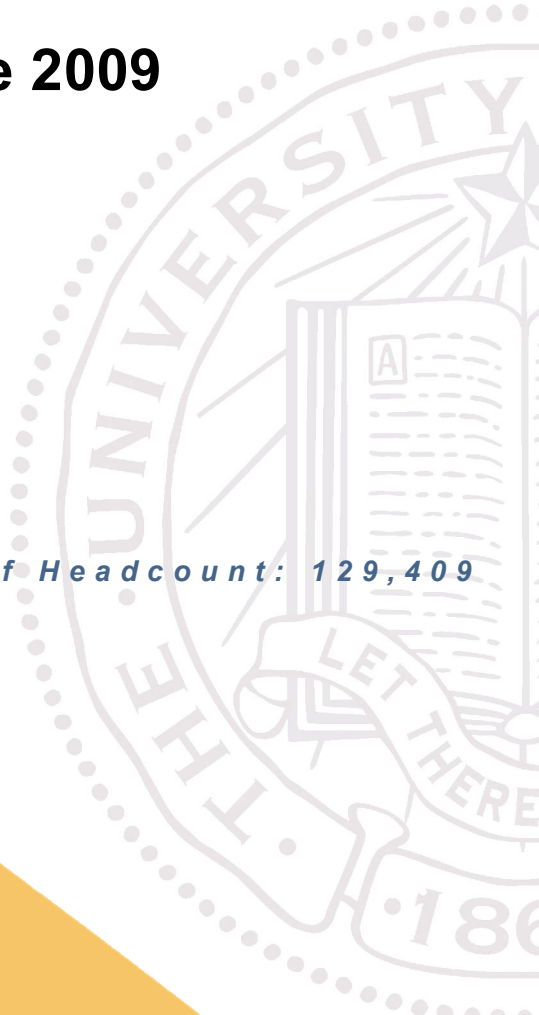
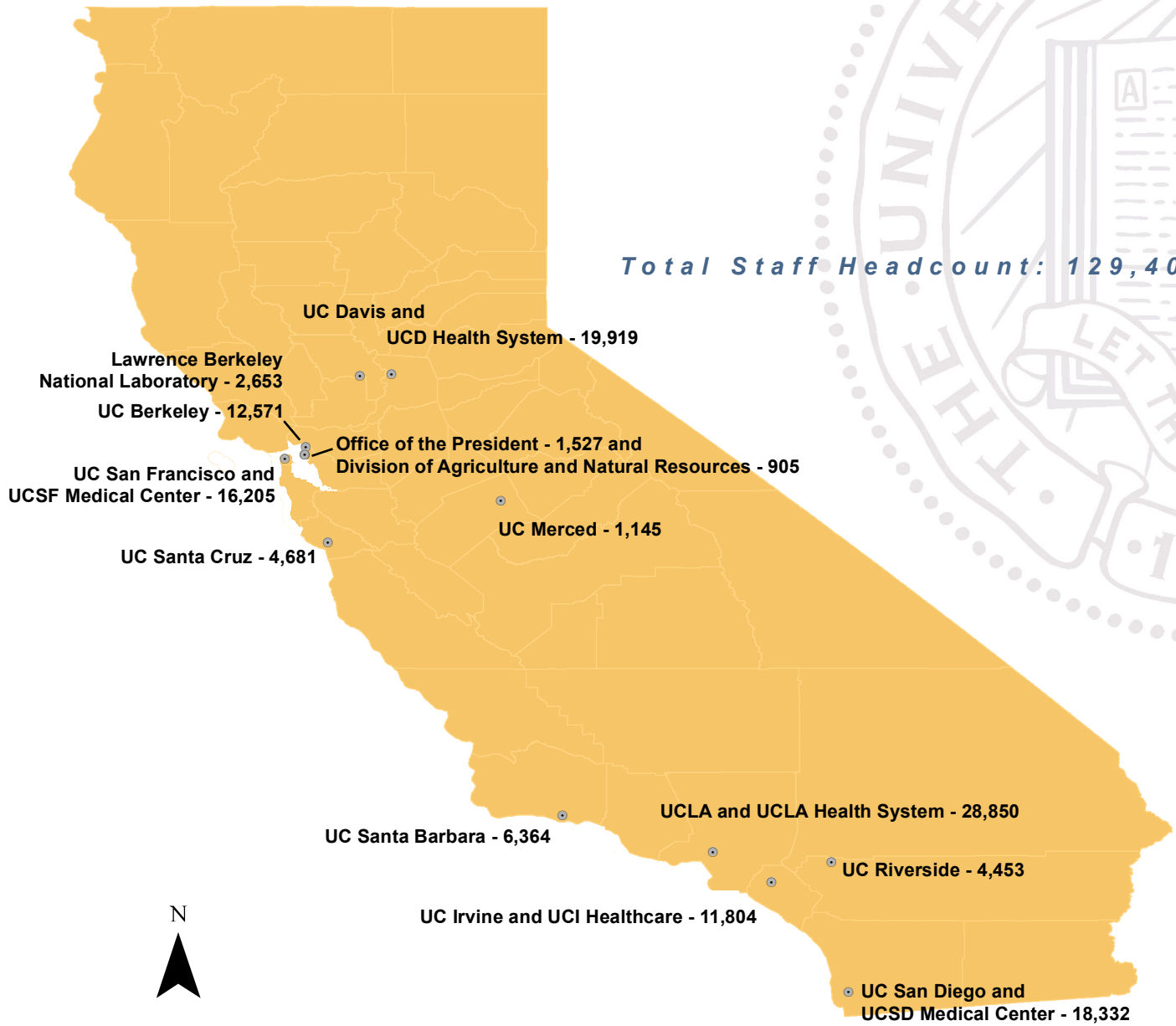




University of California Staff Workforce Profile 2009



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

UNIVERSITY OF CALIFORNIA STAFF WORKFORCE PROFILE 2009

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INTRODUCTION

The University of California is a vast public treasure, and our success in carrying out our mission of teaching, research, and public service reflects the quality and commitment of our faculty and staff.

The 2009 edition of the Staff Workforce Profile presents useful information that reflects the rich variety and complexity of our workforce. The Profile is a statistical snapshot of the staff workforce as of October 2009, as well as some multi-year comparative data. For the first time, the Profile includes campus level data on select demographics. The demographic information presented pertains to all levels of staff at the campuses and UC Office of the President as well as the UC Division of Agriculture and Natural Resources. Because Lawrence Berkeley National Lab (LBNL) maintains a unique payroll system and defines employee categories differently from other UC locations, their data in most cases will not be included. All appointment categories, including career, non-career, full-time and part-time staff and students working in staff titles are included in the data. In Part II, the demographics pertinent to benefits, health and welfare, and retirement, include members both in academic and staff titles.

Given the current and emerging workforce planning and talent management issues facing the University of California, it is expected that the 2009 Workforce Profile will be a useful tool and continuing reference for UC Leadership, HR Professionals, and others engaged in planning, developing and implementing their responses to a variety of issues. The Profile is also a companion piece to the 2010 Staff Accountability Sub-Report as well as the 2010 Accountability Sub-Report on Diversity. The following are links to these reports:

Staff Accountability Sub-Report: <http://www.universityofcalifornia.edu/accountability>

Diversity Accountability Sub-Report:

<http://www.universityofcalifornia.edu/diversity/documents/diversity-accountability-report-and-appendix-0910.pdf>

September 2010 Long Range Planning Committee, Action J1:

<http://www.universityofcalifornia.edu/regents/regmeet/sept10>

Workforce data in the Profile were generated from the Corporate Personnel System, developed by the Office of Information Resources and Communications and extracted by UC Institutional Research Office staff, who worked in collaboration with the Human Resources unit of Talent Management and Staff Development to produce this issue of the Profile.

This is a publication of the University of California Human Resources. Please direct questions or comments about this publication to Elly Skarakis (eleanor.skarakis@ucop.edu)

UNIVERSITY OF CALIFORNIA STAFF WORKFORCE PROFILE 2009

PART I: STAFF WORKFORCE PROFILE

**Table 1: Statistical Snapshot of Staff Workforce¹
October 2009**

Headcount and FTE (Full-Time Equivalent)

	Headcount ²	FTE ³
Professional and Support Staff (PSS).....	117,632	85,593
• <i>Students Working in Staff Titles</i>	28,349	6,778
• <i>PSS Excluding Students</i>	89,283	78,815
Management and Senior Professionals (MSP).....	8,833	8,180
Senior Management Group (SMG).....	291	290
➤ Staff Workforce Excluding Lawrence Berkeley National Laboratory (LBNL) ⁴	126,756	94,064
➤ LBNL Staff Workforce ⁵	2,653	2,468
➤ UC Staff Workforce, including LBNL	129,409	96,532

Selected Staff Workforce Characteristics (Excluding LBNL)

Minority Representation, Career Staff.....	50%
Gender Representation, Career Staff	
• Female.....	65%
• Male.....	35%
Average Age	
• All Staff Appointment Types ⁶	38 years old
• Career Staff.....	43 years old
Average Length of Service from Date of Most Recent Hire	
• All Staff Appointment Types ⁶	6 years
• Career Staff.....	8 years
Percentage of Staff Exclusively Represented by Unions	
• All Staff Appointment Types ⁶	45%
• Career Staff.....	58%

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

² Headcount counts each employee once, by primary appointment. Payroll records showing invalid title codes are excluded.

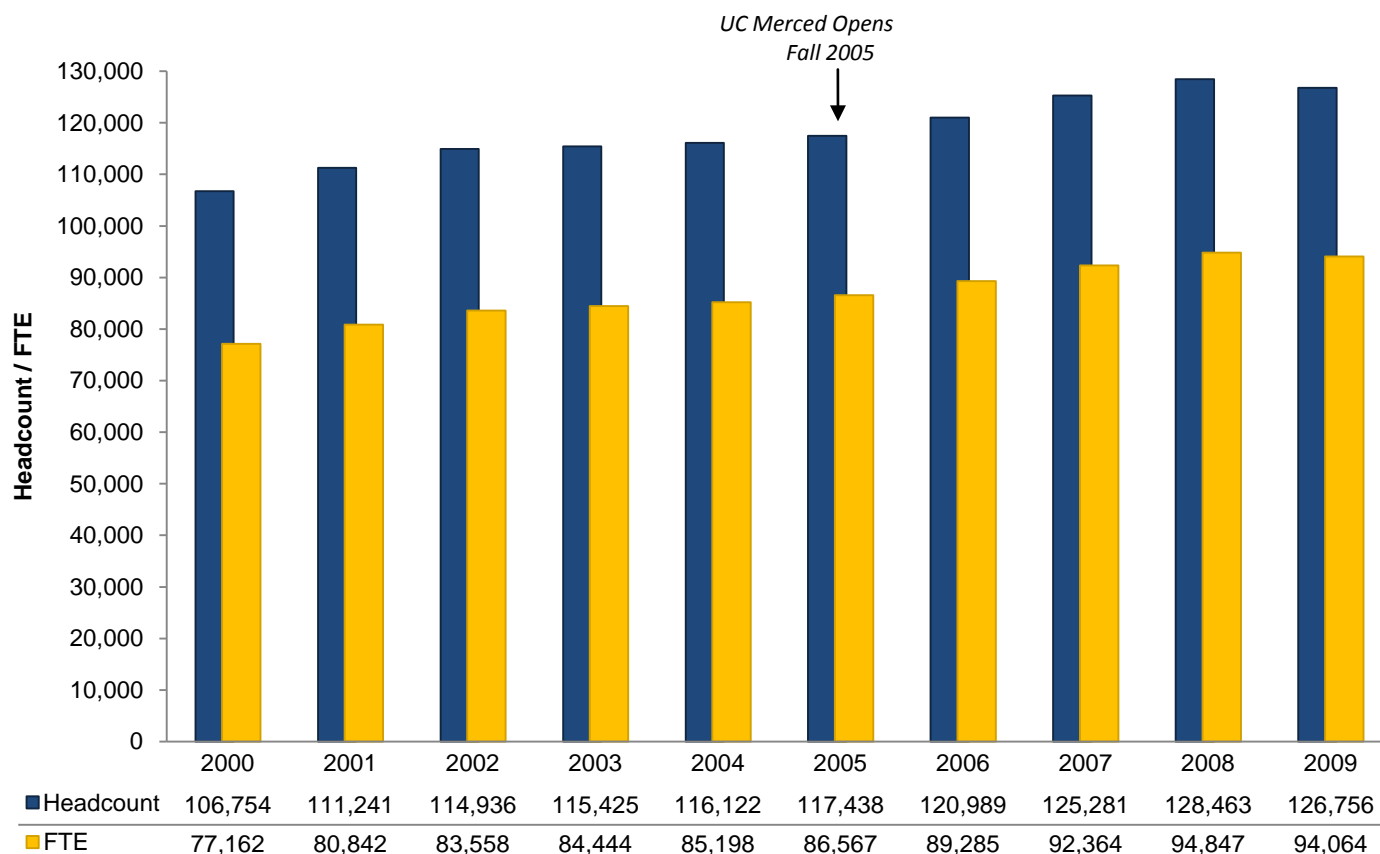
³ Base pay FTE; does not reflect reductions in time taken as a result of the furlough program or the voluntary START program.

⁴ 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.

⁵ 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.

⁶ "All Staff Appointment Types" includes students working in staff titles.

Chart 1: Staff Workforce Headcount and Full-Time Equivalents (FTE)¹
 2000 – 2009, October Snapshots
 All Appointment Types, Including Students Working in Staff Titles



Note: Headcount and FTE revised slightly from 2008 Workforce Profile, due to improved reporting capabilities. FTE does not reflect reductions due to staff participation in the voluntary START (Staff and Academic Reduction in Time) program (2006-2008) and University-wide furlough program (2009- 2010).

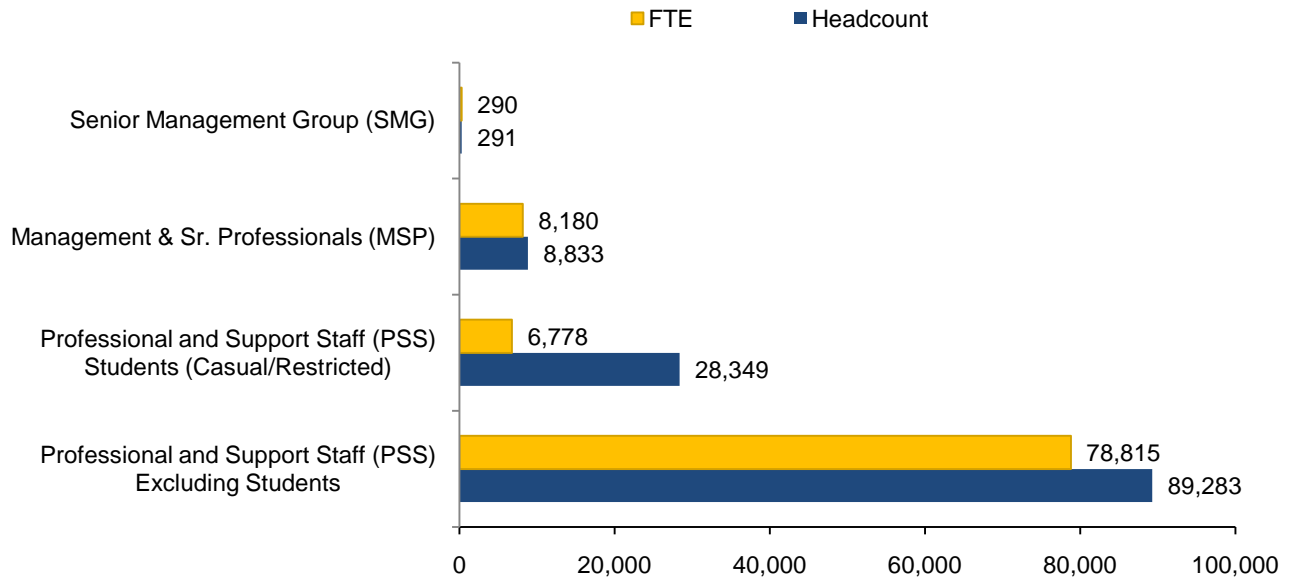
Source for Historical Data: *UC Statistical Summary of Students and Staff*

As the UC system has experienced growth in enrollment, in the medical centers, in research programs, and in academic programs (including the addition of a new campus at Merced) throughout the first decade of the new millennium, staff headcount and FTE has also grown. This trend has persisted even without full State support for increased student enrollments.

However, repeated cuts in State funding in the latter part of the decade have led to efforts at restructuring and the search for administrative efficiencies throughout the UC system. As a result, between October 2008 and October 2009, the system has seen reductions in staff headcount and FTE.

¹ Note: Unless otherwise noted, Medical Center staff Headcount and FTE are included with applicable campus and systemwide counts throughout the *Workforce Profile*.

