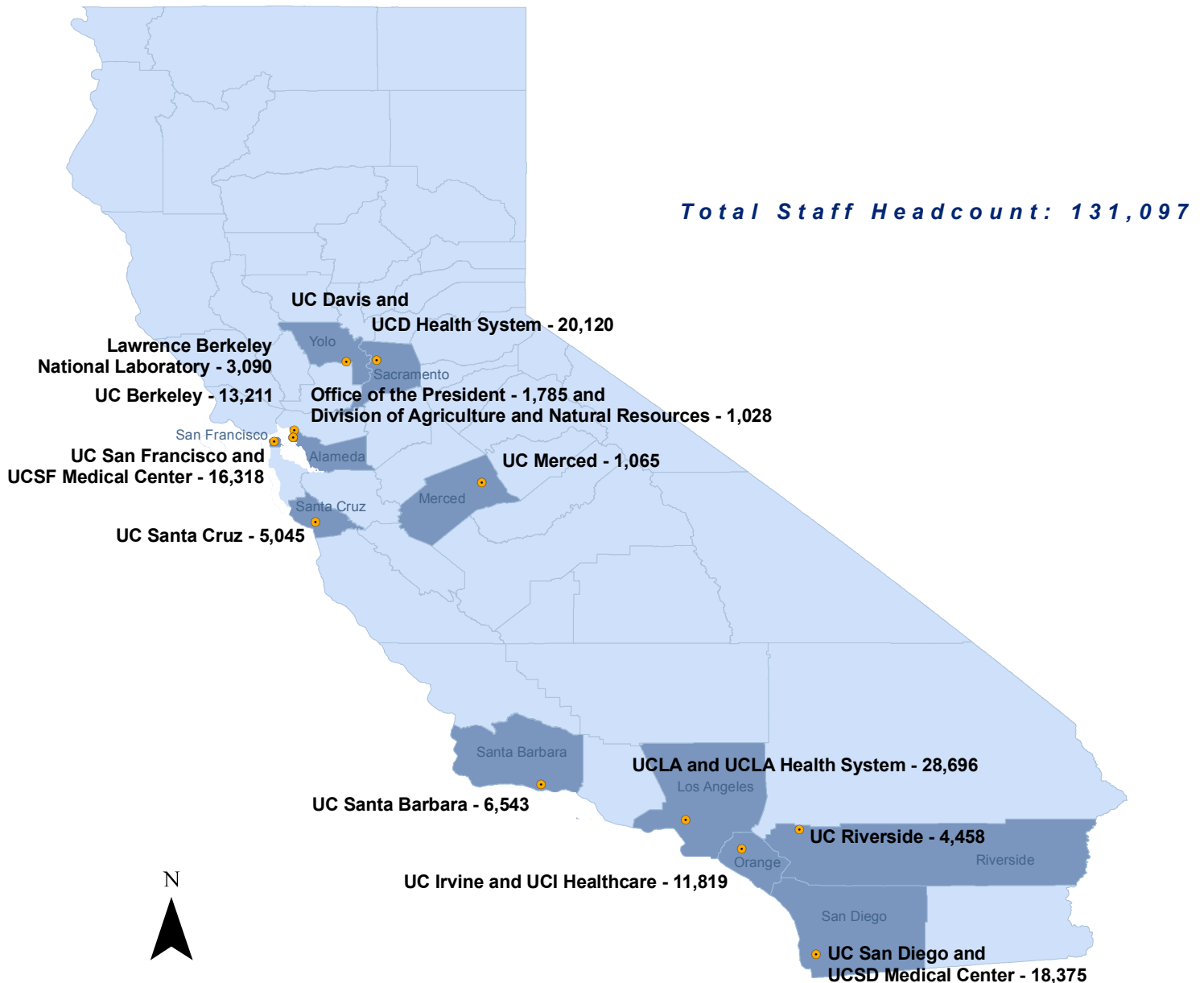


University of California Staff Workforce Profile 2008

Statistics and Characteristics of the Staff Workforce of the University of California System
(Including Students Working in Staff Titles)



This Staff Workforce Profile includes employees in executive, management, clerical/administrative, clinical, technical, maintenance, and other staff titles. It excludes academic appointees such as faculty, researchers, graduate student appointees, and postdoctoral scholars.

PART I: STAFF WORKFORCE PROFILE

University of California Statistical Snapshot of Staff Workforce¹ October 2008

Headcount and FTE

	Headcount ²	FTE
Professional and Support Staff (PSS).....	119,482.....	86,617
• <i>Students Working in Staff Titles</i>	28,792.....	6,848
• <i>Other Staff</i>	90,690.....	79,769
Management and Senior Professionals (MSP).....	8,686.....	7,937
Senior Management Group (SMG).....	295.....	293
➤ Staff Workforce Excluding Lawrence Berkeley National Laboratory (LBNL) ³	128,463.....	94,847
➤ LBNL Staff Workforce ⁴	2,634.....	2,448
➤ UC Staff Workforce, including LBNL	131,097	97,295

Selected Staff Workforce Characteristics (Excluding LBNL)

Minority Representation, Career Staff49%

Gender Representation, Career Staff

- Female65%
- Male.....35%

Average Age

- All Staff⁵ 38 years old
- Career Staff..... 43 years old

Average Length of Service from Date of Most Recent Hire

- All Staff⁵ 6 years
- Career Staff..... 8 years

Percentage of Staff Exclusively Represented by Unions

- All Staff44%
- Career Staff.....57%

¹ This Staff Workforce Profile includes employees in executive, management, clerical/administrative, clinical, technical, maintenance, and other staff titles. It excludes academic appointees such as faculty, researchers, graduate student appointees, and postdoctoral scholars.

² In the case of multiple appointments employees are reported in their primary appointment only. Payroll records showing invalid title codes are excluded

³ Lawrence Berkeley National Laboratory (LBNL), managed by the University of California for the U.S. Department of Energy, maintains a separate payroll system and defines employee categories differently from other UC locations. Therefore, only headcount and FTE are included in this report, but not demographic data and other details of the composition of LBNL staff.

⁴ LBNL Staff Workforce includes Career, Term Appointment, Limited, Rehired Retirees and Visiting Researchers. Excludes Faculty, Post Docs, Visiting Post Docs, Graduate Student Research Associates and Student Assistants

⁵ "All Staff" includes students working in staff titles

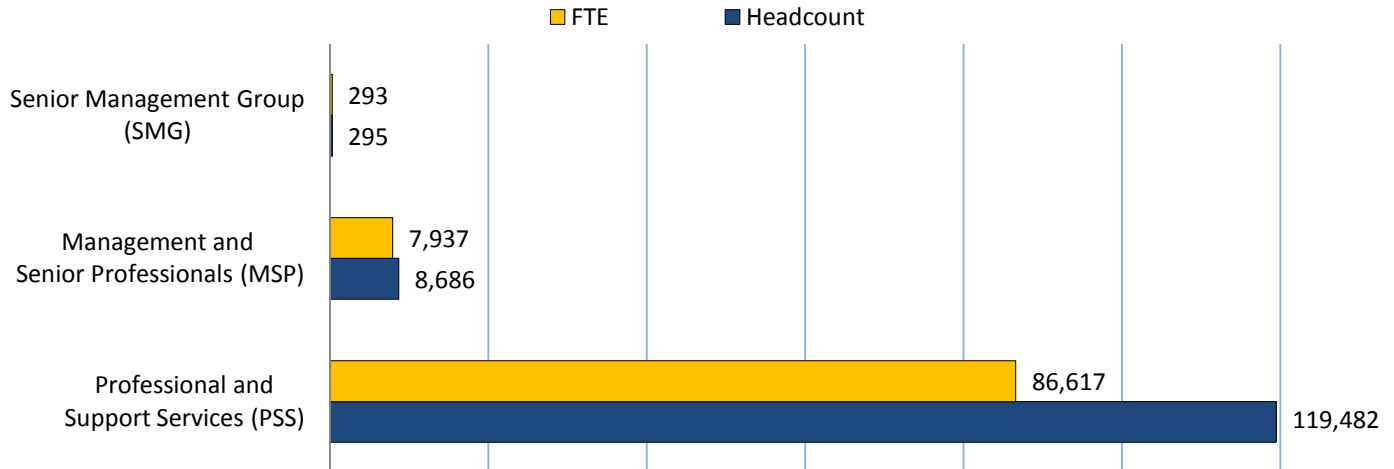
Staff Workforce Headcount and Full-Time Equivalents (FTE)

