



2860 Gateway Oaks Drive
 Sacramento, CA 95833
 (415) 263-5400
 www.statefundca.com

Date: August 2, 2023

TO: MEMBERS, BOARD OF DIRECTORS

I. AGENDA ITEM # AND TITLE:	Open Agenda Item 4 – Staffing Update
II. NAME AND PROGRAM:	Andreas Acker, Human Resources
III. ACTIVITY:	<input checked="" type="checkbox"/> Informational <input type="checkbox"/> Request for Direction <input type="checkbox"/> Action Proposed <input type="checkbox"/> Exploratory
IV. JUSTIFICATION:	<input checked="" type="checkbox"/> Standard/Required Item <input type="checkbox"/> Board Request – New Item <input type="checkbox"/> New Topic from Staff

V. EXECUTIVE SUMMARY:

The following is standard information requested by the Board in a variety of Human Resources areas.

VI. ANALYSIS:

State Fund ended the second quarter of 2023 with 3913 employees, 114 separations, 202 new hires, and 142 promotions.

Of the 114 separations, 36 or 32% are voluntary separations (resignations or transfers to other state agencies). The overall separation rate was 6%; the primary driver was retirements.

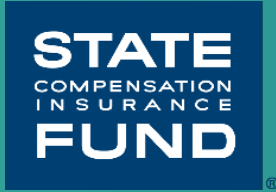
Leave Buy Back & Cash Out Summary:

- 1,176 employees participated for a total of 95,782.75 hours and \$4,913,658.11 total gross pay.

VII. RECOMMENDATION: Information only.

VIII. PRESENTATION EXHIBITS: Enclosed.

IX. APPENDIX: Not applicable.



Staffing Update

Board of Directors – Open Agenda Item 4

August 15, 2023

Andreas Acker, Executive Vice President and Chief Administrative Officer

State Fund Staffing Summary Report as of June 30, 2023

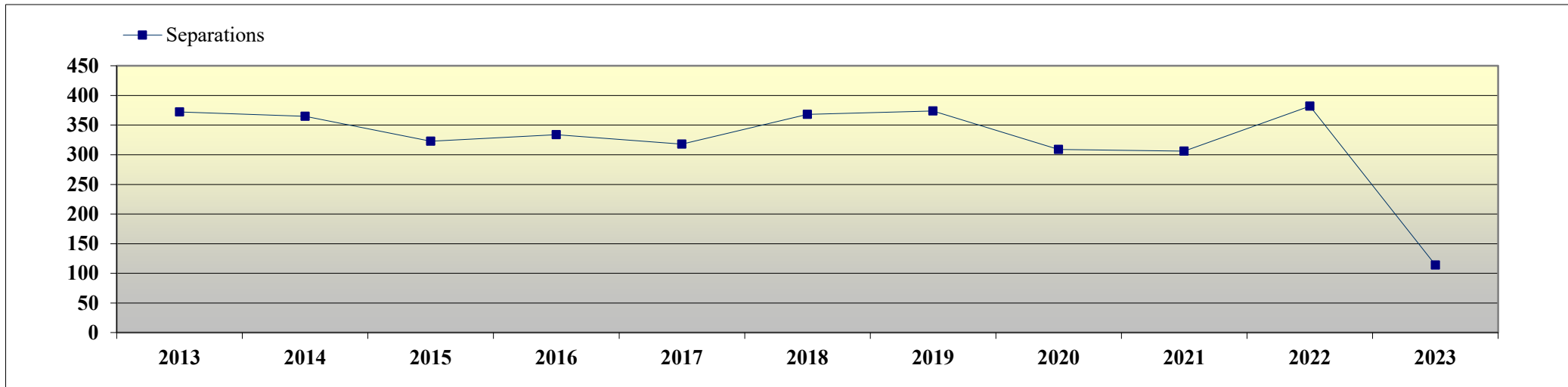
	12/31/2013	12/31/2014	12/31/2015	12/31/2016	12/31/2017	12/31/2018	12/31/2019	12/31/2020	12/31/2021	12/31/2022	3/31/2023	6/30/2023
--	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	-----------	-----------

Permanent Employees (head count)	4,326	4,066	4,350	4,299	4,275	4,248	4,189	4,045	3,977	3,824	3,866	3,913
Available Employees	4,190	3,935	4,249	4,192	4,186	4,150	4,103	3,979	3,910	3,750	3,805	3,845
Employees on Extended Leave	136	131	101	107	89	98	86	66	67	74	61	68
Non-Permanent Employees	146	109	129	50	85	57	52	78	54	74	73	64

