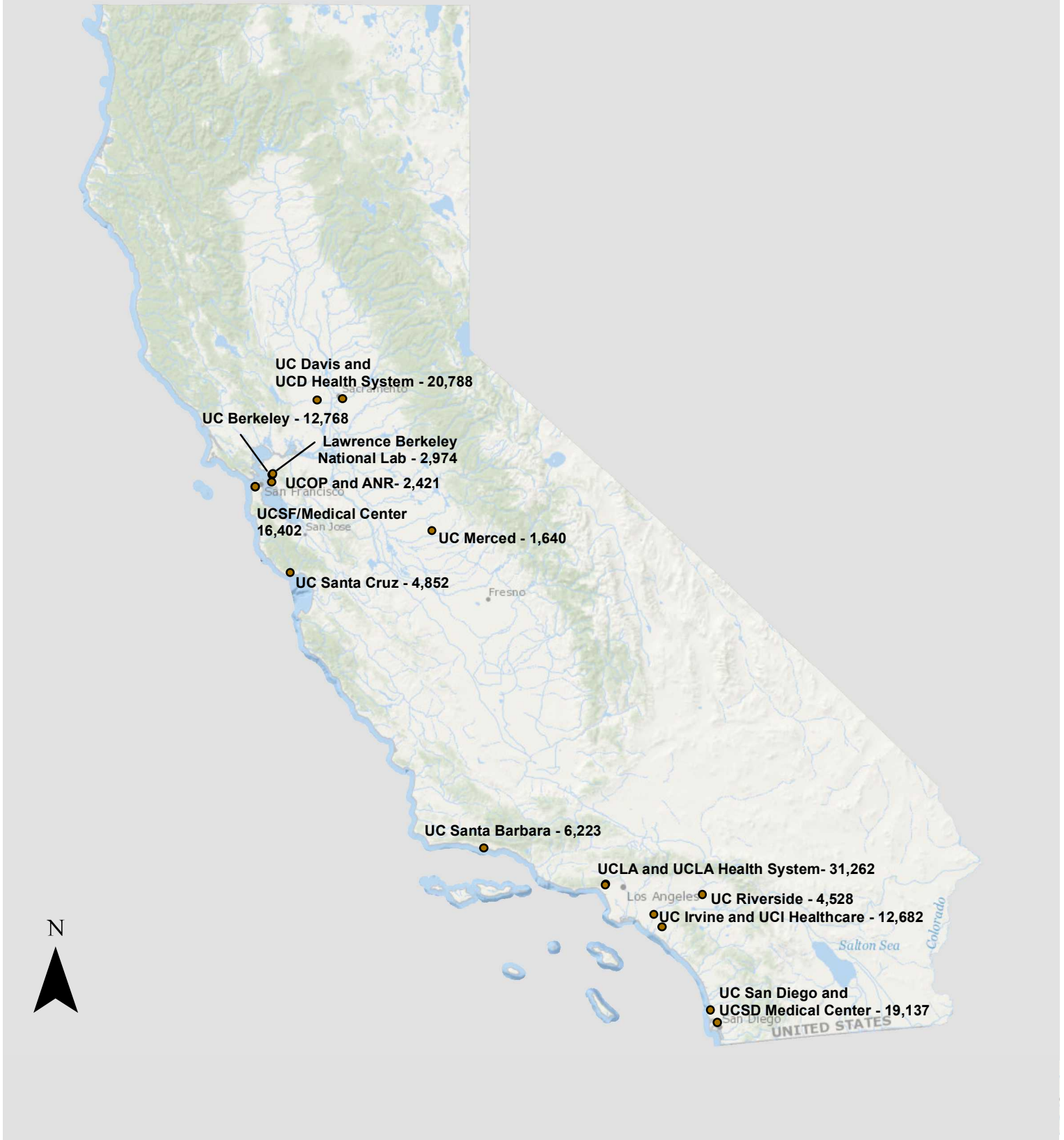


University of California Staff Workforce Profile 2012



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, research, graduate students appointees, and postdoctoral scholars.

UNIVERSITY OF CALIFORNIA STAFF WORKFORCE PROFILE 2012

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INTRODUCTION

Working at UC means being part of a unique institution, and a vibrant community of more than one hundred eighty thousand employees. As the world's leading public research university, we educate California's youth, expand the boundaries of knowledge, train tomorrow's leaders, treat the sick, and help solve some of the world's most pressing problems. In addition to our ten campuses, we operate five world-class medical centers, a national lab, and countless programs up and down the state. We're also one of the largest employers in California. Arguably, no other single institution does as much for so many.

It's our people who make UC great -- every faculty and staff member, no matter what their individual job, plays an important role in the UC community. We work hard to be a good employer and to make UC a place where people enjoy what they do and are rewarded for their contributions.

The UC Staff Workforce Profile presents information about the rich variety and complexity of our workforce. This 2012 edition is a statistical snapshot of UC's staff workforce as of October 2011 with the exception of Retirement Savings Plan information which is as of 6/30/11, as well as some multi-year comparative data. The demographic information presented pertains to all levels of staff at the campuses, 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 is not 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 demographic data regarding UC's health and welfare plans and retirement plans include members both in academic and staff titles. As stated in the previous reports, workforce planning and talent management issues continue to be key areas of focus for the University of California.

A couple of key areas to highlight in the report are the following:

1. The average retirement ages remained the same. (Faculty, age 64; MSP and SMG, age 60; PSS, age 59). Average years of service credit at retirement remained the same at 26 years for faculty, 22 years for MSP and SMG, and 20 years for PSS.
2. 403(b) Plan, 457(b) Plan, and DC Plan After-Tax Account – Efforts continue to encourage employees to establish retirement savings goals and to educate them about strategies for achieving their financial goals

The following are links to the profile companion reports:

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

Previous Workforce Reports: http://atyourservice.ucop.edu/forms_pubs/categorical/misc.html

We encourage UC Leadership, HR Professionals, and others engaged in planning, developing and implementing to utilize this report as an informative tool when responding to issues in alignment with the data represented in this report.

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.

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UNIVERSITY OF CALIFORNIA STAFF WORKFORCE PROFILE 2012

PART I: STAFF WORKFORCE PROFILE

**Table 1: Statistical Snapshot of Staff Workforce¹
October 2012**

Headcount and FTE (Full-Time Equivalent)

	Headcount ²	FTE
Professional and Support Staff (PSS).....	122,555.....	88,620
• <i>Students Working in Staff Titles</i>	30,254.....	7,457
• <i>PSS Excluding Students</i>	92,301.....	81,163
Management and Senior Professionals (MSP).....	9,965.....	9,273
Senior Management Group (SMG).....	183.....	183
➤ Staff Workforce Excluding Lawrence Berkeley National Laboratory (LBNL) ³	132,703.....	98,076
➤ LBNL Staff Workforce ⁴	2,974.....	2,792
➤ UC Staff Workforce, including LBNL	135,677	100,868

Selected Staff Workforce Characteristics (Excluding LBNL)

Minority Representation, Career Staff.....	52%
Gender Representation, Career Staff	
• Female.....	65%
• Male.....	35%
Average Age	
• All Staff Appointment Types ⁵	38 years old
• Career Staff.....	44 years old
Average Length of Service from Date of Most Recent Hire	
• All Staff Appointment Types ⁵	6 years
• Career Staff.....	9 years
Percentage of Staff Exclusively Represented by Unions	
• All Staff Appointment Types ⁵	43%
• Career Staff.....	57%

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.

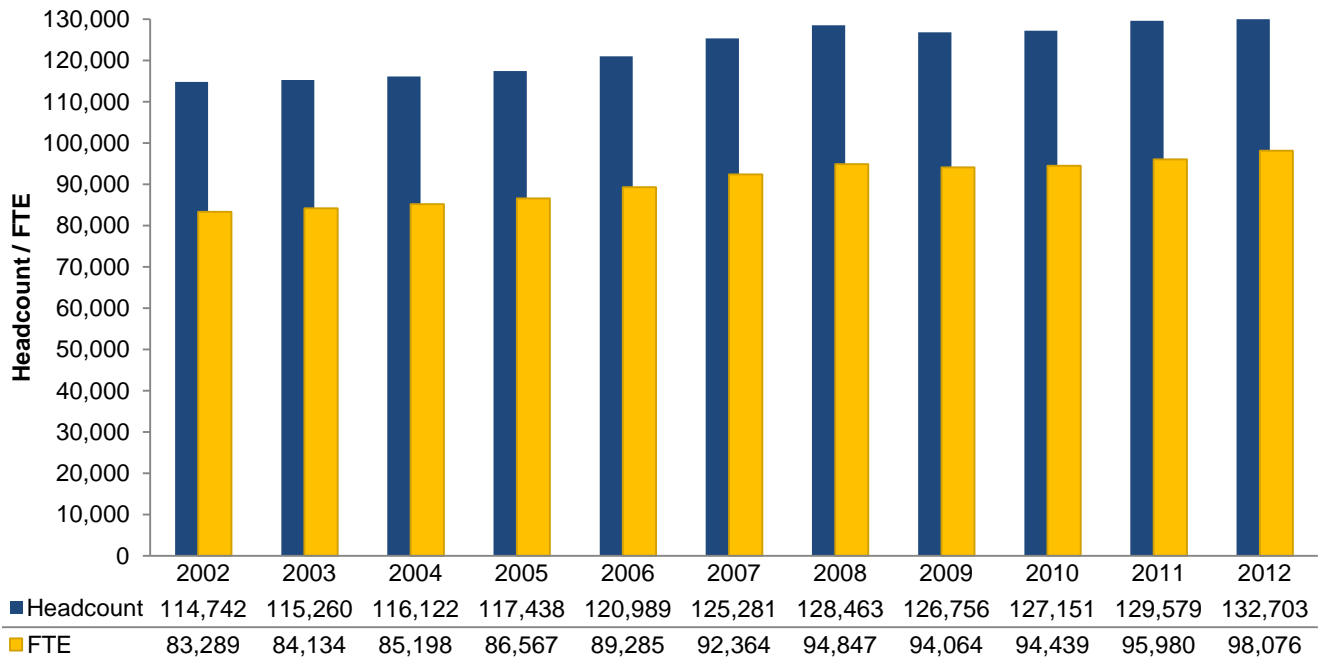
² Headcount counts each employee once, by primary appointment. Payroll records showing invalid title codes are excluded.