Chart 2: Staff Workforce Headcount and Full-Time Equivalents (FTE) by Personnel Program
 October 2009
All Appointment Types, Including Students Working in Staff Titles
Total Headcount = 126,756
Total FTE = 94,064



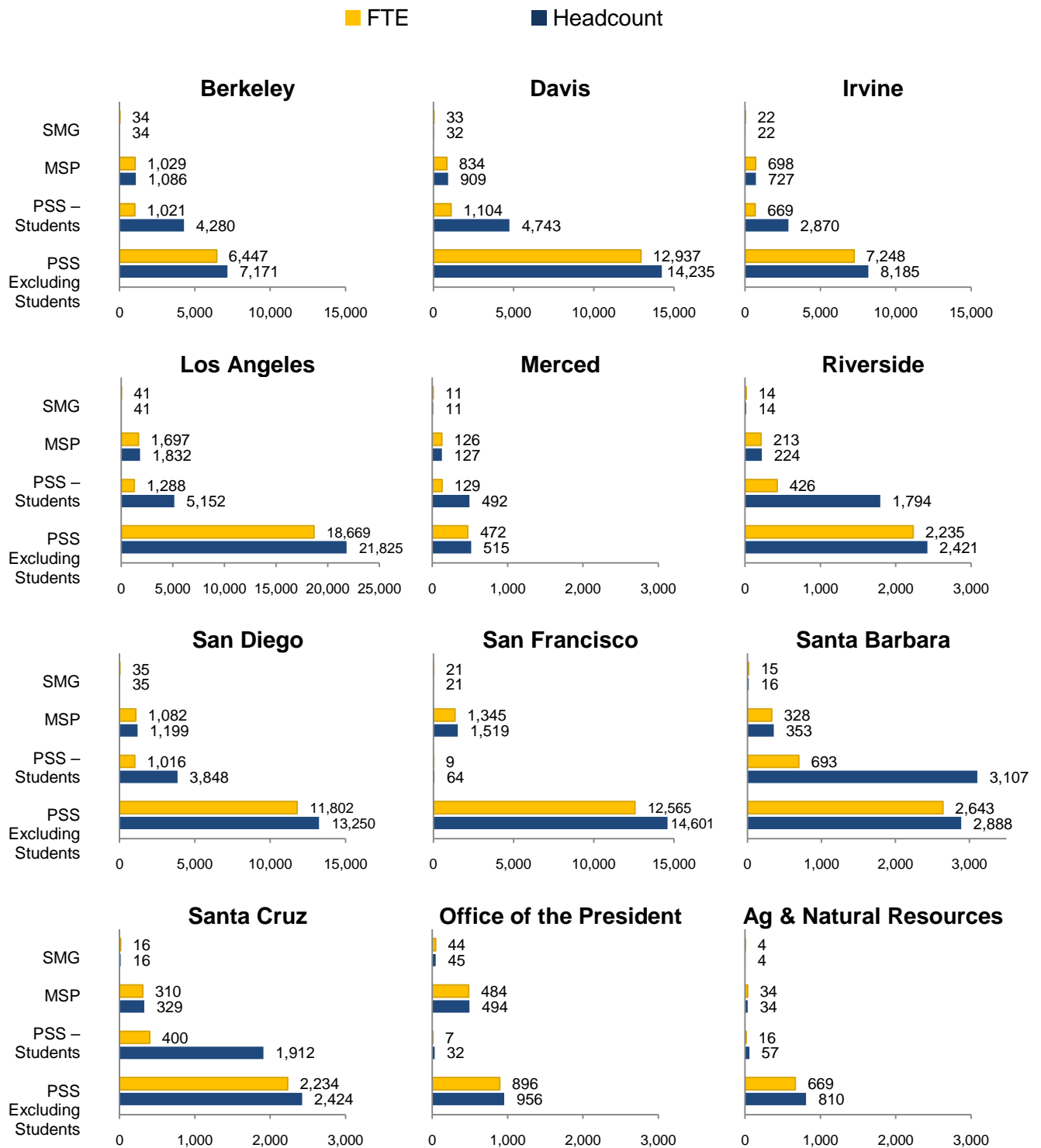
Staff members at the University of California are categorized into three personnel programs: Senior Management Group (SMG), Management and Senior Professionals (MSP), and Professional and Support Staff (PSS). The Senior Management Group consists of the senior leadership of the campuses and the systemwide administration, including Chancellors, Provosts, Vice Provosts and the President.

The Management and Senior Professional personnel program includes managers and directors as well as senior professionals such as staff physicians, nurse managers, high-level computer programmers, and high-level analysts.

The Professional and Support Staff, the largest personnel program, encompasses policy-covered staff subject to the Personnel Policies for Staff Members (including a large number of students working in casual/restricted appointments) as well as staff covered by collective bargaining agreements. Titles in the PSS program include nurses, clerical/administrative staff, research assistants, analysts, computer programmers, custodians, and many others. The noticeable difference between headcount and FTE in the PSS program reflects the greater proportion of part-time employees--especially students working in staff titles--in this personnel program than in MSP or SMG.

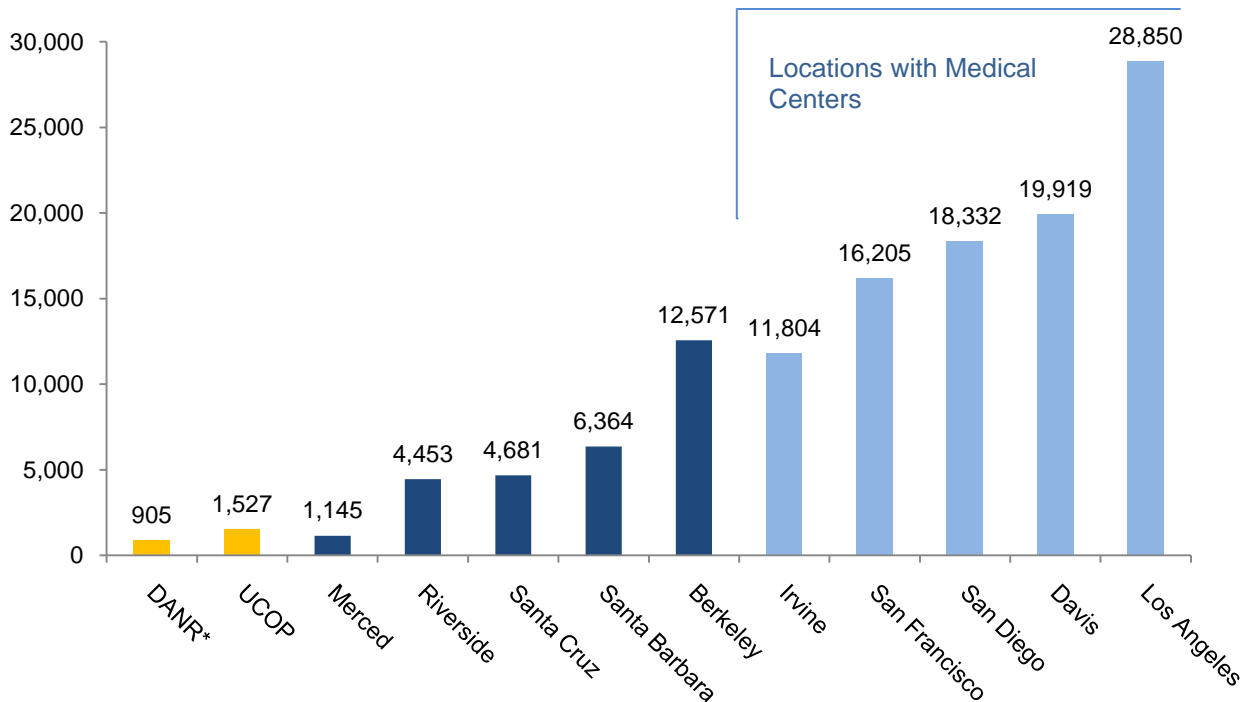
Chart 3 shows FTE and Headcount by location.

Chart 3: Staff Workforce Headcount and Full-Time Equivalents (FTE) by Personnel Program, by Location
 October 2009
 All Appointment Types, Including Students Working in Staff Titles



Please note scale differences

Chart 4: Staff Workforce Headcount by Location
 October 2009
All Appointment Types, Including Students Working in Staff Titles
Total Headcount = 126,756



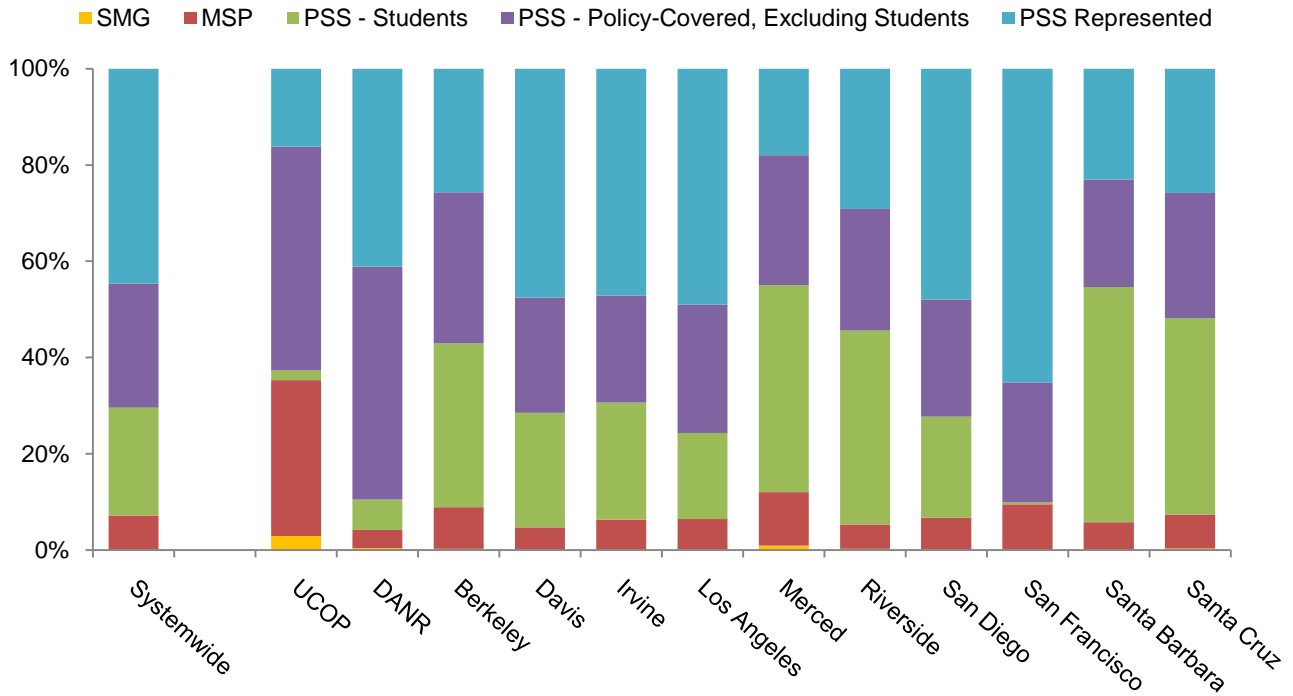
*Division of Agriculture and Natural Resources (DANR) staff work both at the Oakland offices of the UC Office of the President and at Agricultural Experiment Stations in every county of the state except Alpine County.

Chart 4 compares staff headcount at the 10 campuses, UCOP, and DANR. UCOP and DANR, systemwide administrative offices, have smaller workforces than most of the campuses. Among the campuses, Merced, the newest campus with the smallest workforce, is still in the early stages of building its programs and enrollment.

Numerous factors contribute to the number of staff at a particular location. Some of these include

- Student enrollment
- The proportion of graduate students to undergraduate students
- The size and complexity of the campus research programs
- The relative use of full-time vs. part-time staff
- The presence of a medical center

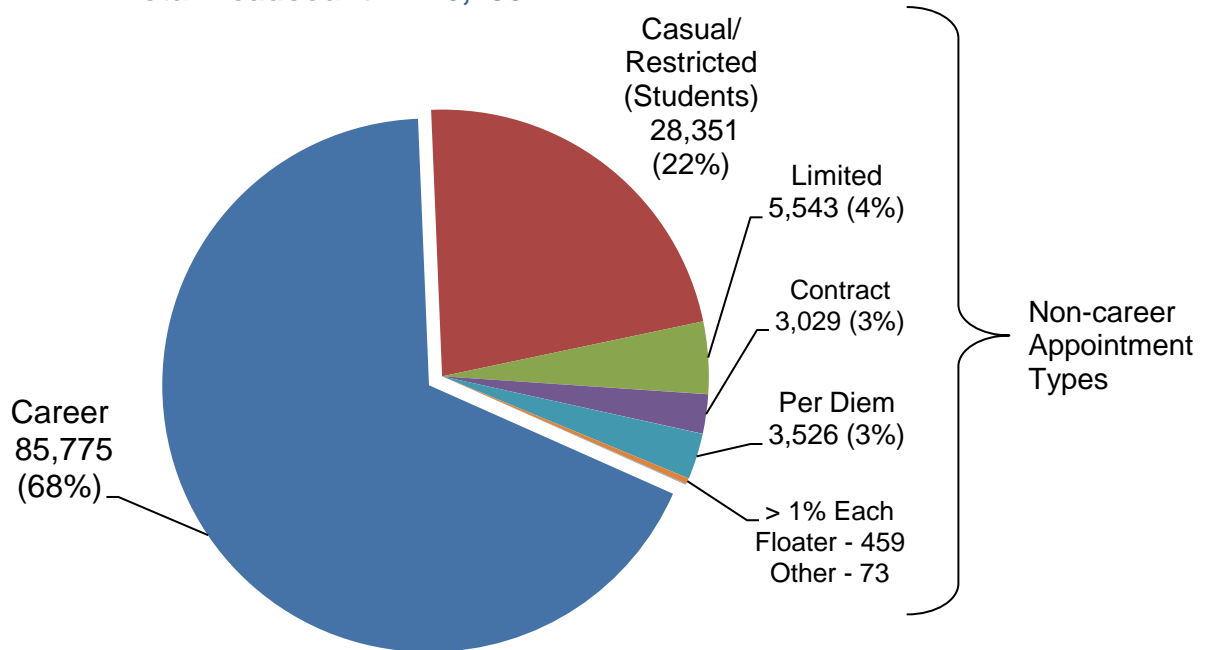
Chart 5: Staff Workforce Headcount by Personnel Program, by Location
 October 2009
All Appointment Types, Including Students Working in Staff Titles
Total Headcount = 126,756



	TOTAL	UCOP	DANR	BK	DV	IR	LA	MC	RV	SD	SF	SB	SC
SMG	291	45	4	34	32	22	41	11	14	35	21	16	16
MSP	8,833	494	34	1,086	909	727	1,832	127	224	1,199	1,519	353	329
PSS:													
Policy-Covered:													
Students	28,342	32	57	4,280	4,741	2,869	5,147	492	1,794	3,848	63	3,107	1,912
Excl. Students	32,761	709	438	3,946	4,771	2,624	7,695	309	1,124	4,459	4,048	1,422	1,216
Represented	56,529	247	372	3,225	9,466	5,562	14,135	206	1,297	8,791	10,554	1,466	1,208
Total	126,756	1,527	905	12,571	19,919	11,804	28,850	1,145	4,453	18,332	16,205	6,364	4,681

The uniqueness of our campuses is again reflected in each location's personnel program demographics. In the above chart, using the systemwide bar as an internal benchmark, varying distributions by location can be easily identified by the length of each color panel. Primarily because of their size, most locations with a medical center show a distribution similar to the systemwide average. San Francisco is the exception in having almost no students in casual/restricted appointments, mainly because there are very few undergraduate students, who normally constitute the pool for PSS student employment at the other campuses.

Chart 6: Staff Workforce Headcount by Career and Non-Career Appointment Types
 October 2009
 All Personnel Programs
 Total Headcount = 126,756



The staff workforce is predominantly career employees. This “core” group is supplemented by a smaller number of non-career employees who help maintain staffing levels for short terms or during emergency periods. Through career appointments, the University is committed to providing employees with predictable hours of work and full benefits.

Between October 2008 and 2009 there was a reduction in the staff workforce . The reduction is primarily in the non-career appointments--particularly in the part-time limited status category (formerly called “casual”). With fewer resources, locations appear to be addressing budgetary savings by retaining fewer temporary workers in order to avoid the layoff of career employees.

Table 2: Headcount by Appointment Type
 October 2008 and 2009

	2008	2009	Change	% Change
Career	85,705	85,775	70	<1%
Non-Career:				
Casual/Restricted	28,792	28,351	-441	-2%
Limited	6,434	5,543	-891	-14%
Contract	3,117	3,029	-88	-3%
Per Diem	3,651	3,526	-125	-3%
Floater	652	459	-193	-30%
Other	112	73	-39	-35%
Non-Career Total	42,758	40,981	-1,777	-4%

Chart 7: Staff Workforce Headcount by Career and Non-Career Appointment Types, by Location
 October 2009
 All Personnel Programs

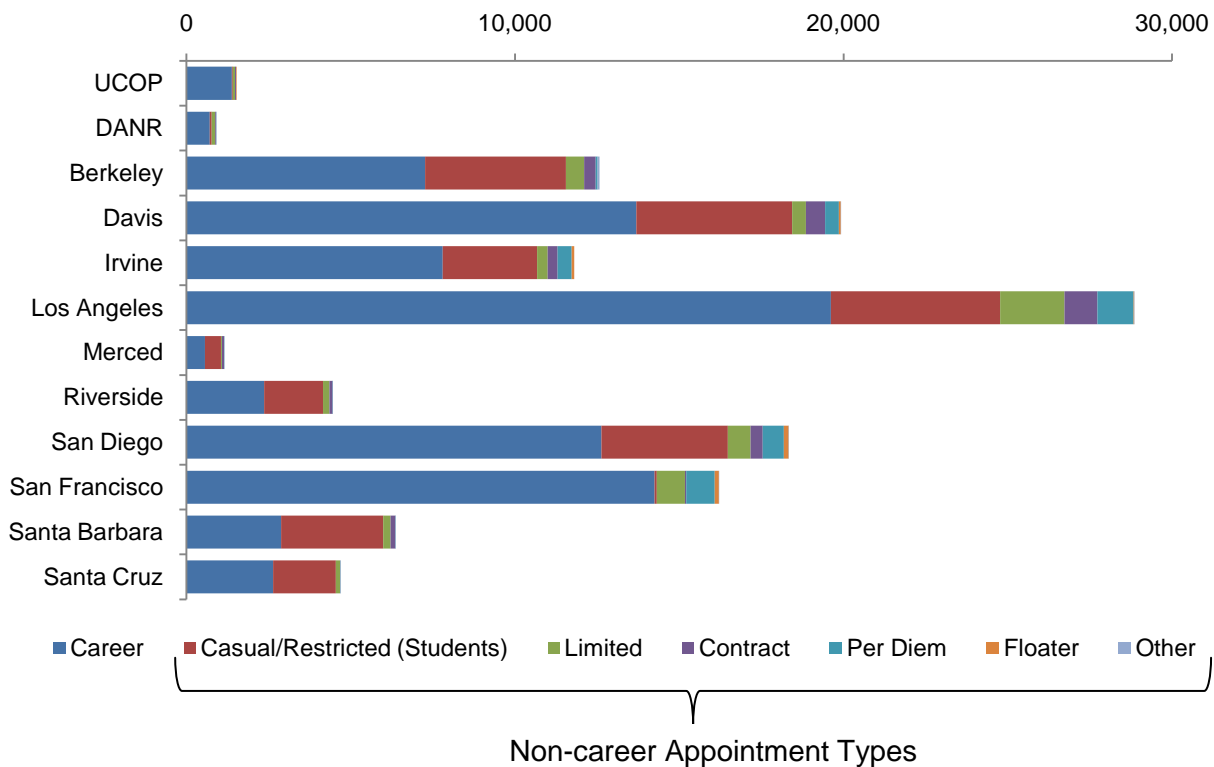


Chart 7 above shows that the locations primarily employ career employees. Per Diem appointments are uniquely found at Medical Centers. Casual/Restricted employees are found at all locations, with virtually none at UCOP, DANR, and UCSF.

Over the past decade, the different personnel programs have grown at different rates. As Table 3 shows, between October 2000 and October 2009, headcount in the MSP program increased from 5% to 7% of all staff, and PSS Policy excluding students increased from 21% to 26% of all staff, while the exclusively represented PSS staff declined from 51% to 45% of all staff.

