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Date: May 16, 2024

TO: MEMBERS, BOARD OF DIRECTORS

I. AGENDA ITEM # AND TITLE:	Open Agenda Item 5 – 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:

There were 43 separations representing an overall separation rate of 4.4%.

Of the 43 separations there were:

- 16 resignations or State Fund employees transferring to other state agencies
- 14 retirements
- 13 separations were the result of dismissals, rejections, disability retirements or death

Over 640 Summary:

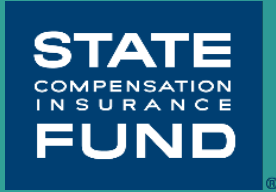
The number of individuals over 640 increased from 337 employees to 494 between Q4 2023 to Q1 2024, and the average over the cap hours per employee decreased from 147 to 138.

- This is a normal trend and consistent with recent years showing increases in the 1st quarter and decreases in later quarters of each year.
- We would expect the numbers to go down as people take time off during warmer weather and during the end of year holidays.
- Additionally, as of 1/1/2024, 32 employees in BU02 reverted back from the 832 cap to the 640 cap group, which is reflected in the Q1 2024 data.
- The average over cap hours per employee decreased despite the BU02 reversion to a 640 cap.

VII. RECOMMENDATION: Information only.

VIII. PRESENTATION EXHIBITS: Enclosed.

IX. APPENDIX: Not applicable.



Staffing Update

Board of Directors – Open Agenda Item 5

May 30, 2024

Andreas Acker, Executive Vice President and Chief Administrative Officer

State Fund Staffing Summary Report as of March 31, 2024

	12/31/2010	12/31/2015	12/31/2020	12/31/2021	12/31/2022	12/31/2023	3/31/2024 YTD
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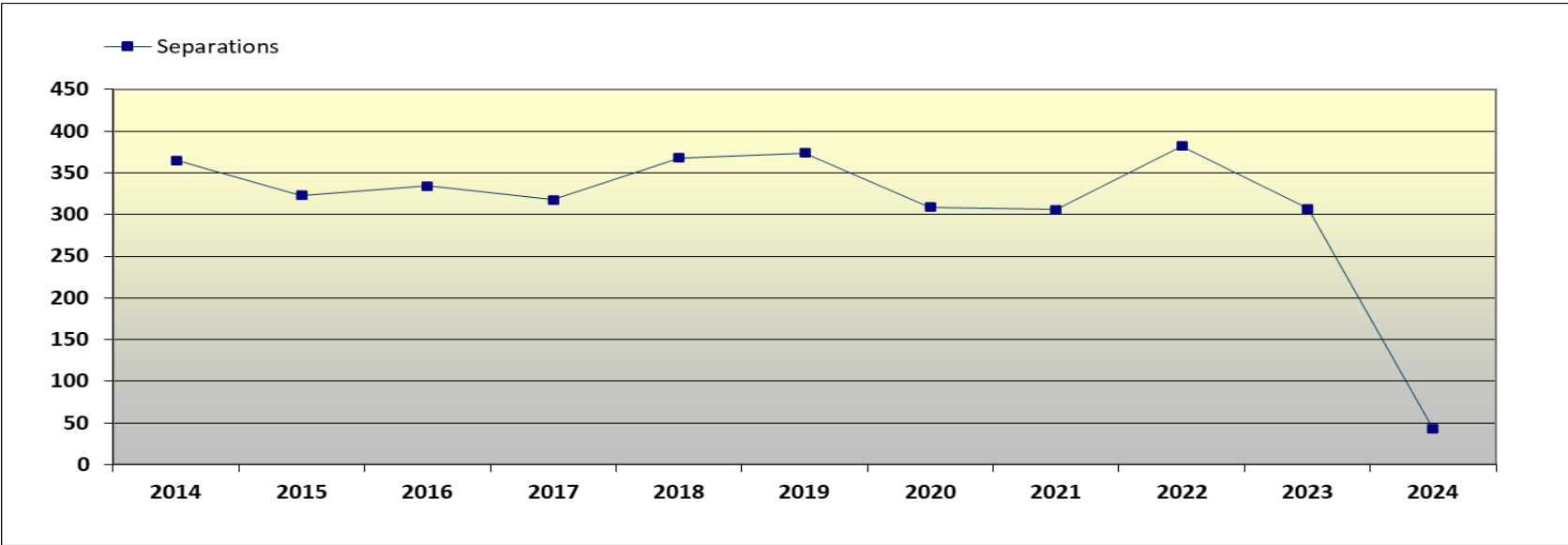
Permanent Employees <i>(head count)</i>	7,305	4,350	4,045	3,977	3,824	3,887	3,918
Available Employees	7,096	4,249	3,979	3,910	3,750	3,836	3,869
Employees on Extended Leave	209	101	66	67	74	51	49
Non-Permanent Employees	16	129	78	54	74	85	86

New hires (YTD)	23	567	144	231	223	360	76
Promotions (YTD)	298	1,306	412	362	342	350	65
Separations (YTD)	398	323	309	306	382	307	43

Workforce Update – Turnover Rate: 2014-2024 as of March 31, 2024

Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Total Separations	365	323	334	318	368	374	309	306	382	307	43
Total Employees Beginning of Year*	4,326	4,066	4,350	4,299	4,275	4,248	4,208	4,045	3,977	3,824	3,887
Overall Turnover Rate	8.4%	7.9%	7.7%	7.4%	8.6%	8.8%	7.3%	7.6%	9.6%	8.0%	4.4%

* Total is calculated annually and as of the start of the year.



Historical Summary as of March 31, 2024

Leave Over the 640 Cap - Historical Summary

Year	Hours Over Cap	(Hours) Change in %	Avg Hours Over Cap/EE	(Hours) Change in %	Employees Over Cap	(Head Count) Change in %
2007	318,119	-	383		831	-
2008	258,237	-18.8%	345	-9.8%	748	-10.0%
2009	277,956	7.6%	325	-5.9%	856	14.4%
2010	231,184	-16.8%	286	-11.9%	808	-5.6%
2011	199,024	-13.9%	262	-8.5%	760	-5.9%
2012	183,769	-7.7%	227	-13.2%	808	6.3%
2013	157,665	-14.2%	207	-9.1%	763	-5.6%
2014	134,354	-14.8%	204	-1.0%	657	-13.9%
2015	123,597	-8.0%	213	4.0%	581	-11.6%
2016	118,365	-4.2%	209	-1.9%	567	-2.4%
2017	85,777	-27.5%	216	3.5%	398	-29.8%
2018	65,701	-23.4%	201	-6.9%	327	-17.8%
2019	50,478	-23.2%	182	-9.3%	277	-15.3%
2020	61,771	22.4%	140	-23.3%	442	59.6%
2021	90,329	46.2%	151	8.3%	597	35.1%
2022	58,353	-35.4%	149	-1.6%	392	-34.3%
2023	49,551	-15.1%	147	-1.2%	337	-14.0%
2024	68,350	37.9%	138	-5.9%	494	46.6%

640 Hour Cap Summary as of March 31, 2024

Annual Leave & Vacation over the 640 Cap for All Employees

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
Total	68,350	494	138	\$ 4,364,935

Over the 640 Cap for *Frontline Contributors*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
Total	32,913	310	106	1,955,683

Over the 640 Cap for *Exempt, CEA, Managers and Supervisors*

LEAVE TYPE:	Hours Over Cap	# of EE's	Average Hours Over Cap	Liability Amount
Total	35,437	184	193	\$ 2,409,252

Questions

