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 Workforce
October 2008

Headcount and FTE

<table>
<thead>
<tr>
<th>Category</th>
<th>Headcount</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional and Support Staff (PSS)</td>
<td>119,482</td>
<td>86,617</td>
</tr>
<tr>
<td>- Students Working in Staff Titles</td>
<td>28,792</td>
<td>6,848</td>
</tr>
<tr>
<td>- Other Staff</td>
<td>90,690</td>
<td>79,769</td>
</tr>
<tr>
<td>Management and Senior Professionals (MSP)</td>
<td>8,686</td>
<td>7,937</td>
</tr>
<tr>
<td>Senior Management Group (SMG)</td>
<td>295</td>
<td>293</td>
</tr>
</tbody>
</table>

ña Staff Workforce Excluding Lawrence Berkeley National Laboratory (LBNL)

<table>
<thead>
<tr>
<th>Category</th>
<th>Headcount</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>LBNL Staff Workforce</td>
<td>128,463</td>
<td>94,847</td>
</tr>
<tr>
<td>LBNL Staff Workforce</td>
<td>2,634</td>
<td>2,448</td>
</tr>
</tbody>
</table>

UC Staff Workforce, including LBNL

<table>
<thead>
<tr>
<th>Category</th>
<th>Headcount</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>UC Staff Workforce, including LBNL</td>
<td>131,097</td>
<td>97,295</td>
</tr>
</tbody>
</table>

Selected Staff Workforce Characteristics (Excluding LBNL)

Minority Representation, Career Staff ..............................................................49%

Gender Representation, Career Staff

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>65%</td>
</tr>
<tr>
<td>Male</td>
<td>35%</td>
</tr>
</tbody>
</table>

Average Age

<table>
<thead>
<tr>
<th>Category</th>
<th>Average Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Staff</td>
<td>38 years old</td>
</tr>
<tr>
<td>Career Staff</td>
<td>43 years old</td>
</tr>
</tbody>
</table>

Average Length of Service from Date of Most Recent Hire

<table>
<thead>
<tr>
<th>Category</th>
<th>Average Length</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Staff</td>
<td>6 years</td>
</tr>
<tr>
<td>Career Staff</td>
<td>8 years</td>
</tr>
</tbody>
</table>

Percentage of Staff Exclusively Represented by Unions

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Staff</td>
<td>44%</td>
</tr>
<tr>
<td>Career Staff</td>
<td>57%</td>
</tr>
</tbody>
</table>

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, Retired 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

Source: UC Corporate Payroll System October 2008 Snapshot-Final and LBNL Payroll System
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

UC Merced Opens
Fall 2005
Percentage of Staff Full-Time Equivalents by Fund Source
October 2008
All Appointment Types, Including Students Working in Staff Titles

- General Funds: 21%
- Hospital/Health Science Funds: 36%
- Tuition and Fees: 5%
- Contracts, Grants, and Endowments: 6%
- Auxiliary Enterprises Sales and Services: 8%
- Federal Funds: 6%
- Other Funds: 18%
- Other Funds: 18%
### Staff Headcount by Personnel Program

**October 2008**

**All Appointment Types, Including Students Working in Staff Titles**

Total Headcount = 128,463

- **Professional and Support Staff (PSS)**
  - 119,482 (93%)

- **Management and Senior Professionals (MSP)**
  - 8,686 (7%)

- **Senior Management Group (SMG)**
  - 295 (<1%)

- **PSS Represented**
  - 57,088 (45%)

- **PSS Policy Covered**
  - 62,394 (48%)

- **Casual/Restricted (Students)**
  - 28,783* (22%)

*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

- **Career**
  - 85,705 (67%)

- **Limited**
  - 6,434 (5%)

- **Contract**
  - 3,117 (2%)

- **Per Diem Health Care**
  - 3,651 (3%)

- **<1% Each**
  - Floater - 652
  - Other - 112
Staff Headcount by Personnel Program and Appointment Type
October 2008