³ 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 Appointment Types" includes students working in staff titles.

Chart 1: Staff Workforce Headcount and Full-Time Equivalents (FTE)¹
 2002– 2012 October Snapshots
 All Appointment Types, Including Students Working in Staff Titles



Note: FTE does not reflect reductions due to staff participation in the voluntary START (Staff and Academic Reduction in Time) program (2006-2010) and University-wide Furlough/Salary Reduction program (September 1, 2009- August 31, 2010).

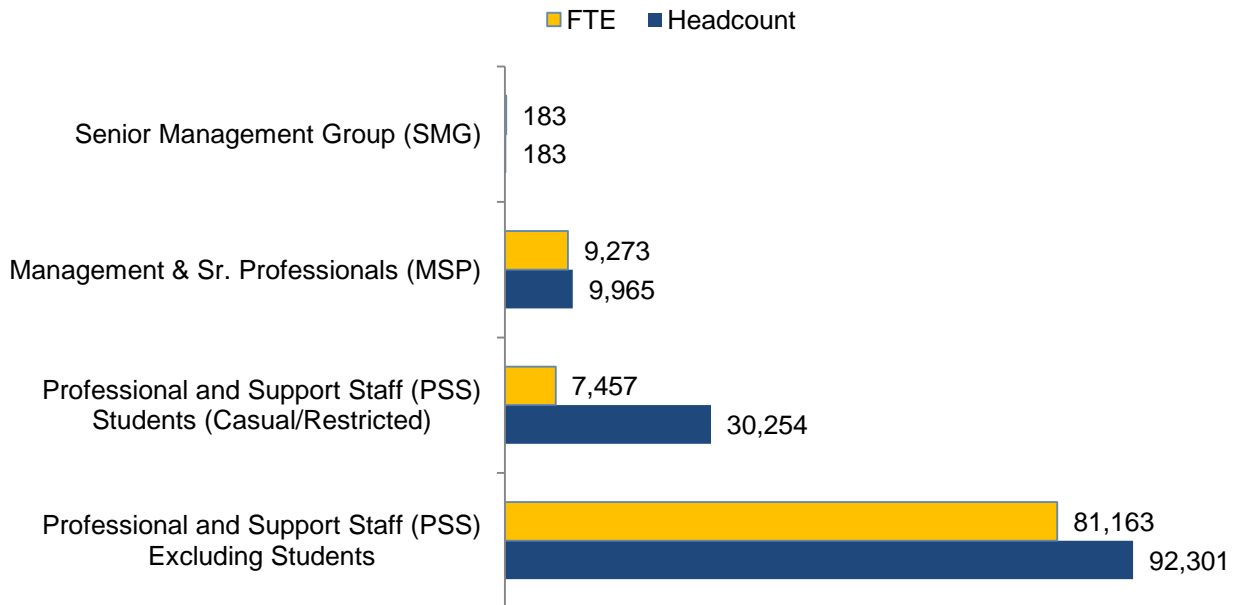
Source for Historical Data: *UC Statistical Summary of Students and Staff*

Cuts in State funding in recent years have led to efforts at restructuring and the search for administrative efficiencies throughout the UC system. On the other hand, various programs within the UC system have continued to experience growth, especially in the medical centers and at UC Merced, so overall headcount and FTE have grown slightly overall since 2009.

Note: in this report, FTE represents percentage of regular effort. An employee working a standard full-time schedule accounts for 1.00 FTE. A half-time employee accounts for 0.50 FTE, etc. Overtime hours are not included in the FTE calculation.

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 2012
All Appointment Types, Including Students Working in Staff Titles
Total Headcount = 132,703
Total FTE = 98,076

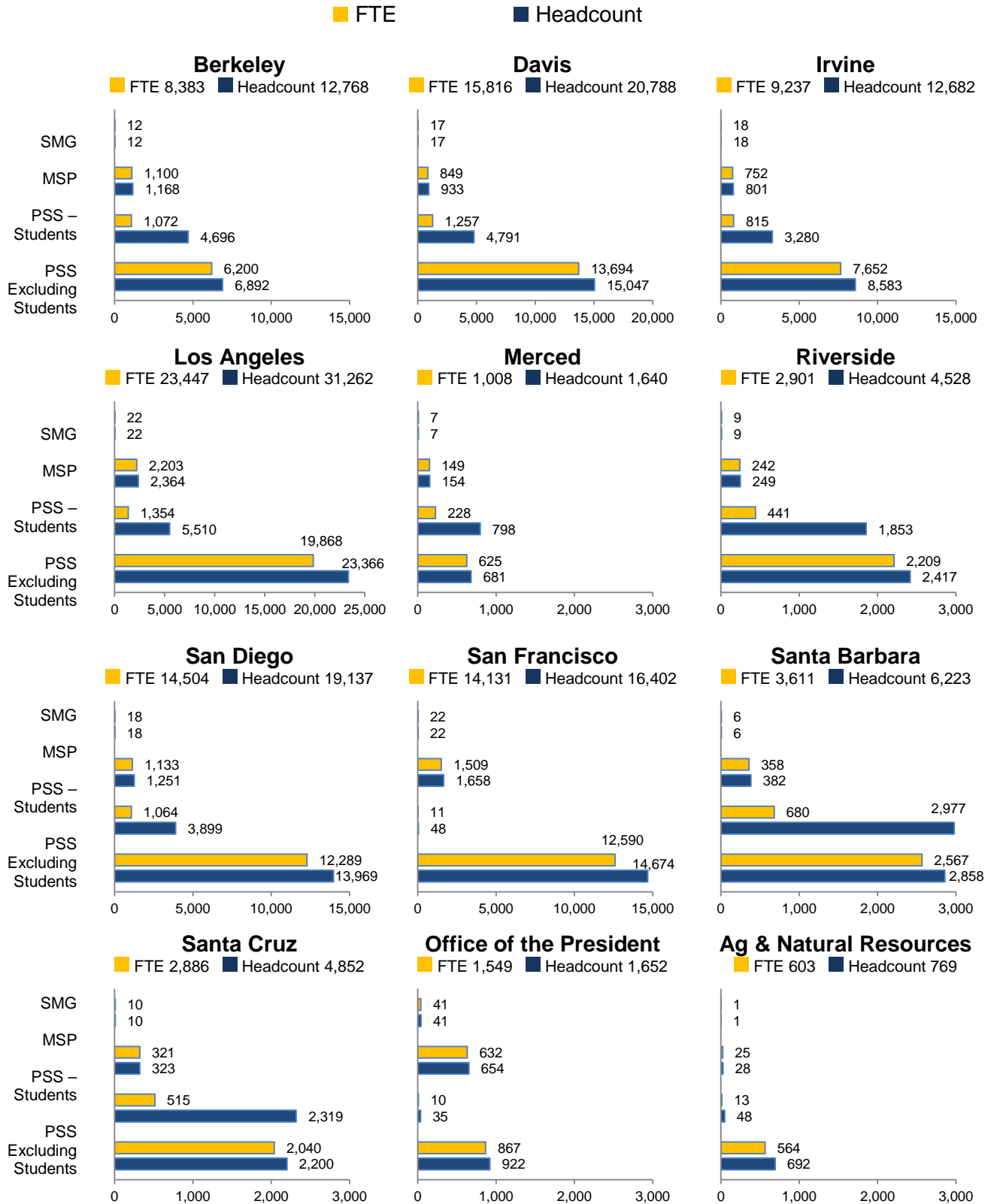


Staff members at the University of California are categorized into three personnel programs: Senior Management Group (SMG), Management and Senior Professionals (MSP), and Professional and Support Staff (PSS). The Senior Management Group consists of the senior leadership of the campuses and the systemwide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

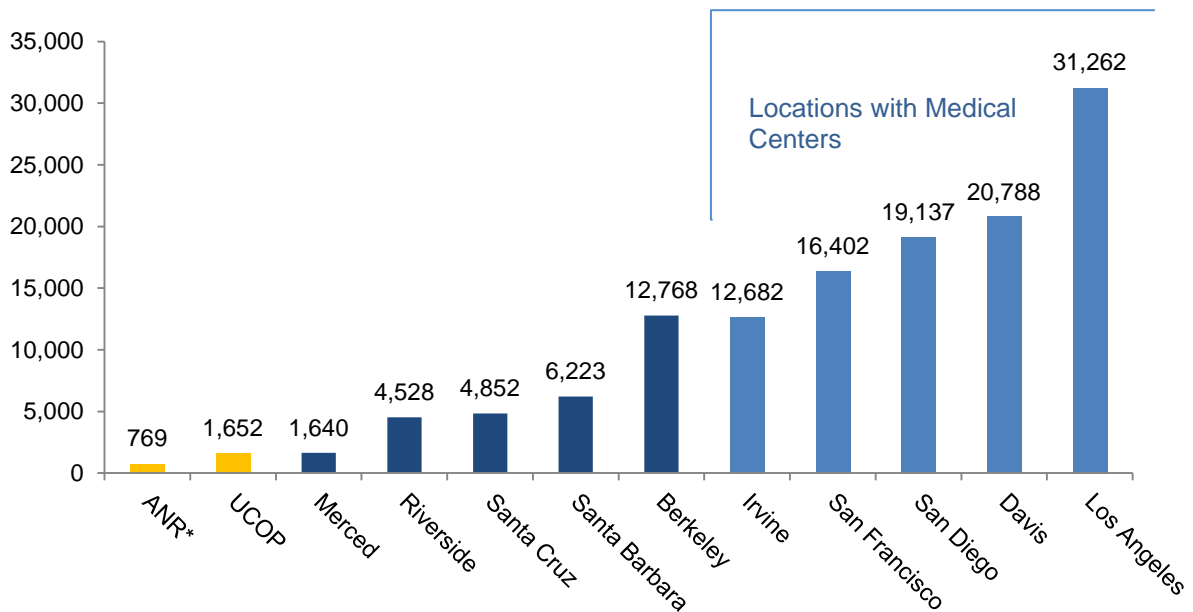
The Professional and Support Staff, the largest personnel program, encompasses policy-covered staff subject to the Personnel Policies for Staff Members (including a large number of students working in casual/restricted appointments – 30,254) as well as unionized staff covered by collective bargaining 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: Staff Workforce Headcount and Full-Time Equivalents (FTE) by Personnel Program, by Location
 October 2012
 All Appointment Types, Including Students Working in Staff Titles



