	1645	977	59.4%	\$2,855	\$173	6.1%
Gen Tier II	76	54	71.1%	\$3,272	\$194	5.9%
Gen Tier III	437	222	50.8%	\$2,488	\$117	4.7%
Gen Tier IV	205	129	62.9%	\$2,750	\$158	5.8%
Gen Tier V	3708	2244	60.5%	\$2,148	\$94	4.4%
Safety Tier I	303	213	70.3%	\$3,794	\$291	7.7%
Safety Tier II	38	27	71.1%	\$3,598	\$363	10.1%
Safety Tier IV	55	39	70.9%	\$3,433	\$266	7.7%
Safety Tier V	546	381	69.8%	\$2,860	\$197	6.9%
Grand Total	7013	4286	61.1%	\$2,509	\$138	5.5%

Age Band	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
18-29	1055	592	56.1%	\$1,962	\$85	4.3%
30-39	2082	1333	64.0%	\$2,394	\$113	4.7%
40-49	1944	1216	62.6%	\$2,698	\$143	5.3%
50-59	1409	859	61.0%	\$2,820	\$190	6.7%
60+	523	286	54.7%	\$2,531	\$197	7.8%
Grand Total	7013	4286	61.1%	\$2,509	\$138	5.5%

Item 7 - Exhibit A

Department	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Administrative Office	33	19	57.6%	\$4,012	\$207	5.2%
Agriculture Department	91	72	79.1%	\$2,554	\$127	5.0%
Assessor-Recorder	108	62	57.4%	\$2,409	\$156	6.5%
Auditor	88	50	56.8%	\$2,245	\$128	5.7%
Behavioral Health	553	334	60.4%	\$2,644	\$128	4.8%
Child Support Services	268	170	63.4%	\$2,025	\$69	3.4%
County Clerk - Elections	29	17	58.6%	\$2,274	\$232	10.2%
County Counsel	39	23	59.0%	\$4,457	\$254	5.7%
District Attorney	223	138	61.9%	\$3,840	\$297	7.7%
Human Resources	68	55	80.9%	\$2,742	\$119	4.3%
Internal Services	395	232	58.7%	\$2,252	\$106	4.7%
Library	253	117	46.2%	\$1,714	\$78	4.5%
Probation	526	359	68.3%	\$2,468	\$122	4.9%
Public Defender	146	91	62.3%	\$3,707	\$183	4.9%
Public Health	350	223	63.7%	\$2,753	\$200	7.3%
Public Works & Planning	408	253	62.0%	\$2,571	\$138	5.4%
Retirement Association	31	25	80.6%	\$2,684	\$112	4.2%
Sheriff - Coroner	1108	758	68.4%	\$3,004	\$214	7.1%
Social Services	2296	1288	56.1%	\$2,134	\$88	4.1%
Grand Total	7013	4286	61.1%	\$2,509	\$138	5.5%

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Employee Group	Total EEs	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Elected/Dept Heads	25	18	72.0%	\$7,149	\$592	8.3%
Sr Management	315	228	72.4%	\$4,364	\$254	5.8%
Management	352	256	72.7%	\$2,936	\$164	5.6%
Unrepresented	354	236	66.7%	\$2,302	\$106	4.6%
U01	428	294	68.7%	\$3,256	\$250	7.7%
U02	1060	665	62.7%	\$2,145	\$115	5.3%
U03	521	315	60.5%	\$2,669	\$112	4.2%
U04	1002	535	53.4%	\$1,952	\$74	3.8%
U07	57	44	77.2%	\$3,910	\$342	8.8%
U10	45	39	86.7%	\$4,039	\$428	10.6%
U11	190	142	74.7%	\$2,752	\$101	3.7%
U12	1116	534	47.8%	\$1,625	\$57	3.5%
U13	137	82	59.9%	\$1,937	\$67	3.4%
U14	51	37	72.5%	\$4,364	\$402	9.2%
U19	158	109	69.0%	\$2,530	\$174	6.9%
U22	257	117	45.5%	\$1,867	\$74	4.0%
U25	45	26	57.8%	\$2,495	\$93	3.7%
U30	89	60	67.4%	\$4,859	\$275	5.7%
U31	74	51	68.9%	\$4,570	\$210	4.6%
U35	27	22	81.5%	\$5,027	\$378	7.5%
U36	443	291	65.7%	\$2,808	\$128	4.5%
U37	42	33	78.6%	\$3,599	\$246	6.8%
U38	7	5	71.4%	\$5,725	\$207	3.6%
U39	67	36	53.7%	\$2,357	\$99	4.2%
U42	25	16	64.0%	\$3,675	\$220	6.0%
U43	126	95	75.4%	\$2,933	\$186	6.3%
Grand Total	7013	4286	61.1%	\$2,509	\$138	5.5%