**Senior Management Group (SMG)**
Headcount = 295

- 290 (98%)
- 5 (2%)

**Management and Senior Professionals (MSP)**
Headcount = 8,686

- Career
- Casual/Restricted (Students)
- Limited
- Contract
- Per Diem
- Health Care
- Floater

- 7,109 (82%)
- 249 (3%)
- 1,264 (15%)
- <1% Each:
  - Casual/Restricted - 2
  - Per Diem - 46
  - Other - 16

**Professional and Support Staff (PSS) Policy-Covered**
Headcount = 62,394
Non-Students = 33,611

- Career
- Casual/Restricted (Students)
- Limited
- Contract
- Per Diem
- Health Care
- Floater

- 29,311 (47%)
- 28,783* (46%)
- 2,082 (3%)
- 1,260 (3%)
- <1% Each:
  - Casual/Restricted - 2
  - Per Diem - 222
  - Floater - 102
  - Other - 74

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

**PSS Exclusively Represented**
Headcount = 57,088

- Career
- Casual/Restricted (Students)
- Limited
- Contract
- Per Diem
- Health Care
- Floater
- Other

- 48,995 (86%)
- 4,102 (7%)
- 3,383 (6%)
- <1% Each:
  - Casual/Restricted - 7
  - Contract - 30
  - Floater - 550
  - Other - 21
Distribution of Staff by Campuses and Medical Centers

October 2008
Excluding Students Working in Staff Titles
Headcount = 99,671

Campus Staff
67,529
(68%)

Medical Center Staff
32,142
(32%)

Campus and Medical Center Staff by Personnel Program

October 2008
Excluding Students Working in Staff Titles
Headcount = 99,671

Campuses

UC Medical Centers:

Davis
Irvine
Los Angeles
San Diego
San Francisco

SMG MSP PSS Policy PSS Rep.
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

<table>
<thead>
<tr>
<th>Year</th>
<th>SMG</th>
<th>MSP</th>
<th>PSS Policy</th>
<th>PSS Rep.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus</td>
<td>260</td>
<td>7,072</td>
<td>57,721</td>
<td>31,227</td>
</tr>
<tr>
<td>Med Centers</td>
<td>35</td>
<td>1,614</td>
<td>4,673</td>
<td>25,861</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Personnel Program</th>
<th>Female (%)</th>
<th>Male (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Career Staff (85,705)</td>
<td>64.7%</td>
<td>35.3%</td>
</tr>
<tr>
<td>PSS Represented (48,995)</td>
<td>66.9%</td>
<td>33.1%</td>
</tr>
<tr>
<td>PSS Policy-Covered (29,311)</td>
<td>64.1%</td>
<td>35.9%</td>
</tr>
<tr>
<td>MSP (7,109)</td>
<td>52.6%</td>
<td>47.4%</td>
</tr>
<tr>
<td>SMG (290)</td>
<td>32.8%</td>
<td>67.2%</td>
</tr>
</tbody>
</table>
Age Distribution of Career and Non-Career Staff
October 2008

Average Age:
All Staff Except Students: 42
Career Staff: 43
Casual/Restricted (Students): 21

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Casual/Restricted (Students)</th>
<th>Non-Career, Excluding Students</th>
<th>Career</th>
<th>All Appointment Types</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30 Yrs Old</td>
<td>7,780</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30-39 Yrs Old</td>
<td>24,884</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>40-49 Yrs Old</td>
<td>24,865</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>50-59 Yrs Old</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>60+ Yrs Old</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Age Distribution by Appointment Type: Percentage
October 2008