October 2008

All Appointment Types, Including Students Working in Staff Titles

Total Headcount = 128,463

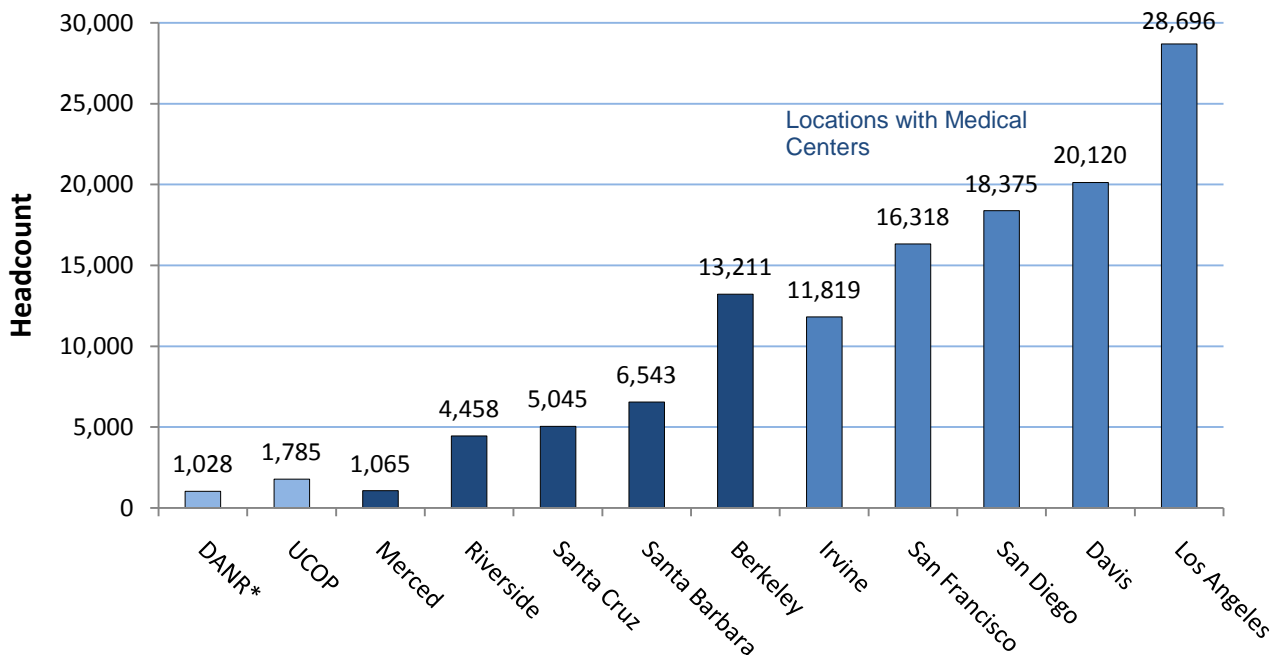
Total FTE = 94,847



Staff Workforce Headcount by Location

October 2008

All Appointment Types, Including Students Working in Staff Titles

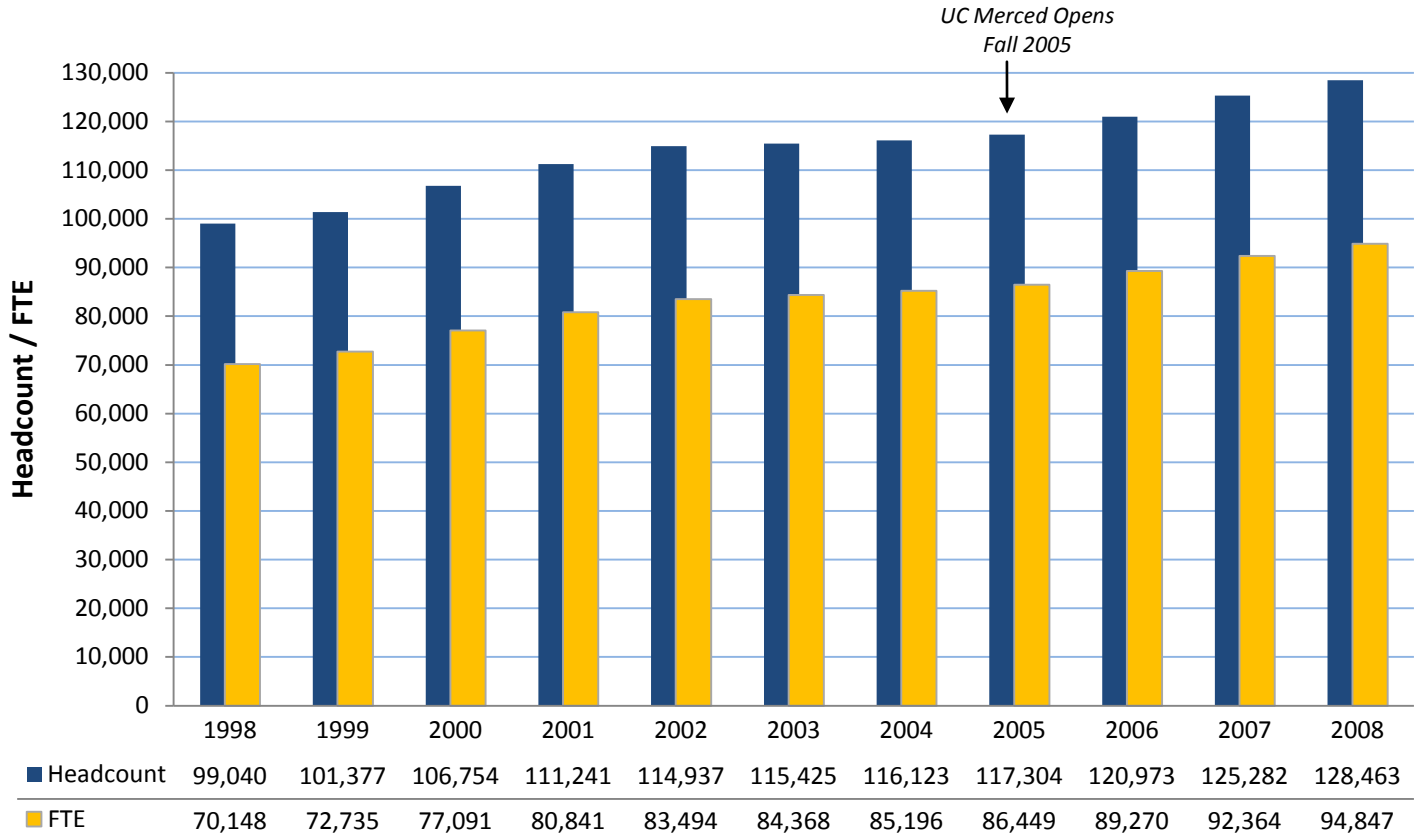


* Department of Agriculture and Natural Resources (DANR) staff work both at the Oakland offices of the UC Office of the President and at Agricultural Experiment Stations around the state.

Staff Headcount and Full-Time Equivalents (FTE)

1998 - 2008

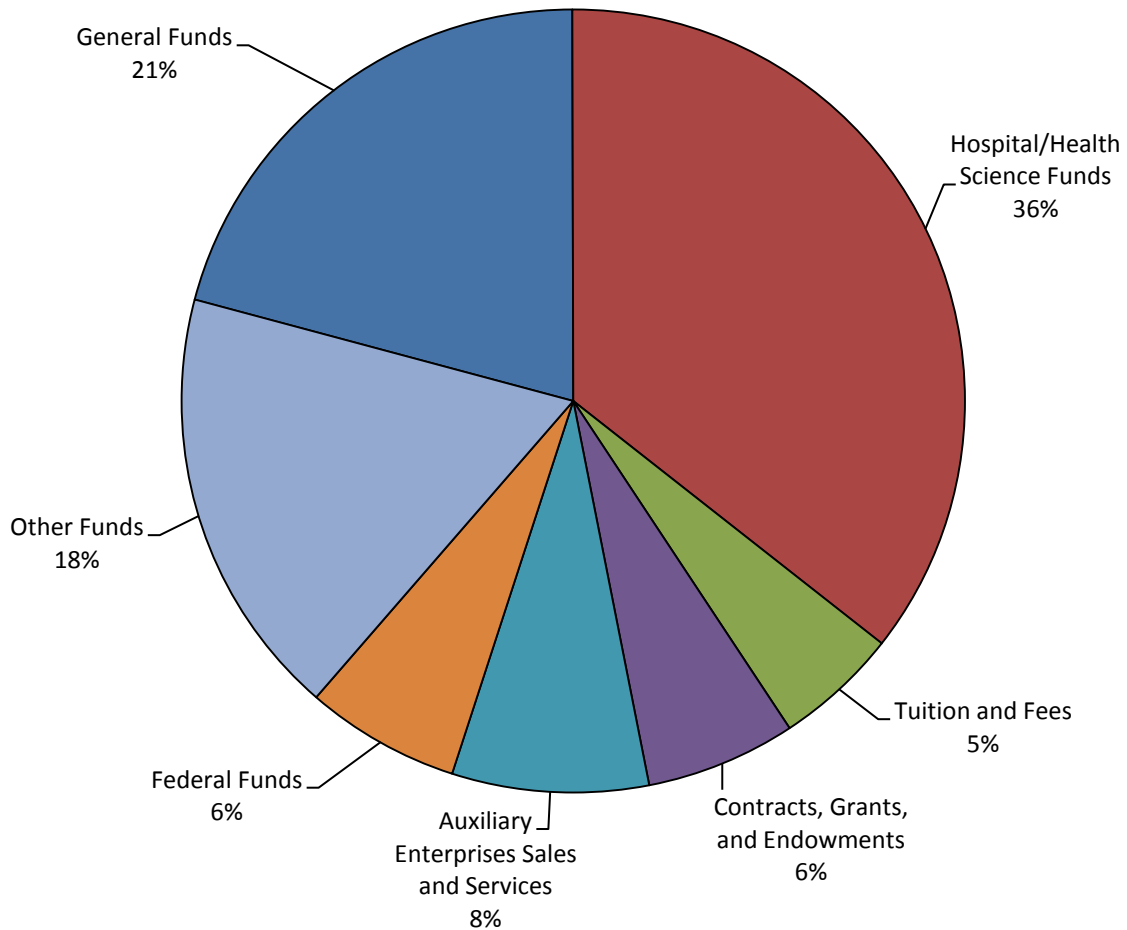
All Appointment Types, Including Students Working in Staff Titles



Percentage of Staff Full-Time Equivalents by Fund Source

October 2008

All Appointment Types, Including Students Working in Staff Titles

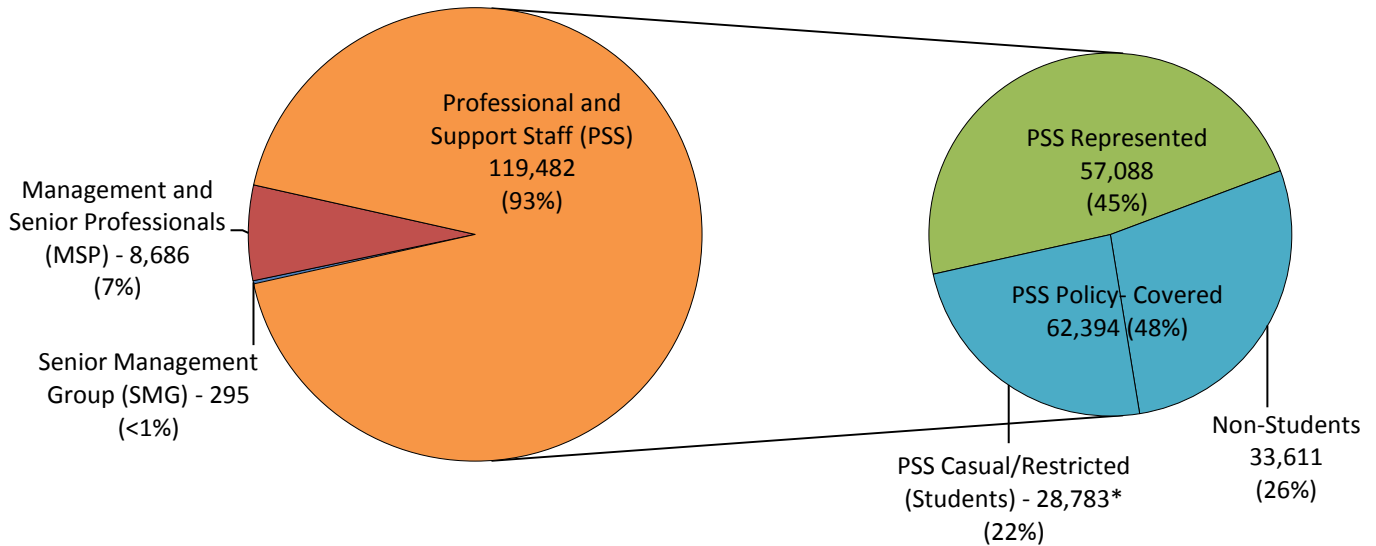


Staff Headcount by Personnel Program

October 2008

All Appointment Types, Including Students Working in Staff Titles

Total Headcount = 128,463



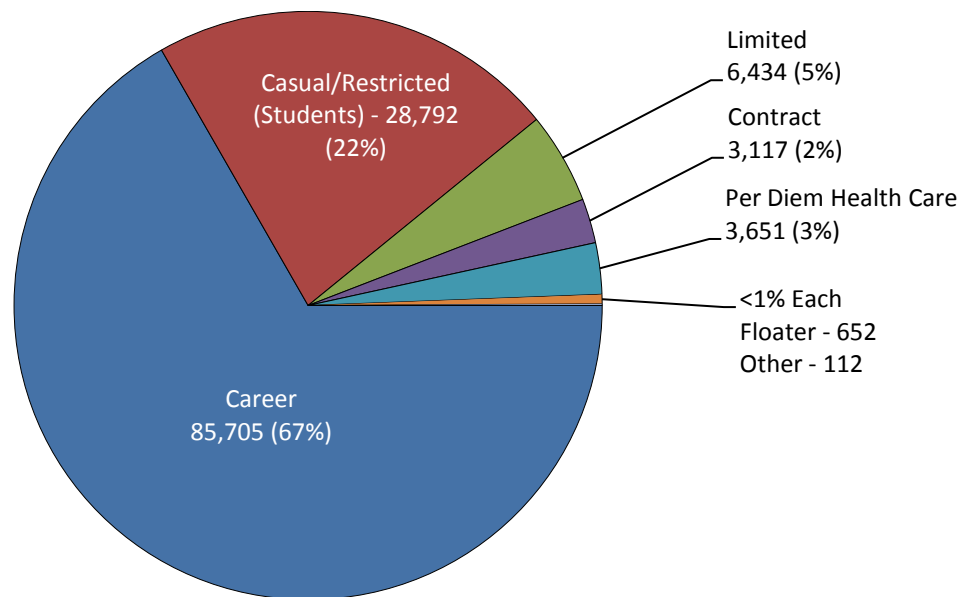
* An additional 9 Casual/Restricted staff employees were reported in other personnel programs

Staff Headcount by Appointment Type

October 2008

All Personnel Programs

Total Headcount = 128,463

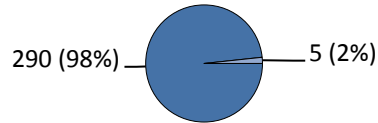


Staff Headcount by Personnel Program and Appointment Type

October 2008

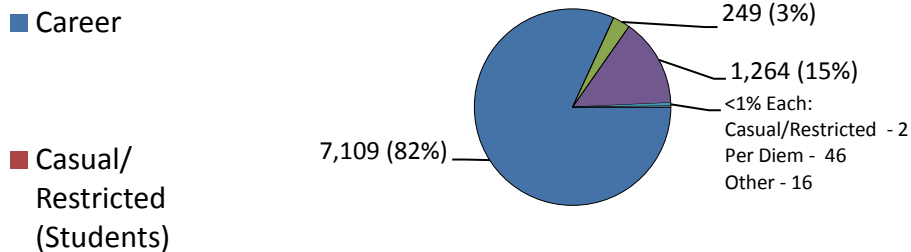
Senior Management Group (SMG)

Headcount = 295



Management and Senior Professionals (MSP)

