



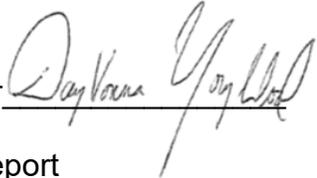
Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 6

DATE: March 26, 2026

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.

Below is a summary of Exhibit A:

- As of the pay period ending **February 15, 2026**, the overall participation rate is **73.0%**, based on **5,367** active contributors out of **7,355** eligible employees.
 - For reference, the **overall participation rate** was **72.5%** in the previous quarter, and **69.0%** one (1) year ago.
 - The average contribution among all participants is \$158 per pay period, which represents a 5.4% contribution rate.
- As of the pay period ending **February 15, 2026**, the participation rate among employees who are eligible for the employer matching contribution is **75.1%**, based on **3,947** active contributors out of **5,292** eligible employees.
 - For reference, the **match-eligible participation rate** was **74.6%** in the previous quarter, and **70.7%** one (1) year ago.
 - The average contribution for match-eligible participants is \$129 per pay period, which represents a 4.8% contribution rate.
 - In addition, **3,166** or **79.7%** of the **3,972** active contributors are receiving the full matching contribution of \$50 per paycheck.

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 February 15, 2026.

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Below is a summary of Exhibit B:

- From 2015 to Present, overall participation in the 457(b) Plan has increased by **105%**, from **35.6%** to **73.0%**.
- From 2015 to Present, the number of 457(b) Plan participants increased by **131%**, from **2,326** to **5,376**.

As of March 13, 2026, there are 8,302 total 457(b) 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

Employer Match	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Eligible	5,292	3,972	75.1%	\$2,719	\$129	4.8%
Not Eligible	2,063	1,395	67.6%	\$3,486	\$241	6.9%
Grand Total	7,355	5,367	73.0%	\$2,934	\$158	5.4%

Full/Partial Match	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Full Match	3,972	3,166	79.7%	\$2,921	\$157	5.4%
Partial Match	3,972	806	20.3%	\$2,371	\$22	0.9%
Grand Total	3,972	3,972	100.0%	\$2,809	\$129	4.6%

Age Band	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
60+	563	361	64.1%	\$2,981	\$232	7.8%
18-29	964	646	67.0%	\$2,237	\$91	4.1%
50-59	1,526	1,105	72.4%	\$3,319	\$228	6.9%
40-49	1,930	1,445	74.9%	\$3,169	\$158	5.0%
30-39	2,372	1,810	76.3%	\$2,768	\$124	4.5%
Grand Total	7,355	5,367	73.0%	\$2,934	\$158	5.4%

Years of Service	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Less than 2 years	984	658	66.9%	\$2,186	\$89	4.1%
20 years or more	1,376	934	67.9%	\$3,605	\$261	7.2%
2 years - 5 years	1,758	1,296	73.7%	\$2,442	\$97	4.0%
10 years - 20 years	1,608	1,205	74.9%	\$3,281	\$185	5.6%
5 years - 10 years	1,629	1,274	78.2%	\$3,009	\$156	5.2%
Grand Total	7,355	5,367	73.0%	\$2,934	\$158	5.4%

Ethnic Group	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Not Specified	20	13	65.0%	\$3,223	\$234	7.2%
Native Amer.	66	44	66.7%	\$2,455	\$79	3.2%
Hispanic/Latino	3,624	2,588	71.4%	\$2,780	\$127	4.6%
Haw./Pac. Island	136	98	72.1%	\$3,109	\$268	8.6%
Black/Afr. Amer.	393	287	73.0%	\$2,846	\$127	4.5%
White	2,018	1,487	73.7%	\$3,332	\$204	6.1%
Asian	1,094	846	77.3%	\$2,748	\$172	6.3%
M. East/N. Afr.	4	4	100.0%	\$2,545	\$281	11.0%
Grand Total	7,355	5,367	73.0%	\$2,934	\$158	5.4%