<table>
<thead>
<tr>
<th>Appointment Type</th>
<th>Under 30 Years Old</th>
<th>30-39 Years Old</th>
<th>40-49 Years Old</th>
<th>50-59 Years Old</th>
<th>60+ Years Old</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Appointment Types</td>
<td>36.8%</td>
<td>18.5%</td>
<td>19.4%</td>
<td>19.4%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Career</td>
<td>16.5%</td>
<td>23.5%</td>
<td>26.1%</td>
<td>26.8%</td>
<td>7.1%</td>
</tr>
<tr>
<td>Non-Career, Excluding Students</td>
<td>33.8%</td>
<td>23.1%</td>
<td>17.3%</td>
<td>13.8%</td>
<td>12.0%</td>
</tr>
<tr>
<td>Casual/Restricted (Students)</td>
<td>98.7%</td>
<td></td>
<td></td>
<td></td>
<td>(All Others 1% or Less)</td>
</tr>
</tbody>
</table>
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%)

PSS Policy-Covered (Includes Students) 62,394 (49%)

PSS Represented 57,088 (44%)

Senior Management Group 295 (<1%)

Management and Senior Professionals 8,686 (7%)

Represented Staff – 57,088
(44%)

CUE - Clerical 14,219 (11%)

UPTE
• Technical - 3,656 (3%)
• Research Support Professionals - 4,787 (4%)
• Health Care Professionals - 2,591 (2%)

AFSCME - Patient Care Technical 11,212 (9%)

CNA - Nurses 10,544 (8%)

AFSCME - Service 8,213 (6%)

1% or Less:
Local Skilled Crafts - 1,496
FUPOA - Police Officers - 245
Printing Trades - 74
IAFF Firefighters - 47
Other - 4

Source: UC Corporate Payroll System (Non-Academic Workforce Only)
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.

<table>
<thead>
<tr>
<th>Occupational Group</th>
<th>Turnover Rate</th>
<th>Number of Separations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parking and Guard Services - J15</td>
<td>10.6%</td>
<td>59</td>
</tr>
<tr>
<td>Architecture and Planning - E10</td>
<td>10.7%</td>
<td>11</td>
</tr>
<tr>
<td>Social Services - Clinical - H65</td>
<td>11.4%</td>
<td>69</td>
</tr>
<tr>
<td>Communications- D10</td>
<td>11.7%</td>
<td>206</td>
</tr>
<tr>
<td>Hosp Attendants-Asst/Escorts - H10</td>
<td>11.8%</td>
<td>97</td>
</tr>
<tr>
<td>Food Prep,Cooks,Bakers - C15</td>
<td>11.8%</td>
<td>75</td>
</tr>
<tr>
<td>Hosp Attendants-Voc Nurses - H15</td>
<td>12.2%</td>
<td>131</td>
</tr>
<tr>
<td>Clerical/Admin-Mail - B15</td>
<td>12.5%</td>
<td>1,886</td>
</tr>
<tr>
<td>Recreational Services - A10</td>
<td>12.5%</td>
<td>18</td>
</tr>
<tr>
<td>Food Prep/Supes,Wrkrs - C20</td>
<td>12.8%</td>
<td>190</td>
</tr>
<tr>
<td>Food Service Management - C10</td>
<td>13.0%</td>
<td>63</td>
</tr>
<tr>
<td>Residential Services - A20</td>
<td>13.3%</td>
<td>50</td>
</tr>
<tr>
<td>Social/Community Services - H70</td>
<td>14.1%</td>
<td>128</td>
</tr>
<tr>
<td>Sciences - I25</td>
<td>16.8%</td>
<td>989</td>
</tr>
<tr>
<td>Laboratory and Allied Services - I20</td>
<td>23.5%</td>
<td>286</td>
</tr>
</tbody>
</table>

Turnover Rate
Number of Separations
**PART II: UNIVERSITY BENEFITS**

**Medical Plan Coverage**
Includes all staff, academics, LBNL personnel and retirees (Headcount)

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

**Enrollment ~144,900***

- **Retirees** – ~35,300 (24%)
- **Employees** – ~109,600 (76%)

**Medical Plan Coverage Per Capita Costs**
Includes staff and academics – primary subscribers†

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

- **Employees**
  - 1990: $3,359
  - 1994: $3,389
  - 1997: $2,992
  - 2000: $3,625
  - 2002: $4,375
  - 2003: $5,184
  - 2004: $5,794
  - 2008: $9,342