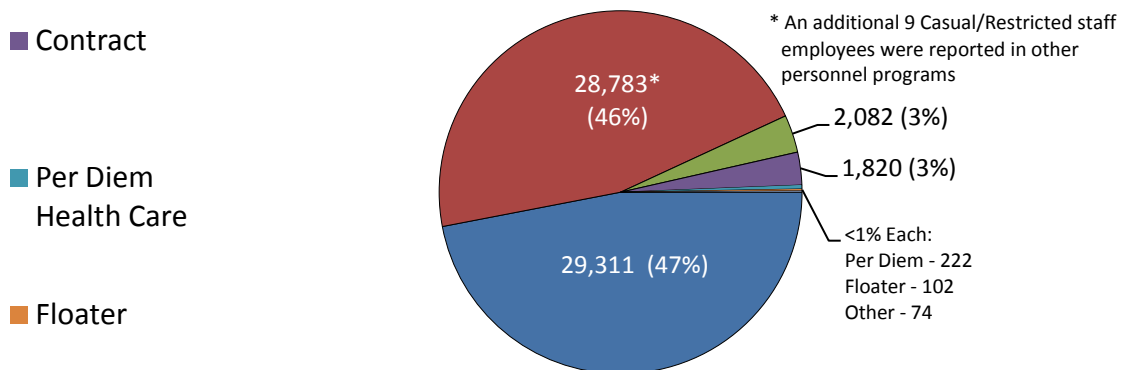
Headcount = 8,686



Professional and Support Staff (PSS) Policy-Covered

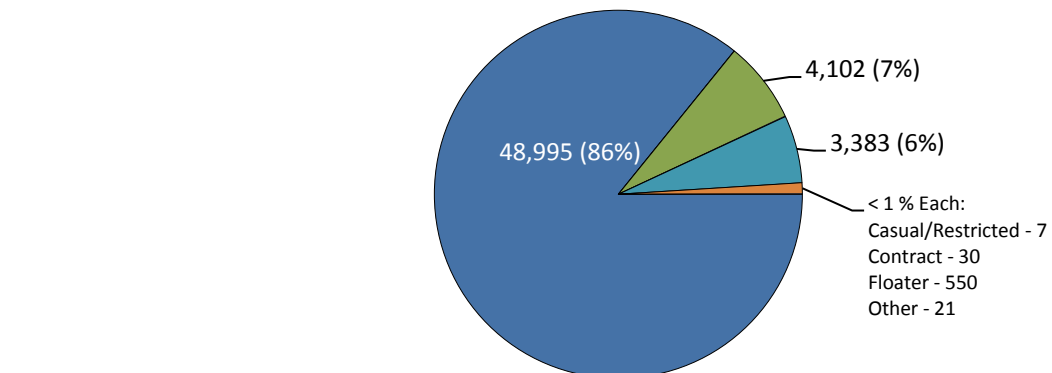
Headcount = 62,394

Non-Students = 33,611



PSS Exclusively Represented

Headcount = 57,088

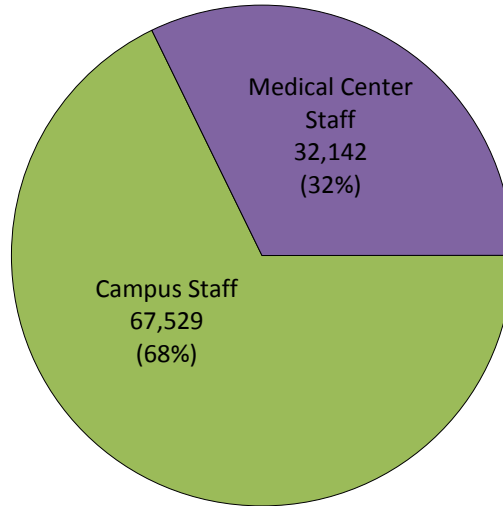


Distribution of Staff by Campuses and Medical Centers

October 2008

Excluding Students Working in Staff Titles

Headcount = 99,671

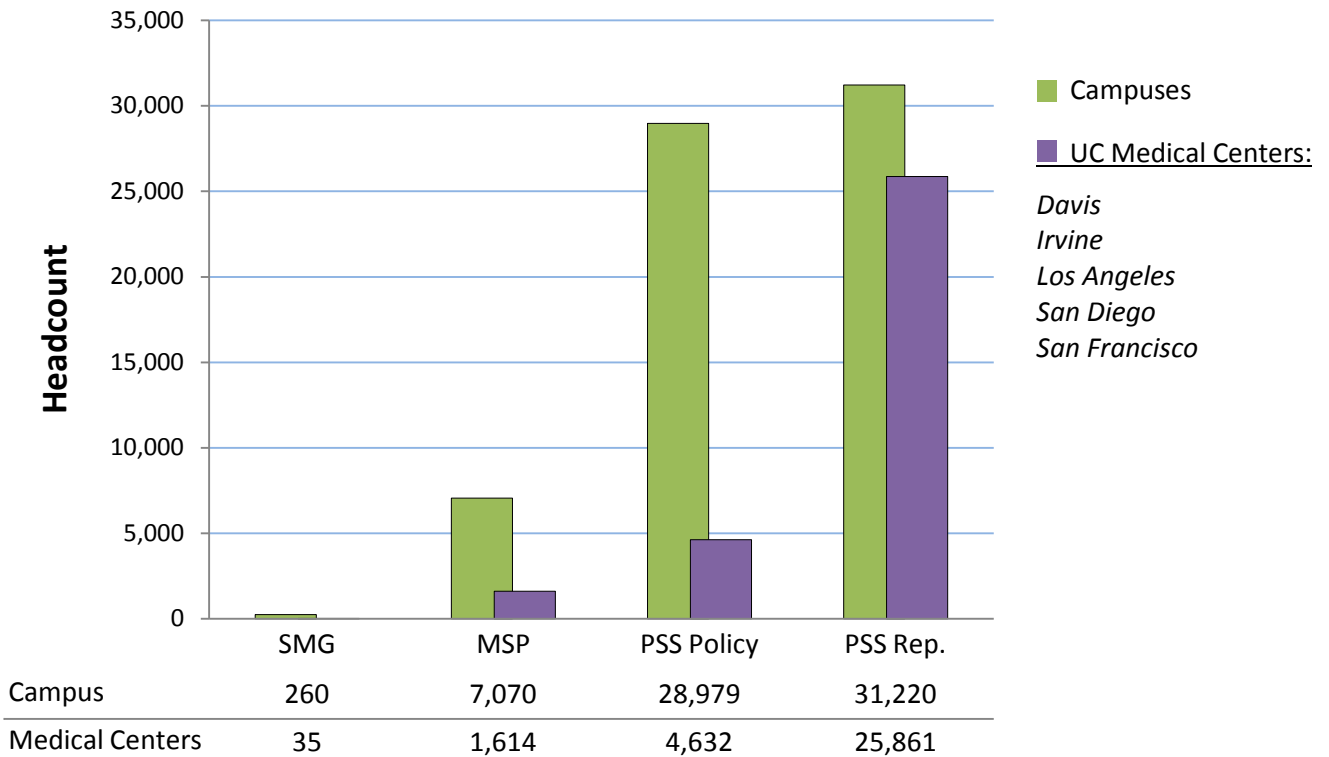


Campus and Medical Center Staff by Personnel Program

October 2008

Excluding Students Working in Staff Titles

Headcount = 99,671

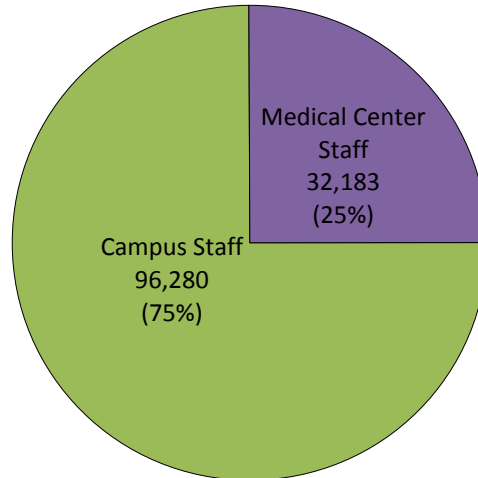


Distribution of Staff by Campuses and Medical Centers

October 2008

Including Students Working in Staff Titles

Headcount = 128,463

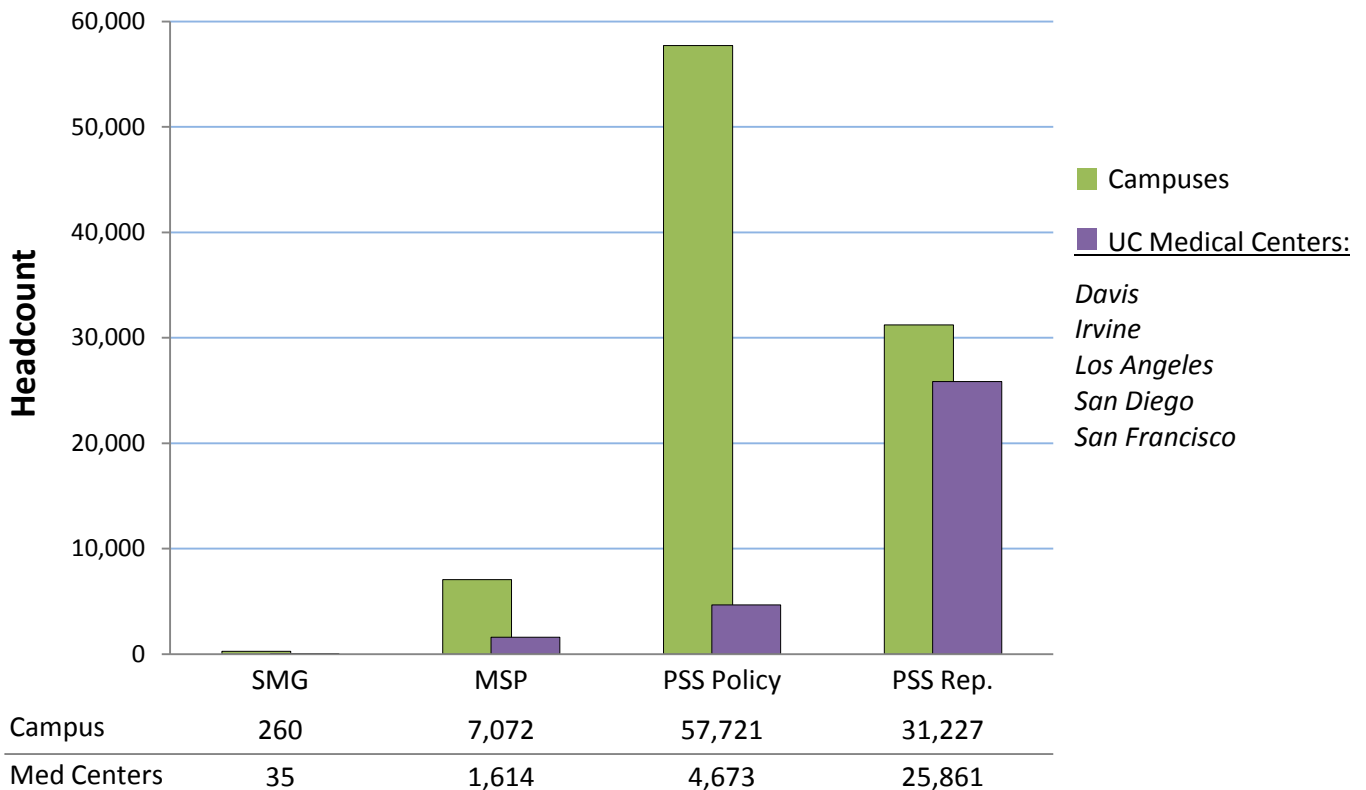