Please note scale differences

Chart 4: Staff Workforce Headcount by Location
 October 2012
All Appointment Types, Including Students Working in Staff Titles
Total Headcount = 132,703



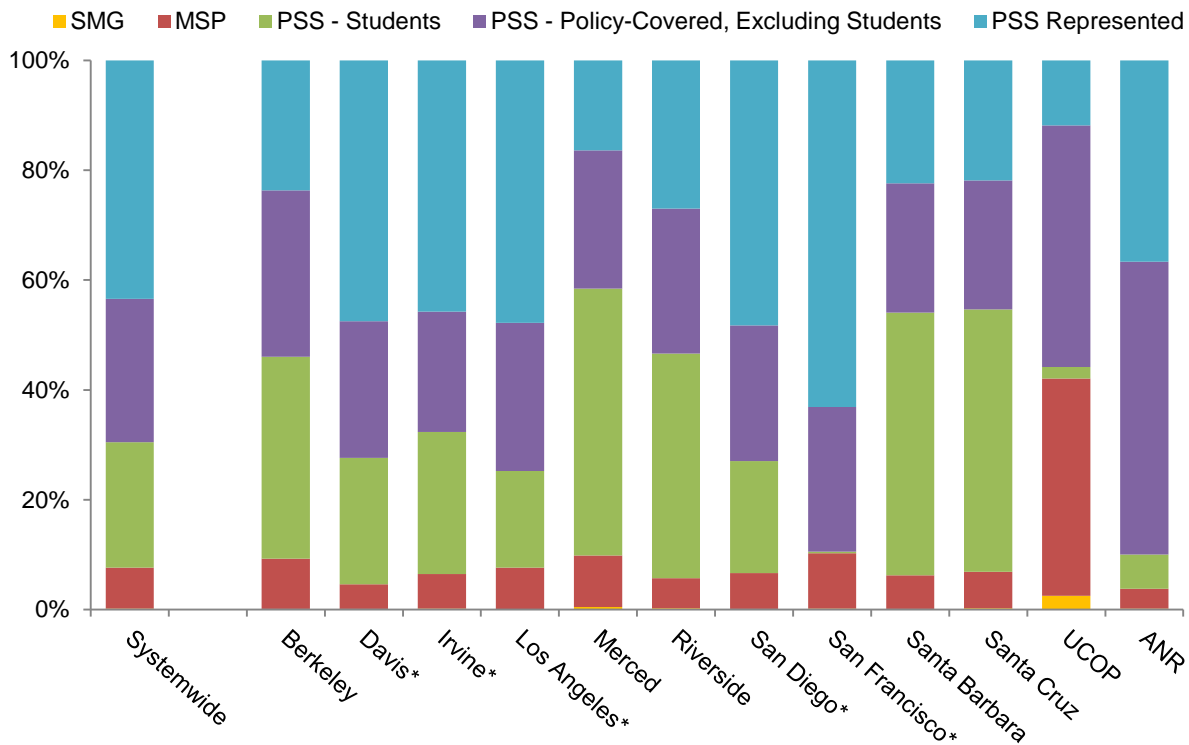
* UC Agriculture and Natural Resources (ANR) staff work at the Oakland offices of the UC Office of the President (UCOP) and at Agricultural Experiment Stations and other locations throughout the state.

Chart 4 shows staff headcount at the 10 campuses, UC Office of the President (UCOP), and Agriculture and Natural Resources (ANR). UCOP and ANR, 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 2012
All Appointment Types, Including Students Working in Staff Titles
Total Headcount = 132,703



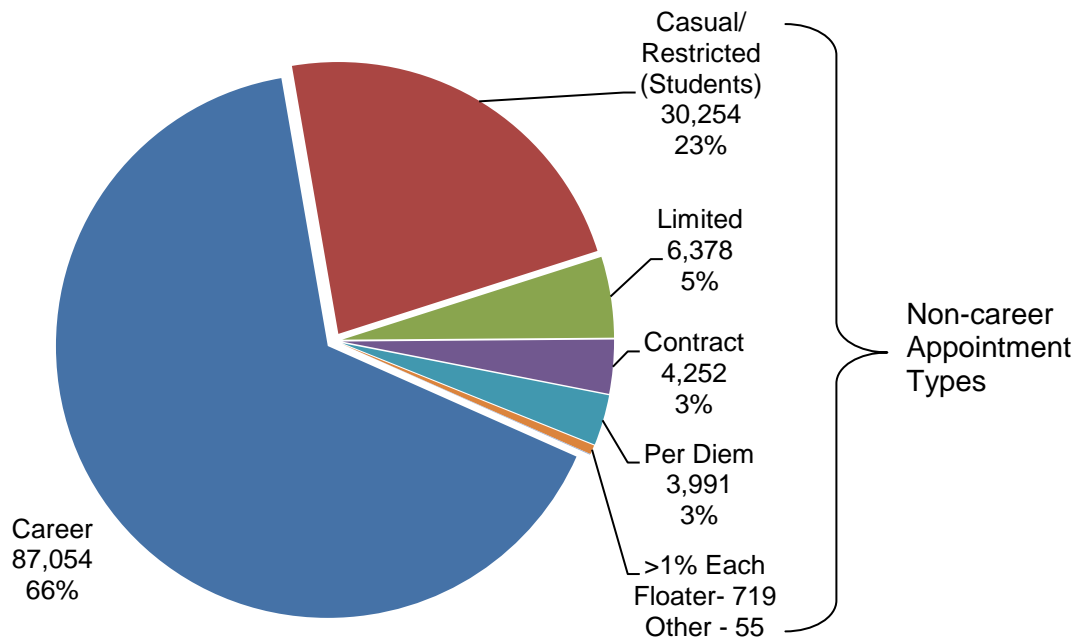
*Campus with a Medical Center

	TOTAL	BK	DV*	IR*	LA*	MC	RV	SD*	SF*	SB	SC	UCOP	ANR
SMG	183	12	17	18	22	7	9	18	22	6	10	41	1
MSP	9,965	1,168	933	801	2,364	154	249	1,251	1,658	382	323	654	28
PSS:													
Policy-Covered:													
Students [†]	30,253	4,696	4,791	3,280	5,509	798	1,853	3,899	48	2,977	2,319	35	48
Excl. Students	34,659	3,873	5,171	2,783	8,422	413	1,195	4,733	4,326	1,467	1,139	727	410
Represented	57,643	3,019	9,876	5,800	14,945	268	1,222	9,236	10,348	1,391	1,061	195	282
Total	132,703	12,768	20,788	12,682	31,262	1,640	4,528	19,137	16,402	6,223	4,852	1,652	769

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 height of each color panel. This chart and subsequent charts include data on the PSS Represented group – staff employees represented by a union. As shown above, represented employees are located predominantly at campuses with medical centers.

[†] 1 Casual/Restricted (student) staff member was reported in another personnel program.

Chart 6: Staff Workforce Headcount by Career and Non-Career Appointment Types
 October 2012
 All Personnel Programs
 Total Headcount = 132,703



The staff workforce is predominantly composed of career employees. This “core” group is supplemented by a smaller number of non-career employees, including students in staff titles, 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 2011 and 2012 there an increase of about 1% in the staff career workforce and an increase of 4% (1,902) in non-career appointments.

Table 2: Headcount by Appointment Type
 October 2011 and 2012

	2011	2012	Change	% Change
Career	85,832	87,054	1,222	1%
Non-Career:				
Casual/Restricted	29,560	30,254	694	2%
Limited	6,100	6,378	278	5%
Contract	3,643	4,252	609	17%
Per Diem	3,711	3,991	280	8%
Floater	692	719	27	4%
Other	41	55	14	34%
Non-Career Total	43,747	45,649	1,902	4%
Grand Total	129,579	132,703	3,124	2%

Chart 7: Staff Workforce Headcount by Career and Non-Career Appointment Types, by Location
 October 2012
All Personnel Programs

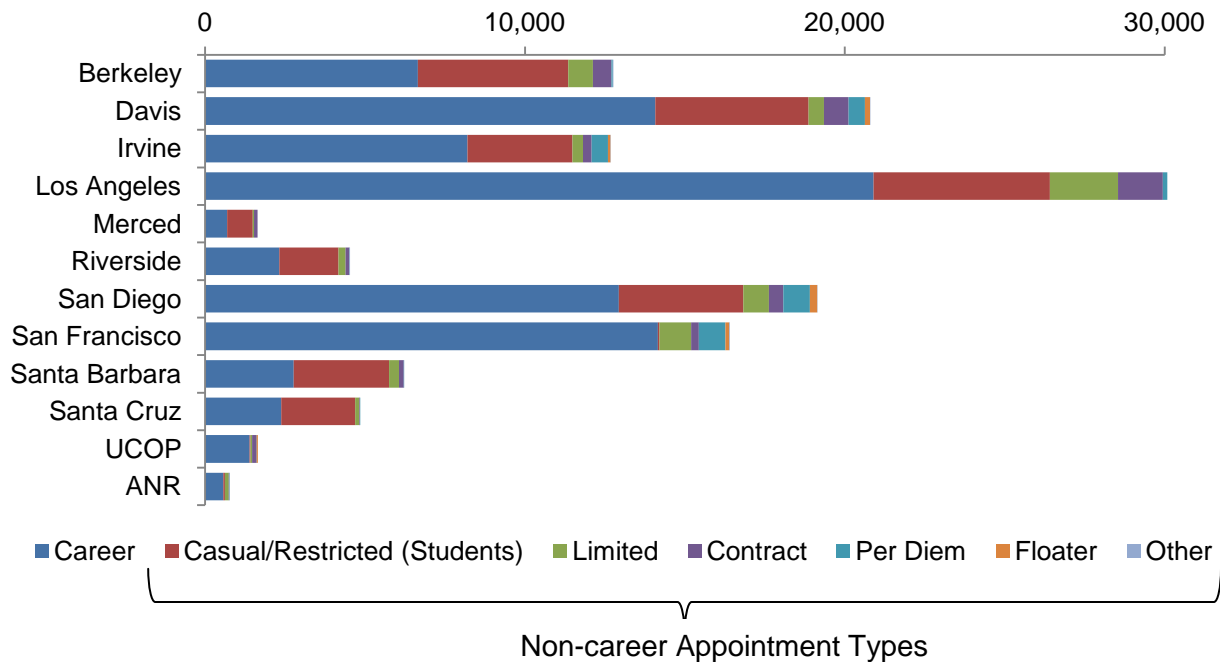


Chart 7 above shows that the locations primarily employ career employees. Per Diem appointments are uniquely found at Medical Centers. Casual/Restricted (student) employees make up a high percentage of the workforce on campuses without medical centers, but there are virtually none at UCOP and ANR.