New hires (YTD)	95	92	567	266	271	321	295	144	231	223	87	202
Promotions (YTD)	490	416	1,306	593	432	524	489	412	362	342	70	142
Separations (YTD)	372	365	323	334	318	368	374	309	306	382	47	114

Workforce Update – Turnover Rate: 2013-2023 as of June 30, 2023

Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total Separations	372	365	323	334	318	368	374	309	306	382	114
Total Employees Beginning of Year	4,589	4,326	4,066	4,350	4,299	4,275	4,248	4,208	4,045	3,977	3,824
Overall Turnover Rate	8.1%	8.4%	7.9%	7.7%	7.4%	8.6%	8.8%	7.3%	7.6%	9.6%	6.0%



Historical Summary as of June 30,2023

Leave Over the 640 Cap - Historical Summary

Year	Hours Over Cap	(Hours) Change in %	Avg Hours Over Cap/EE	(Hours) Change in %	Employees Over Cap	(Head Count) Change in %
2007	318,119	-	383		831	-
2008	258,237	-18.8%	345	-9.8%	748	-10.0%
2009	277,956	7.6%	325	-5.9%	856	14.4%
2010	231,184	-16.8%	286	-11.9%	808	-5.6%
2011	199,024	-13.9%	262	-8.5%	760	-5.9%
2012	183,769	-7.7%	227	-13.2%	808	6.3%
2013	157,665	-14.2%	207	-9.1%	763	-5.6%
2014	134,354	-14.8%	204	-1.0%	657	-13.9%
2015	123,597	-8.0%	213	4.0%	581	-11.6%
2016	118,365	-4.2%	209	-1.9%	567	-2.4%
2017	85,777	-27.5%	216	3.5%	398	-29.8%
2018	65,701	-23.4%	201	-6.9%	327	-17.8%
2019	50,478	-23.2%	182	-9.3%	277	-15.3%
2020	61,771	22.4%	140	-23.3%	442	59.6%
2021	90,329	46.2%	151	8.3%	597	35.1%
2022	58,353	-35.4%	149	-1.6%	392	-34.3%
2023	53,684	-8.0%	148	-0.4%	362	-7.7%

Over 816 and 832 Summary as of June 30, 2023

Leave Over the 816 Cap – Summary

Year	Hours Over Cap	(Hours) Change in %	Avg Hours Over Cap/EE	(Hours) Change in %	Employees Over Cap	(Head Count) Change in %
2023	0	n/a	n/a	n/a	n/a	n/a

Note: Effective 6/30/2023, the rollover cap for Bargaining Unit 12 and related Excluded Employees, reverted back to 640 hours

Leave Over the 832 Cap – Summary

Year	Hours Over Cap	(Hours) Change in %	Avg Hours Over Cap/EE	(Hours) Change in %	Employees Over Cap	(Head Count) Change in %
2023	5,684	n/a	162	n/a	35	n/a

Note: The Q2 2023 Leave Liability Extract run date is as of 7/10/2023 with data as of 6/30/2023.

640 Hour Cap Summary as of June 30, 2023

Annual Leave & Vacation over the 640 Cap for *All Employees*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
Total	53,684	362	148	\$ 2,947,582

Over the 640 Cap for *Frontline Contributors*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
Total	21,882	206	106	981,283

Over the 640 Cap for *Exempt, CEA, Managers and Supervisors*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
Total	31,803	156	204	\$ 1,966,300

816 Hour Cap Summary as of June 30, 2023

Annual Leave & Vacation over the 816 Cap for *Frontline Contributors*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
Total	n/a	n/a	n/a	n/a

Note: Effective 6/30/2023, the rollover cap for Bargaining Unit 12 and related Excluded Employees, reverted back to 640 hours

832 Hour Cap Summary as of June 30, 2023

Annual Leave & Vacation over the 832 Cap for *All Employees*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
<i>Total</i>	5,684	35	162	\$ 474,107

Annual Leave & Vacation over the 832 Cap for *Frontline Contributors*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
<i>Total</i>	3,529	23	153	\$ 285,962

Annual Leave & Vacation over the 832 Cap for *Related Excluded Employees*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
<i>Total</i>	2,156	12	180	\$ 188,145

Leave Buy Back & Cash Out Amounts as of June 30, 2023

Leave Buy Back & Cash Out

EMPLOYEE TYPE:	Total Hours	Employee Count	Total Gross Pay
Exempt, CEA, Managers and Supervisors	37,245	464	\$ 2,139,034.06
Frontline Contributors	58,537.75	712	\$ 2,774,624.05
Total	95,782.75	1176	\$ 4,913,658.11



Questions