Campus and Medical Center Staff by Personnel Program

October 2008

Including Students Working in Staff Titles

Headcount = 128,463



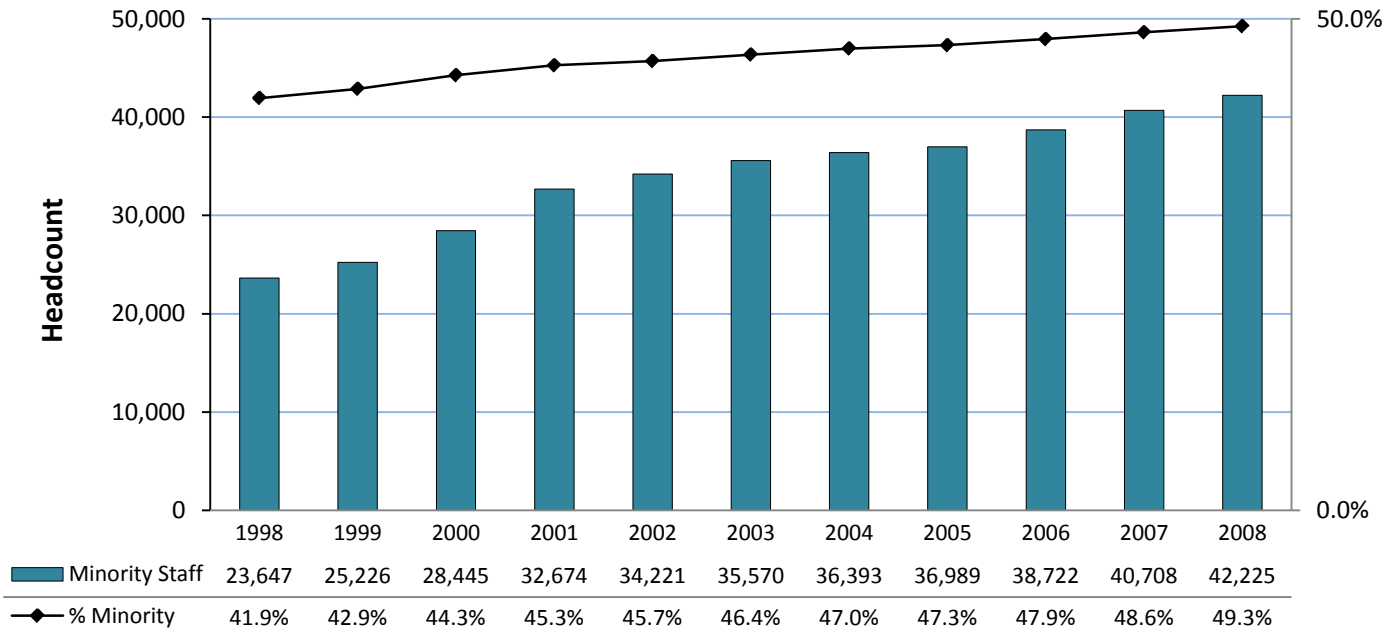
Minority Representation*

1998-2008

Career Staff Appointments Only

All Personnel Programs

Career Staff Headcount = 85,705



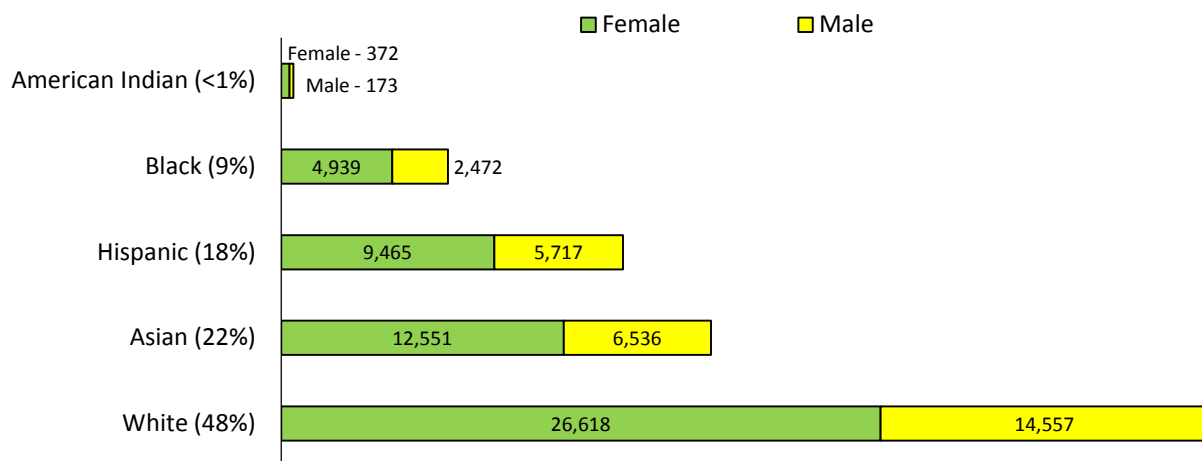
Composition of Staff by Race/Ethnicity* and Gender

October 2008

Career Staff Appointments Only

All Personnel Programs

Career Staff Headcount = 85,705

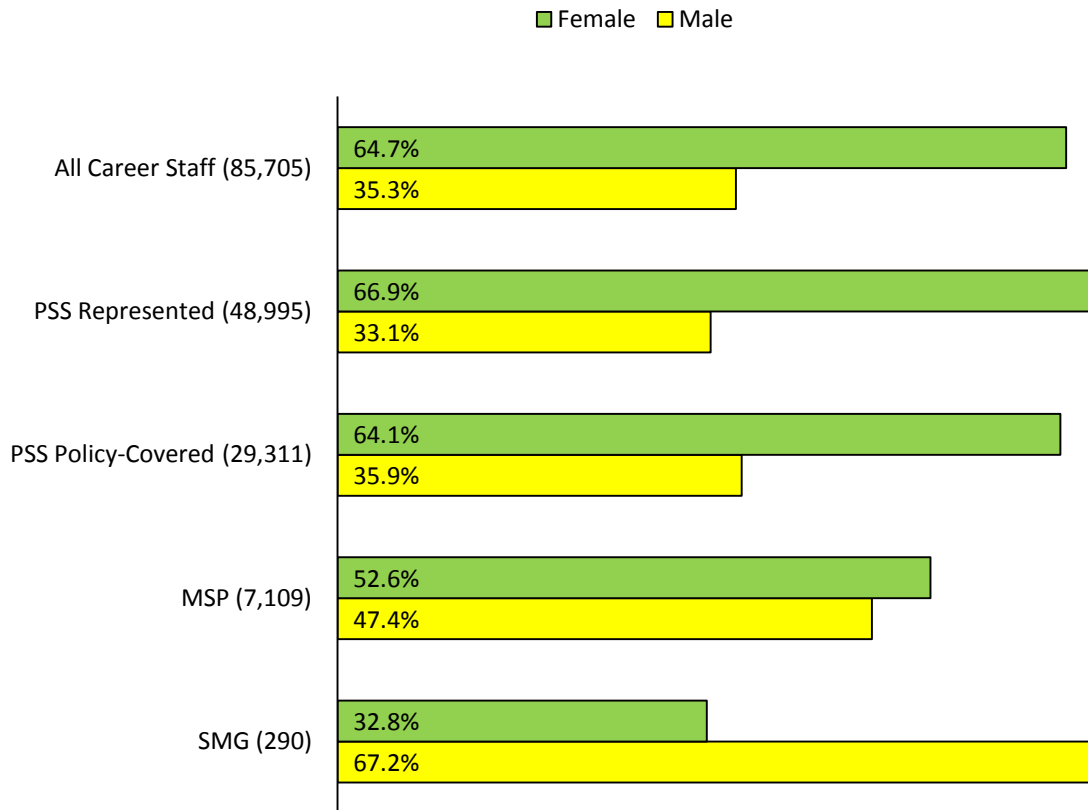


* Staff with Unknown Race/Ethnicity (approximately 3% of the October 2008 staff workforce) are not included.

Career Staff by Personnel Program and Gender

October 2008

Career Staff Headcount = 85,705



Age Distribution of Career and Non-Career Staff

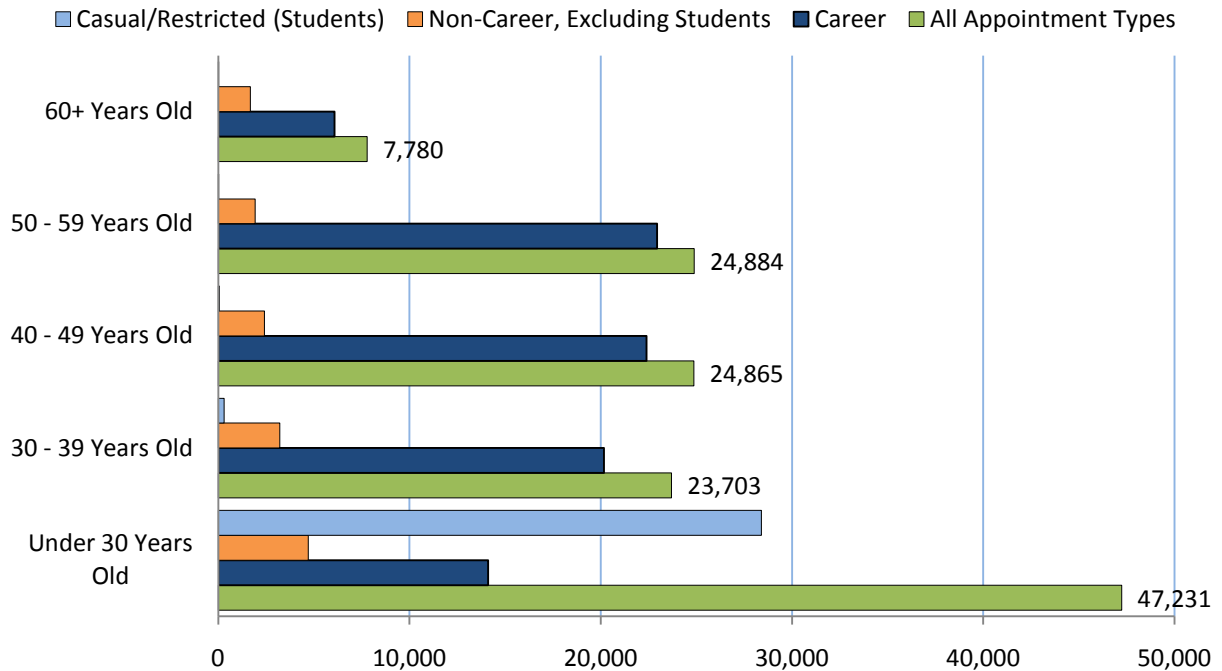
October 2008

Average Age:

All Staff Except Students: 42

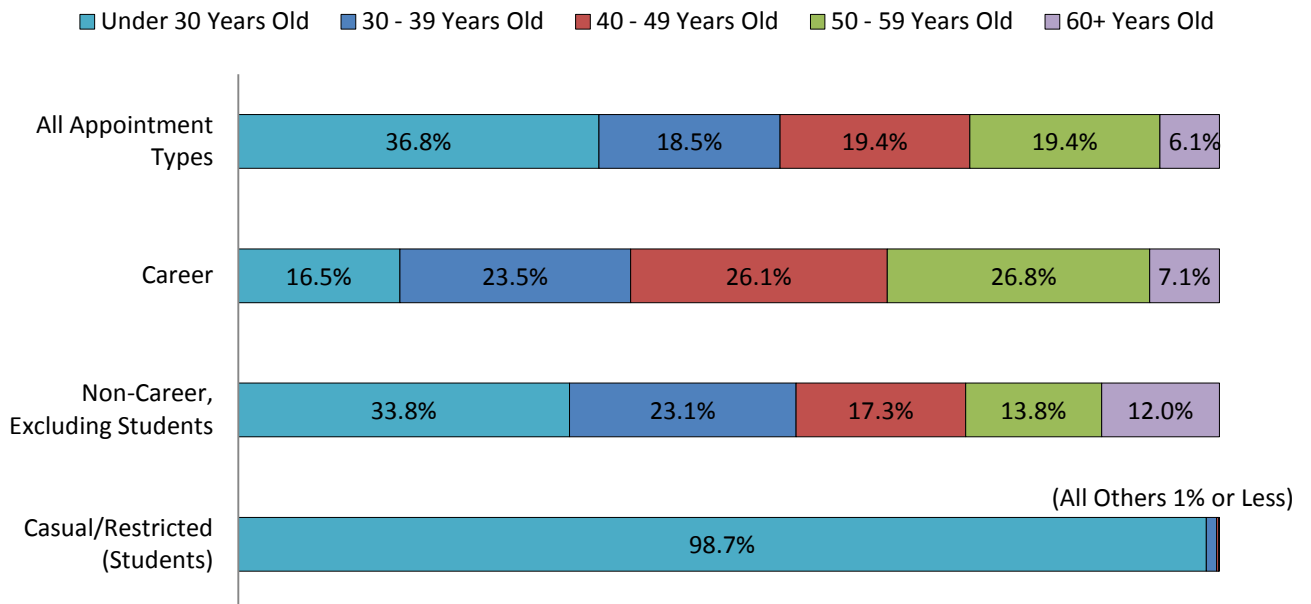
Career Staff: 43

Casual/Restricted (Students): 21



Age Distribution by Appointment Type: Percentage

October 2008



Career and Non-Career Staff by Length of Service

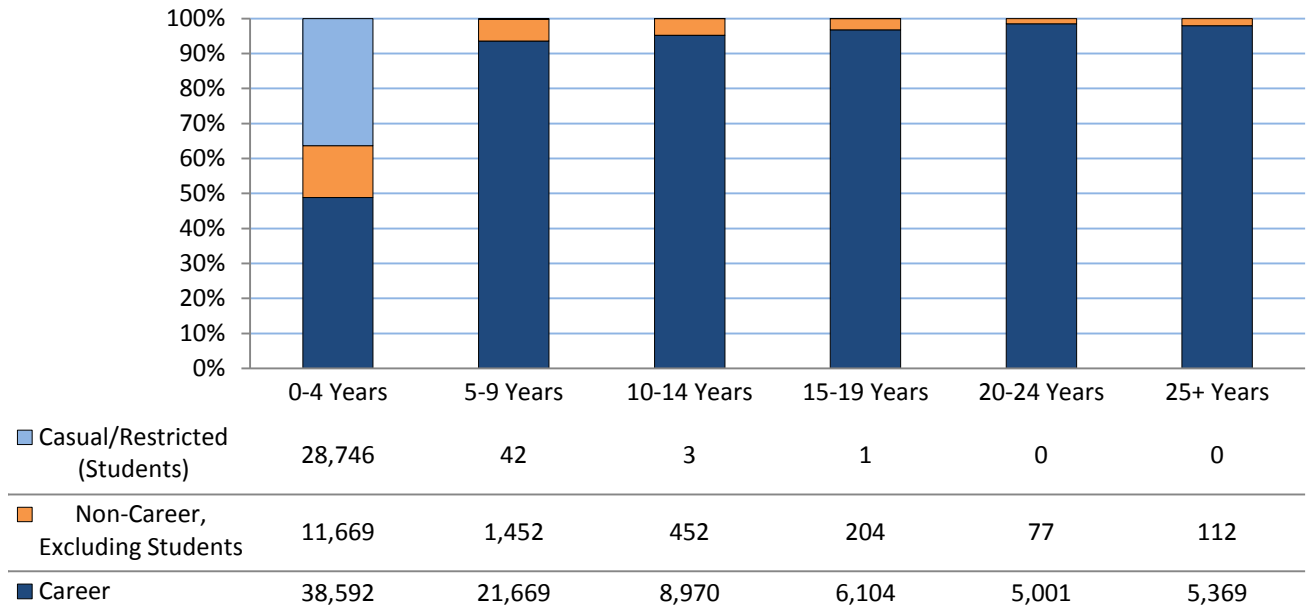
October 2008

Average Length of Service from Date of Most Recent Hire:

All Staff Except Students: 7 years

Career Staff: 8 years

Casual/Restricted (Students): 1 year



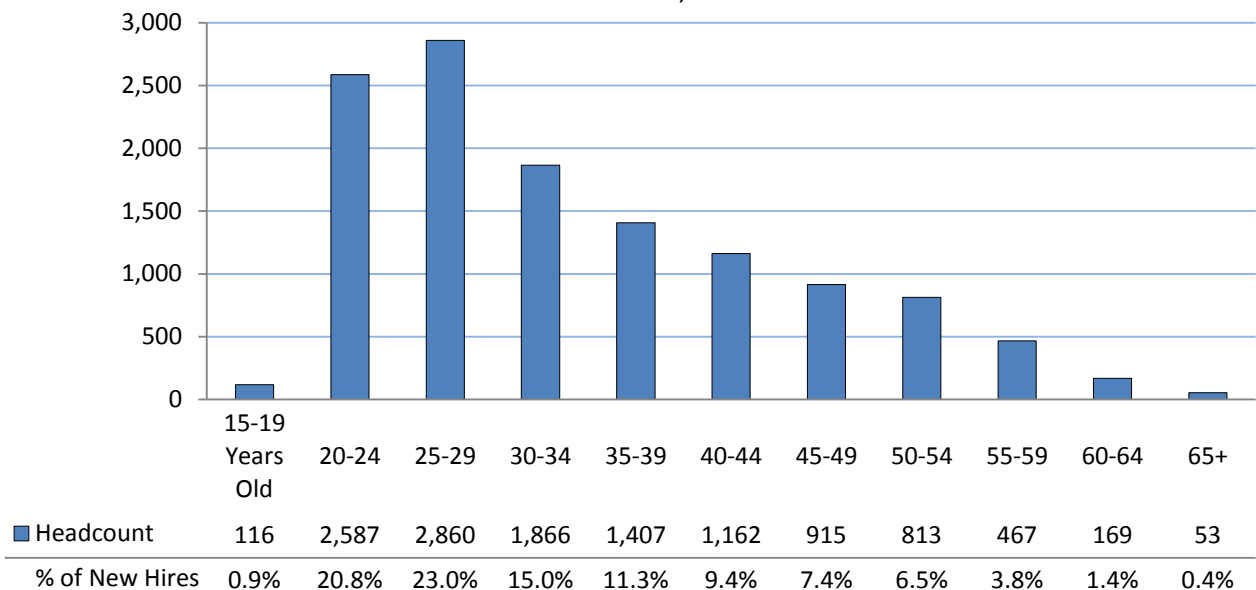
New Hires: Age at Date of Hire

Fiscal Year 2007-2008

Career Staff Appointments Only

All Personnel Programs

New Hires = 12,415



Policy-Covered and Union-Represented Staff

October 2008

Headcount and Percentage

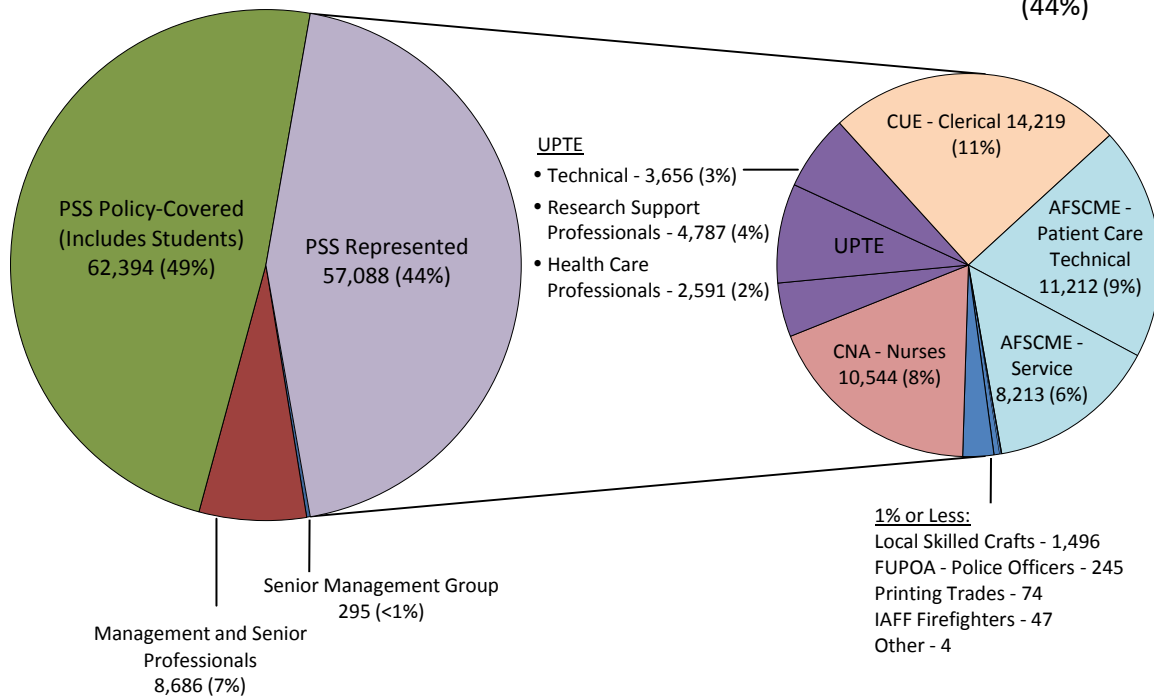
Career and Non-Career Staff

All Personnel Programs

Headcount = 128,463

Policy-Covered Staff – 71,375
(56%)

Represented Staff – 57,088
(44%)