ITEM 6 - Exhibit A

Department	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Library	285	170	59.6%	\$1,935	\$91	4.7%
General Services	253	166	65.6%	\$2,417	\$88	3.6%
Social Services	2,400	1,689	70.4%	\$2,493	\$106	4.2%
County Clerk - Elections	28	20	71.4%	\$2,554	\$215	8.4%
Sheriff - Coroner	1,217	876	72.0%	\$3,327	\$235	7.1%
Administrative Office	62	46	74.2%	\$4,048	\$193	4.8%
Behavioral Health	635	471	74.2%	\$3,107	\$151	4.9%
Public Works & Planning	448	333	74.3%	\$3,072	\$184	6.0%
Assessor-Recorder	110	82	74.5%	\$2,952	\$172	5.8%
County Counsel	40	30	75.0%	\$5,326	\$160	3.0%
District Attorney	220	166	75.5%	\$4,512	\$280	6.2%
Public Health	364	280	76.9%	\$3,300	\$203	6.1%
Probation	512	397	77.5%	\$2,860	\$157	5.5%
Child Support Services	242	189	78.1%	\$2,563	\$111	4.3%
Auditor	84	67	79.8%	\$2,831	\$167	5.9%
Public Defender	148	120	81.1%	\$4,309	\$216	5.0%
IT Services	116	96	82.8%	\$3,389	\$179	5.3%
Agriculture Department	88	75	85.2%	\$3,175	\$216	6.8%
Retirement Association	34	31	91.2%	\$3,091	\$136	4.4%
Human Resources	69	63	91.3%	\$3,538	\$120	3.4%
Grand Total	7,355	5,367	73.0%	\$2,934	\$158	5.4%

Gender	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Male	3,129	2,262	72.3%	\$3,169	\$206	6.5%
Female	4,220	3,100	73.5%	\$2,762	\$123	4.5%
Non-Binary	6	5	83.3%	\$2,110	\$95	4.5%
Grand Total	7,355	5,367	73.0%	\$2,934	\$158	5.4%

Income Tier	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Fifth 20%	1,471	971	66.0%	\$1,758	\$66	3.8%
Fourth 20%	1,514	1,011	66.8%	\$2,202	\$83	3.8%
Third 20%	1,435	1,072	74.7%	\$2,670	\$110	4.1%
Second 20%	1,465	1,130	77.1%	\$3,251	\$170	5.2%
First 20%	1,470	1,183	80.5%	\$4,807	\$330	6.9%
Grand Total	7,355	5,367	73.0%	\$2,934	\$158	5.4%

ITEM 6 - Exhibit A

Employee Group	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
U12	1,105	703	63.6%	\$1,963	\$78	3.9%
U22	293	187	63.8%	\$2,054	\$94	4.6%
U39	72	46	63.9%	\$2,937	\$110	3.8%
U42	20	14	70.0%	\$4,100	\$252	6.1%
U02	1,131	793	70.1%	\$2,527	\$126	5.0%
U04	1,093	768	70.3%	\$2,275	\$86	3.8%
U13	137	98	71.5%	\$2,238	\$95	4.3%
U25	53	38	71.7%	\$2,663	\$92	3.4%
U03	536	385	71.8%	\$3,172	\$140	4.4%
U14	54	39	72.2%	\$4,719	\$532	11.3%
U01	434	331	76.3%	\$3,550	\$268	7.5%
U36	439	335	76.3%	\$3,233	\$146	4.5%
UNR	375	291	77.6%	\$2,783	\$144	5.2%
U37	47	37	78.7%	\$4,008	\$252	6.3%
U30	91	73	80.2%	\$5,651	\$300	5.3%
U35	26	21	80.8%	\$5,324	\$439	8.2%
MGT	393	320	81.4%	\$3,461	\$194	5.6%
U07	65	53	81.5%	\$4,737	\$329	6.9%
U11	180	148	82.2%	\$3,026	\$146	4.8%
ELC-HDS-SMG	395	325	82.3%	\$5,481	\$320	5.8%
U19	177	152	85.9%	\$3,094	\$224	7.3%
U31	72	62	86.1%	\$5,324	\$265	5.0%
U43	125	110	88.0%	\$3,380	\$226	6.7%
U10	42	38	90.5%	\$4,593	\$372	8.1%
Grand Total	7,355	5,367	73.0%	\$2,934	\$158	5.4%

ITEM 6 – Exhibit B

Participation Rates and Participant Counts, 2015-Present