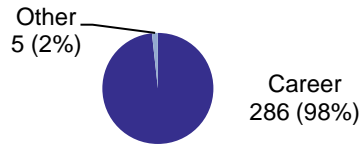
Table 3: Headcount by Personnel Program
 October 2000 and 2009

	2000	% of All Staff	2009	% of All Staff	Change, 2000-2009
SMG	321	<1%	291	<1%	-30
MSP	5,018	5%	8,833	7%	3,815
PSS Casual/Rest.	12,030	23%	28,342	22%	4,312
PSS Policy, Excl. Students	22,928	21%	32,761	26%	9,833
PSS Represented	54,457	51%	56,529	45%	2,072
Total	106,754	100%	126,756	100%	20,002

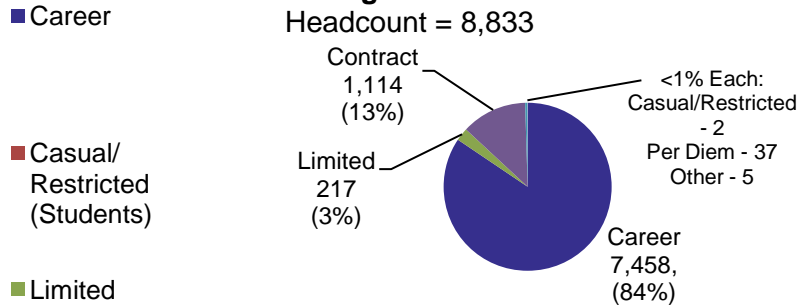
Chart 8 shows the distribution of appointment types by personnel program.

Chart 8: Staff Workforce Headcount by Personnel Program and Career and Non-Career Appointment Types
October 2009

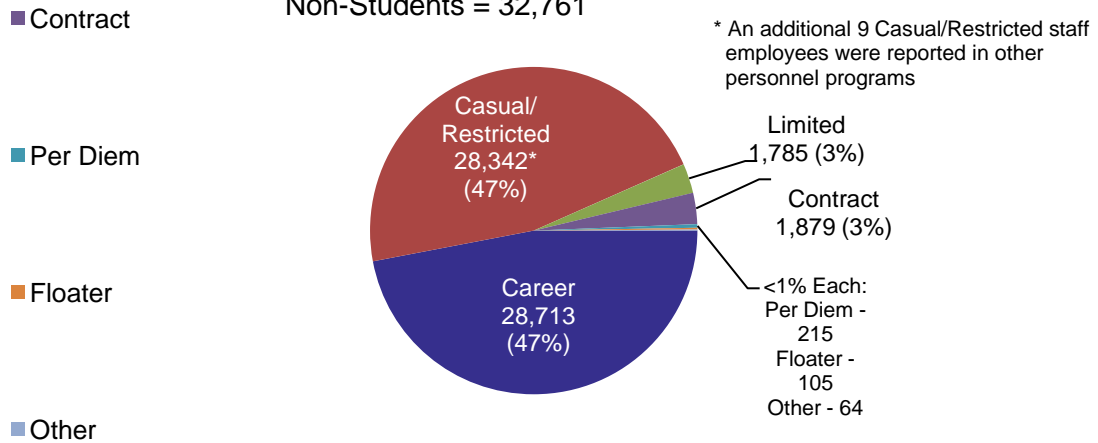
Senior Management Group (SMG)
Headcount = 291



Management and Senior Professionals (MSP)
Headcount = 8,833



Professional and Support Staff (PSS) Policy-Covered
Headcount = 61,103
Non-Students = 32,761



PSS Exclusively Represented
Headcount = 56,529

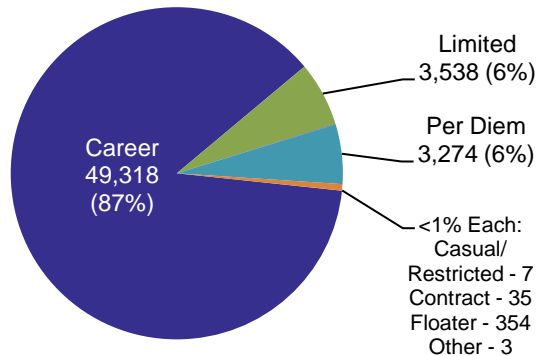
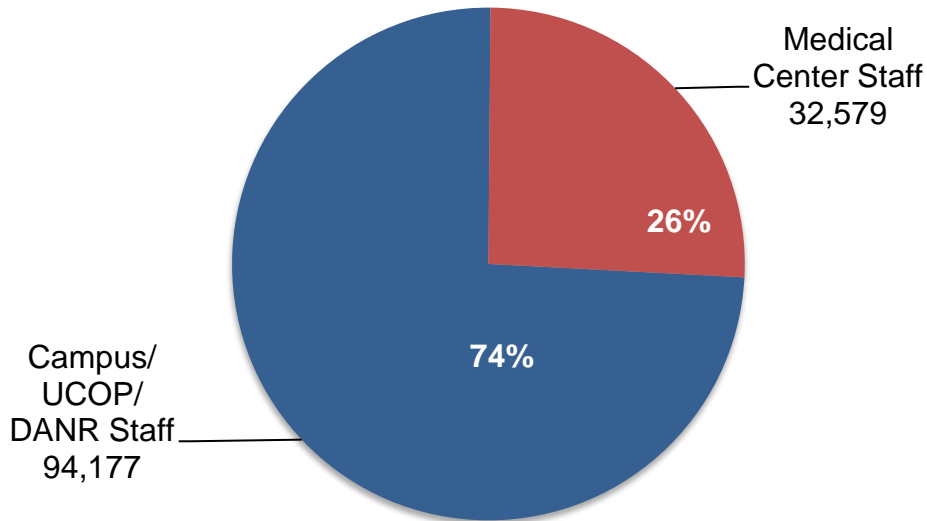


Chart 9: Staff Workforce by Campuses and Medical Centers
 October 2009
Including Students Working in Staff Titles
Headcount = 126,756

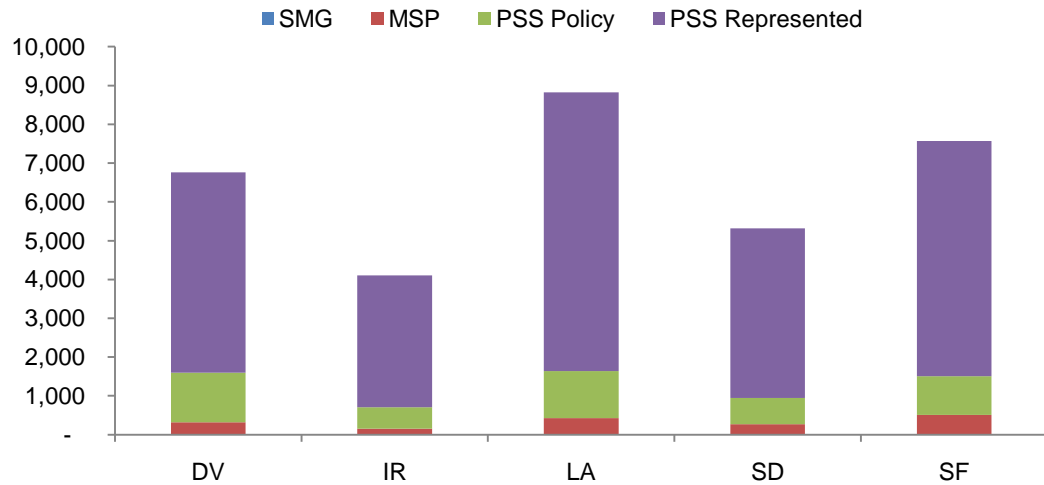


In 2000 there were approximately 25,000 staff employees working at the medical centers. By October 2009, that number grew to a workforce of 32,579--a 29% increase. During this same time period the campus-based workforce grew by approximately 15%. The expansion of the University's medical enterprise reflects the building, expansion, and acquisition of a number of new facilities, which requires the services of a growing number of staff employees.

Table 4: Staff Workforce
Campuses and Medical Centers
Headcount
 October 2000 and 2009

	2000	% of Total	2009	% of Total	Change	% Change
Campus/UCOP/DANR	81,553	76%	94,177	74%	12,624	15%
Medical Centers	25,201	24%	32,579	26%	7,378	29%
Total	106,754	100%	126,756	100%	20,002	19%

Chart 10: Medical Center Staff Workforce by Personnel Program
October 2009
Including Students Working in Staff Titles



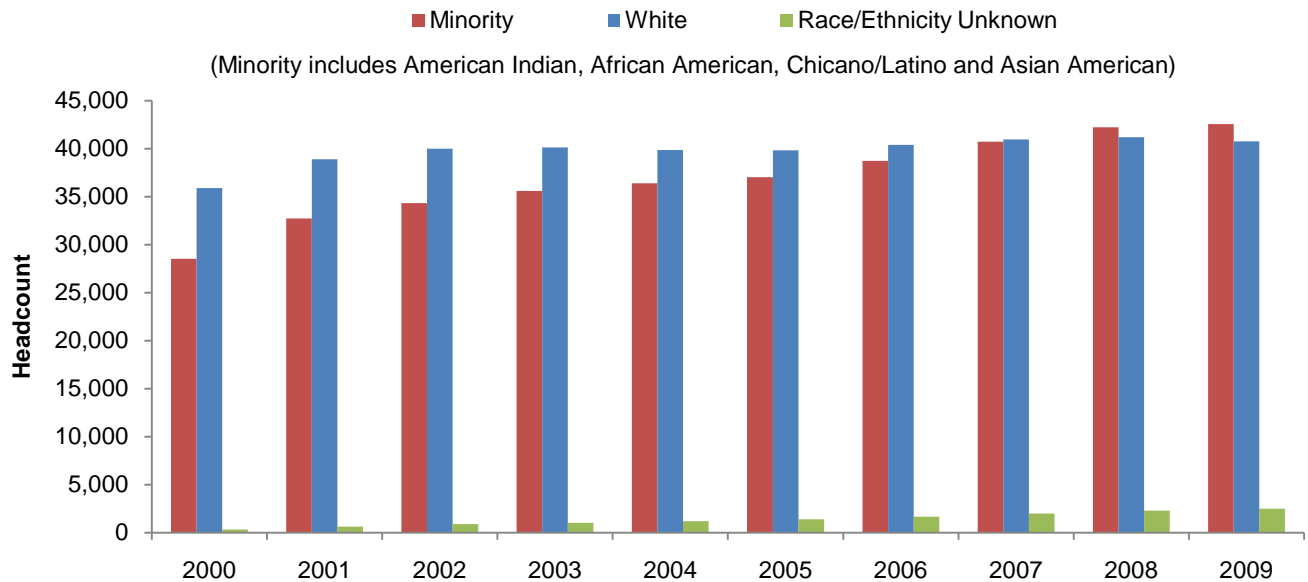
	DV	IR	LA	SD	SF	Total	%
SMG	7	5	8	6	6	32	<1%
MSP	313	150	416	262	503	1,644	5%
PSS Policy*	1,274	555	1,214	675	1,000	4,718	14%
PSS Rep.	5,166	3,399	7,184	4,373	6,063	26,185	80%
Total	6,760	4,109	8,822	5,316	7,572	32,579	

*Includes 40 Casual/Restricted Students in staff titles.

Due to rounding, percentages may not total 100%.

The majority of employees at medical center sites are represented by collective bargaining agreements. Students in PSS titles are not commonly employed at medical centers.

Chart 11: Staff Workforce by Minority Representation
 October 2000-2009
Career Staff, All Personnel Programs

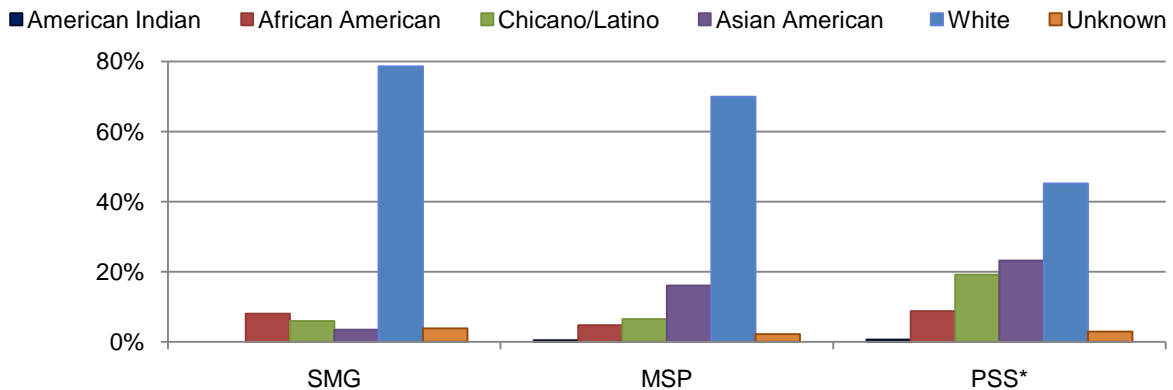


Total Career Staff	64,709	72,255	75,210	76,715	77,442	78,257	80,767	83,681	85,705	85,775
% Minority ■	44.1%	45.3%	45.7%	46.4%	47.0%	47.3%	47.9%	48.6%	49.3%	49.6%
% White ■	55.4%	53.8%	53.1%	52.3%	51.5%	50.9%	50.0%	49.0%	48.0%	47.5%
% Unknown ■	0.5%	0.9%	1.2%	1.3%	1.5%	1.8%	2.1%	2.4%	2.7%	2.9%

The University has made a concerted effort to increase employment diversity. In 2000, there were almost 11% more White staff than Minority staff but, by 2008 minorities became the plurality. The University is on the path of fulfilling the goal of building a workforce that reflects the diversity of the people of California, as embodied in the University of California Diversity Statement: <http://www.universityofcalifornia.edu/diversity/diversity.html>.

As Chart 12 shows, staff in the PSS personnel program tend to be more racially/ethnically diverse than in the MSP or SMG programs.

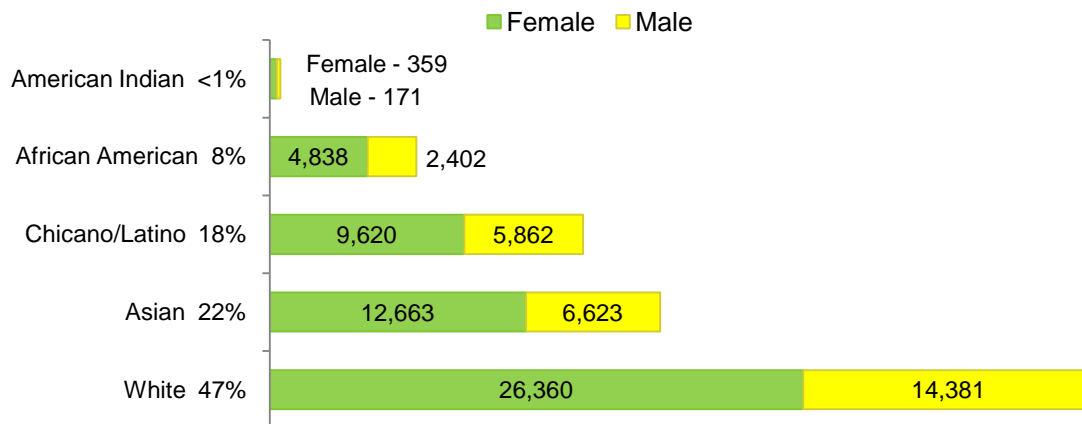
Chart 12: Composition of Staff by Race/Ethnicity, by Personnel Program
 October 2009
Career Staff Career Staff Headcount = 85,775



	American Indian	African American	Chicano/Latino	Asian American	White	Unknown	Total
SMG	0	23	17	10	225	11	286
MSP	38	352	484	1,200	5,221	163	7,458
PSS*	492	6,865	14,981	18,076	35,295	2,322	78,031
Total	530	7,240	15,482	19,286	40,741	2,496	85,775

*Includes both Policy-covered and represented PSS staff

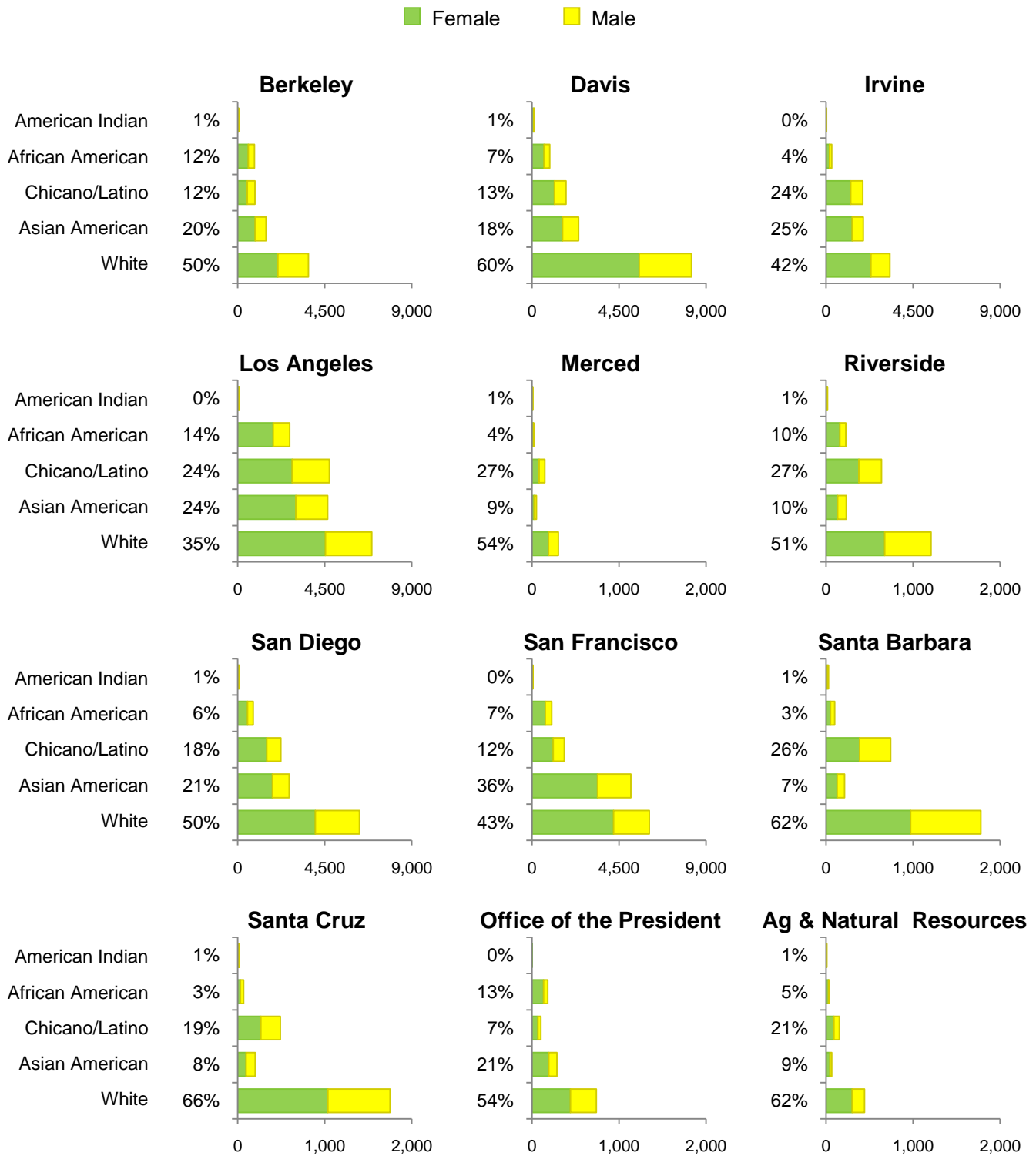
Chart 13: Composition of Staff by Race/Ethnicity* and Gender
 October 2009
Career Staff
 All Personnel Programs
 Career Staff Headcount = 85,775



*Staff with Unknown Race/Ethnicity (approximately 3% of Career staff) are not included.