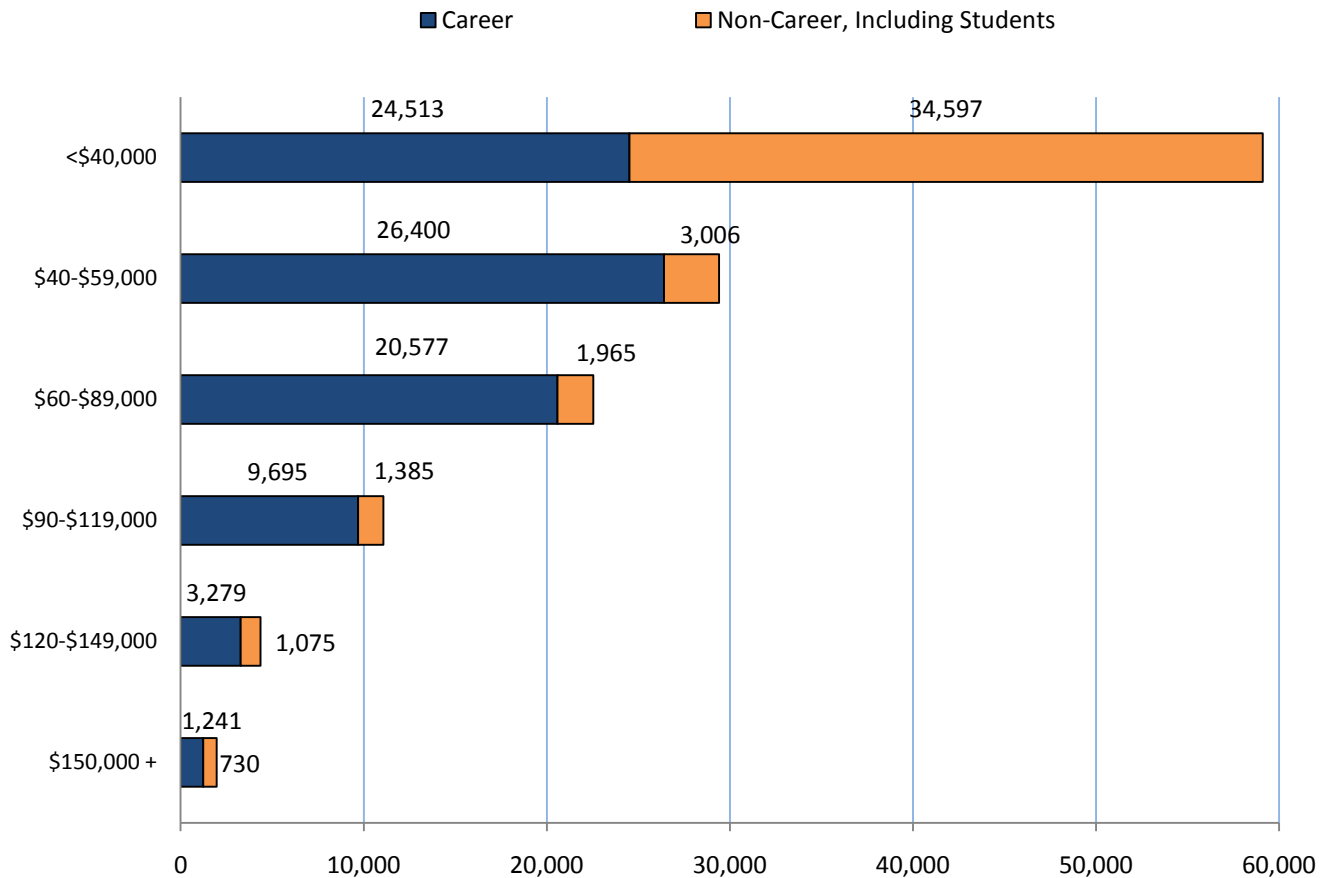


Weighted Annual Average Salaries

October 2008

Career and Non-Career Staff

Headcount = 128,463



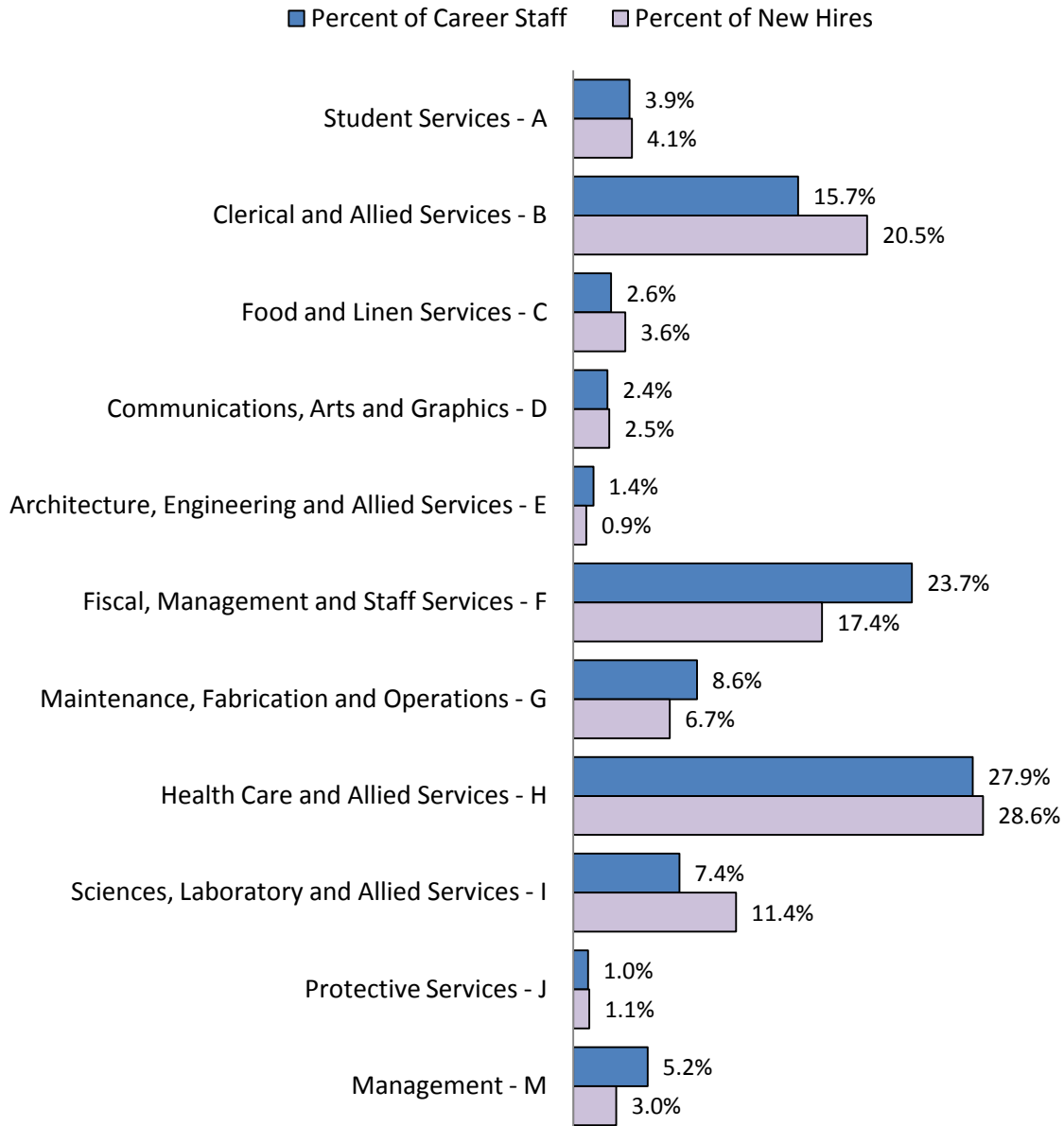
Note: Includes base salary only.

Staff Workforce and New Hires by Occupational Group

October 2008 and
Fiscal Year 2007-08

Career Staff Appointments Only

Career Staff Headcount = 85,705
Career Staff Hired in FY 2007-08 = 12,415



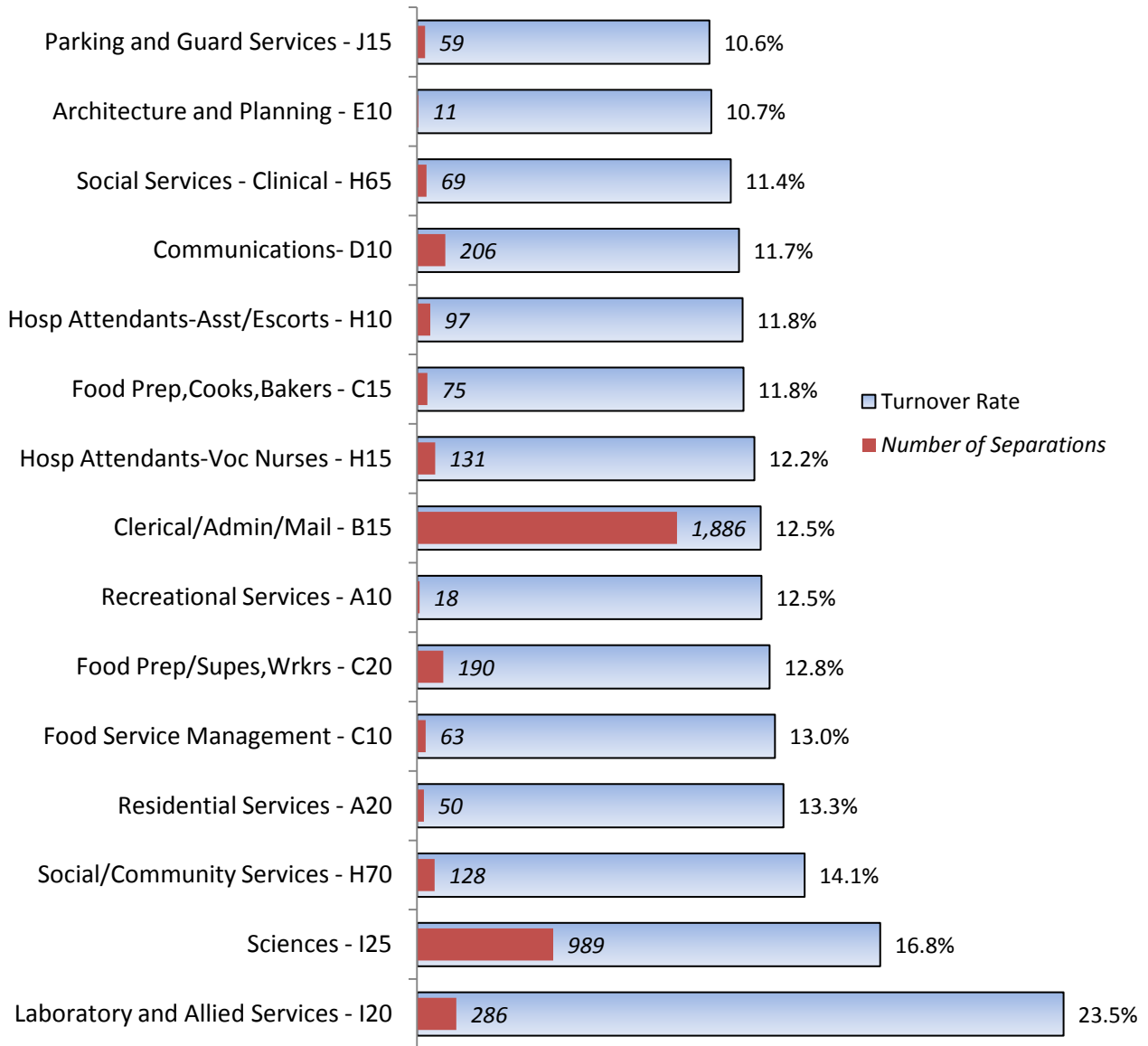
Note: Percentages may not add to 100% due to rounding.

Occupational Groups with Above Average Turnover

2007/08 Fiscal Year

Career Staff Only

Systemwide Average Turnover Rate
for Career Staff in All Occupational Groups: 10.3%



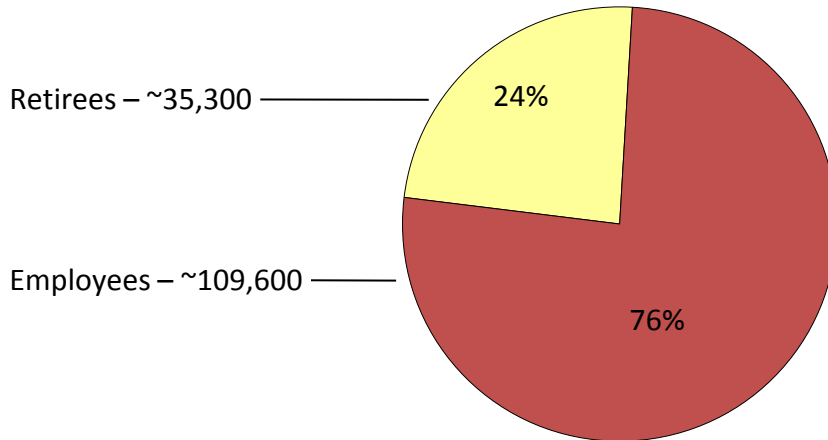
Note: Excludes occupational groups with fewer than 100 incumbents.

PART II: UNIVERSITY BENEFITS

Medical Plan Coverage

Includes all staff, academics, LBNL personnel and retirees
(Headcount)

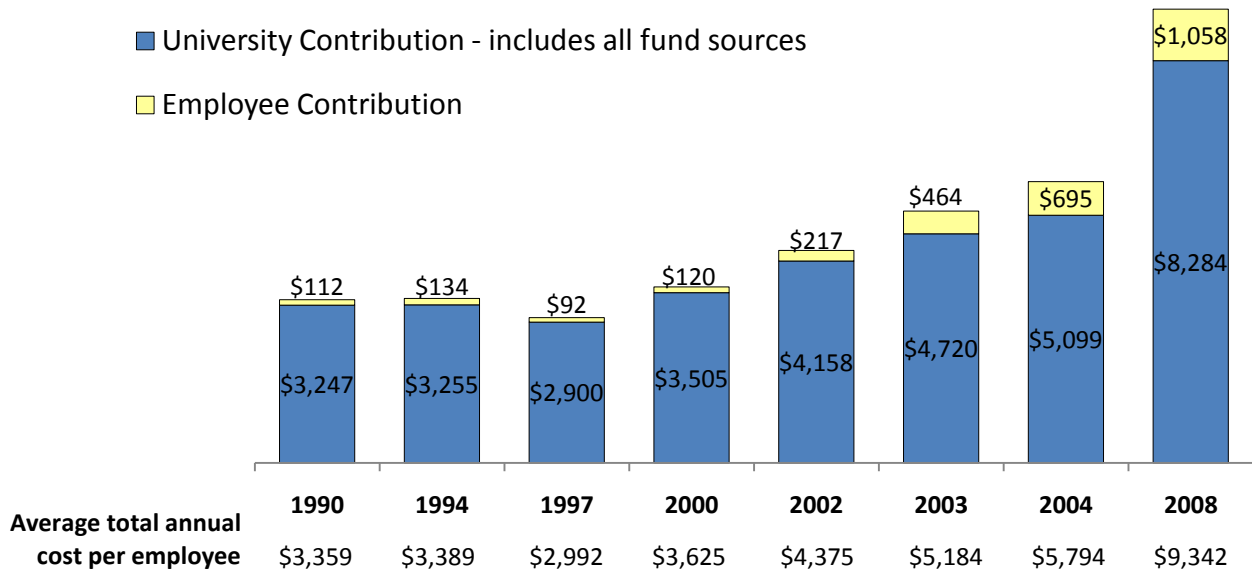
Enrollment ~144,900*



*Primary subscribers (employees and retirees) only – does not include family members. Totals are rounded.

