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Date: May 8, 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 the first quarter of 2015 with 4,111 employees, 53 separations, 129 new hires, and 83 promotions.

Of the 53 separations, 19 or 36% were due to retirements. Of the remaining separations, 13 were resignations, 17 were transfers to other agencies, and 4 were others (death or dismissals).

The prediction for 2015 is still an overall separation rate of around 8%; the primary driver will continue to be retirements.

There was a 1.3% gain in the hours over the cap and a 3.8% gain in the number of employees over the cap. This is normal for the 1st quarter and will see drops in the remaining three quarters. State Fund will also allow supervisors and managers to cash out up to 40 hours of leave in June; this will result in an additional reduction of hours in the 2nd quarter.

VII. RECOMMENDATION: Information only

VIII. PRESENTATION EXHIBITS: Enclosed

IX. APPENDIX: Not applicable

Staffing Update

Board of Directors – Open Agenda Item 4

May 21, 2015

**Andreas Acker – Executive Vice President and
Chief Administrative Officer**

Workforce Update

State Fund Staffing Summary Report

As of March 31, 2015

	12/31/2007	12/31/2008	12/31/2009	12/31/2010	12/31/2011	12/31/2012	12/31/2013	12/31/2014	3/31/2015
Permanent Employees <i>(head count)</i>	8,257	7,909	7,660	7,305	5,665	4,589	4,326	4,066	4,111
Available Employees	8,051	7,687	7,460	7,096	5,497	4,469	4,190	3,935	3,983
Employees on Extended Leaves	207	222	200	209	168	120	136	131	128
Non-Permanent Employees	286	258	53	16	3	17	146	109	107
New hires (YTD)	273	240	109	23	15	43	95	92	129*
Promotions (YTD)	476	475	385	298	144	286	490	416	83
Separations (YTD)	861	522	340	398	1,638	1,118	372	365	53

*Includes 127 New Hires and 2 Mandatory Reinstatement

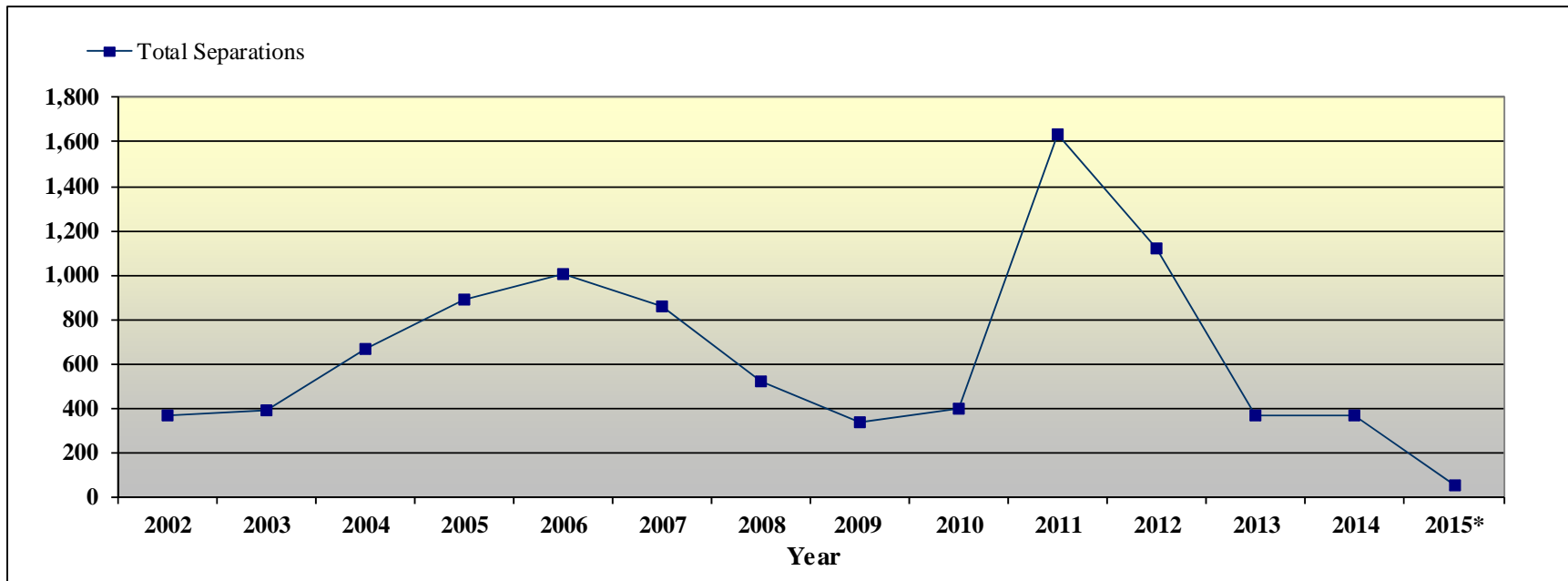
Workforce Update

Turnover Rate: 2002-2015
As of March 31, 2015

Year	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015*
Total Separations	368	391	664	893	1,004	861	522	340	398	1,638	1,118	372	365	53
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%	5.2%

*Totals 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

March 31, 2015

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>	136,101	682	200	\$ 5,672,418

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>	66,478	412	161	\$ 2,613,580

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>	69,623	270	258	\$ 3,058,838

Historical Summary

March 31, 2015

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	136,101	1.3%	682	3.8%

Age and Years of Service of State Fund Employees

as of December 31, 2014

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	4	2									6	0.15%
25-29	12	21	10	2							45	1.11%
30-34	9	21	70	45	1						146	3.59%
35-39	9	10	97	224	16	1					357	8.77%
40-44	6	17	72	272	56	64	5				492	12.09%
45-49	7	12	82	230	67	235	121	3			757	18.59%
50-54	4	10	62	226	63	247	276	47	7		942	23.14%
55-59	3	5	76	218	41	167	157	53	29		749	18.40%
60-64		2	62	152	32	79	76	20	3	3	429	10.54%
65-69	1	1	18	55	9	21	13	2	1	1	122	3.00%
70 or Older			6	12	2	6					26	0.64%
Grand Total	55	101	555	1436	287	820	648	125	40	4	4071	100%
Percentage of Enterprise	1.35%	2.48%	13.63%	35.27%	7.05%	20.14%	15.92%	3.07%	0.98%	0.10%	100%	

631 Employees are over 55 and have 20 or more Years of Service	15.50%
1,152 Employees are over 55 and have 10 or more Years of Service	28.30%