Historically, females have dominated the staff career workforce, by a 3:1 gender ratio. An analysis of the gender groups shows in the last 10 years a decrease in two ethnic groups: White and African American, both in the female and male groups. During this time period White males decreased by 8% and African Americans decreased by 2%. The Asian and Chicano/Latino populations currently constitute approximately 20%, which is a slight increase from 10 years ago, for both female and male groups. The percentage of American Indian staff has remained unchanged in this time period.

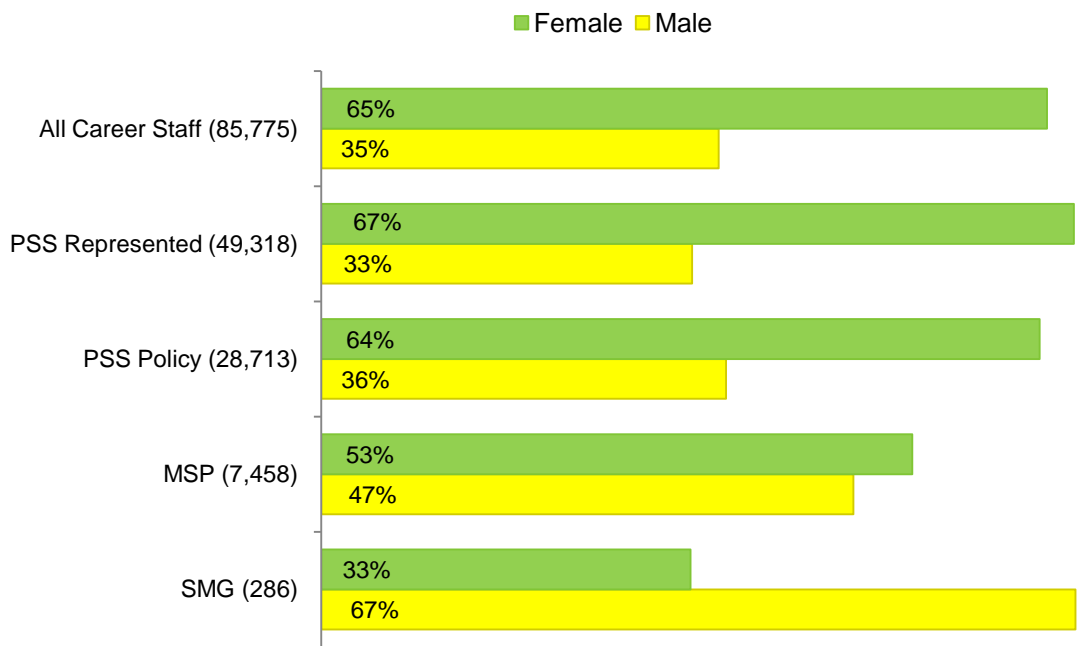
Chart 14: Composition of Staff Workforce by Race/Ethnicity* and Gender by Location
 October 2009
 Career Staff; All Personnel Programs



*Staff with Unknown Race/Ethnicity (approximately 3% of Career staff) are not included.

Please note scale differences

Chart 15: Staff Workforce by Personnel Program and Gender
 October 2009
Career Staff
Career Staff Headcount = 85,775



The majority of the career staff workforce is female (65%). This is primarily due to the large representation of women in the PSS program. In the MSP program, the balance of genders is closer to parity (53% female), and in the SMG program, the proportions are nearly the reverse of the career workforce as a whole: 33% female and 67% male.

A look back at ten-year systemwide gender statistics in Table 5 shows a percentage distribution similar to 2009 for all personnel programs except in SMG. Steady progress has been made in the past 10-years to increase the number of female SMG employees from 80 to 94 women, a 7% increase.

Table 5: Career Staff by Personnel Program and Gender
 October 2000 and 2009

		2000 (Total 64,709)		2009 (Total 85,775)	
		Headcount	% of Total	Headcount	% of Total
All Career Staff	Female	42,424	66%	55,416	65%
	Male	22,285	34%	30,359	35%
PSS Represented	Female	26,998	67%	33,036	67%
	Male	13,104	33%	16,282	33%
PSS Policy	Female	13,284	65%	18,362	64%
	Male	7,041	35%	10,351	36%
MSP	Female	2,062	52%	3,924	53%
	Male	1,909	48%	3,534	47%
SMG	Female	80	26%	94	33%
	Male	231	74%	192	67%

Chart 16: Age Distribution of Staff Workforce by Personnel Program

October 2009

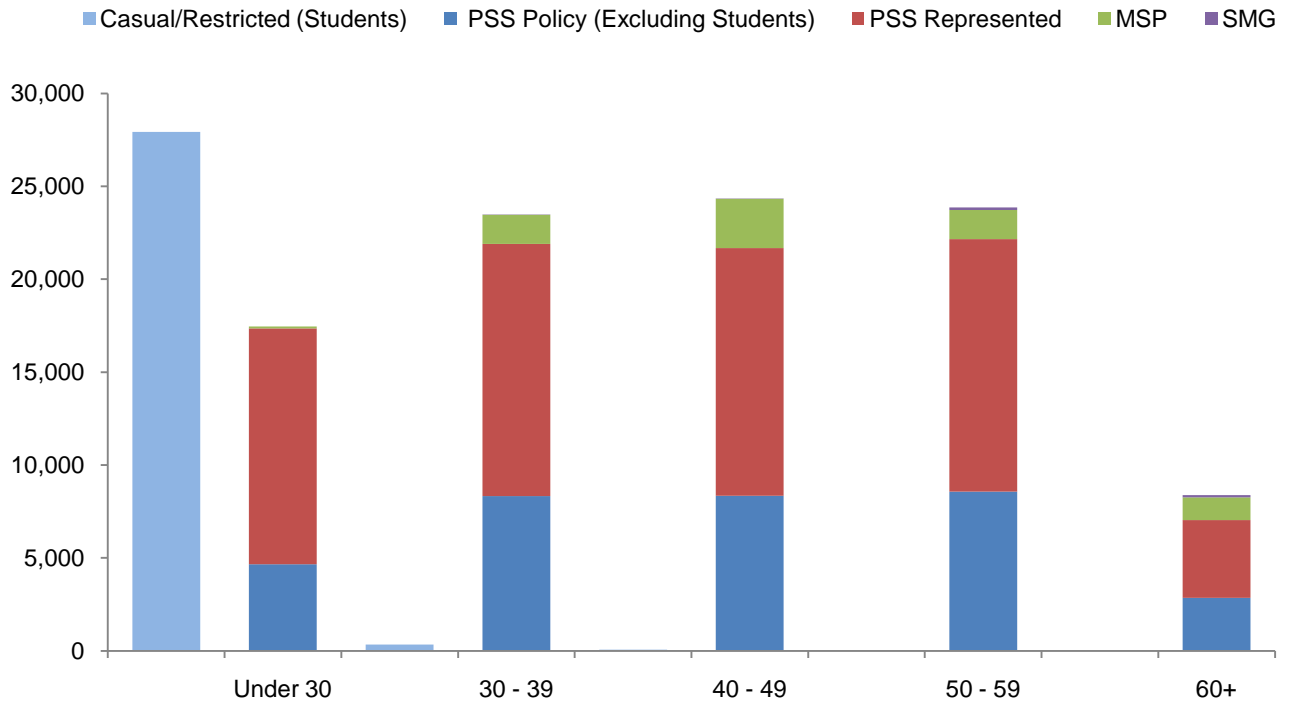
All Personnel Programs

Average Age, All Staff: 38

All Staff Except Students: 43

Career Staff: 43

Casual/Restricted (Students): 21

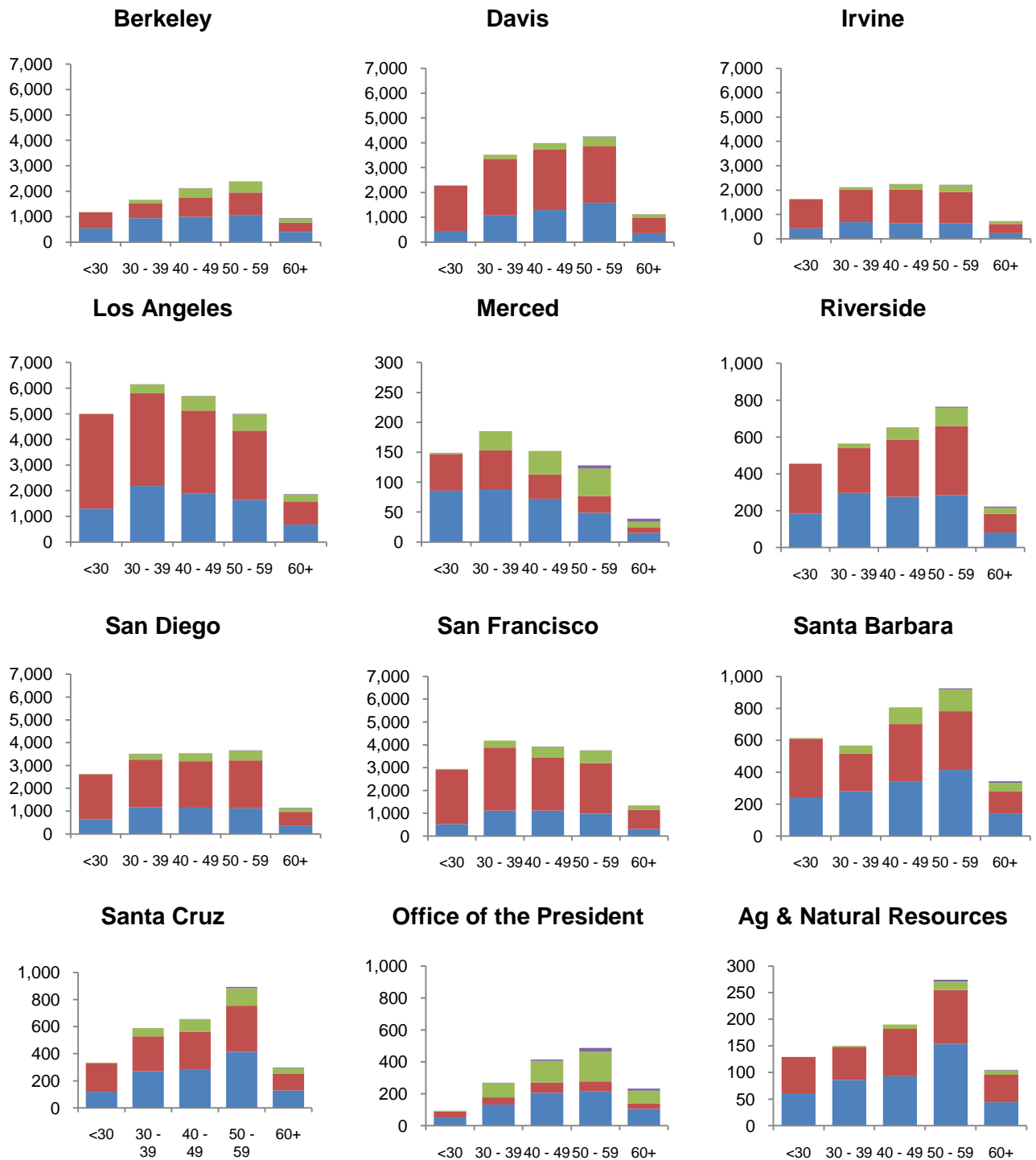


The chart above shows the age distribution of the staff workforce, which spans four generations: Millennials, Generation X, Baby Boomers, and the World War II generation. The vast majority (approximately 99%) of the casual/restricted workforce is under 30 years of age--as would be expected since these appointments are open only to UC students. The rest of the staff are mostly between 30 and 59 years of age. Headcount in the 60+ range is noticeably lower, which is understandable considering that the average retirement age for MSP and SMG staff is 60, and for PSS staff is 59 (see page 39).

In the past ten-year period, the systemwide age distribution of staff has increased at the end-points: under age 30 has gone from being 13% of the staff workforce to 15% in 2009. And the percentage of employees in the 60+ bracket has doubled from 4% to 8%. Managing a multi-generational workforce requires demographic understanding as well as appreciation of the differences motivating each generation particularly in the areas of leadership, communication, technology and learning.

Chart 17: Age Distribution of Staff Workforce by Personnel Program, by Location
October 2009

■ PSS Policy (Excluding Casual/Restricted) ■ PSS Represented ■ MSP ■ SMG



Please note scale differences

Chart 18: Age Distribution of Staff Workforce by Personnel Program
 October 2009
 Career Staff

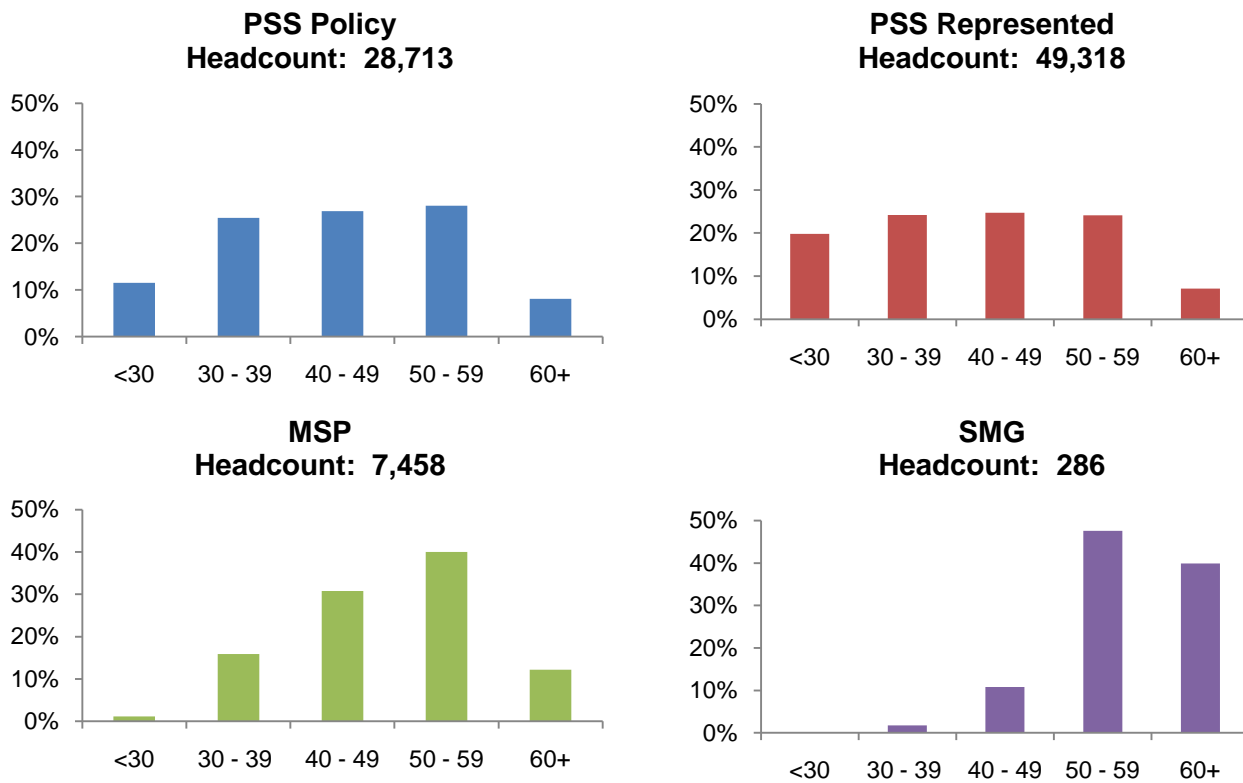


Table 6: Career Staff by Personnel Program and Age Range
 October 2009

Age Range	PSS Policy	PSS Represented	MSP	SMG	Total	%
<30	3,307	9,785	86	0	13,178	15%
30 - 39	7,312	11,944	1,188	5	20,449	24%
40 - 49	7,723	12,190	2,293	31	22,237	26%
50 - 59	8,046	11,908	2,984	136	23,074	27%
60+	2,325	3,491	907	114	6,837	8%
Total	28,713	49,318	7,458	286	85,775	100%

These charts show the systemwide age distribution of different generations in the four staff personnel programs. Most MSP and SMG employees are managing/leading employees in younger generations who have different styles of working, communicating, and learning. This provides the University with a number of opportunities and challenges.

Chart 19: Length of Service from Most Recent Date of Hire of Staff Workforce by Personnel Program

October 2009

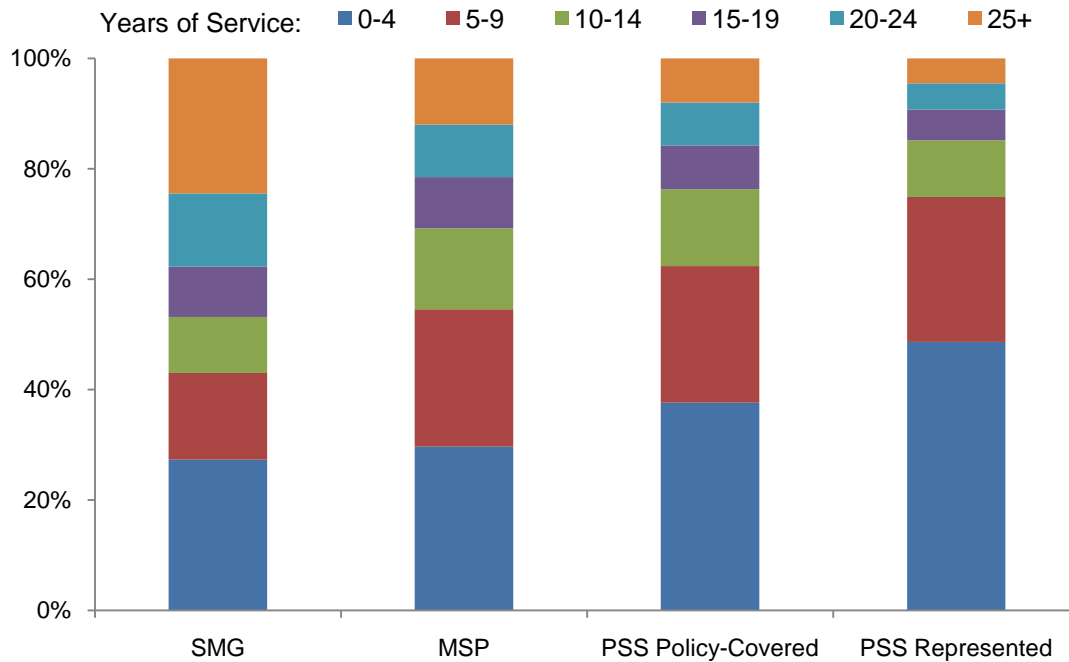
Career Staff

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



Length of Service	SMG	MSP	PSS Policy-Covered	PSS Represented	Total	%
0-4	78	2,214	10,795	23,995	37,082	43%
5-9	45	1,853	7,107	12,948	21,953	26%
10-14	29	1,096	4,007	5,063	10,195	12%
15-19	26	689	2,272	2,717	5,704	7%
20-24	38	709	2,226	2,368	5,341	6%
25+	70	897	2,306	2,227	5,500	6%
Total	286	7,458	28,713	49,318	85,775	100%

The average length of employment service from date of most recent hire for career employees systemwide has not changed in the last 10 years; it has stayed steady at 8 years. However, nearly half of all SMG employees and one quarter of MSP employees have 20+ years of employment.