Medical Plan Coverage Per Capita Costs

Includes staff and academics – primary subscribers†



†Excludes Department of Energy (DOE) Laboratories personnel and retirees

Other University-Paid Health Plan Enrollments

Includes all staff, academics, LBNL personnel and retirees
(Headcount)

Data does not include employee dependents



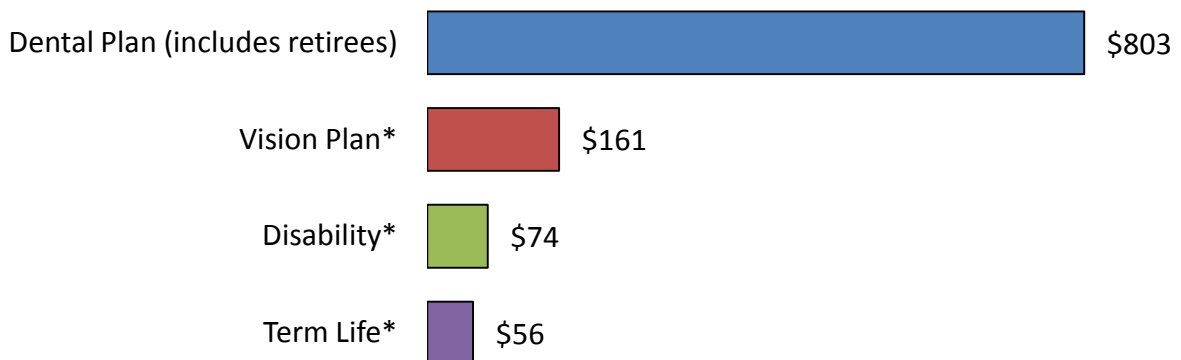
*UC-paid vision, disability, and term life insurance are not continued into retirement. Retirees may continue vision coverage but must pay full cost.

Average Annual Premium Amounts UC Contributes for Health and Welfare Benefits (excluding Medical)

Includes all staff, academics, LBNL personnel and retirees

2008 Total University contribution: \$1,094

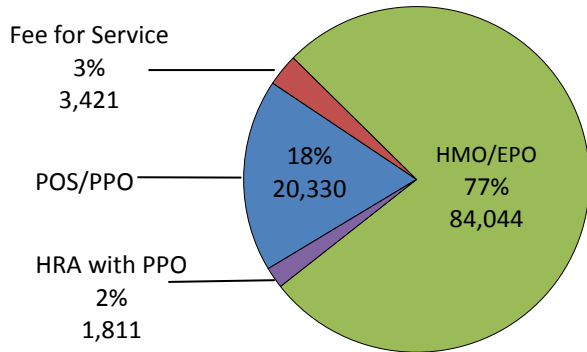
Employee/Annuitant Contribution: \$0*



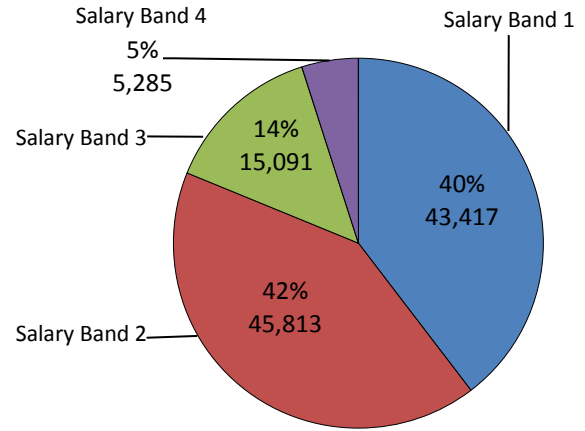
*UC-paid vision, disability, and term life insurance are not continued into retirement. Retirees may continue vision coverage but must pay full cost.

Medical Plan Enrollment Statistics Active Members Only

By Medical Plan Type*



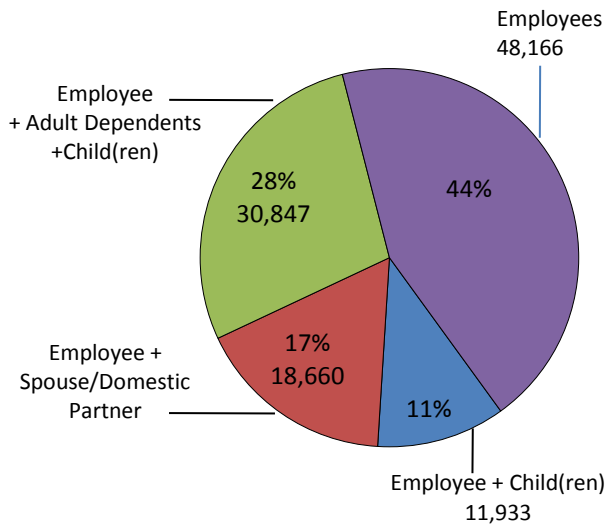
By Salary Band



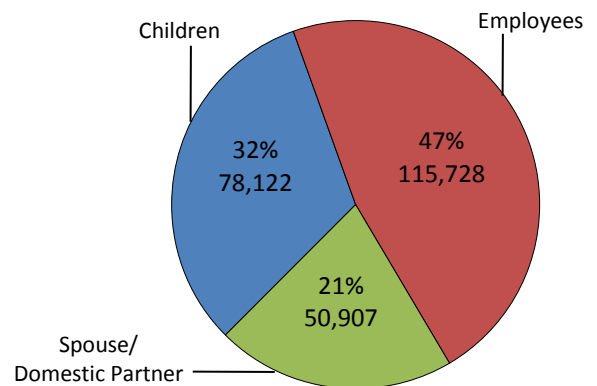
*Refer to Appendix B, Glossary of Terms for Medical Plan Type definitions.

- Salary Band 1: Less than \$45,000
- Salary Band 2: \$45,001 - \$89,000
- Salary Band 3: \$89,001 - \$133,000
- Salary Band 4: More than \$133,000

By Coverage Code



By Dependent Type



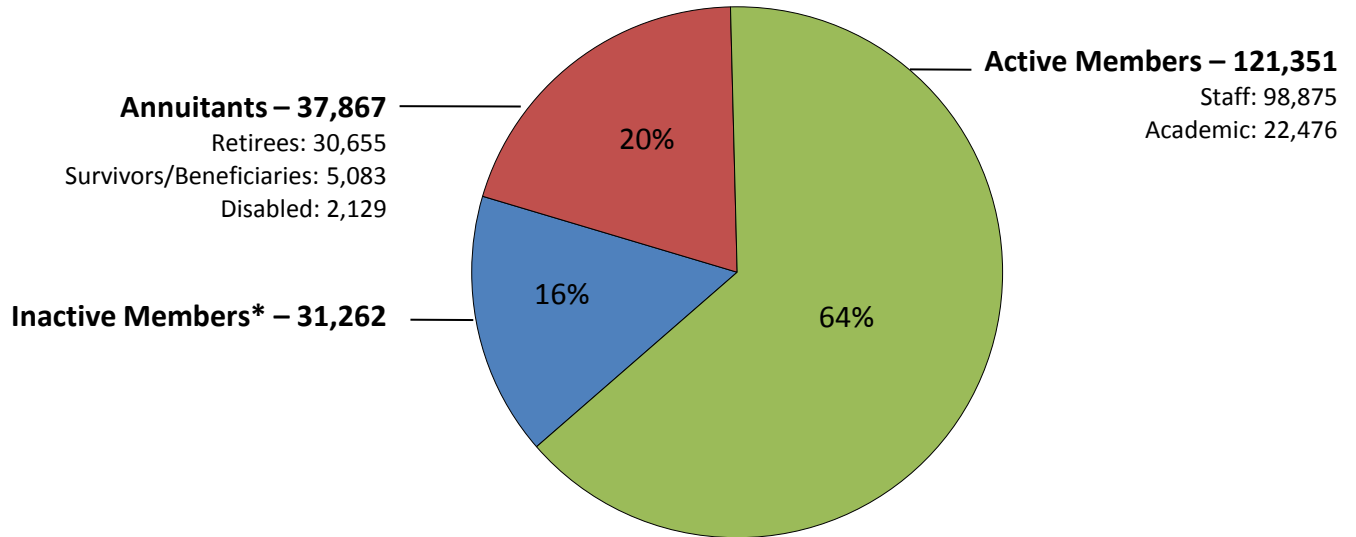
Percentages may not add to 100% due to rounding.

University of California Retirement Plan (UCRP) Membership

Includes all staff, academics, LBNL personnel and annuitants

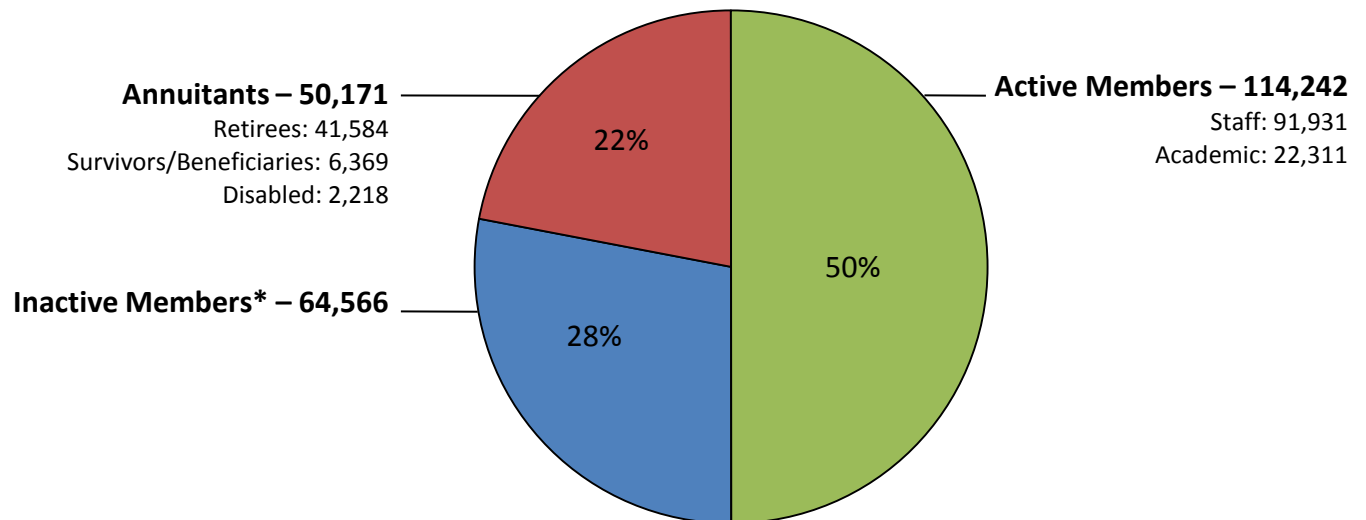
Fiscal Year 2002-03

Total Membership = 190,480



Fiscal Year 2007-08

Total Membership = 228,979



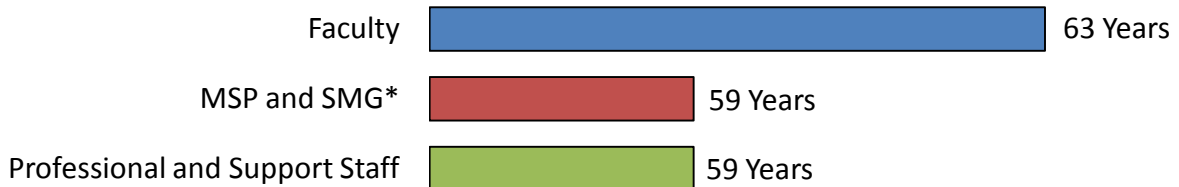
*Includes terminated nonvested members who are due a refund of member contributions or CAP balance payment.

