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Date: February 6, 2015

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 2014 with 4,066 employees, 365 separations, 92 new hires, and 416 promotions.

Of the 365 separations, over half, 194 or 53%, were due to retirements. Of the remaining separations, 52 were resignations, 100 were transfers to other agencies, and 19 were others (death or dismissals). This resulted in a non-controllable turnover rate of 4.9% and a controllable turnover rate of 3.5%.

For 2015, I would project an overall separation rate of around 9%; the primary driver will continue to be retirements.

There was a 14.8% reduction in the hours over the annual leave and vacation cap and a 13.9% reduction in the number of employees over the cap.

VII. RECOMMENDATION: Information only.

VIII. PRESENTATION EXHIBITS: enclosed

IX. APPENDIX: not applicable

Staffing Update

**Board of Directors – Open Agenda Item 4
February 19, 2015**

Andreas Acker – EVP and Chief Administrative Officer

Workforce Update

State Fund Staffing Summary Report

As of December 31, 2014

	12/31/2007	12/31/2008	12/31/2009	12/31/2010	12/31/2011	12/31/2012	12/31/2013	3/31/2014	6/30/2014	9/30/2014	12/31/2014
Permanent Employees <i>(head count)</i>	8,257	7,909	7,660	7,305	5,665	4,589	4,326	4,282	4,212	4,130	4,066
Available Employees	8,051	7,687	7,460	7,096	5,497	4,469	4,190	4,149	4,073	3,994	3,935
Employees on Extended Leaves	207	222	200	209	168	120	136	133	139	136	131
Non-Permanent Employees	286	258	53	16	3	17	146	88	86	98	109
New hires (YTD)	273	240	109	23	15	43	95	12	26	41	92*
Promotions (YTD)	476	475	385	298	144	286	490	61	152	297	416
Separations (YTD)	861	522	340	398	1,638	1,118	372	60	147	245	365

*Includes 89 New Hires and 3 Mandatory Reinstatement

Workforce Update

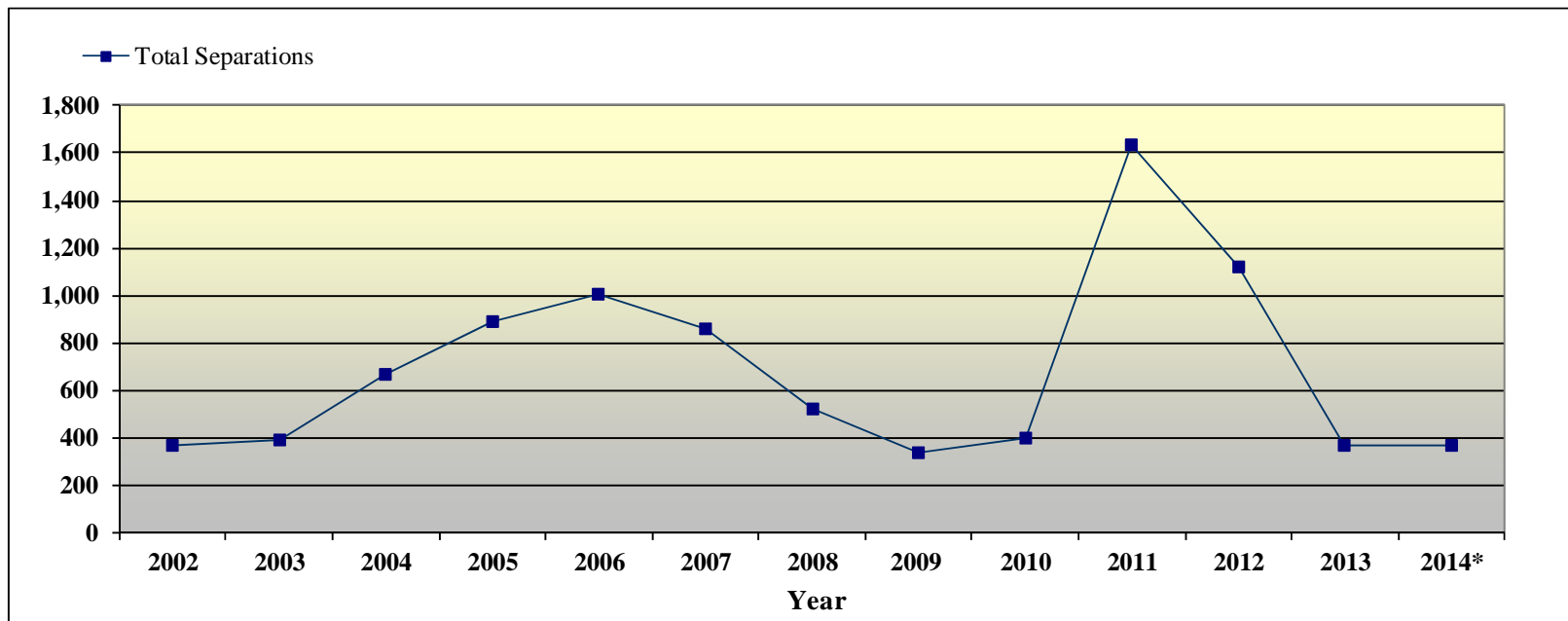
Turnover Rate: 2002-2014

As of December 31, 2014

Year	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014*
Total Separations	368	391	664	893	1,004	861	522	340	398	1,638	1,118	372	365
Overall Turnover Rate	5.3%	5.0%	7.5%	9.3%	10.5%	9.8%	6.3%	4.3%	5.2%	22.7%	20%	8.1%	8.4%

*Total is calculated annually and as of the start of the year.

The 2010 YTD has been updated to reflect retirement separations that were not captured in the 1/7/11 extract due to delays with the State Controller's processing.



640 Hour Cap Summary

December 31, 2014

Annual Leave & Vacation over the 640 Cap for All Employees

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
<i>Total</i>	134,354	657	204	\$ 5,561,930

Over the 640 Cap for Rank and File Employees

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
<i>Total</i>	65,873	397	166	\$ 2,566,690

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

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
<i>Total</i>	68,481	260	263	\$ 2,995,240

Historical Summary

As of December 31, 2014

Leave Over the 640 Cap - Historical Summary

Year	Hours Over Cap	(Hours) Change in %	Employees Over Cap	(Head Count) Change in %
2007	318,119	-	831	-
2008	258,237	-18.8%	748	-10.0%
2009	277,956	7.6%	856	14.4%
2010	231,184	-16.8%	808	-5.6%
2011	199,024	-13.9%	760	-5.9%
2012	183,769	-7.7%	808	6.3%
2013	157,665	-14.2%	763	-5.6%
2014	134,354	-14.8%	657	-13.9%