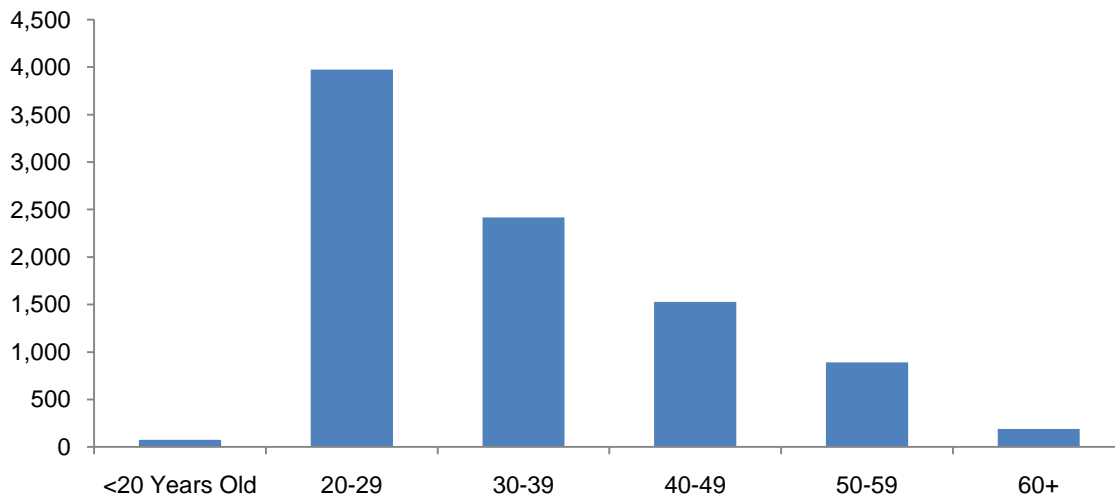
Note: UC Retirement Plan (UCRP) service credit may differ from years of employment service.

Chart 20: Length of Service from Most Recent Date of Hire of Staff Workforce by Personnel Program, and Location
 October 2009
Career Staff

Years of Service: 0-4 (Blue) 5-9 (Red) 10-14 (Green) 15-19 (Purple) 20-24 (Cyan) 25+ (Orange)



Chart 21: Staff Workforce New Hires: Age at Date of Hire
 Fiscal Year 2008-2009
Career Staff; All Personnel Programs
New Hires = 9,072



Systemwide							Total
Headcount	75	3,975	2,416	1,526	890	190	9,072
% of New Hires*	1%	44%	27%	17%	10%	2%	101%
UCOP	0	28	33	40	32	9	142
DANR	0	27	16	13	11	1	68
Berkeley	4	240	183	130	87	22	666
Davis**	11	431	293	247	133	28	1,143
Irvine**	13	299	180	127	85	17	721
Los Angeles**	32	1,233	602	314	165	25	2,371
Merced	0	27	32	19	12	3	93
Riverside	0	65	47	39	26	7	184
San Diego**	8	687	407	279	152	35	1,568
San Francisco**	5	758	492	239	138	31	1,663
Santa Barbara	1	111	69	43	19	6	249
Santa Cruz	1	69	62	36	30	6	204

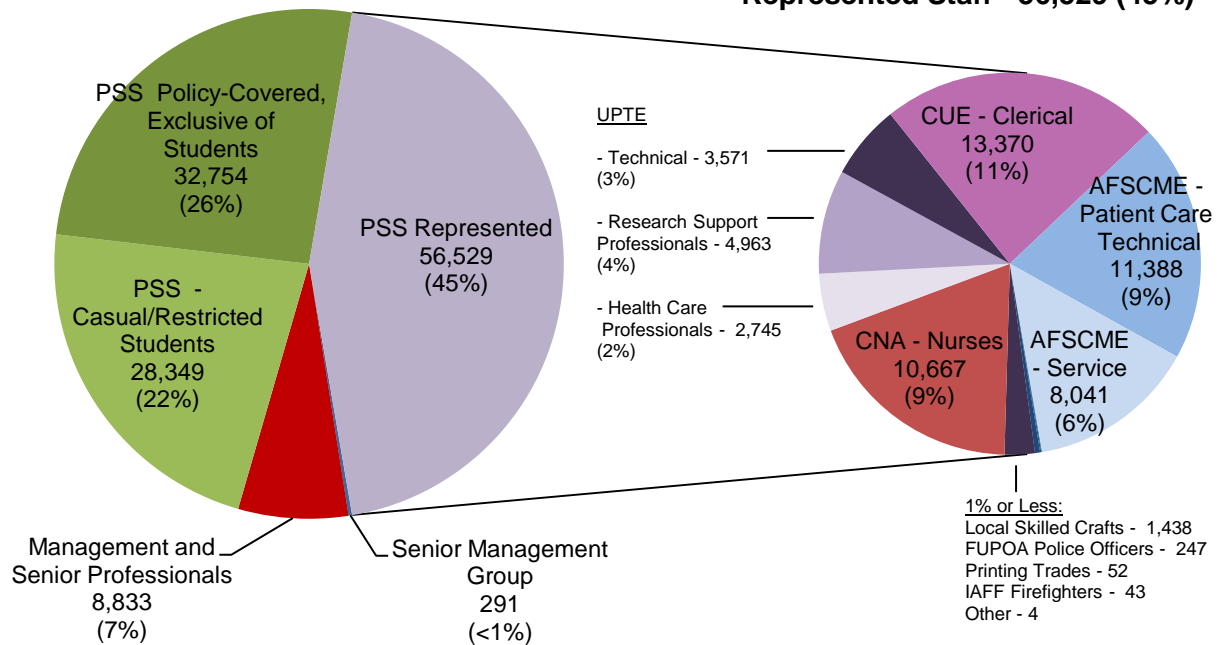
*Due to rounding, percentages may not total 100%.

Systemwide, in FY 2008-09, the majority (72%) of people hired into a staff career position were younger than age 40. The majority of these people were employed by a campus with a medical center(**).

Chart 22: Policy-Covered and Union-Represented Staff Workforce
 October 2009
Headcount and Percentage
All Appointment Types, Including Students Working in Staff Titles
All Personnel Programs
Headcount = 126,756

Policy-Covered Staff - 70,227 (55%)

Represented Staff - 56,529 (45%)



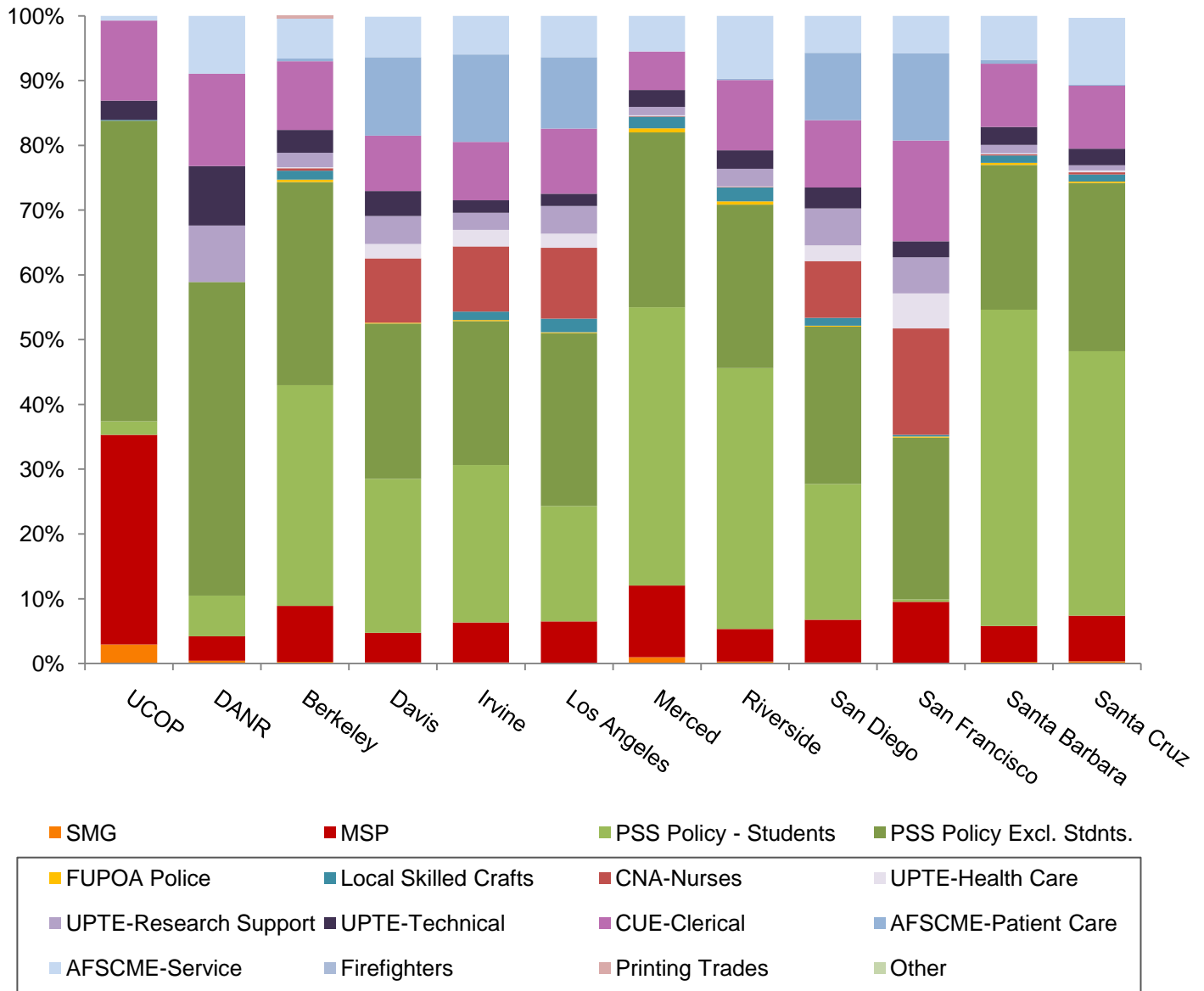
Due to rounding, percentages may not total 100%.

The majority of staff (55%) at UC are covered by UC Personnel Policies. The largest group is the PSS Policy-Covered, of which more than 28,000 are students working in staff titles. Since 1990, there has been a gradual change in the staff populations shifting the Policy-Covered group to the majority. Twenty years ago the Represented group was the majority with 56% of the staff workforce.

Of the 45% of staff represented by collective bargaining units, 97% are covered by one of four unions:

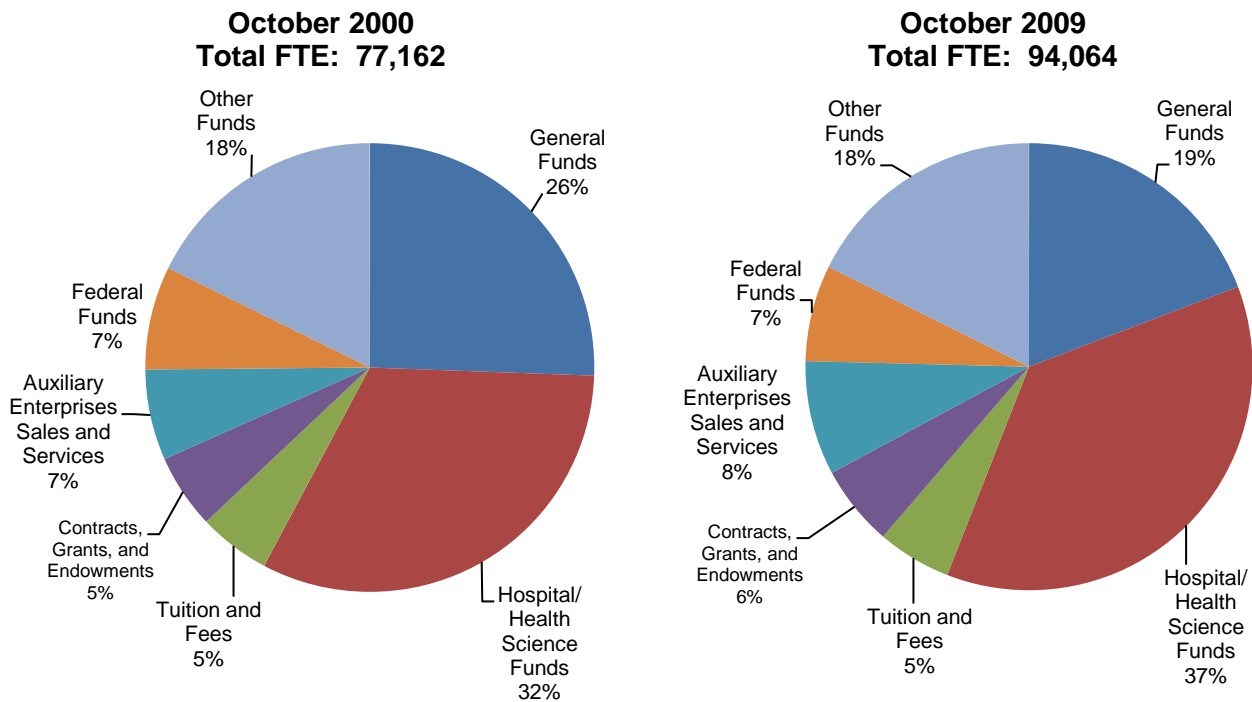
1. American Federation of State, County and Municipal Employees (AFSCME), which represents 19,429, staff (34% of all represented staff) in Patient Care (such as Vocational Nurses and Hospital Assistants) and Service (e.g., Custodians) units.
2. Coalition of University Employees (CUE), which represents 13,370 staff in clerical/administrative positions (24% of all represented staff).
3. University Professional and Technical Employees (UPTE), which represents 11,279 staff in the Technical (e.g., Lab Assistants, Computer Operators), Research Support and Health Care Professionals (such as Clinical Social Workers) units (20% of all represented staff).
4. California Nurses Association (CNA), which represents 10,667 Registered Nurses (19% of all represented staff).

Chart 23: Policy-Covered and Union-Represented Staff Workforce by Location
 October 2009
All Appointment Types, Including Students Working in Staff Titles
All Personnel Programs



This chart shows that each location has a different “mix” of employee groups determined by the programmatic functions and business operations at their location.

Chart 24: Percentage of Staff FTE by Fund Source (Base Pay only)
All Appointment Types, Including Students Working in Staff Titles



In keeping with the trend of the past decade, Hospital/Health Science Funds continue to form the largest proportion of funding for staff FTE systemwide (37% in 2009, up from 32% in 2000). General Funds, which are made up primarily of funds from the State of California, make up a shrinking portion of the total: 19% in 2009, down from 26% in 2000. The portions of FTE paid from other fund sources have remained relatively stable over the past decade.

The funding detail by location shows that locations with medical centers derive most funding for staff FTE from Hospital/Health Science Funds. Campuses without medical centers rely more on General Funds, Tuition and Fees, and Auxiliary Enterprises for funding.

The systemwide administrative offices demonstrate a different funding pattern from the campuses. A significant portion of staff FTE at the Division of Agriculture and Natural Resources (23%) is paid from Contracts, Grants, and Endowments. Staff FTE at the Office of the President is funded primarily by Other Funds (76%), rather than by General Funds (22%).