UCRP Annuitant Membership

Includes all staff, academics, LBNL personnel and annuitants

Fiscal Year 2002-03

Average Retirement Age

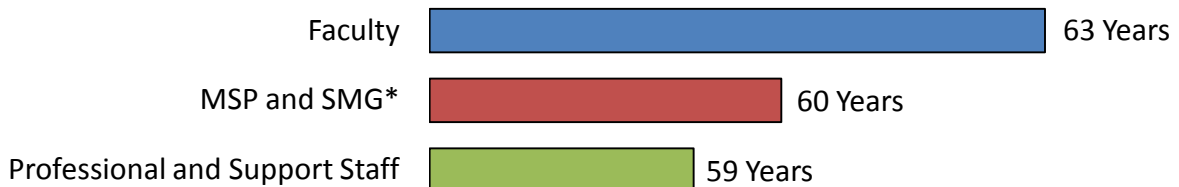


Average Years of Service Credit at Retirement



Fiscal Year 2007-08

Average Retirement Age



Average Years of Service Credit at Retirement

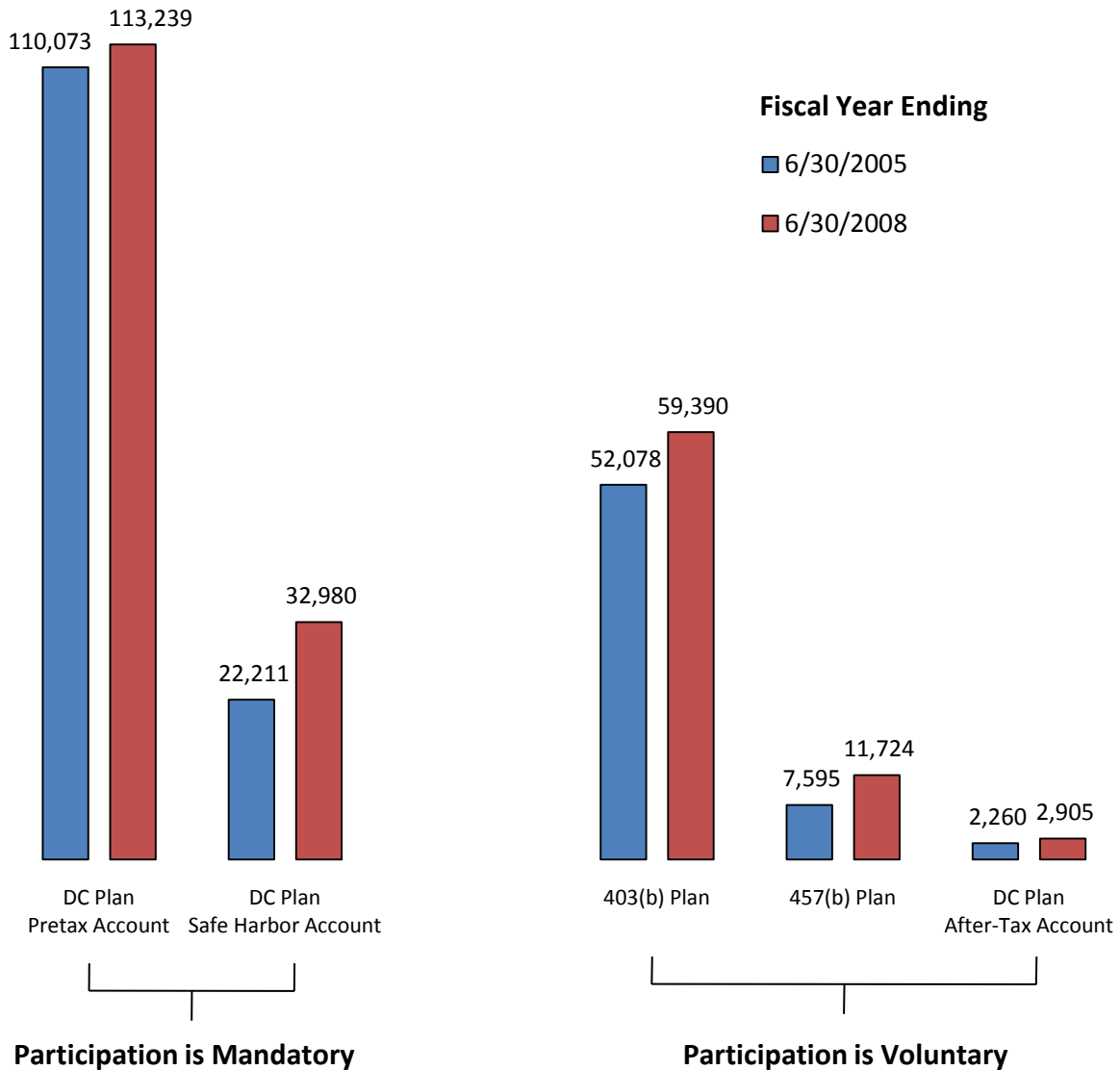


* Management & Senior Professional and Senior Management Group personnel programs

Participation in UC Tax-Deferred 403(b) Plan and Defined Contribution Plan (DC Plan)*

Includes all staff, academics, LBNL personnel and annuitants

(Headcount – Includes active participants)



*Participants in UC Managed Funds

Appendix A

Outline of Occupational Groups and Representative Titles

A Student Services

- Recreation Program Instructor
- Resident Advisor
- Counselor
- Student Affairs Officer

B Clerical and Allied Services

- Administrative Assistant Series
- Library Assistant
- Senior Clerk/Secretary
- Key Entry Operator
- Storekeeper
- Senior Word Processing Specialist
- Senior Mail Processor

C Food and Linen Services

- Food Service Manager
- Cook
- Dietitian
- Food Service Worker
- Linen Service Worker

D Communications, Arts and Graphics

- Editor
- Program Representative
- Senior Illustrator
- Writer

E Architecture and Engineering

- Architect
- Drafting Technician
- Engineering Aide
- Environmental Health and Safety Specialist

F Fiscal, Management and Staff Services

Computer Operator
Programmer/Analyst
Computer Resource Specialist
Management Services Officer
Senior Budget Analyst
Accountant
Senior Administrative Analyst

G Maintenance, Fabrication and Operators

Groundskeeper
Physical Plant Mechanic
Carpenter
Electrician
Building Maintenance Worker
Auto Equipment Operator
Reprographics Technician

H Health Care and Allied Services

Senior Vocational Nurse
Clinical Laboratory Technician
Clinical Nurse
Senior Admitting Worker
Senior Hospital Assistant
Staff Pharmacist

I Sciences, Laboratory and Allied Services

Animal Technician
Assistant Veterinarian, Lab Medicine
Laboratory Assistant I
Staff Research Associate II

J Protective Services

Police Officer
Senior Parking Representative
Fire Specialist
Security Guard

M Management

Assistant Vice Chancellor
Director
Chief of Police

Appendix B

Glossary of Terms

Appointment Type:

Career: A position of fixed or variable percentage of time at 50% time or more which continues for one year or longer.

Limited: A position with any established percentage of time, fixed or variable, during which the appointee is expected to be on pay status for less than 1,000 hours in a 12-month period.

Casual-Restricted: A position reserved for a regularly enrolled UC student. Also refer to the definition of student employees.

Contract: A position established for a fixed or variable percentage of time for a definite period. This appointment type is used because of special salary requirements or unique occupational terms and conditions of employment, or because an employment contract is customarily used to define the employment relationship in such occupations.

Floater: A position reserved for temporary employment pools and may be established at any % of full-time for up to two years duration.

Per Diem: A position that adds to or substitutes for career and limited appointments on a pre-scheduled basis or as needed on a day-today basis as determined by UC.

Bargaining Unit: A group of employees recognized or certified to be represented by a union for the purpose of collective bargaining.

Class Title Outline (Occupational Groups): UC's staff titles are categorized into eleven major occupational groupings. Representative titles for each occupational grouping appear in the Workforce Profile Appendix.

Fiscal Year: July 1 through June 30.

Full-time Equivalent (FTE): FTE reflects the amount of service, either full-time or part-time, for an employee during a month.

Fund Source: UC receives funding from a number of different sources. For purposes of recording the fund source of payroll expenditures, the funds have been grouped into seven major sources: General Funds, which consists primarily of the University's main appropriation from the State of California; Hospital/Health Science Funds; Auxiliary Enterprises Sales and Services; Contracts, Grants, Endowments; Tuition and Fees; Federal Funds; and Other.

Headcount: The number of individual appointees in a title regardless of the percentage of time served in that title. The reports in the Workforce Profile are based on unduplicated headcount data, meaning an employee is counted only once regardless of the number of positions held. The position in which the employee works the greatest percentage of time is the one counted. For example, an employee holding a career position of 80% and a casual position of 20% is counted under one career appointment category.

Length of Service: The period of time elapsed since the most recent date of hire. If an employee has a break in service, only the period after the break will be reported in this Profile. The length of service data in this report is not the same as service credit calculated for retirement purposes.

Medical Center Employees: Five campuses of the University of California operate medical centers in conjunction with their health sciences schools: UC Davis, UC Irvine, UCLA, UC San Diego and UC San Francisco. For purposes of this report, medical center employees are identified by their organizational unit.

Medical Plan Type:

Fee-for-Service: A traditional health benefits plan that pays benefits directly to physicians, hospitals, or other health care providers or that reimburses the patient for covered medical services. Payment is based on actual services provided. Plan members generally share the cost of services with the plan or insurance company after paying an annual deductible.

Health Maintenance Organization (HMO): Medical services are prepaid, there is no annual deductible, and a set premium covers all services. Copayments are required for some procedures and services.

Health Reimbursement Account with Preferred Provider Organization (HRA with PPO): Employer-funded plan that reimburses employees up to specified contribution limits for eligible medical expenses until the balance is exhausted. Once the HRA is exhausted and the deductible is met, the plan works like a PPO—the cost of services is shared between the plan and the member. Plan members may see any doctor or specialist; however, the cost is less for services obtained from a provider in the plan network. Unused HRA balances at the end of the plan year can be rolled over and accumulate in the member’s account for the following plan year.

Point-of-Service Plan (POS): A multi-tiered health plan that allows members to receive services from a participating network or non-participating provider, usually with a financial disincentive for going outside the network. Plan members pay for services based on the tier of coverage they select.

Medical Plan Type, Continued:

Preferred Provider Organization (PPO): A group of hospitals and physicians that contract on a fee-for-service basis with employers, insurance companies or other third party administrators to provide comprehensive medical services. Providers exchange discounted services for increased volume and prompt payment. Participants' out-of-pocket costs are usually lower than under a fee-for-service plan.

Policy-covered Employees (also referred to as Nonexclusively Represented Employees):

Employees for whom no exclusive representative has been elected.

Primary Title: For employees with more than one title code, the primary title is the title credited with the most time worked for the month. Where time worked is equal, but personnel programs differ (in the case of an academic appointment and a staff appointment), or where the staff categories differ, the title in the highest-ordered category is chosen as the primary title:

1. Staff Member-Senior Management;
2. Academic (excluding student appointments);
3. Staff Member-Management and Senior Professional;
4. Staff Member-Professional and Support Staff or student appointments.

Represented Employees (also referred to as Exclusively Represented Employees): Employees for whom a union has been elected to represent them on issues pertinent to terms and conditions of employment.

Staff: For purposes of this report, non-academic employees (including management) at all locations are included (except LBNL).

Staff Personnel Program: The University consolidated the former four-tiered staff personnel programs into one program on July 1, 1996. Within the program, staff members are categorized into three major groups: Senior Management, Management and Senior Professionals, and Professional and Support Staff. For purposes of this Profile, the term "Professional and Support Staff" includes employees subject to the personnel policies for staff members as well as those covered by collective bargaining agreements, unless otherwise noted.

Student Employee: A regularly enrolled UC student (undergraduate or graduate student) filling a casual-restricted position reserved specifically for student employees. Employees in these positions only are considered student employees, or "students working in staff titles".

Turnover Rate: The number of employees (voluntarily or involuntarily) separated from UC divided by the number of employees who have been employed during any part of a fiscal year. Employees subject to layoff are excluded.

Union Representation: Employees have union representation if they are exclusively represented by a certified bargaining agent. Specifically excluded from representation are managers, students, confidential employees, and employees who work out of state.

University of California Retirement Plan (UCRP): A defined benefit plan established and maintained under Section 401(a) of the Internal Revenue Code. Benefits are determined not by contributions to the Plan, but by defined formulas that vary according to the type of benefits.

University of California Tax-Deferred 403(b) Plan: A defined contribution plan described under Section 403(b) of the Internal Revenue Code. Future benefits from the Plan are based on participants' voluntary contributions plus earnings, and vesting is immediate.

University of California Defined Contribution Plan (DC Plan): A defined contribution plan under Section 401(a) of the Internal Revenue Code. Future benefits from the Plan are based on participants' contributions plus earnings and limited employer contributions (summer salary), and vesting is immediate.

UCRP Inactive Member: UCRP vested Member who has terminated employment with UC and who is entitled to future benefits.

UCRP Annuitant: Individual who is receiving monthly UCRP retirement, disability, or survivor income.

Weighted Average Annual Salaries: This is calculated by dividing regular gross pay by the full-time equivalent (FTE).