- **Retirees**
  - 1990: $3,247
  - 1994: $3,255
  - 1997: $2,900
  - 2000: $3,505
  - 2002: $4,158
  - 2003: $4,720
  - 2004: $5,099
  - 2008: $1,058

**University Contribution** - includes all fund sources

**Employee Contribution**

*Source: UC Corporate Payroll System (Staff and Academic Employee Records)*
Other University-Paid Health Plan Enrollments
Includes all staff, academics, LBNL personnel and retirees
(Headcount)

Data does not include employee dependents

Dental Plan (includes retirees) 134,221
Vision Plan* 109,492
Disability Insurance* 112,557
Term Life Insurance* 117,704

*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*

Dental Plan (includes retirees) $803
Vision Plan* $161
Disability* $74
Term Life* $56

*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*

- HMO/EPO: 77% (84,044)
- POS/PPO: 18% (20,330)
- Fee for Service: 3% (3,421)
- HRA with PPO: 2% (1,811)

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

By Salary Band

- 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

- Employees: 48,166
- Employee + Adult Dependents + Child(ren): 28% (30,847)
- Employee + Spouse/Domestic Partner: 17% (18,660)
- Employee + Child(ren): 11% (11,933)

By Dependent Type

- Children: 32% (78,122)
- Employees: 47% (115,728)
- Spouse/Domestic Partner: 21% (50,907)

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

- Active Members – 121,351
  - Staff: 98,875
  - Academic: 22,476
- Annuitants – 37,867
  - Retirees: 30,655
  - Survivors/Beneficiaries: 5,083
  - Disabled: 2,129
- Inactive Members* – 31,262

Fiscal Year 2007–08
Total Membership = 228,979

- Active Members – 114,242
  - Staff: 91,931
  - Academic: 22,311
- Annuitants – 50,171
  - Retirees: 41,584
  - Survivors/Beneficiaries: 6,369
  - Disabled: 2,218
- Inactive Members* – 64,566

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

University of California Staff Workforce Profile October 2008
Part II: University Benefits
Data Source: Annual Financial Report of University of California Retirement System – UCRP
Fiscal years 2003 and 2008.
UCRP Annuitant Membership
Includes all staff, academics, LBNL personnel and annuitants

Fiscal Year 2002-03

Average Retirement Age

<table>
<thead>
<tr>
<th>Group</th>
<th>Average Retirement Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>63 Years</td>
</tr>
<tr>
<td>MSP and SMG*</td>
<td>59 Years</td>
</tr>
<tr>
<td>Professional and Support Staff</td>
<td>59 Years</td>
</tr>
</tbody>
</table>

Average Years of Service Credit at Retirement

<table>
<thead>
<tr>
<th>Group</th>
<th>Average Years of Service Credit at Retirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>26 Years</td>
</tr>
<tr>
<td>MSP and SMG*</td>
<td>22 Years</td>
</tr>
<tr>
<td>Professional and Support Staff</td>
<td>15 Years</td>
</tr>
</tbody>
</table>

Fiscal Year 2007-08

Average Retirement Age

<table>
<thead>
<tr>
<th>Group</th>
<th>Average Retirement Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>63 Years</td>
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<td>MSP and SMG*</td>
<td>60 Years</td>
</tr>
<tr>
<td>Professional and Support Staff</td>
<td>59 Years</td>
</tr>
</tbody>
</table>

Average Years of Service Credit at Retirement

<table>
<thead>
<tr>
<th>Group</th>
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<tbody>
<tr>
<td>Faculty</td>
<td>26 Years</td>
</tr>
<tr>
<td>MSP and SMG*</td>
<td>22 Years</td>
</tr>
<tr>
<td>Professional and Support Staff</td>
<td>20 Years</td>
</tr>
</tbody>
</table>

* 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)

Fiscal Year Ending
- 6/30/2005
- 6/30/2008

*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-to-day 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).