

Item 5



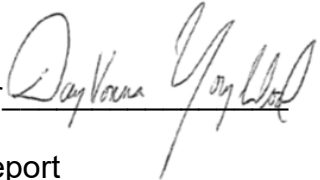
Inter Office Memo

DEPARTMENT OF
HUMAN RESOURCES

ITEM 5

DATE: June 25, 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 **May 10, 2026**, the overall participation rate is **73.5%**, based on **5,315** active contributors out of **7,230** eligible employees.
 - For reference, the **overall participation rate** was **73.0%** in the previous quarter, and **69.8%** one (1) year ago.
 - The average contribution among all participants is \$162 per pay period, which represents a 5.5% contribution rate.
- As of the pay period ending **May 10, 2026**, the participation rate among employees who are eligible for the employer matching contribution is **75.6%**, based on **3,947** active contributors out of **5,292** eligible employees.
 - For reference, the **match-eligible participation rate** was **75.1%** in the previous quarter, and **71.5%** one (1) year ago.
 - The average contribution for match-eligible participants is \$136 per pay period, which represents a 4.8% contribution rate.
 - In addition, **3,249** or **81.3%** of the **3,998** 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 May 10, 2026.

June 25, 2026 Deferred Compensation Management Council Meeting
ITEM 5: 457(b) Deferred Compensation Plan Participation Report
Page Two

Below is a summary of Exhibit B:

- From 2015 to Present, overall participation in the 457(b) Plan has increased by **106%**, from **35.6%** to **73.5%**.
- From 2015 to Present, the number of 457(b) Plan participants increased by **129%**, from **2,326** to **5,315**.

As of June 10, 2026, there are 8,347 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 5 - Exhibit A

Employer Match	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Eligible	5,288	3,998	75.6%	\$2,762	\$136	4.9%
Not Eligible	1,942	1,317	67.8%	\$3,485	\$240	6.9%
Grand Total	7,230	5,315	73.5%	\$2,956	\$162	5.5%

Full/Partial Match	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Full Match	3,998	3,249	81.3%	\$2,962	\$163	5.5%
Partial Match	3,998	749	18.7%	\$2,403	\$22	0.9%
Grand Total	3,998	3,998	100.0%	\$2,858	\$136	4.8%

Age Band	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
60+	517	332	64.2%	\$2,960	\$241	8.2%
18-29	964	659	68.4%	\$2,272	\$95	4.2%
50-59	1,475	1,069	72.5%	\$3,326	\$226	6.8%
40-49	1,916	1,446	75.5%	\$3,199	\$166	5.2%
30-39	2,358	1,809	76.7%	\$2,806	\$131	4.7%
Grand Total	7,230	5,315	73.5%	\$2,956	\$162	5.5%

Years of Service	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Less than 2 years	786	523	66.5%	\$2,215	\$92	4.2%
20 years or more	1,325	902	68.1%	\$3,610	\$259	7.2%
2 years - 5 years	1,869	1,372	73.4%	\$2,429	\$99	4.1%
10 years - 20 years	1,647	1,253	76.1%	\$3,301	\$194	5.9%
5 years - 10 years	1,603	1,265	78.9%	\$3,038	\$159	5.2%
Grand Total	7,230	5,315	73.5%	\$2,956	\$162	5.5%

Ethnic Group	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Not Specified	19	12	63.2%	\$3,297	\$251	7.6%
Native Amer.	62	41	66.1%	\$2,469	\$91	3.7%
Black/Afr. Amer.	388	278	71.6%	\$2,878	\$135	4.7%
Hispanic/Latino	3,581	2,588	72.3%	\$2,810	\$133	4.7%
Haw./Pac. Island	131	96	73.3%	\$3,140	\$264	8.4%
White	1,961	1,454	74.1%	\$3,343	\$204	6.1%
Asian	1,084	842	77.7%	\$2,770	\$177	6.4%
M. East/N. Afr.	4	4	100.0%	\$2,549	\$281	11.0%
Grand Total	7,230	5,315	73.5%	\$2,956	\$162	5.5%

