



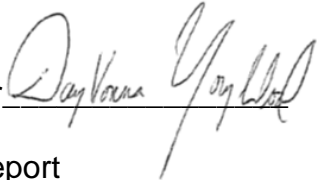
Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 5

DATE: September 11, 2025

TO: Deferred Compensation Management Council

FROM: DayVonna Youngblood, Human Resources Manager 

SUBJECT: 457(b) Deferred Compensation Plan Participation Report

DISCUSSION

Pursuant to Deferred Compensation Management Council direction, staff has prepared a report showing 457(b) Plan participation by employer-match eligibility, age band, years of service, ethnic group, department, gender, income tier, and employee group, attached to this item as Exhibit A. Each category is sorted by lowest to highest participation rate.

Staff would like to note that, as of the pay period ending August 17, 2025, the Board of Supervisors has approved an employer-matching contribution of up to \$50 per paycheck for all eligible employees. Therefore, Exhibit A no longer includes a breakout of \$50/\$25 matching contributions.

Below is a summary of Exhibit A:

- As of the pay period ending **August 17, 2025**, the overall participation rate is **71.7%**, based on **5,306** active contributors out of **7,405** eligible employees.
 - For reference, the **overall participation rate** was **69.8%** in the previous quarter, and **65.9%** one (1) year ago.
 - The average contribution among all participants is \$152 per pay period, which represents a 5.3% contribution rate.
- As of the pay period ending **August 17, 2025**, the participation rate among employees who are eligible for the employer matching contribution is **73.6%**, based on **3,863** active contributors out of **5,250** eligible employees.
 - For reference, the **match-eligible participation rate** was **71.5%** in the previous quarter, and **66.9%** one (1) year ago.
 - The average contribution for match-eligible participants is \$124 per pay period, which represents a 4.7% contribution rate.
 - In addition, **2,911** or **75.4%** of the **3,863** active contributors are receiving the full matching contribution of \$50 per paycheck.

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In addition, staff has prepared two (2) charts, showing 457(b) Plan Participation Rates and Participant Counts by year, from 2015 to the present, attached to this item as Exhibit B. For reference, the years in the charts represent the Rates and Counts as of the first pay date of the year and “Present” is the pay period ending August 17, 2025.

Below is a summary of Exhibit B:

- From 2015 to Present, overall participation in the 457(b) Plan has increased by **101%**, from **35.6%** to **71.7%**.
- From 2015 to Present, the number of 457(b) Plan participants increased by **128%**, from **2,326** to **5,306**.

As of August 28, 2025, there are 8,083 total 457(b) Plan participants, which includes both active and retired/separated employees. Staff would like to note that, pursuant to section 7.02.B of the 457(b) Plan Document, 784 separated Participant accounts with a balance of less than one thousand dollars (\$1,000), were cashed out to the Participants in June 2025.

RECOMMENDED ACTION

There are no recommended actions associated with this item.

Item 5 - Exhibit A

| Employer Match | Eligible | Enrolled | Part% | Avg Comp | Avg Contr | Contr% |
|--------------------|--------------|--------------|--------------|----------------|--------------|-------------|
| Match Eligible | 5,250 | 3,863 | 73.6% | \$2,649 | \$124 | 4.7% |
| Not Eligible | 2,155 | 1,443 | 67.0% | \$3,442 | \$228 | 6.6% |
| Grand Total | 7,405 | 5,306 | 71.7% | \$2,880 | \$152 | 5.3% |

| Full/Partial Match | Eligible | Enrolled | Part% | Avg Comp | Avg Contr | Contr% |
|--------------------|--------------|--------------|---------------|----------------|--------------|-------------|
| Full Match | 3,863 | 2,911 | 75.4% | \$2,883 | \$158 | 5.5% |
| Partial Match | 3,863 | 952 | 24.6% | \$2,311 | \$22 | 1.0% |
| Grand Total | 3,863 | 3,863 | 100.0% | \$2,742 | \$124 | 4.5% |

| Age Band | Eligible | Enrolled | Part% | Avg Comp | Avg Contr | Contr% |
|--------------------|--------------|--------------|--------------|----------------|--------------|-------------|
| 60+ | 534 | 336 | 62.9% | \$2,922 | \$217 | 7.4% |
| 18-29 | 1,112 | 742 | 66.7% | \$2,239 | \$89 | 4.0% |
| 50-59 | 1,484 | 1,043 | 70.3% | \$3,263 | \$224 | 6.9% |
| 40-49 | 1,959 | 1,442 | 73.6% | \$3,105 | \$153 | 4.9% |
| 30-39 | 2,316 | 1,743 | 75.3% | \$2,741 | \$124 | 4.5% |
| Grand Total | 7,405 | 5,306 | 71.7% | \$2,880 | \$152 | 5.3% |

