



333 Bush Street
 San Francisco, CA 94104
 (415) 263-5400
 www.statefundca.com

Date: September 12, 2014

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 permanent staffing levels continue to decline with 4,178 permanent employees at the end of July. 180 employees separated through July, which represented a 7.1% annualized separation rate. Retirements (83) and transfers to other agencies (53) accounted for over 70% of the separations. I project that we will end the year with a separation rate of between 7% - 8%, in line with 2013, where we had a separation rate of 8.1%.

There was a 5% reduction in both the hours and employees over the 640 cap. This was due to higher usage and the leave cash out authorized by the administration. We had 362 supervisors and managers cash out some 7,239 hours.

VII. RECOMMENDATION: Information only.

VIII. PRESENTATION EXHIBITS: enclosed

IX. APPENDIX: not applicable



Staffing Update

**Board of Directors – Open Agenda Item 4
September 23, 2014**

**Andreas Acker – Executive VP and Chief
Administrative Officer**

Workforce Update

State Fund Staffing Summary Report

As of July 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	7/31/2014
Permanent Employees (<i>head count</i>)	8,257	7,909	7,660	7,305	5,665	4,589	4,326	4,282	4,212	4,178
Available Employees	8,051	7,687	7,460	7,096	5,497	4,469	4,190	4,149	4,073	4,043
Employees on Extended Leaves	207	222	200	209	168	120	136	133	139	135
Non-Permanent Employees	286	258	53	16	3	17	146	88	86	102
New hires (YTD)	273	240	109	23	15	43	95	12	26	27*
Promotions (YTD)	476	475	385	298	144	286	490	61	152	219
Separations (YTD)	861	522	340	398	1,638	1,118	372	60	147	180

*Includes 26 New Hires and 1 Mandatory Reinstatement

Workforce Update

Turnover Rate: 2002-2014

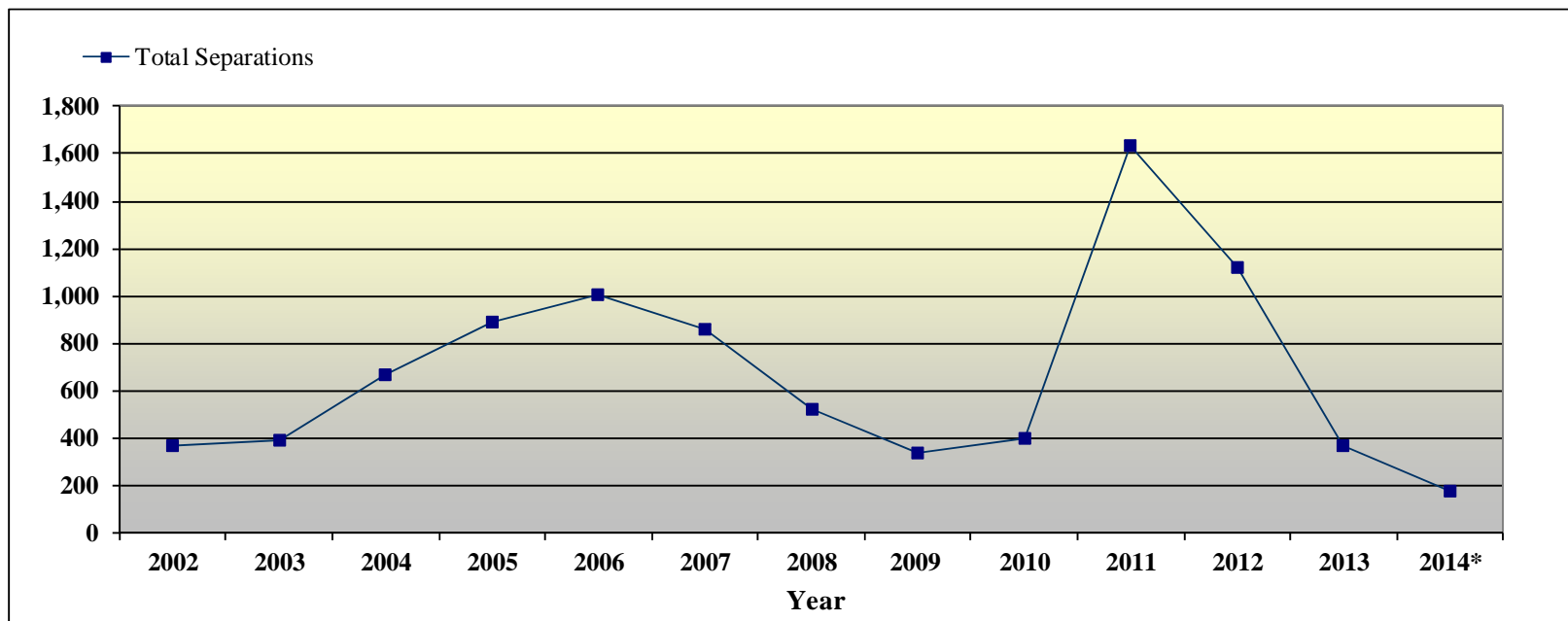
As of July 31, 2014



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	180
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%	7.1%

*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

July 30, 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>	150,292	721	208	\$ 6,132,103

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>	74,033	457	162	\$ 2,846,759

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>	76,259	264	289	\$ 3,285,344

Historical Summary

As of July 30, 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	150,292	-4.7%	721	-5.5%

Cash Out



Number of Employees	Cash Out Hours	Cash Out Amount
362	7239.67	\$ 276,183.36