ITEM 5 - Exhibit A

Department	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Library	284	172	60.6%	\$1,966	\$94	4.8%
General Services	251	166	66.1%	\$2,443	\$89	3.6%
Social Services	2,344	1,651	70.4%	\$2,532	\$109	4.3%
Sheriff - Coroner	1,182	870	73.6%	\$3,350	\$237	7.1%
Assessor-Recorder	115	85	73.9%	\$2,884	\$175	6.1%
Public Works & Planning	452	337	74.6%	\$3,048	\$170	5.6%
Behavioral Health	624	467	74.8%	\$3,155	\$160	5.1%
District Attorney	215	162	75.3%	\$4,522	\$300	6.6%
Administrative Office	67	51	76.1%	\$4,025	\$200	5.0%
Child Support Services	246	190	77.2%	\$2,569	\$113	4.4%
Probation	495	388	78.4%	\$2,838	\$160	5.6%
County Clerk - Elections	28	22	78.6%	\$2,592	\$206	7.9%
Public Health	359	282	78.6%	\$3,325	\$215	6.5%
Auditor	86	68	79.1%	\$2,824	\$178	6.3%
IT Services	107	85	79.4%	\$3,369	\$195	5.8%
County Counsel	37	30	81.1%	\$5,464	\$173	3.2%
Public Defender	147	120	81.6%	\$4,376	\$228	5.2%
Agriculture Department	87	75	86.2%	\$3,206	\$215	6.7%
Human Resources	69	62	89.9%	\$3,580	\$124	3.5%
Retirement Association	35	32	91.4%	\$3,117	\$139	4.4%
Grand Total	7,230	5,315	73.5%	\$2,956	\$162	5.5%

Gender	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Female	4,153	3,061	73.7%	\$2,794	\$129	4.6%
Male	3,071	2,249	73.2%	\$3,176	\$207	6.5%
Non-Binary	6	5	83.3%	\$2,131	\$99	4.6%
Grand Total	7,230	5,315	73.5%	\$2,956	\$162	5.5%

Income Tier	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
Fifth 20%	1,732	1,120	64.7%	\$1,831	\$71	3.9%
Fourth 20%	1,182	824	69.7%	\$2,264	\$88	3.9%
Third 20%	1,425	1,062	74.5%	\$2,688	\$114	4.2%
Second 20%	1,451	1,139	78.5%	\$3,270	\$172	5.2%
First 20%	1,440	1,170	81.3%	\$4,826	\$335	6.9%
Grand Total	7,230	5,315	73.5%	\$2,956	\$162	5.5%

ITEM 5 - Exhibit A

Employee Group	Eligible	Enrolled	Part%	Avg Comp	Avg Contr	Contr%
U12	1,056	678	64.2%	\$1,987	\$82	4.1%
U22	316	206	65.2%	\$2,106	\$96	4.5%
U39	69	46	66.7%	\$2,975	\$112	3.8%
U42	21	14	66.7%	\$4,064	\$255	6.3%
U04	1,076	751	69.8%	\$2,314	\$88	3.8%
U02	1,123	796	70.9%	\$2,530	\$133	5.3%
U13	141	100	70.9%	\$2,217	\$100	4.5%
U03	531	383	72.1%	\$3,236	\$143	4.4%
U25	54	41	75.9%	\$2,705	\$96	3.5%
U01	413	318	77.0%	\$3,583	\$271	7.6%
U14	53	41	77.4%	\$4,685	\$478	10.2%
U36	433	335	77.4%	\$3,280	\$146	4.5%
UNR	366	287	78.4%	\$2,784	\$145	5.2%
U30	89	70	78.7%	\$5,660	\$314	5.6%
U37	47	38	80.9%	\$4,036	\$265	6.6%
U07	65	53	81.5%	\$4,756	\$353	7.4%
U35	27	22	81.5%	\$5,301	\$389	7.3%
ELC-HDS-SMG	388	318	82.0%	\$5,483	\$323	5.9%
MGT	378	311	82.3%	\$3,482	\$200	5.7%
U11	177	147	83.1%	\$3,034	\$148	4.9%
U19	170	147	86.5%	\$3,086	\$230	7.4%
U31	72	64	88.9%	\$5,389	\$269	5.0%
U43	125	112	89.6%	\$3,354	\$236	7.0%
U10	40	37	92.5%	\$4,623	\$441	9.5%
Grand Total	7,230	5,315	73.5%	\$2,956	\$162	5.5%

ITEM 5 – Exhibit B

Participation Rates and Participant Counts, 2015-Present