| Years of Service | Eligible | Enrolled | Part% | Avg Comp | Avg Contr | Contr% |
|---------------------|--------------|--------------|--------------|----------------|--------------|-------------|
| 20 years or more | 1,353 | 900 | 66.5% | \$3,566 | \$253 | 7.1% |
| Less than 2 years | 1,206 | 812 | 67.3% | \$2,097 | \$77 | 3.7% |
| 2 years - 5 years | 1,583 | 1,128 | 71.3% | \$2,439 | \$100 | 4.1% |
| 10 years - 20 years | 1,584 | 1,169 | 73.8% | \$3,244 | \$181 | 5.6% |
| 5 years - 10 years | 1,679 | 1,297 | 77.2% | \$2,961 | \$151 | 5.1% |
| Grand Total | 7,405 | 5,306 | 71.7% | \$2,880 | \$152 | 5.3% |

| Ethnic Group | Eligible | Enrolled | Part% | Avg Comp | Avg Contr | Contr% |
|--------------------|--------------|--------------|--------------|----------------|--------------|-------------|
| Not Specified | 21 | 12 | 57.1% | \$3,167 | \$275 | 8.7% |
| Native Amer. | 66 | 41 | 62.1% | \$2,373 | \$76 | 3.2% |
| Hispanic/Latino | 3,615 | 2,541 | 70.3% | \$2,729 | \$123 | 4.5% |
| Haw./Pac. Island | 138 | 98 | 71.0% | \$3,076 | \$269 | 8.7% |
| Black/Afr. Amer. | 401 | 289 | 72.1% | \$2,804 | \$118 | 4.2% |
| White | 2,057 | 1,503 | 73.1% | \$3,262 | \$197 | 6.0% |
| Asian | 1,104 | 819 | 74.2% | \$2,690 | \$163 | 6.1% |
| M. East/N. Afr. | 3 | 3 | 100.0% | \$2,446 | \$352 | 14.4% |
| Grand Total | 7,405 | 5,306 | 71.7% | \$2,880 | \$152 | 5.3% |

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| Department | Eligible | Enrolled | Part% | Avg Comp | Avg Contr | Contr% |
|--------------------------|----------|----------|-------|----------|-----------|--------|
| Library | 275 | 168 | 61.1% | \$1,941 | \$88 | 4.5% |
| General Services | 264 | 171 | 64.8% | \$2,383 | \$85 | 3.5% |
| Social Services | 2,516 | 1,742 | 69.2% | \$2,431 | \$101 | 4.2% |
| Behavioral Health | 616 | 437 | 70.9% | \$3,053 | \$148 | 4.8% |
| Sheriff - Coroner | 1,181 | 838 | 71.0% | \$3,328 | \$234 | 7.0% |
| Public Works & Planning | 458 | 326 | 71.2% | \$2,999 | \$170 | 5.7% |
| County Clerk - Elections | 28 | 20 | 71.4% | \$2,469 | \$152 | 6.1% |
| District Attorney | 220 | 159 | 72.3% | \$4,434 | \$290 | 6.5% |
| Public Health | 377 | 277 | 73.5% | \$3,248 | \$194 | 6.0% |
| Administrative Office | 45 | 34 | 75.6% | \$4,496 | \$227 | 5.1% |
| Assessor-Recorder | 107 | 81 | 75.7% | \$2,942 | \$169 | 5.8% |
| Probation | 507 | 388 | 76.5% | \$2,843 | \$158 | 5.6% |
| County Counsel | 39 | 30 | 76.9% | \$5,018 | \$157 | 3.1% |
| Child Support Services | 244 | 188 | 77.0% | \$2,497 | \$98 | 3.9% |
| Public Defender | 140 | 111 | 79.3% | \$4,282 | \$221 | 5.2% |
| IT Services | 114 | 94 | 82.5% | \$3,399 | \$193 | 5.7% |
| Agriculture Department | 87 | 74 | 85.1% | \$3,115 | \$176 | 5.7% |
| Auditor | 83 | 72 | 86.7% | \$2,793 | \$171 | 6.1% |
| Human Resources | 69 | 62 | 89.9% | \$3,383 | \$117 | 3.5% |
| Retirement Association | 35 | 34 | 97.1% | \$2,988 | \$127 | 4.2% |

