



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

Date: November 4, 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 of Directors in a variety of Human Resources areas.

VI. ANALYSIS:

State Fund had 4,351 employees, 214 separations, 197 new hires, and 322 promotions at the end of September 30, 2016.

Of the 214 separations, 94 or 43.9% were due to retirements. Of the remaining separations, 59 were resignations, 35 were transfers to other agencies, and 26 were others (death or dismissal).

The overall separation rate through September 30, 2016 was 6.6%; 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

November 17, 2016

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

Workforce Update

State Fund Staffing Summary Report

As of September 30, 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	6/30/2016	9/30/2016
Permanent Employees <i>(head count)</i>	8,257	7,909	7,660	7,305	5,665	4,589	4,326	4,066	4,350	4,419	4,384	4,351
Available Employees	8,051	7,687	7,460	7,096	5,497	4,469	4,190	3,935	4,249	4,311	4,274	4,236
Employees on Extended Leaves	207	222	200	209	168	120	136	131	101	108	110	115
Non-Permanent Employees	286	258	53	16	3	17	146	109	129	105	49	49
New hires (YTD)	273	240	109	23	15	43	95	92	567	104	147*	197*
Promotions (YTD)	476	475	385	298	144	286	490	416	1,306	50	173	322
Separations (YTD)	861	522	340	398	1,638	1,118	372	365	323	50	132	214

*includes 195 New Hires and 2 Mandatory Reinstatements

Workforce Update

Turnover Rate: 2002-2016

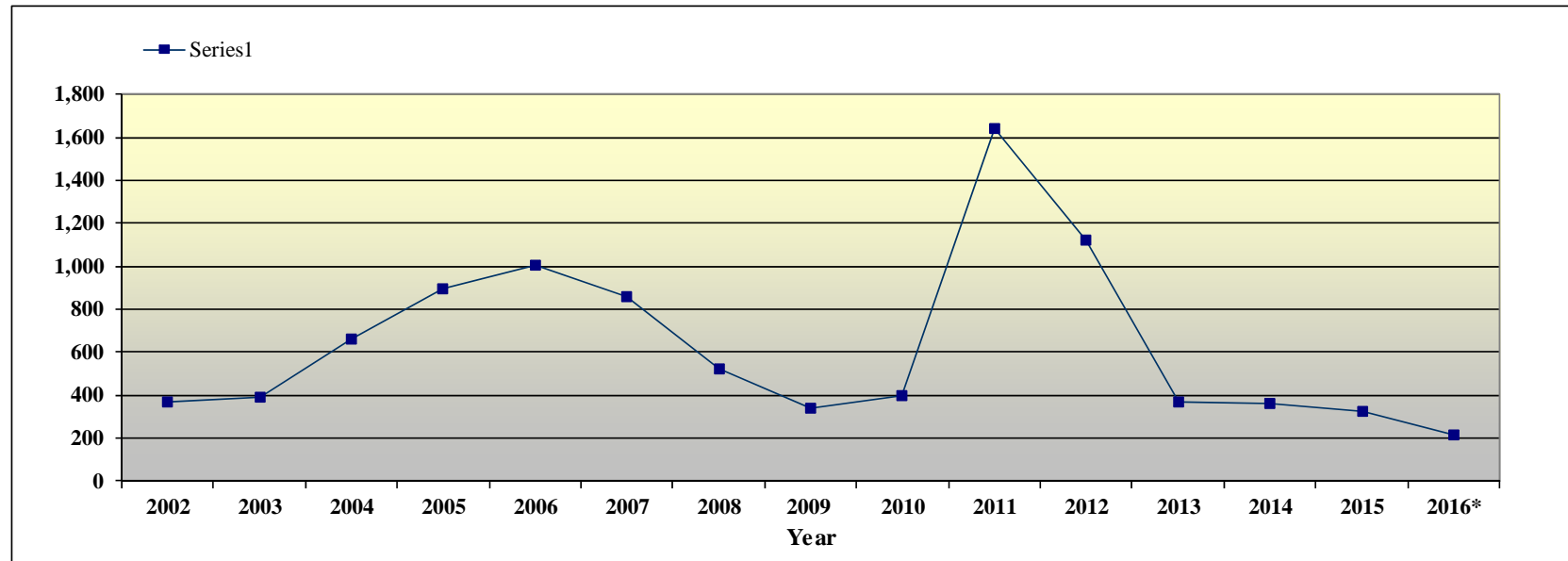
As of September 30, 2016

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	214
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%	6.6%

*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

September 30, 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>	122,964	606	203	\$ 5,490,429

Over the 640 Cap for *Frontline Contributors*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
<i>Total</i>	65,826	387	170	\$ 2,761,212

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>	57,138	219	261	\$ 2,729,217

Historical Summary

September 30, 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	122,964	-0.5%	606	4.3%