Over the past decade, the different personnel programs have grown at different rates. As Table 3 shows, between October 2002 and October 2012, headcount in the MSP program increased from 5% to 8% of all staff, and PSS Policy (excluding students) increased from 24% to 26% of all staff, while the exclusively represented PSS staff declined from 47% to 43% of all staff.

Table 3: Headcount by Personnel Program
 October 2002 and 2012

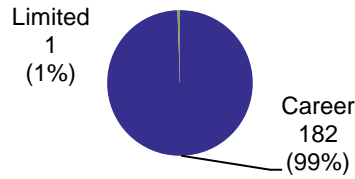
	2002	% of All Staff	2012	% of All Staff	Change, 2002-2012
SMG	330	<1%	183	<1%	-147*
MSP	5,980	5%	9,965	8%	3,985
PSS Casual/Rest.	26,489	23%	30,253	23%	3,764
PSS Policy, Excl. Students	27,724	24%	34,659	26%	6,935
PSS Represented	54,219	47%	57,643	43%	3,424
Total	114,742	100%	132,703	100%	17,961

*The decrease in SMG headcount reflects the transfer of SMG Deans and Vice Provosts into the Academic Personnel program beginning in 2010.

Chart 8: Staff Workforce Headcount by Personnel Program and Career and Non-Career Appointment Types
October 2012

Senior Management Group (SMG)

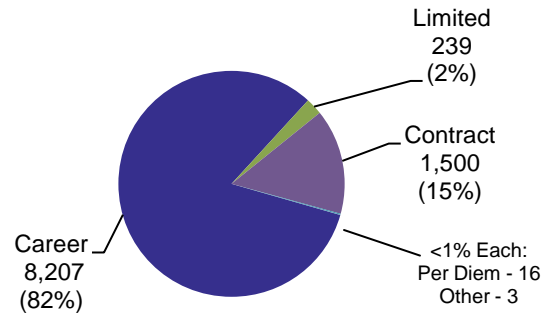
Headcount = 183



■ Career

Management and Senior Professionals (MSP)

Headcount = 9,965



■ Casual/
Restricted
(Students)

■ Limited

■ Contract

Professional and Support Staff (PSS) Policy-Covered

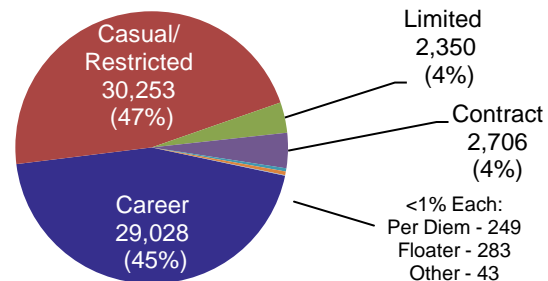
Headcount = 64,912

Non-Students = 34,659

■ Per Diem

■ Floater

■ Other



PSS Exclusively Represented

Headcount = 57,643

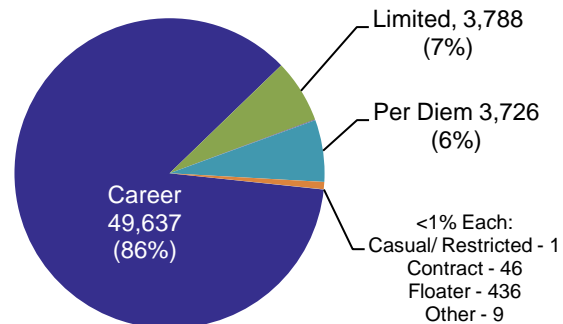
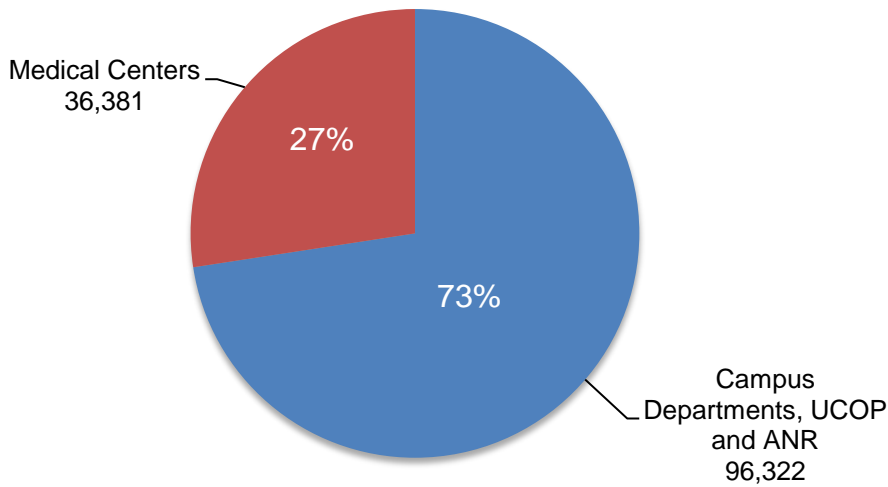


Chart 9: Staff Workforce by Campuses and Medical Centers
 October 2012
Including Students Working in Staff Titles
Headcount = 132,703



In 2000 there were 25,201 staff employees working at the medical centers. By October 2012, that number had grown to 36,381 – a 44% increase. During this same time period the campus-based workforce grew by approximately 18%. The expansion of the University’s medical enterprise reflects the expansion in the delivery of health care services, accompanied by building expansion and the acquisition of a number of new facilities.

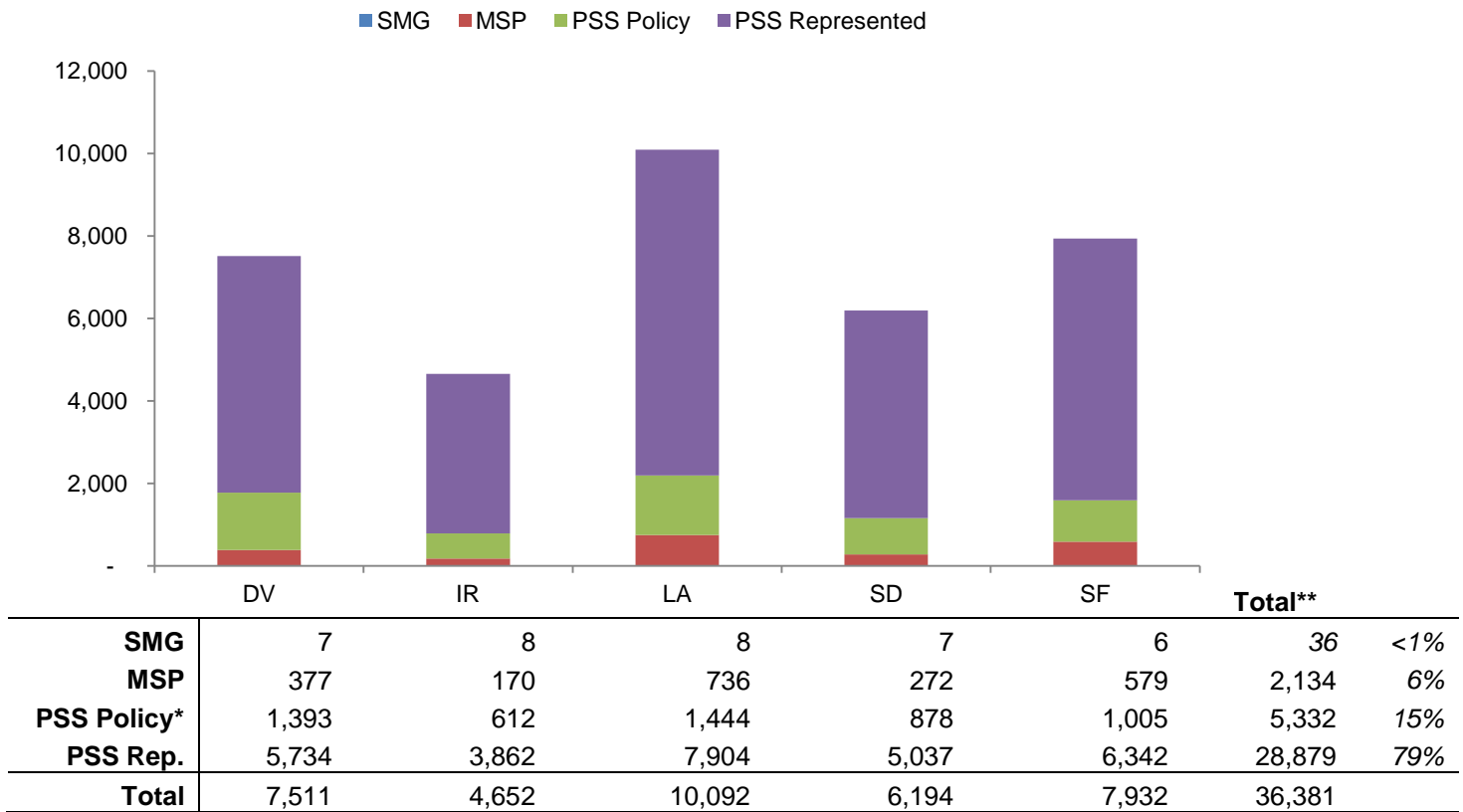
Table 4: Staff Workforce Campuses and Medical Centers Headcount
 October 2000 and 2012

	2000	% of Total	2012	% of Total	Change	% Change
Campus/UCOP/ANR	81,553	76%	96,322	73%	14,769	18%
Medical Centers	25,201	24%	36,381	27%	11,180	44%
Total	106,754	100%	132,703	100%	25,949	24%

Source for Historical Data: Workforce Profile 1990 to 2000

Note: due to system limitations, data distinguishing Medical Center from Campus staff is not readily available except in previously published Workforce Profile documents. Since no Workforce Profile was published for 2002, 2000 is the closest year with available data.

