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Date: February 17, 2017

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 2016 with 4,299 employees, 334 separations, 266 new hires, and 593 promotions.

Of the 334 separations, 182 or 54.5% were due to retirements. Of the remaining separations, 73 were resignations, 46 were transfers to other agencies, and 33 were others (death or dismissals).

The overall separation rate for 2016 was 7.7%; the primary driver was retirements.

At the end of 2016, 15.86% or 682 employees are over 55 years old and have 20 or more years of service; 29.7% or 1,277 employees are over 55 years old and have 10 or more years of service.

VII. RECOMMENDATION: Information only.

VIII. PRESENTATION EXHIBITS: Enclosed

IX. APPENDIX: Not applicable

Staffing Update

Board of Directors – Open Agenda Item 4

March 2, 2017

Andreas Acker – EVP and Chief Administrative Officer

Workforce Update

State Fund Staffing Summary Report

As of December 31, 2016

	12/31/2007	12/31/2008	12/31/2009	12/31/2010	12/31/2011	12/31/2012	12/31/2013	12/31/2014	12/31/2015	12/31/2016
Permanent Employees <i>(head count)</i>	8,257	7,909	7,660	7,305	5,665	4,589	4,326	4,066	4,350	4,299
Available Employees	8,051	7,687	7,460	7,096	5,497	4,469	4,190	3,935	4,249	4,192
Employees on Extended Leaves	207	222	200	209	168	120	136	131	101	107
Non-Permanent Employees	286	258	53	16	3	17	146	109	129	50
New hires (YTD)	273	240	109	23	15	43	95	92	567	266*
Promotions (YTD)	476	475	385	298	144	286	490	416	1,306	593
Separations (YTD)	861	522	340	398	1,638	1,118	372	365	323	334

*Includes 263 New Hires and 3 Mandatory Reinstatements

Workforce Update

Turnover Rate: 2002-2016

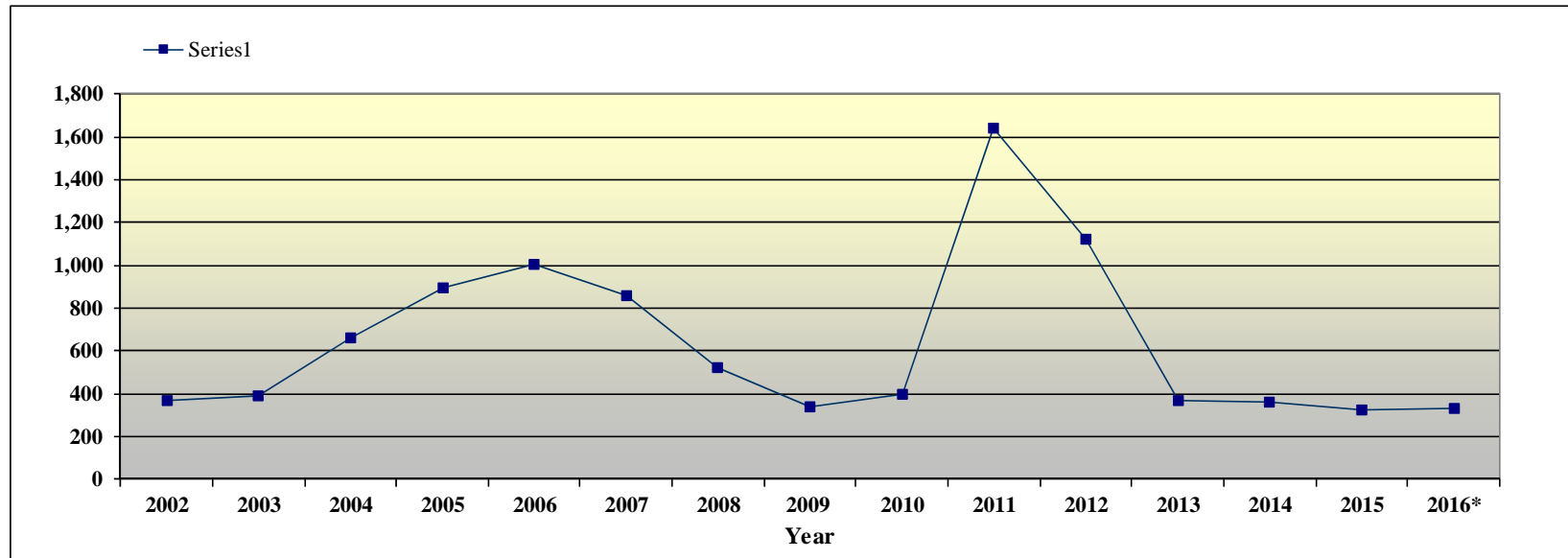
As of December 31, 2016

Year	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016*
Total Separations	368	391	664	893	1,004	861	522	340	398	1,638	1,118	372	365	323	334
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%	7.9%	7.7%

*Totals calculated annually and as of the start of the year.

**The 5636 for the beginning count of 2012 doesn't include the 29 exceptions (people that took the transition package but were not taken off yet) that still showed up on the comparison report as of December 31, 2011.

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, 2016

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>	118,365	567	209	\$ 5,518,491

Over the 640 Cap for *Frontline Contributors*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
<i>Total</i>	63,082	355	178	\$ 2,697,869

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>	55,283	212	261	\$ 2,820,622

Historical Summary

December 31, 2016

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%
2015	123,597	-8.0%	581	-11.6%
2016	118,365	-4.2%	567	-2.4%

Age and State Service of State Fund Employees

as of December 31, 2016

AGE BAND	STATE SERVICE BAND										Grand Total	Percentage of Enterprise
	001-11 mo	01-04 yrs	05-09 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25-29 yrs	30-34 yrs	35-39 yrs	40-44 yrs		
20-24	14	29									43	1.00%
25-29	31	106	7								144	3.35%
30-34	31	108	40	24	1						204	4.75%
35-39	21	72	65	184	50						392	9.12%
40-44	11	51	44	230	111	20	5				472	10.98%
45-49	17	53	43	204	154	120	104	3			698	16.24%
50-54	17	43	33	180	156	145	313	59	2		948	22.05%
55-59	6	30	36	154	123	108	205	68	40	1	771	17.93%
60-64		10	25	145	82	61	100	28	9	3	463	10.77%
65-69	1	2	8	49	23	17	24	7	1		132	3.07%
70 or Older			3	12	7	6	3			1	32	0.74%
Grand Total	149	504	304	1182	707	477	754	165	52	5	4299	100%
Percentage of Enterprise	3.47%	11.72%	7.07%	27.49%	16.45%	11.10%	17.54%	3.84%	1.21%	0.12%	100%	

682 Employees are over 55 and have 20 or more Years of Service	15.86%
1,277 Employees are over 55 and have 10 or more Years of Service	29.70%