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|--------------------|--------------|--------------|--------------|----------------|--------------|-------------|
| Grand Total | 7,405 | 5,306 | 71.7% | \$2,880 | \$152 | 5.3% |
|--------------------|--------------|--------------|--------------|----------------|--------------|-------------|

| Gender | Eligible | Enrolled | Part% | Avg Comp | Avg Contr | Contr% |
|------------|----------|----------|-------|----------|-----------|--------|
| Non-Binary | 5 | 3 | 60.0% | \$1,745 | \$119 | 6.8% |
| Male | 3,117 | 2,202 | 70.6% | \$3,125 | \$200 | 6.4% |
| Female | 4,283 | 3,101 | 72.4% | \$2,703 | \$119 | 4.4% |

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|--------------------|--------------|--------------|--------------|----------------|--------------|-------------|
| Grand Total | 7,405 | 5,306 | 71.7% | \$2,880 | \$152 | 5.3% |
|--------------------|--------------|--------------|--------------|----------------|--------------|-------------|

| Income Tier | Eligible | Enrolled | Part% | Avg Comp | Avg Contr | Contr% |
|-------------|----------|----------|-------|----------|-----------|--------|
| Fifth 20% | 1,486 | 956 | 64.3% | \$1,717 | \$61 | 3.5% |
| Fourth 20% | 1,477 | 957 | 64.8% | \$2,148 | \$79 | 3.7% |
| Third 20% | 1,481 | 1,095 | 73.9% | \$2,619 | \$109 | 4.2% |
| Second 20% | 1,484 | 1,114 | 75.1% | \$3,212 | \$162 | 5.0% |
| First 20% | 1,477 | 1,184 | 80.2% | \$4,709 | \$317 | 6.7% |

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|--------------------|--------------|--------------|--------------|----------------|--------------|-------------|
| Grand Total | 7,405 | 5,306 | 71.7% | \$2,880 | \$152 | 5.3% |
|--------------------|--------------|--------------|--------------|----------------|--------------|-------------|

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| Employee Group | Eligible | Enrolled | Part% | Avg Comp | Avg Contr | Contr% |
|--------------------|--------------|--------------|--------------|----------------|--------------|-------------|
| U12 | 1,139 | 708 | 62.2% | \$1,925 | \$73 | 3.8% |
| U13 | 133 | 86 | 64.7% | \$2,229 | \$102 | 4.6% |
| U25 | 46 | 30 | 65.2% | \$2,703 | \$97 | 3.6% |
| U39 | 72 | 48 | 66.7% | \$2,916 | \$100 | 3.4% |
| U22 | 278 | 190 | 68.3% | \$2,127 | \$90 | 4.2% |
| U04 | 1,148 | 786 | 68.5% | \$2,211 | \$82 | 3.7% |
| U02 | 1,093 | 755 | 69.1% | \$2,516 | \$130 | 5.2% |
| U03 | 561 | 393 | 70.1% | \$3,075 | \$137 | 4.5% |
| U42 | 22 | 16 | 72.7% | \$4,068 | \$225 | 5.5% |
| U14 | 53 | 39 | 73.6% | \$4,643 | \$467 | 10.1% |
| U01 | 437 | 324 | 74.1% | \$3,528 | \$257 | 7.3% |
| UNR | 371 | 277 | 74.7% | \$2,742 | \$130 | 4.7% |
| U38 | 8 | 6 | 75.0% | \$6,187 | \$549 | 8.9% |
| U36 | 449 | 340 | 75.7% | \$3,223 | \$141 | 4.4% |
| U30 | 90 | 69 | 76.7% | \$5,637 | \$323 | 5.7% |
| U11 | 187 | 146 | 78.1% | \$2,973 | \$137 | 4.6% |
| U35 | 27 | 22 | 81.5% | \$5,329 | \$433 | 8.1% |
| MGT | 392 | 320 | 81.6% | \$3,343 | \$173 | 5.2% |
| ELC-HDS-SMG | 383 | 313 | 81.7% | \$5,248 | \$309 | 5.9% |
| U07 | 66 | 54 | 81.8% | \$4,669 | \$329 | 7.0% |
| U19 | 175 | 146 | 83.4% | \$3,068 | \$214 | 7.0% |
| U31 | 69 | 58 | 84.1% | \$5,221 | \$264 | 5.1% |
| U10 | 40 | 34 | 85.0% | \$4,620 | \$355 | 7.7% |
| U37 | 42 | 36 | 85.7% | \$4,032 | \$254 | 6.3% |
| U43 | 124 | 110 | 88.7% | \$3,365 | \$233 | 6.9% |
| Grand Total | 7,405 | 5,306 | 71.7% | \$2,880 | \$152 | 5.3% |

Item 5 – Exhibit B

Participation Rates and Participant Counts, 2015-Present