Chart 10: Medical Center Staff Workforce by Personnel Program
 October 2012
 Including Students Working in Staff Titles

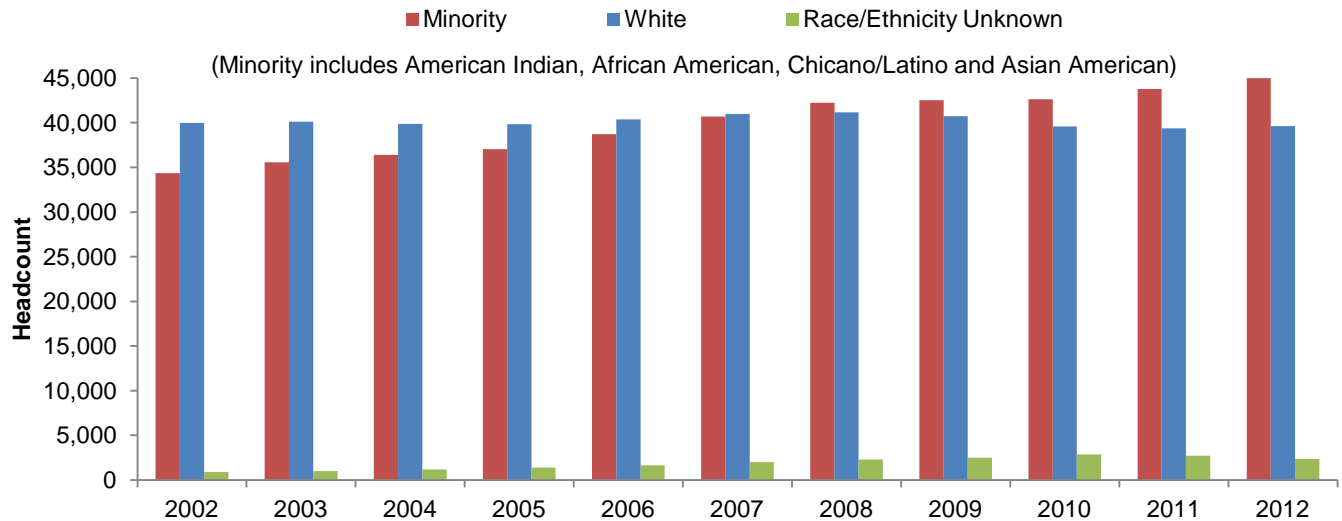


*Includes 71 Casual/Restricted Students in staff titles

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

The majority (79%) of employees at medical center sites are represented by collective bargaining agreements. Students in casual/restricted PSS titles are not commonly employed at medical centers.

Chart 11: CAREER STAFF – Staff Workforce by Minority Representation
 October 2002-2012
 All Personnel Programs

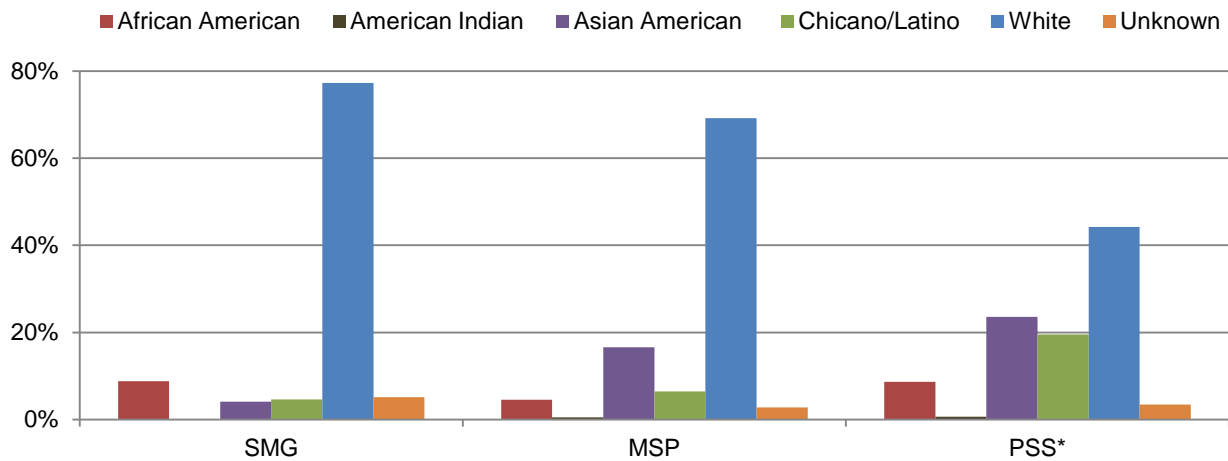


	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total Career Staff	75,210	76,715	77,442	78,257	80,767	83,681	85,705	85,775	85,094	85,832	87,054
% Minority	45.7%	46.4%	47.0%	47.3%	47.9%	48.6%	49.3%	49.6%	50.1%	51.0%	51.8%
% White	53.1%	52.3%	51.5%	50.9%	50.0%	49.0%	48.0%	47.5%	46.5%	45.8%	45.5%
% Unknown	1.2%	1.3%	1.5%	1.8%	2.1%	2.4%	2.7%	2.9%	3.4%	3.2%	2.7%

The University has made a concerted effort to increase employee diversity. In 2002 the number of white staff in the career workforce exceeded the number of minority staff by more than 7 percentage points, but by 2008 minorities had become the plurality. By 2010, minorities reached 50% of the career workforce. The University is on the path toward 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>.

Chart 12: CAREER STAFF – Composition of Staff by Race/Ethnicity, by Personnel Program
October 2012

Career Staff Headcount = 87,054



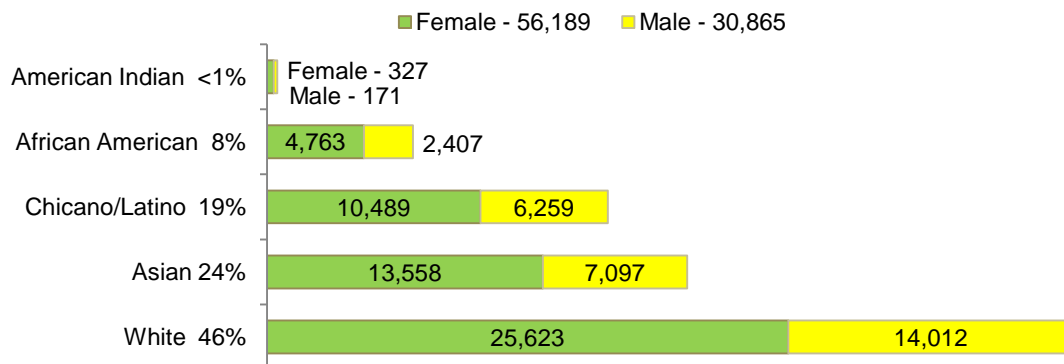
	African American	American Indian	Asian	Chicano/Latino	White	Unknown	Total
SMG	16	0	9	9	145	3	182
MSP	414	42	1,530	587	5,447	187	8,207
PSS*	6,740	456	19,116	16,152	34,043	2,158	78,665
Total	7,170	498	20,655	16,748	39,635	2,348	87,054

*Includes both Policy-covered and represented PSS staff

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

Chart 13: CAREER STAFF – Composition of Staff by Race/Ethnicity* and Gender
October 2012
All Personnel Programs