Chart 25: Percentage of Staff FTE by Fund Source, by Location
 October 2009
All Appointment Types, Including Students Working in Staff Titles

- General Funds
- Hospital/Health Science Funds
- Tuition and Fees
- Contracts, Grants & Endowments
- Auxiliary Enterprises Sales & Services
- Federal Funds
- Other Funds

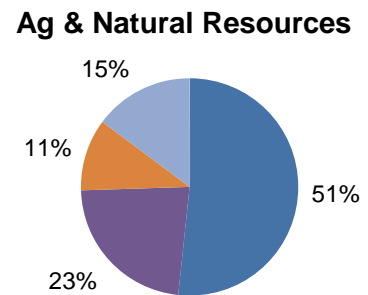
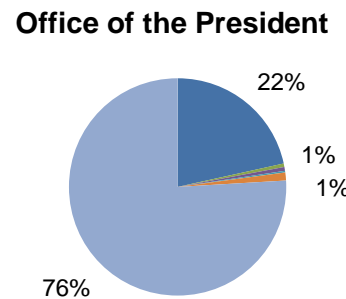
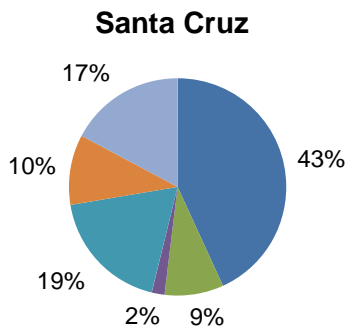
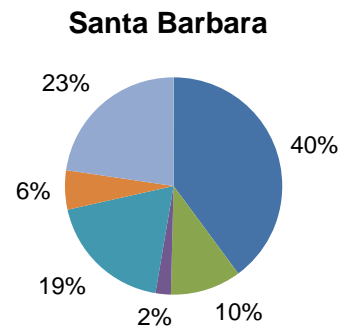
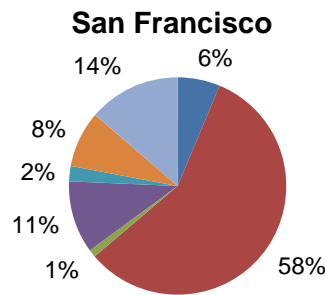
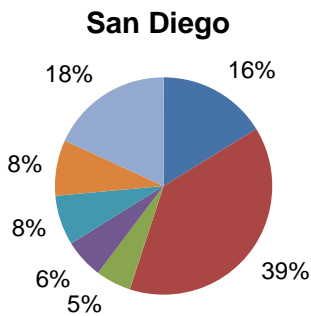
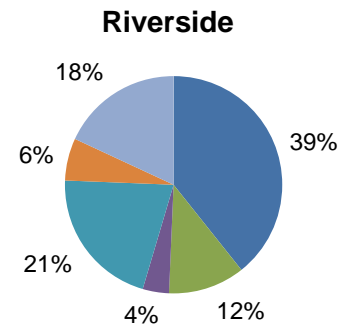
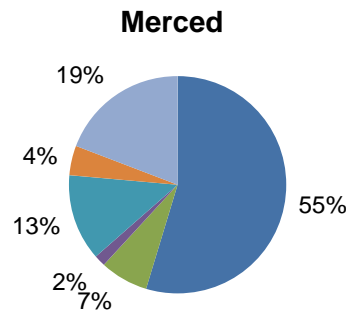
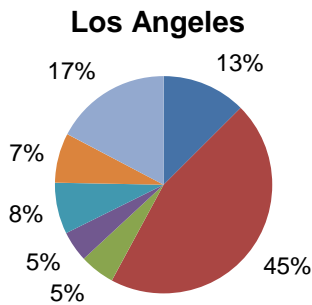
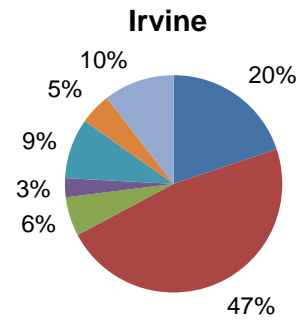
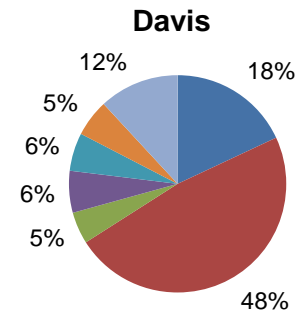
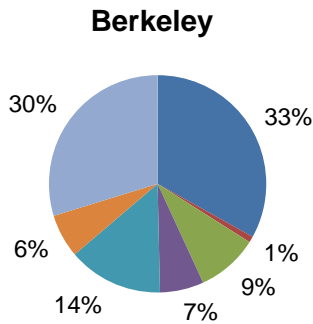
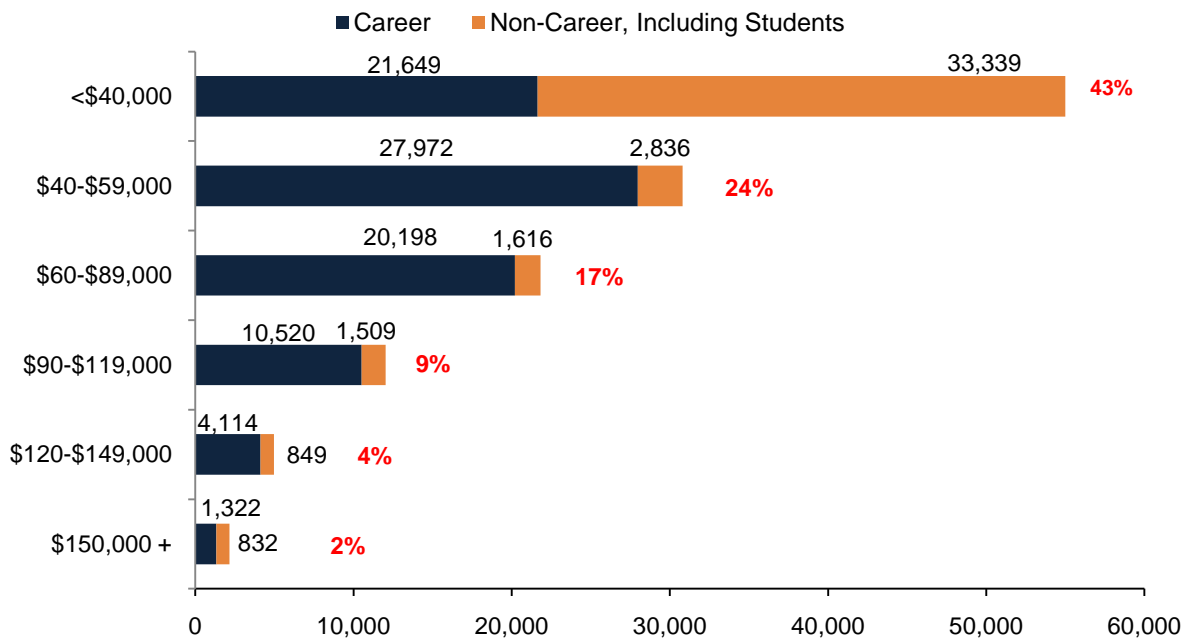


Chart 26: Staff Workforce Weighted Annual Average Salaries
 October 2009
All Appointment Types, Including Students Working in Staff Titles
Headcount = 126,756



Notes: Includes base salary only.

Due to rounding, percentages may not total 100%.

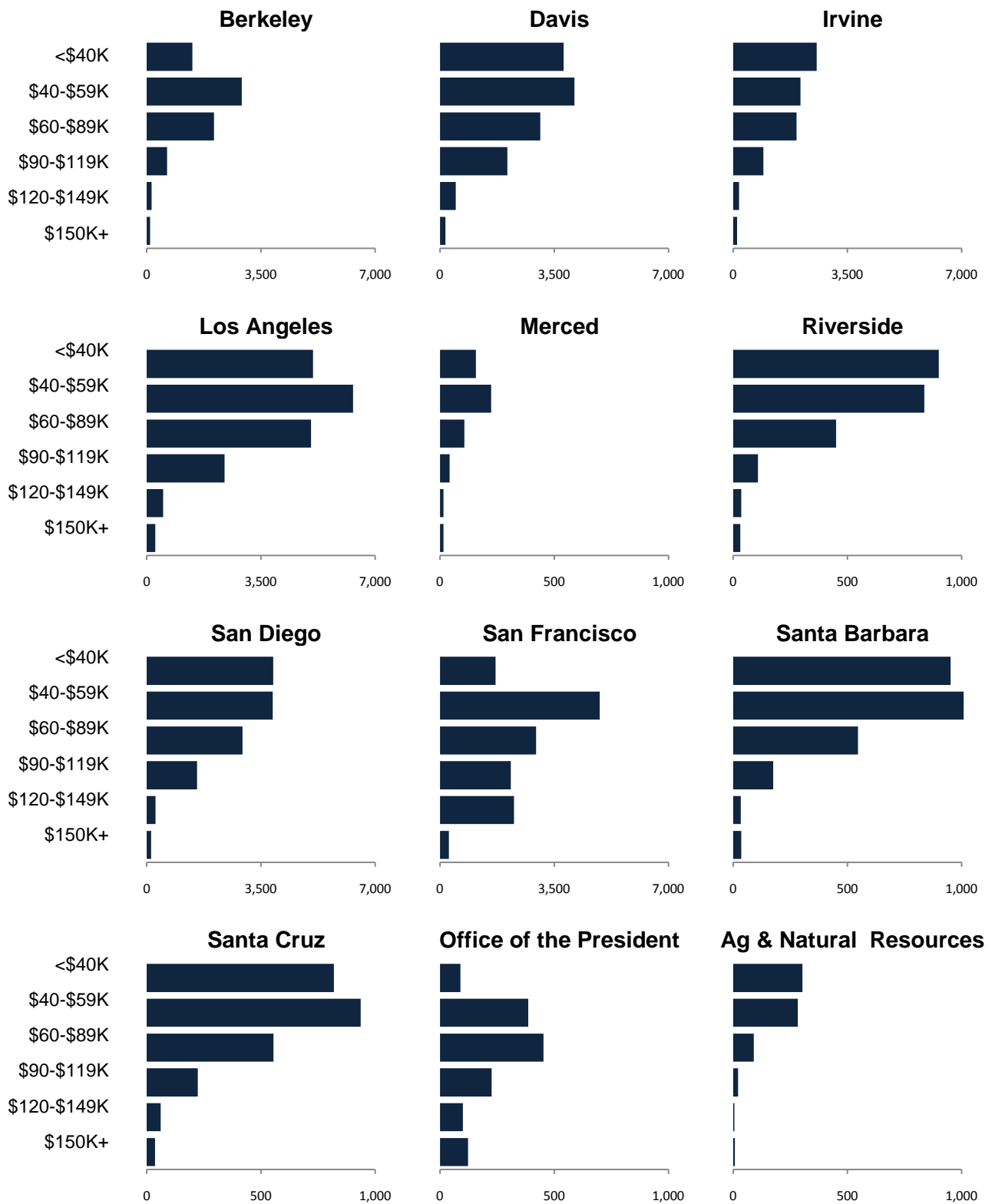
The annual salary rate of the majority of UC staff employees, when students working in staff titles are included, is less than \$40,000.

From a systemwide perspective, the largest group of career staff falls within the salary range of \$40,000 to \$59,000, and the average annual salary for all career staff is \$63,703. The location charts, which follow, show that the distribution of average career staff salaries varies by location.

For average salaries by personnel program and associated market comparisons, refer to the 2009 Update of the Total Remuneration Study for Campus and UCOP and Medical Centers, October 2009:

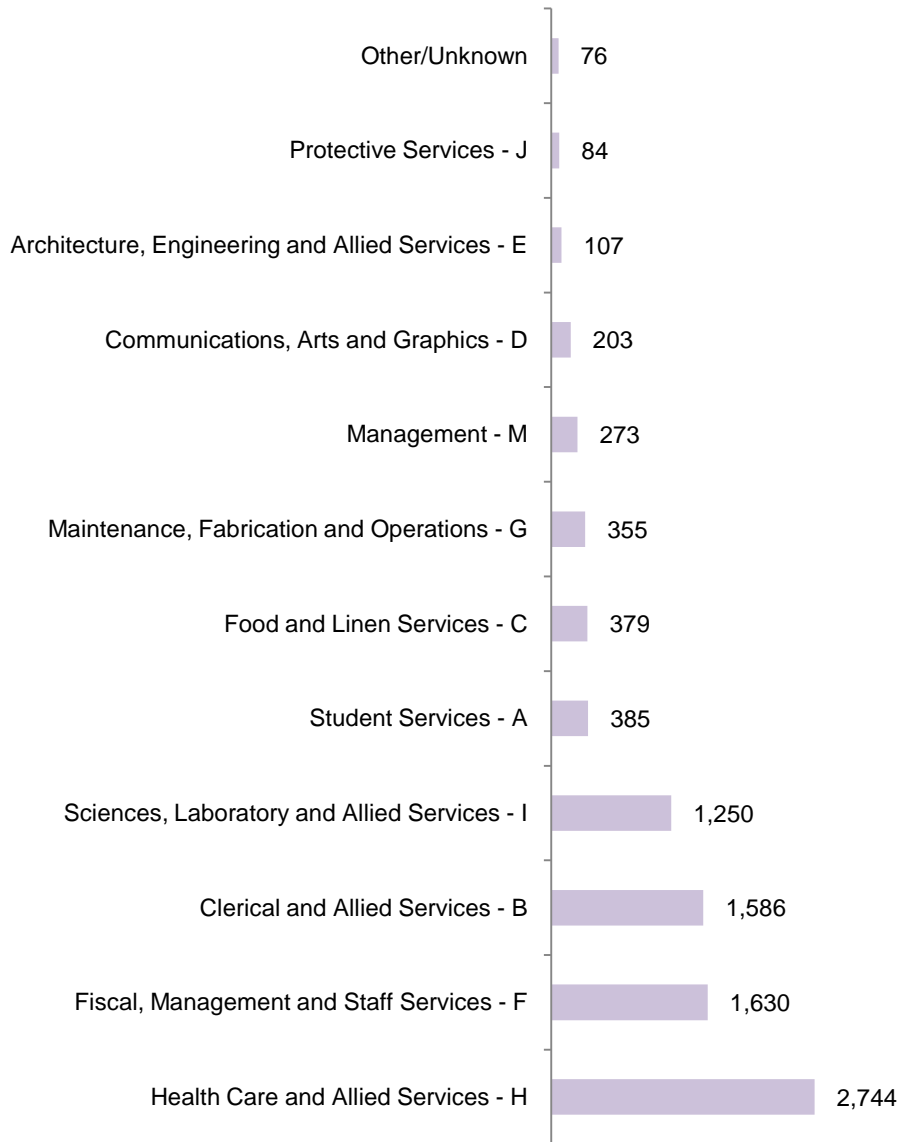
<http://www.universityofcalifornia.edu/news/compensation/comparisons.html>

Chart 27: Staff Workforce Weighted Annual Average Salaries by Location
 October 2009
 Career Only



Please note scale differences

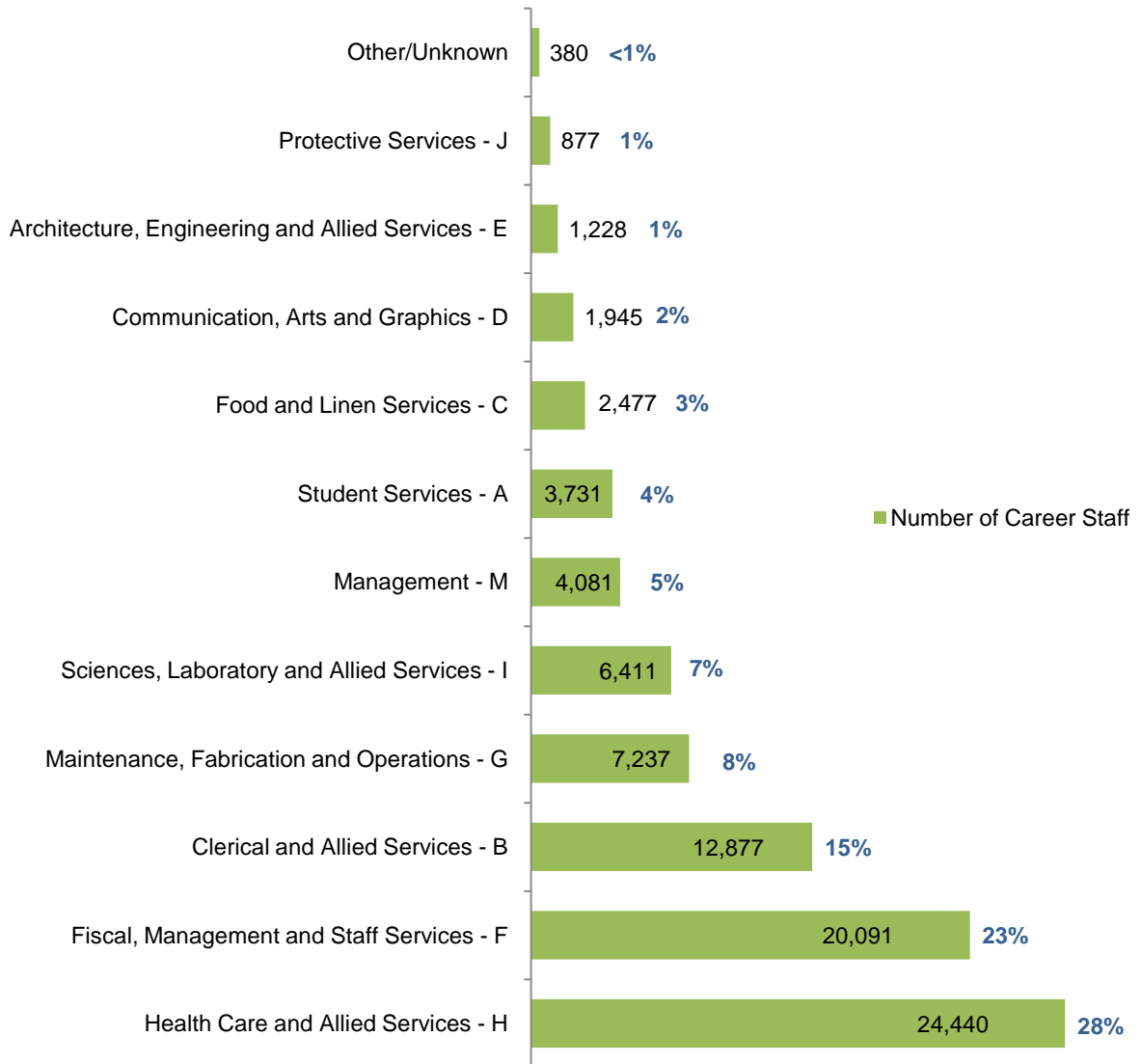
Chart 28: Staff Workforce New Hires by Occupational Group¹
 Fiscal Year 2008-09
Career Staff
Career Staff Headcount = 85,775
Career Staff Hired in FY 2008-09 = 9,072



Most new hires were employed in a health care related job, which has been the systemwide employment pattern of the past 10 years. In the last five years, new hires to occupations in the Fiscal Management and Staff Services category increased over hirings in clerical jobs, which reflects the shift in the nature of support services being performed by staff (computer-related jobs are in the Fiscal Management and Staff Services group).

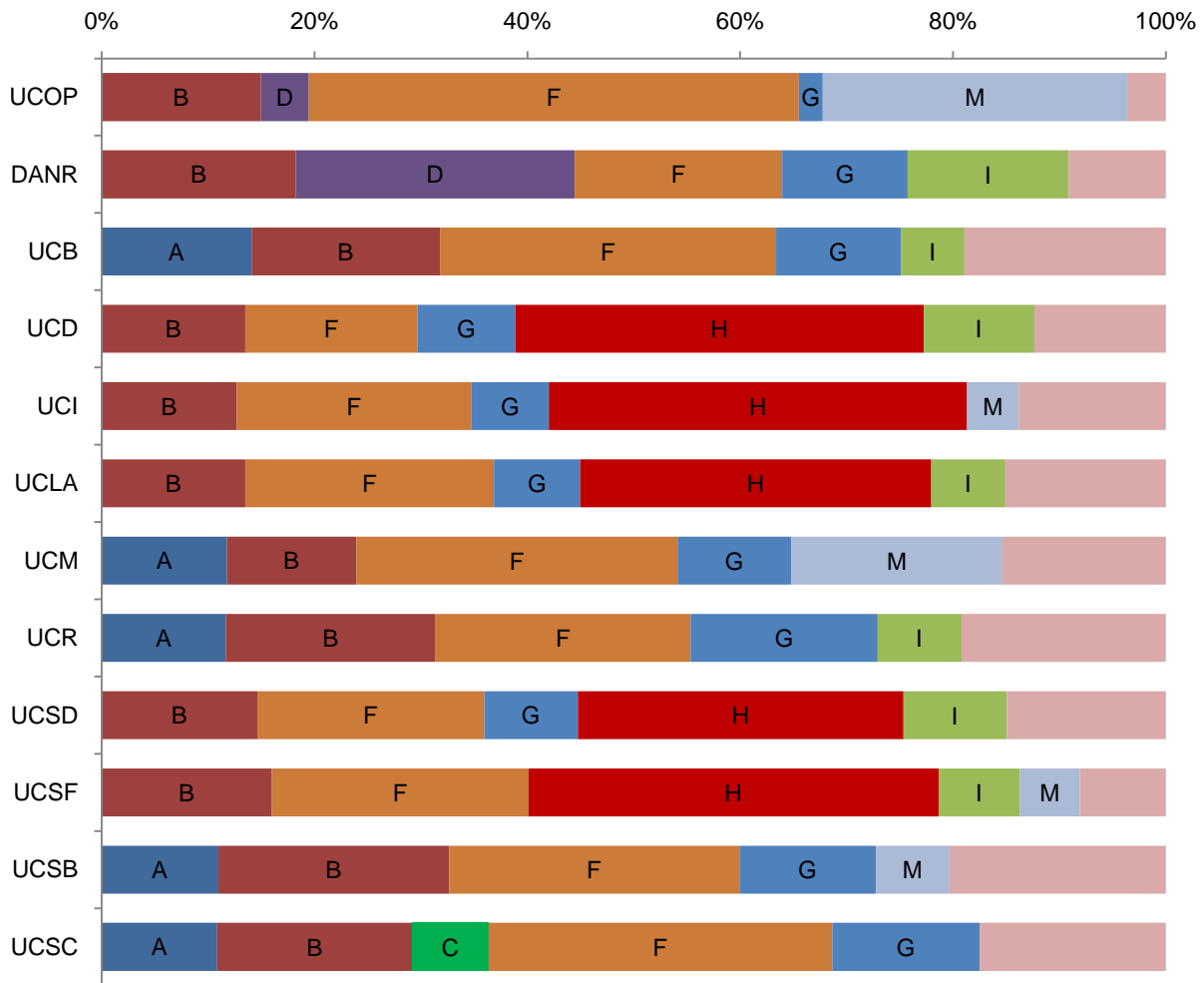
¹ Refer to Appendix A for representative titles in the eleven occupational groups.

