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Date: May 13, 2016

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 2016 with 4,419 employees, 50 separations, 104 new hires, and 50 promotions.

Of the 50 separations, 20 or 40% were due to retirements. Of the remaining separations, 13 were resignations, 11 were transfers to other agencies, and 6 were others (death or dismissals).

The overall separation rate for the first quarter of 2016 was 4.6%; the primary driver was retirements.

VII. RECOMMENDATION: Information only

VIII. PRESENTATION EXHIBITS: enclosed

IX. APPENDIX: not applicable

Staffing Update

Board of Directors – Open Agenda Item 4

May 26, 2016

Andreas Acker – Executive Vice President and Chief Administrative Officer

Workforce Update

State Fund Staffing Summary Report

As of March 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	3/31/2016
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Permanent Employees <i>(head count)</i>	8,257	7,909	7,660	7,305	5,665	4,589	4,326	4,066	4,350	4,419
Available Employees	8,051	7,687	7,460	7,096	5,497	4,469	4,190	3,935	4,249	4,311
Employees on Extended Leaves	207	222	200	209	168	120	136	131	101	108
Non-Permanent Employees	286	258	53	16	3	17	146	109	129	105

New hires (YTD)	273	240	109	23	15	43	95	92	567	104*
Promotions (YTD)	476	475	385	298	144	286	490	416	1,306	50
Separations (YTD)	861	522	340	398	1,638	1,118	372	365	323	50

*Includes 103 New Hires and 1 Mandatory Reinstatement

Workforce Update

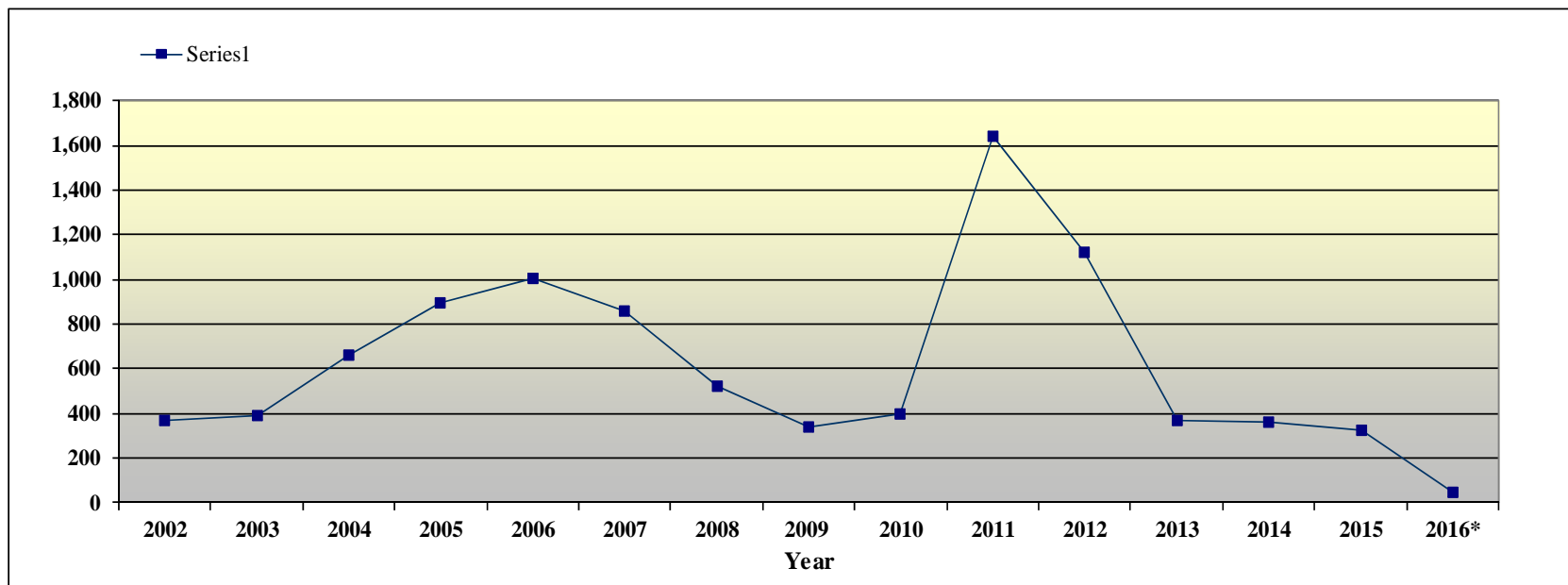
Turnover Rate: 2002-2015

As of March 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	50
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%	4.6%

*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, 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>	132,202	673	196	\$ 5,827,815

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>	66,015	404	163	\$ 2,728,738

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>	66,187	269	246	\$ 3,099,077

Historical Summary

March 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	132,202	7.0%	673	15.8%

Age and State Service of State Fund Employees as of December 31, 2015

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	33	6									39	0.90%
25-29	79	38	9								126	2.90%
30-34	51	58	55	35	2						201	4.62%
35-39	44	37	76	229	32						418	9.61%
40-44	22	31	50	271	65	46	3				488	11.22%
45-49	24	30	53	244	98	163	114				726	16.69%
50-54	22	21	45	241	100	185	333	51	2		1000	22.99%
55-59	16	12	44	215	63	127	166	59	40	1	743	17.08%
60-64	1	4	39	168	40	73	93	24	6	3	451	10.37%
65-69	1	1	13	54	14	22	18	4	3	1	131	3.01%
70 or Older			4	10	6	5	2				27	0.62%
Grand Total	293	238	388	1467	420	621	729	138	51	5	4350	100%
Percentage of Enterprise	6.74%	5.47%	8.92%	33.72%	9.66%	14.28%	16.76%	3.17%	1.17%	0.11%	100%	

647 Employees are over 55 and have 20 or more Years of Service	14.87%
1,217 Employees are over 55 and have 10 or more Years of Service	27.98%