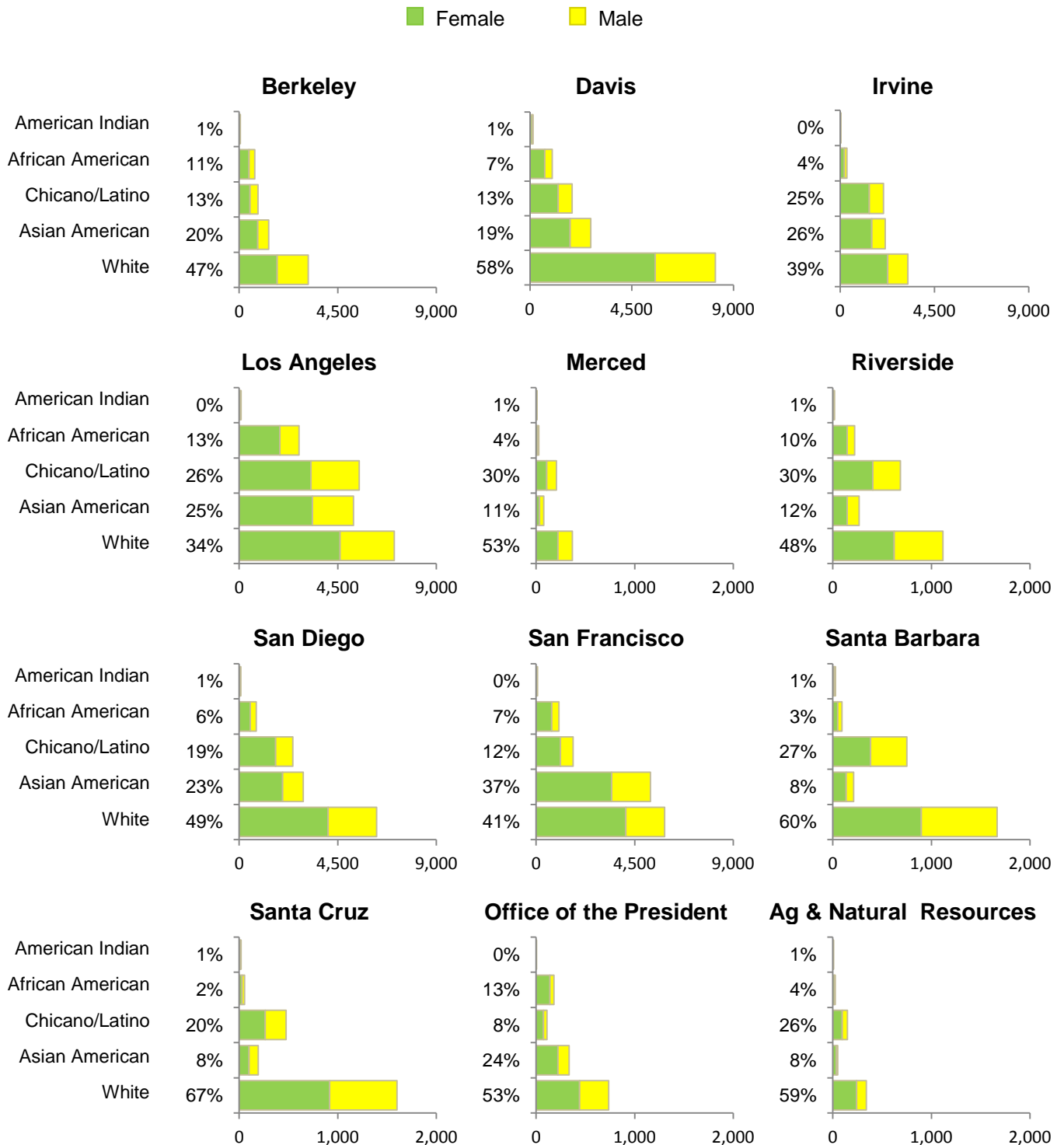
Career Staff Headcount = 87,054



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

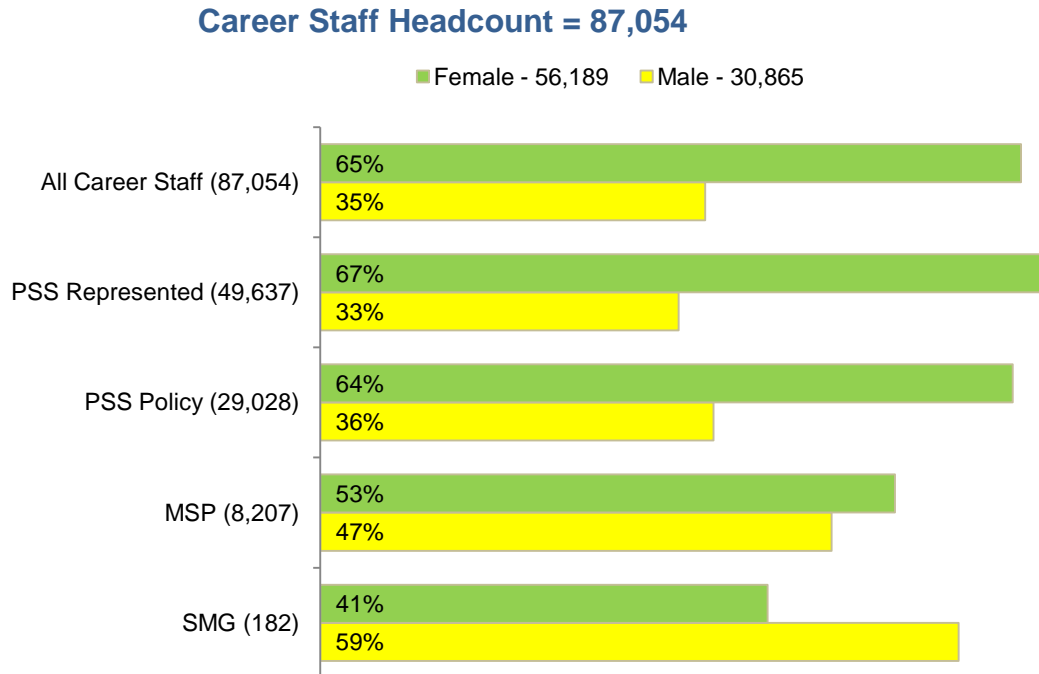
Historically, women have dominated the staff career workforce by nearly a 2:1 gender ratio in nearly all ethnic categories.

Chart 14: CAREER STAFF – Composition of Staff Workforce by Race/Ethnicity* and Gender by Location
 October 2012
 All Personnel Programs



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

Chart 15: CAREER STAFF – Staff Workforce by Personnel Program and Gender
October 2012



The majority of the career staff workforce is female (65%). This is primarily due to the large representation of women in the PSS program (51,771). In the MSP program, the balance of genders is closer to parity (53% female; 47% male), and in the SMG program, there are more men than women: 41% female vs. 59% male.

A look back at systemwide gender statistics for 2002 in Table 5 shows a percentage distribution similar to 2012 for the PSS and MSP personnel programs. In the SMG personnel program, there has been a notable increase in the proportion of women: from 27% in 2002 to 41% in 2012. The hiring of more female senior managers, combined with the transfer of Academic Deans and Vice Provosts from SMG to the Academic personnel program both contributed to this result.

Table 5: CAREER STAFF by Personnel Program and Gender
October 2002 and 2012

		2002 (Total 75,210)		2012 (Total 87,054)	
		Headcount	% of Total	Headcount	% of Total
All Career Staff	Female	48,898	65%	56,189	65%
	Male	26,312	35%	30,865	35%
PSS Represented	Female	30,612	67%	33,257	67%
	Male	15,216	33%	16,380	33%
PSS Policy	Female	15,637	65%	18,514	64%
	Male	8,549	35%	10,514	36%
MSP	Female	2,560	53%	4,343	53%
	Male	2,315	47%	3,864	47%
SMG	Female	89	28%	75	41%
	Male	232	72%	107	59%

Chart 16: Age Distribution of Staff Workforce by Personnel Program

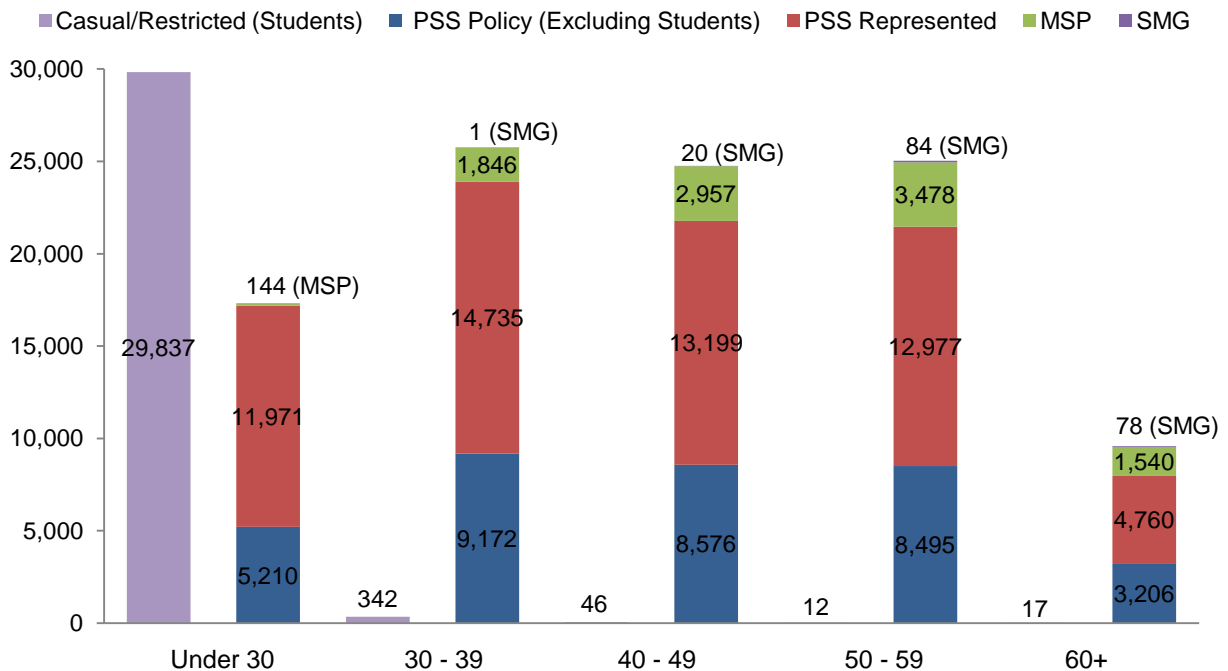
October 2012

All Appointment Types

Average Age, All Staff: 38

All Staff Except Students: 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 is 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 Chart 41).

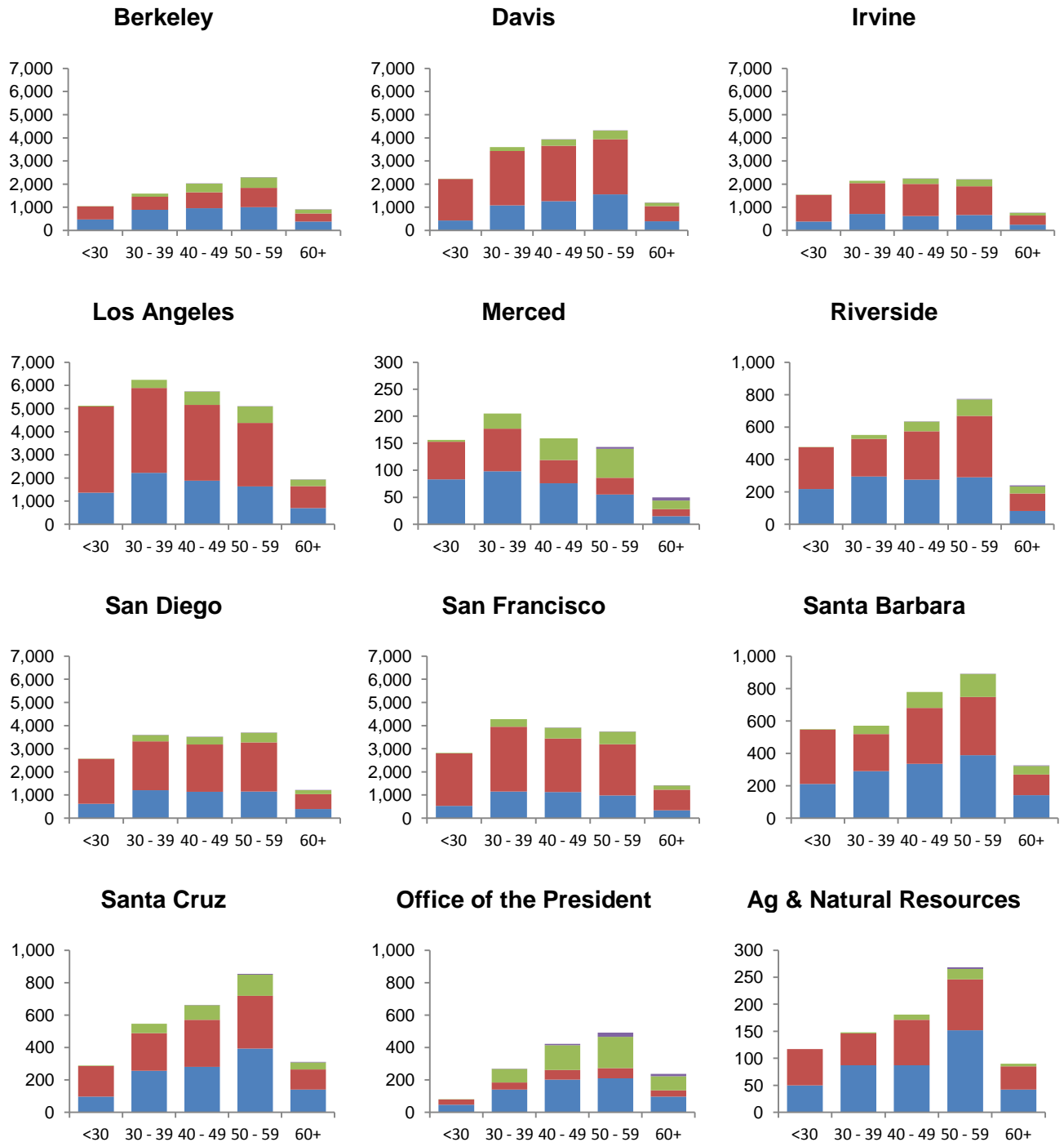
Since 2002, the distribution of age ranges among employees in non-student appointment types has shifted. The percentage of those under 30 has dropped from 19% to 17%, and the percentage of employees aged 40-49 has dropped from 29% to 24%, while the percentage of those aged 60 and older has nearly doubled, from 5% to 9%.