Chart 29: Staff Workforce by Occupational Group
 Fiscal Year 2008-09
Career Staff



Over one-quarter of the career staff work in a health care related occupation. In the past 10 years, the number of staff in health care occupations has increased by nearly 50%, from 16,700 to 24,440. Meanwhile during this same time period, total operating expenditures in the medical centers have more than doubled, reflecting a large expansion in the size and scope of the teaching hospital enterprise.

Chart 30: Staff Workforce by Occupational Group by Location
 October 2009
 (Five Largest Occupational Groups by Percent of Career Staff)



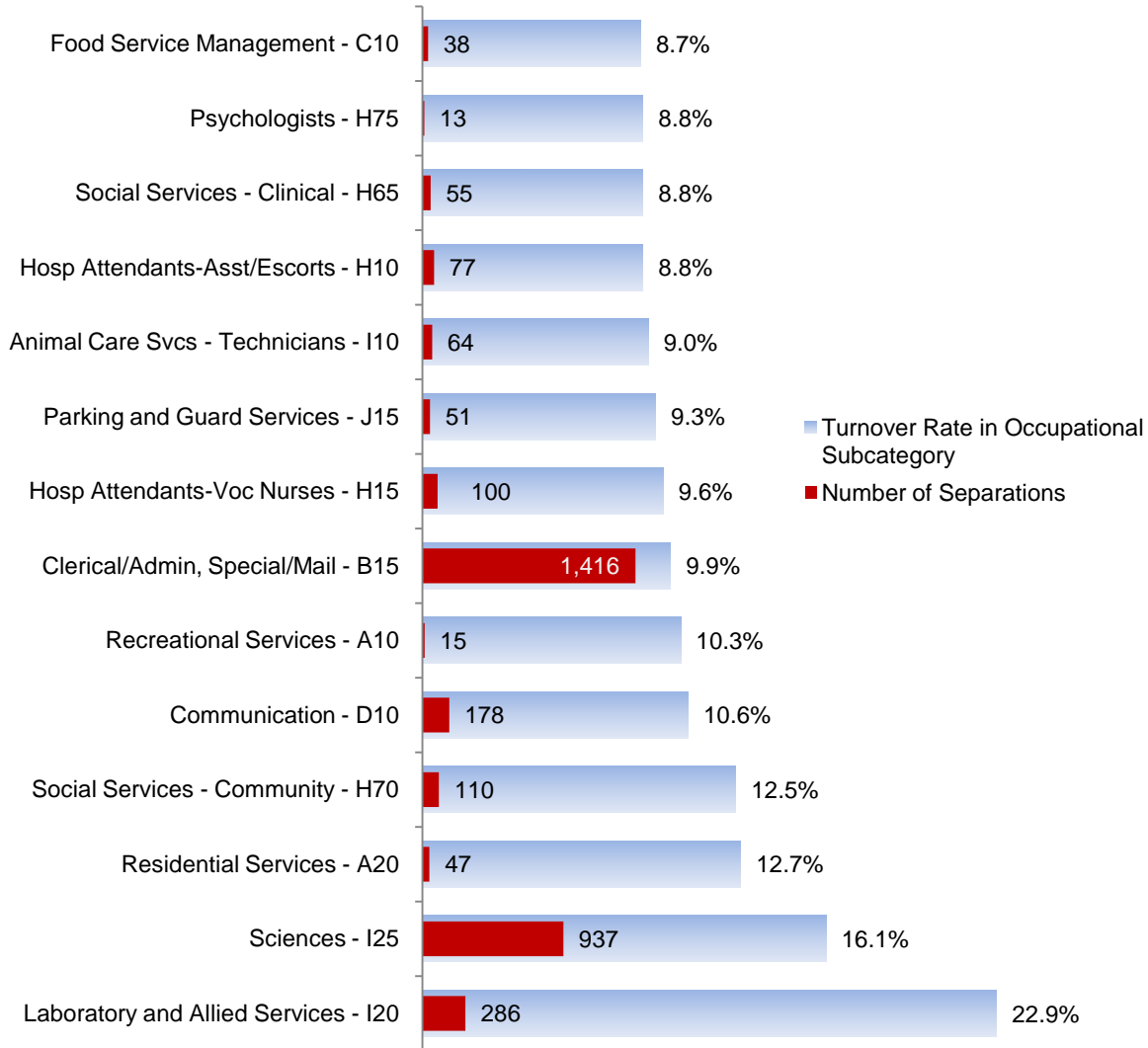
Workforces at each location are varied. Health care occupations cluster at locations with medical centers; UCOP has higher levels of Fiscal and Management occupations as would be expected, given their oversight and reporting responsibilities to The Regents and the State. Most campus locations have similar levels of Student Services and Clerical occupations, as well as Maintenance, Fabrication and Operations.

Occupational Groups:

- A - Student Services
- B - Clerical and Allied Services
- C - Food and Linen Services
- D - Communications, Arts and Graphics
- E - Architecture, Engineering and Allied Services (not in top five at any Location)
- F - Fiscal, Management and Staff Services
- G - Maintenance, Fabrication and Operations
- H - Health Care and Allied Services
- I - Sciences, Laboratory and Allied Services
- J - Protective Services (not in top five at any Location)
- M - Management
- All Other Occupational Groups not among the top five at this Location

Chart 31: Staff Workforce Occupational Subcategories with Above Average Turnover
Fiscal Year 2008-09
Career Staff

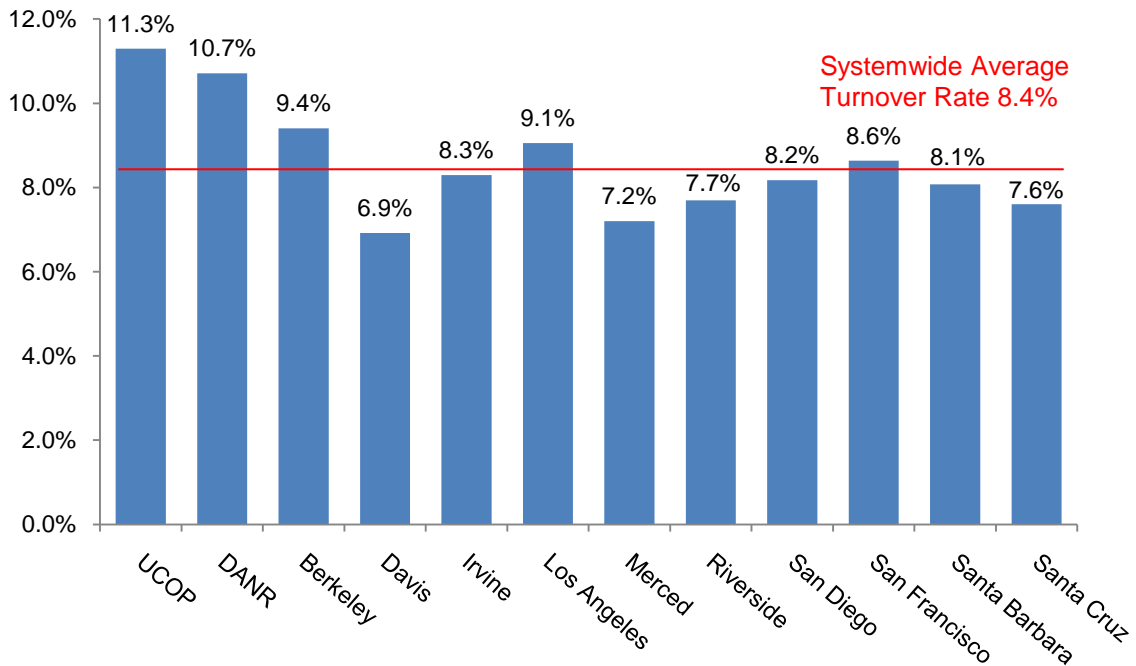
Systemwide Average Turnover Rate:
for Career Staff in All Occupational Groups: 8.4%
Number of Separations: 7,961



Note: Includes only occupational subgroups with at least 100 incumbents and if the subgroup turnover rate is higher than the 2008-09 systemwide turnover rate of 8.4%.

This chart shows the career staff turnover in Fiscal Year 2008-09, by occupational subgroups only if the turnover is greater than 8.4%, (the systemwide turnover rate for the entire career staff workforce). The red bars show the number of separations as a percentage of the individual occupational subcategory. For example in the Clerical and Administrative Specialist subcategory, 1,416 employees separated – 9.9% of the total headcount of 14,284 in that occupational subcategory. The Laboratory and Allied Services turnover rate is the highest at 22.9%, (286 employees in a group of 1,250). Included in this occupational subcategory are staff employed in the Laboratory Assistant series and Laboratory Instruction supervisors; this subcategory has traditionally high turnover.

Chart 32: Staff Workforce Turnover Rate by Location
 Fiscal Year 2008-09
 Career Staff; All Personnel Programs



As the chart above shows, in fiscal year 2008-09 the overall turnover rate at UCOP and DANR (approximately 11%), was noticeably higher than the systemwide rate of 8.4%. Both locations have undergone significant restructuring in recent years. Berkeley, Los Angeles, and San Francisco also showed higher turnover rates than the system as a whole.

The systemwide career staff turnover rate has been steadily declining. In the previous 5 fiscal years, the turnover rate has been in the double-digits, climbing to 11.5% in both FY 2004-05 and 2005-06. The decline in the number of UC separations reflects the lack of job opportunities in the employment market. But as the economic recession eases and employment opportunities increase in California, the staff turnover is expected again to increase.

Table 7: Career Staff Turnover Rates
 Fiscal Year 2002-03 through 2008-09

	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Turnover Rate	9.9%	10.5%	11.5%	11.5%	11.3%	10.3%	8.4%

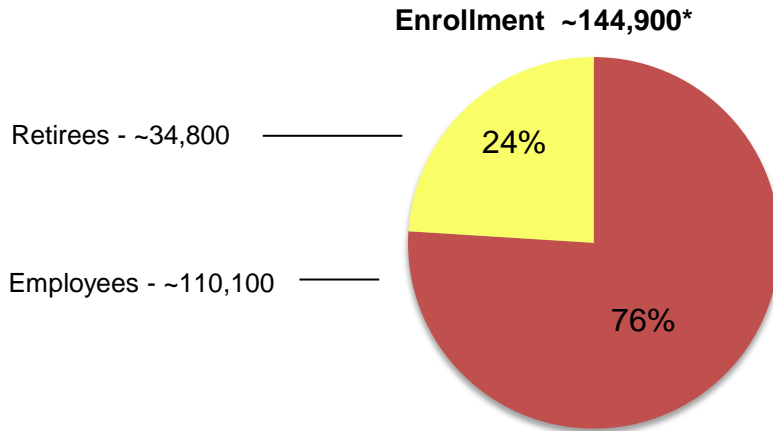
Table 8: Staff Workforce Occupational Subcategories with Highest Turnover Rates by Location
Fiscal Year 2008-09
Career Staff; All Personnel Programs

	<u>Hdct.</u>	<u>Sep.</u>	<u>Turnover Rate</u>		<u>Hdct.</u>	<u>Sep.</u>	<u>Turnover Rate</u>
Berkeley				Davis			
Managers-M10	47	23	48.9%	Recreational Services-A10	28	5	17.9%
Printing Services-G80	66	18	27.3%	Laboratory and Allied Services-I20	193	34	17.6%
Sciences-I25	313	58	18.5%	Arts and Graphics - Photograph-D15	43	6	14.0%
Laboratory and Allied Services-I20	174	29	16.7%	Food Prep/Distr-Cooks,Bakers-C15	108	15	13.9%
Medical Aux Svcs-Misc-H45	54	8	14.8%	Social Services - Community-H70	281	37	13.2%
Irvine				Los Angeles			
Laboratory and Allied Services-I20	117	37	31.6%	Laboratory and Allied Services-I20	236	67	28.4%
Executive Program-M05	26	6	23.1%	Sciences-I25	1,400	268	19.1%
Sciences-I25	303	59	19.5%	Residential Services-A20	105	18	17.1%
Hosp Attendants-Asst/Escorts-H10	195	27	13.8%	Hosp Attendants-Voc Nurses-H15	336	44	13.1%
Communication-D10	55	7	12.7%	Social Services - Community-H70	92	11	12.0%
Merced				Riverside			
Custodial Services-G35	32	6	18.8%	Laboratory and Allied Services-I20	80	15	18.8%
Managers-M10	101	8	7.9%	Engineering-E20	53	6	11.3%
Advising Services-A30	66	5	7.6%	Automotive Equipment - Operati-G65	31	3	9.7%
Clerical/Admin, Special/Mail S-B15	66	5	7.6%	Admin, Budget/Pers Analysis-F20	344	33	9.6%
Admin, Budget/Pers Analysis-F20	94	7	7.4%	Clerical/Admin, Special/Mail S-B15	510	47	9.2%
San Diego				San Francisco			
Sciences-I25	1,143	169	14.8%	Sciences-I25	1,033	214	20.7%
Clerical/Admin, Special/Mail S-B15	2,012	170	8.4%	Psychologists-H75	40	8	20.0%
Medical Aux Svcs-Misc-H45	1,052	88	8.4%	Police and Fire Services-J10	43	8	18.6%
Computer Programming and Analy-F15	1,063	80	7.5%	Laboratory and Allied Services-I20	142	24	16.9%
Nursing Services-H35	1,714	122	7.1%	Clerical/Admin, Special/Mail S-B15	2,614	277	10.6%
Santa Barbara				Santa Cruz			
Laboratory and Allied Services-I20	47	10	21.3%	Laboratory and Allied Services-I20	36	8	22.2%
Medical Aux Svcs-Misc-H45	36	6	16.7%	Communication-D10	37	8	21.6%
Technical and Operations Servi-G40	32	5	15.6%	Residential Services-A20	35	6	17.1%
Arts and Graphics - Photograph-D15	27	4	14.8%	Sciences-I25	93	11	11.8%
Food Service Management-C10	38	5	13.2%	Clerical/Admin, Special/Mail S-B15	550	56	10.2%
Office of the President				Ag and Natural Resources			
Clerical/Admin, Special/Mail S-B15	243	34	14.0%	Laboratory and Allied Services - I20	52	9	17.3%
Admin, Budget/Pers Analysis-F20	410	54	13.2%	Communications- D10	222	36	16.2%
Communication-D10	56	7	12.5%	Social/Community Services - H70	38	5	13.2%
Computer Programming and Analy-F15	195	24	12.3%	Admin, Budget/Pers Analysis-F20	110	13	11.8%
Executive Program-M05	51	6	11.8%	Clerical/Admin, Special/Mail S-B15	157	13	8.3%

Note: Includes only occupational subgroups with at least 25 incumbents.

PART II: UNIVERSITY BENEFITS

Chart 33: Medical Plan Coverage Headcount of Staff, Academic Appointees, LBNL Personnel, and Retirees

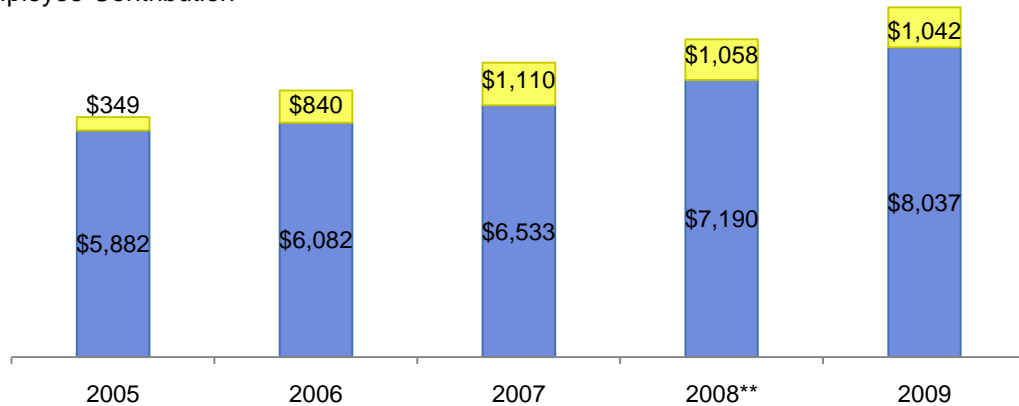


*Primary subscribers (employees and retirees) only — data do not include family members. Headcounts are rounded.

The number of employees and retirees enrolled in a UC medical plan is approximately the same as 2008 enrollments.