Table 6: Age Distribution of Staff Workforce by Personnel Program
 October 2002 and October 2012
All Appointment Types Except Casual/Restricted (Students)

	2002 (Total 88,225)		2012 (Total 102,449)	
	Headcount	% of Total	Headcount	% of Total
Under 30	17,031	19%	17,325	17%
30-39	21,552	24%	25,754	25%
40-49	25,486	29%	24,752	24%
50-59	19,905	23%	25,034	24%
60+	4,251	5%	9,584	9%

Chart 17: Age Distribution of Staff Workforce by Personnel Program, by Location
All Appointment Types Except Casual/Restricted (Students)
 October 2012

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



Please note scale differences.

Chart 18: CAREER STAFF – Age Distribution of Staff Workforce by Personnel Program Groups
 October 2012
 Average Age = 44

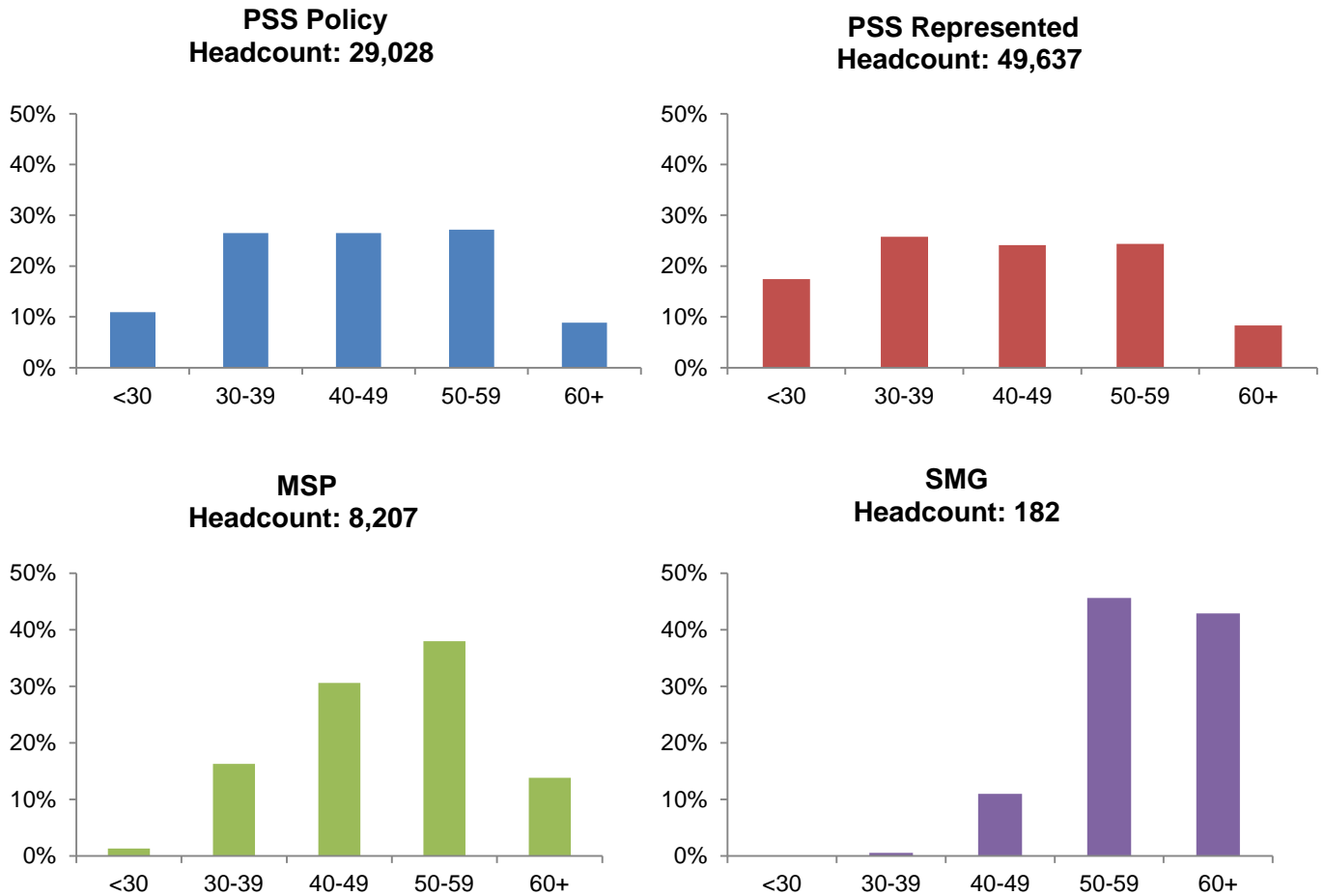


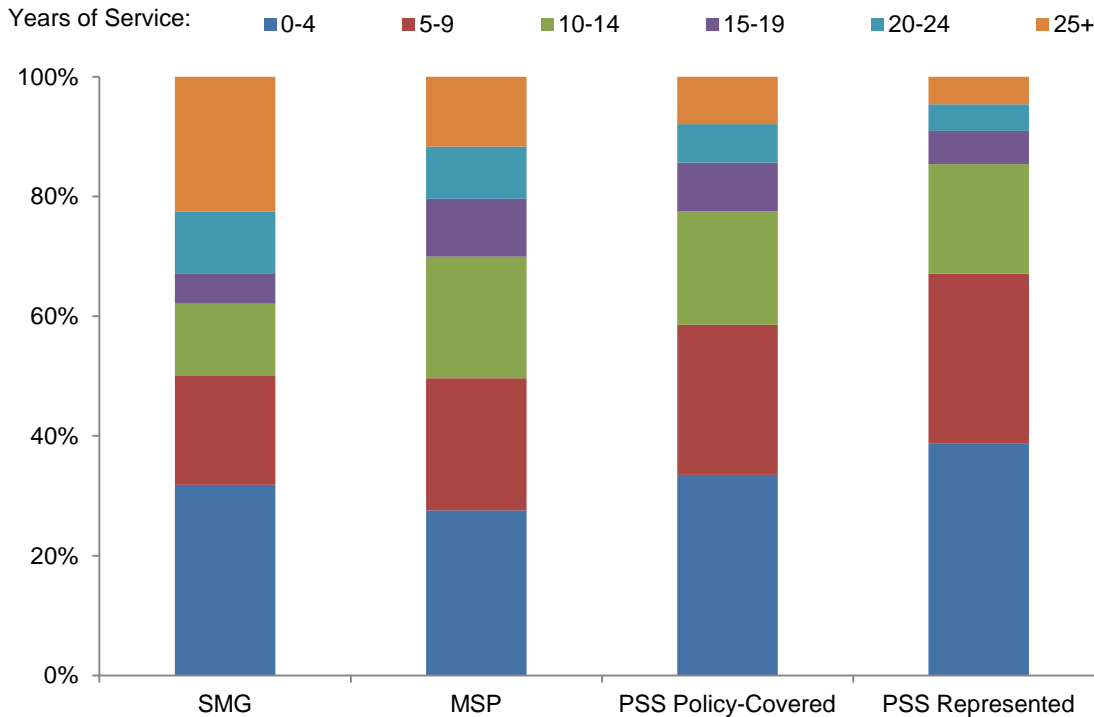
Table 6: CAREER STAFF by Personnel Program and Age Range
 October 2012

Age Range	PSS Policy	PSS Represented	MSP	SMG	Total	%
<30	3,177	8,643	107	0	11,927	14%
30-39	7,701	12,802	1,335	1	21,839	25%
40-49	7,695	11,961	2,513	20	22,189	25%
50-59	7,879	12,098	3,115	83	23,175	27%
60+	2,576	4,133	1,137	78	7,924	9%
Total	29,028	49,637	8,207	182	87,054	100%

These charts show the systemwide distribution of career staff by age bands 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.

Chart 19: CAREER STAFF – Length of Service from Most Recent Date of Hire of Staff Workforce by Personnel Program
October 2012

**Average Length of Service from Date of Most Recent Hire:
Career Staff: 9 years**



Length of Service	SMG	MSP	PSS-Policy Covered	PSS-Represented	Total	%
0-4	58	2,264	9,726	19,260	31,308	36%
5-9	33	1,808	7,274	14,060	23,175	27%
10-14	22	1,667	5,497	9,060	16,246	19%
15-19	9	794	2,373	2,770	5,946	7%
20-24	19	716	1,855	2,198	4,788	6%
25+	41	958	2,303	2,289	5,591	6%
Total	182	8,207	29,028	49,637	87,054	100%

The average length of employment service (from date of most recent hire) for career employees systemwide has been relatively stable – the average is now 9 years of service. As might be expected, the MSP and SMG personnel programs, which consist of senior professional employees and management, both show a higher proportion of staff with at least 10 years experience than PSS policy-covered and represented staff.