Chart 34: Medical Plan Coverage Per Capita Costs Staff and Academic Appointees†

■ University Contribution - includes all fund sources
 ■ Employee Contribution



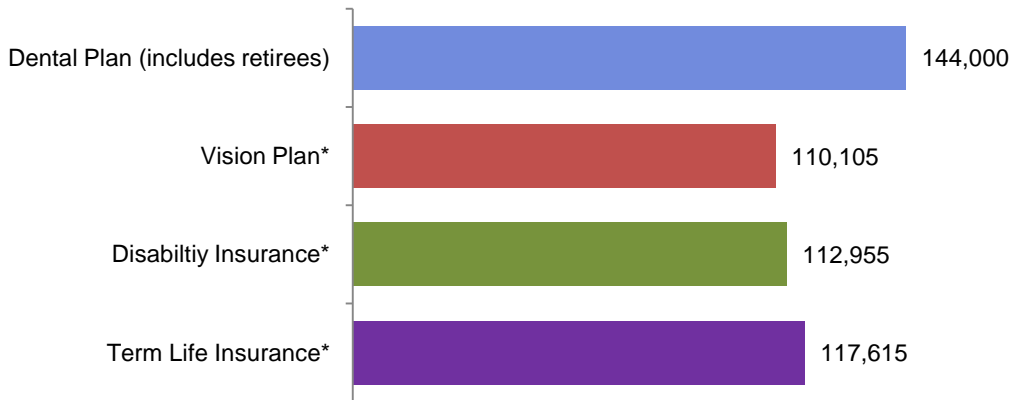
	2005	2006	2007	2008**	2009
Average annual total cost per employee	\$6,231	\$6,922	\$7,643	\$8,248	\$9,079
Employee share	6%	12%	15%	13%	11%

†Excludes LBNL personnel and retirees.

**Corrected for 2008.

The average cost of providing medical plan coverage continues to increase. Since 2005, the average total medical plan coverage cost has increased by 46%. During this time the University's contribution, on average, has varied between 85-95% of the total premium cost. In the past two years, the employee's share of the coverage cost has decreased--with the University making up the difference.

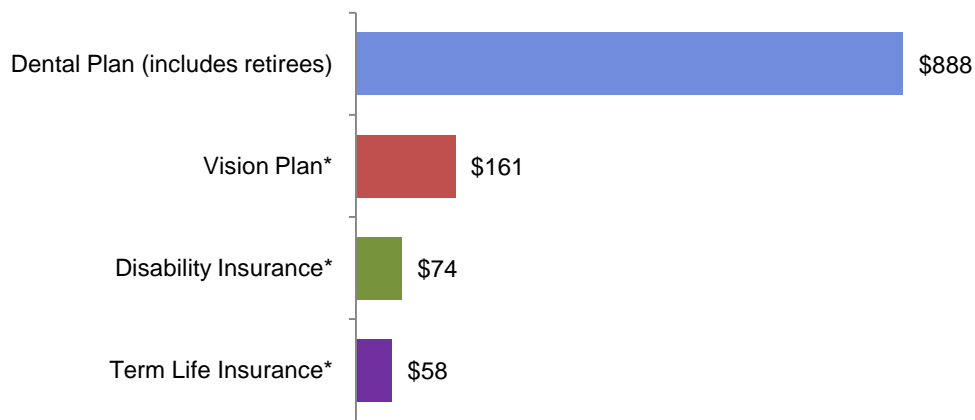
Chart 35: Other University-Paid Health Plan Enrollments
Staff, Academics Appointees, LBNL Personnel, and Retirees
 Data do not include employee family members



Enrollments in the dental plans have increased by 7% from 2008. Other plan enrollments increased by less than 1%, with the exception of Term Life Insurance, which showed a slight increase.

Chart 36: Average Annual UC Contribution for Health and Welfare Benefits (excluding Medical)
Staff, Academic Appointees, LBNL Personnel and Retirees

2009 Total University Contribution: \$1,181
Employee/Retiree Contribution: \$0*

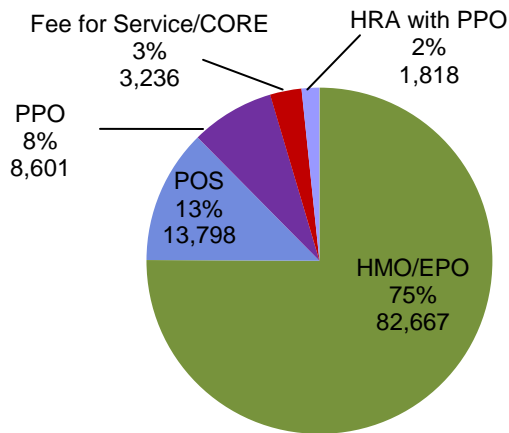


*UC-paid vision, disability, and term life insurance are not continued into retirement. Retirees may continue vision coverage but must pay full cost.

The University's annual average contribution for non-medical benefits increased by 8% over the previous year due to an increase in dental coverage costs in 2009. Other plan costs remained stable with little to no increase.

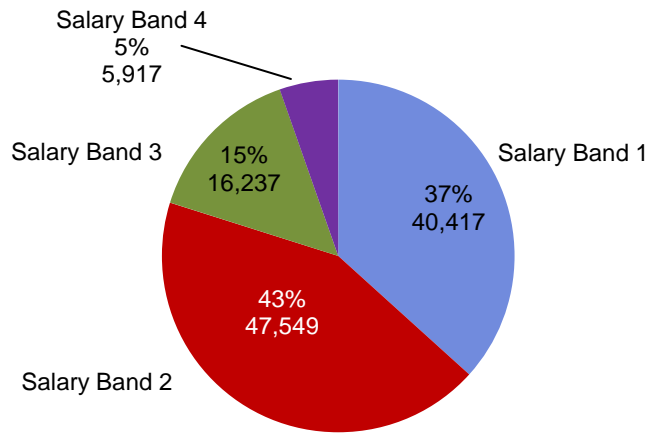
**Chart 37: Medical Plan Enrollment Statistics
Active Members Only**

By Medical Plan Type*



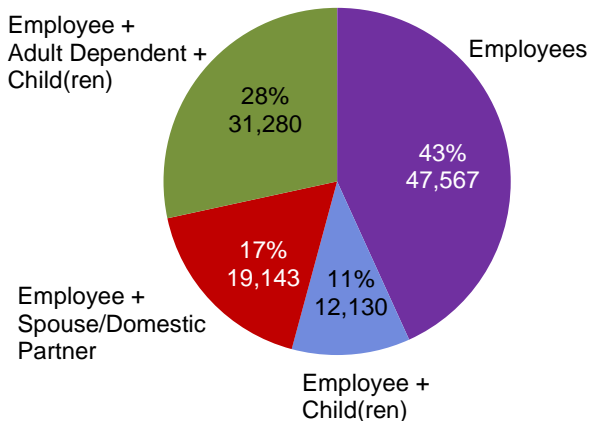
*Refer to Appendix B, Glossary of Terms for Medical Plan Type definitions.

By Salary Band

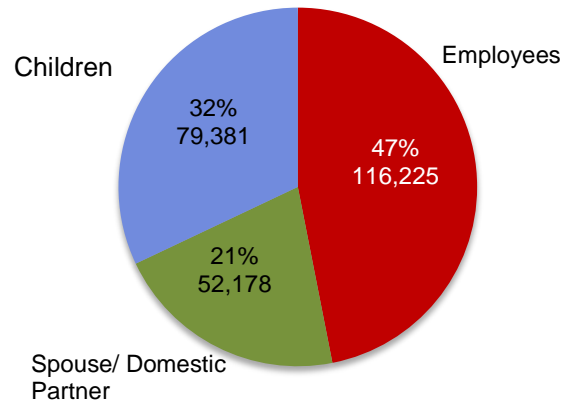


Salary Band 1: Less than \$46,001
 Salary Band 2: \$46,001 - \$92,000
 Salary Band 3: \$92,001 - \$137,000
 Salary Band 4: More than \$137,001

By Coverage Category



By Dependent Type

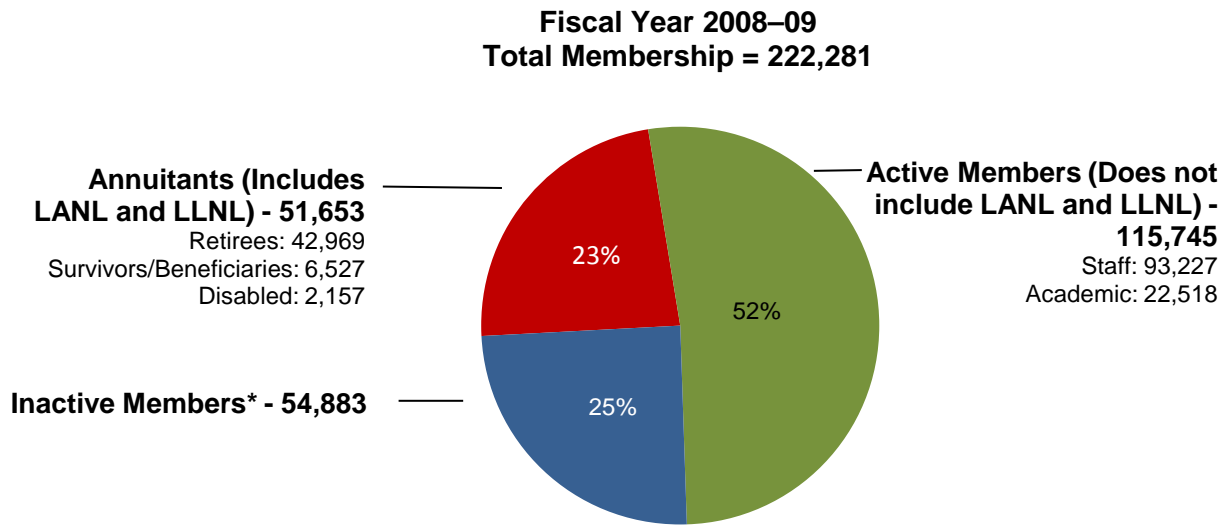
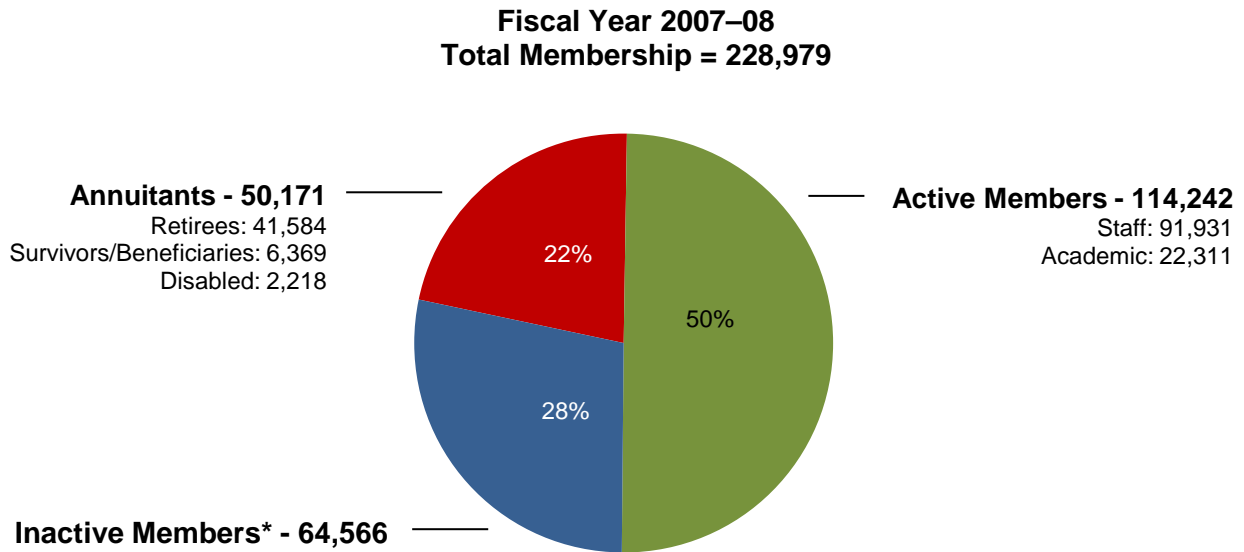


Due to rounding, percentages may not total 100%.

The University's medical program provides coverage for approximately 110,100 employees, 52,000 spouses/domestic partners and 79,000 children. Over the years the University has implemented a number of medical program changes with the goal of offering affordable choices. Twenty years ago the University offered either Fee-for-Service or Health Maintenance Organization (HMO) plan choices. In 2009, an employee was able to select from five delivery models: Fee-for-Service, HMO, Preferred Provider Organization (PPO), Point-of-Service Plan (POS), and the Health Reimbursement Account with PPO. The majority of employees are enrolled in a HMO plan. The University has actively worked to address the challenges of increased health care costs and continues to provide choice with a focus on affordability and quality of health plans.

In 2003, to help alleviate the impact of rising medical costs on lower-paid employees, the University introduced a salary band structure for determining employee medical premium costs. As noted above, there are four salary bands with most employees in the two lowest bands. Annually the pay band structure is reviewed and re-indexed to keep up with changes in the California Consumer Price Index.

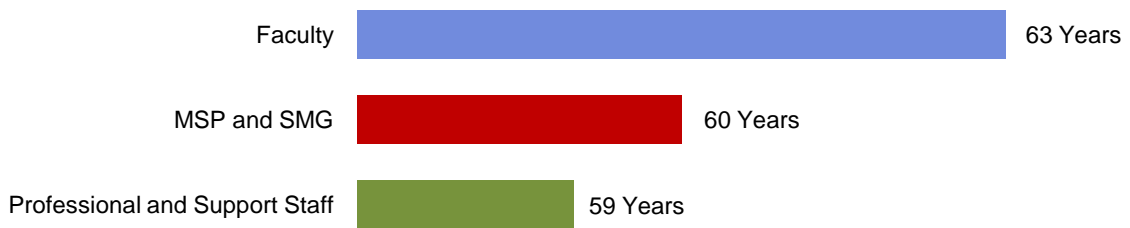
Chart 38: University of California Retirement Plan (UCRP) Membership Staff, Academic Appointees, LBNL Personnel, and Annuitants
 Fiscal Years: 2007-08 and 2008-09



*Includes terminated nonvested members who are due a refund of member contributions or CAP balance payment (includes LLNL and LANL). In 2008-09, number of inactive members decreased from the previous year because six thousand LLNL and LANL employees retired, became inactive, or accepted employment with LLNS and LANS and joined its defined benefit pension plan.

**Chart 39: UCRP Membership
Staff, Academic Appointees and LBNL Personnel
Fiscal Year 2008-09**

Average Retirement Age



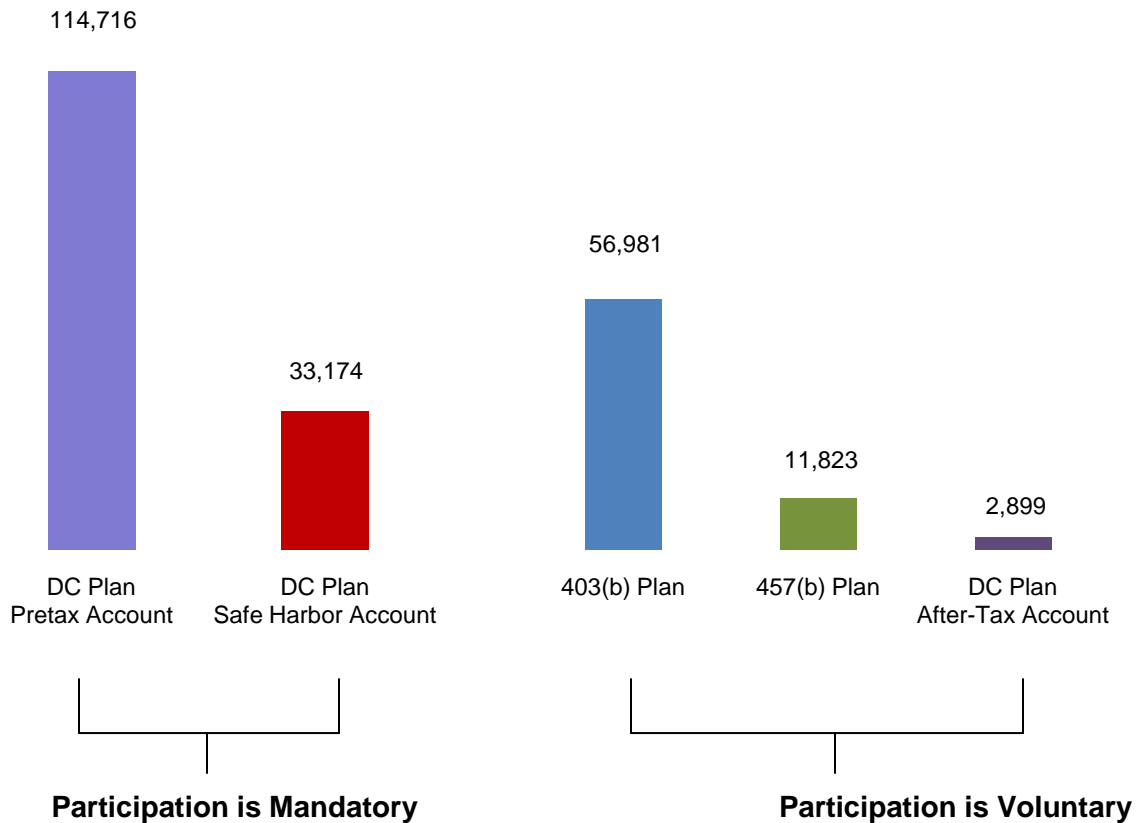
Average Years of Service Credit at Retirement



Twenty years ago, staff employees retired at an average age of 62, with an average of 14 years of UCRP service credit. As the charts above show, as of FY 2008-09 staff now retire from UC with more years of UCRP service credit but at an earlier age. Currently, employees age 50 with 5 years of UCRP service credit are eligible to retire from UC. This eligibility requirement and other pension policies for new employees hired on or after July 1, 2013 are currently under review.

**Chart 40: Participation in UC Tax-Deferred 403(b), 457(b) and Defined Contribution Plans (DC Plan)*
Staff, Academic Appointees, LBNL Personnel, and Annuitants
Fiscal Year 2008-09**

(Headcount – Includes active participants)



*Participants in UC Managed Funds

Participation in the University's voluntary savings plans has grown over the years. In 1990, fewer than 27,000 employees, including Los Alamos and Livermore National Laboratory personnel, made voluntary contributions to one of UC's two Defined Contribution (DC) plans. (Note: the 457(b) plan was first introduced in 2004). By Fiscal Year 2008-09, participation grew to over 71,000--nearly tripling the number of active participants in 20 years, this excludes all DOE National Laboratory employees, except Lawrence Berkeley National Laboratory employees. However, in what may be a reflection of the recessionary economic times, last year the growth trend was reversed with 4% or 2,400 fewer employees making a contribution to the 403(b) Plan.

With the restart of contributions to UCRP, effective April 2010, participation in the mandatory DC Plan – Pretax Account will drop significantly because the non-elective contributions from UCRP members were redirected into the defined benefit plan (UCRP).

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

*As referenced in Charts 28, 29 30, 31, and Table 8 of this Report.

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. Data for employees with partial-year career appointments are included with the data on career appointments.

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 percent 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 A.

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, and 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 are 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.

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 included. If an employee is rehired in the month of termination, the termination action is excluded from the turnover calculation.

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).