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

Chart 20: CAREER STAFF – Length of Service from Most Recent Date of Hire of Staff Workforce by Personnel Program, and Location
October 2012

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

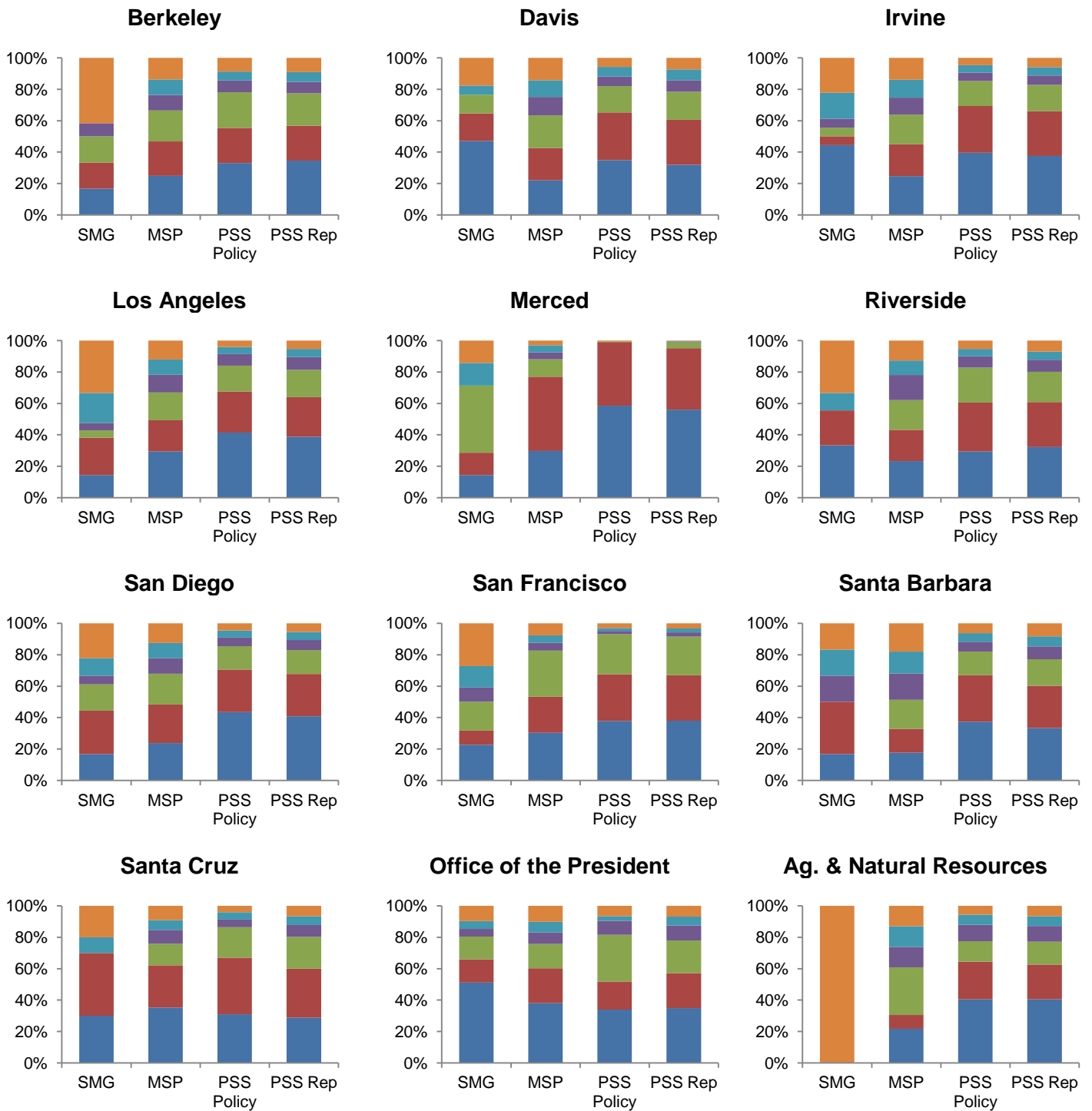
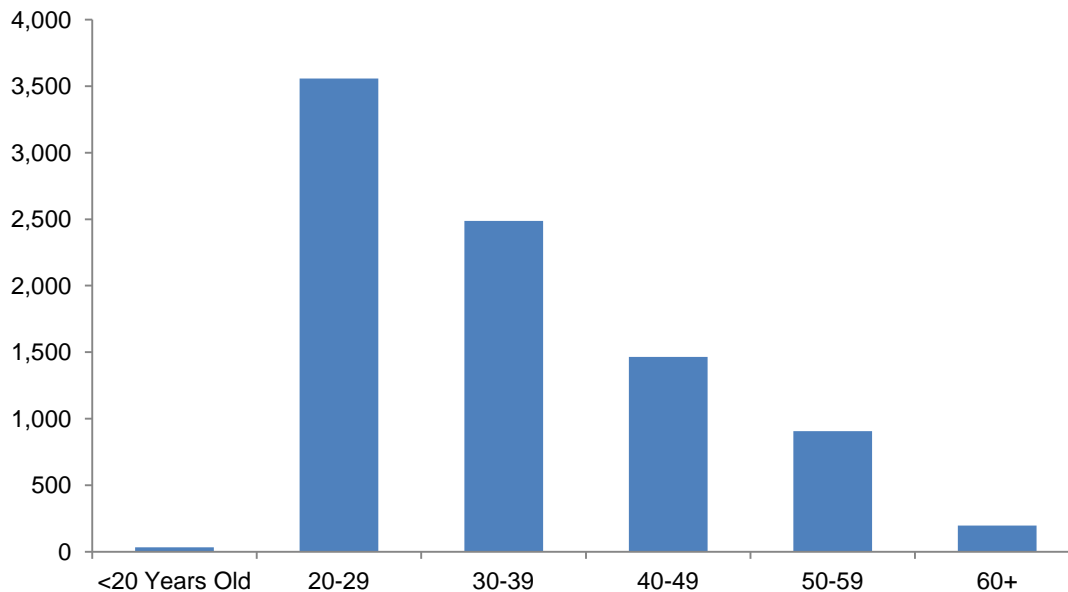


Chart 21: CAREER STAFF – Staff Workforce New Hires: Age at Date of Hire
 Fiscal Year 2011-2012
 All Personnel Programs
 New Hires = 8,645



Systemwide	<20 y.o.	20-29	30-39	40-49	50-59	60+	Total
Headcount	32	3,558	2,488	1,465	906	196	8,645
% of New Hires	1%	41%	29%	17%	10%	2%	100%

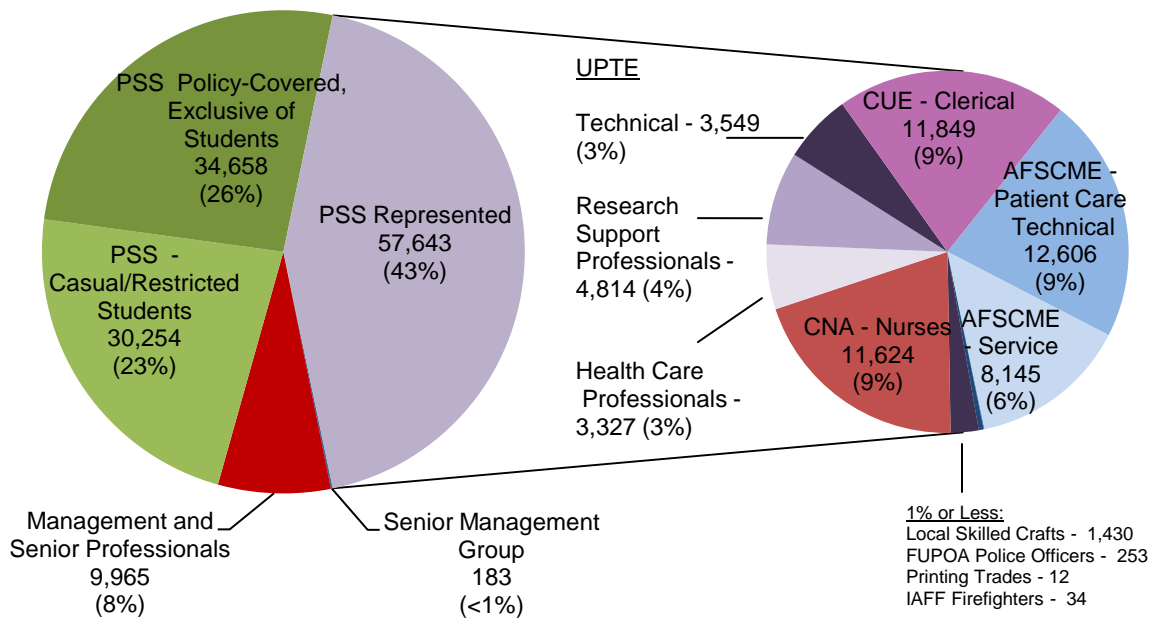
Berkeley	0	239	194	96	68	15	611
Davis *	6	394	345	276	149	21	1,191
Irvine *	6	331	248	165	92	26	868
Los Angeles *	14	1,128	621	284	199	39	2,285
Merced	0	31	27	21	9	4	92
Riverside	0	65	45	36	30	4	180
San Diego *	5	553	432	250	150	37	1,427
San Francisco *	1	580	383	208	112	28	1,312
Santa Barbara	0	123	71	48	31	3	276
Santa Cruz	0	58	62	37	36	6	199
UCOP	0	29	41	33	24	10	137
ANR	0	28	19	11	6	3	67

In FY 2011-2012, as the University continued to recover from severe budget cuts, the number of staff hired into career appointments increased by 4% from the previous fiscal year (8,645 vs. 8,301). While the pace of hiring was still lower than in Fiscal Year 2009-10 (9,072), the difference was only 5%. The hiring age demographic has remained relatively steady, with 70% of the people hired 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 2012
Headcount and Percentage
All Appointment Types, Including Students Working in Staff Titles
All Personnel Programs
Headcount = 132,703

Policy-Covered Staff - 75,060 (57%)

Represented Staff - 57,643



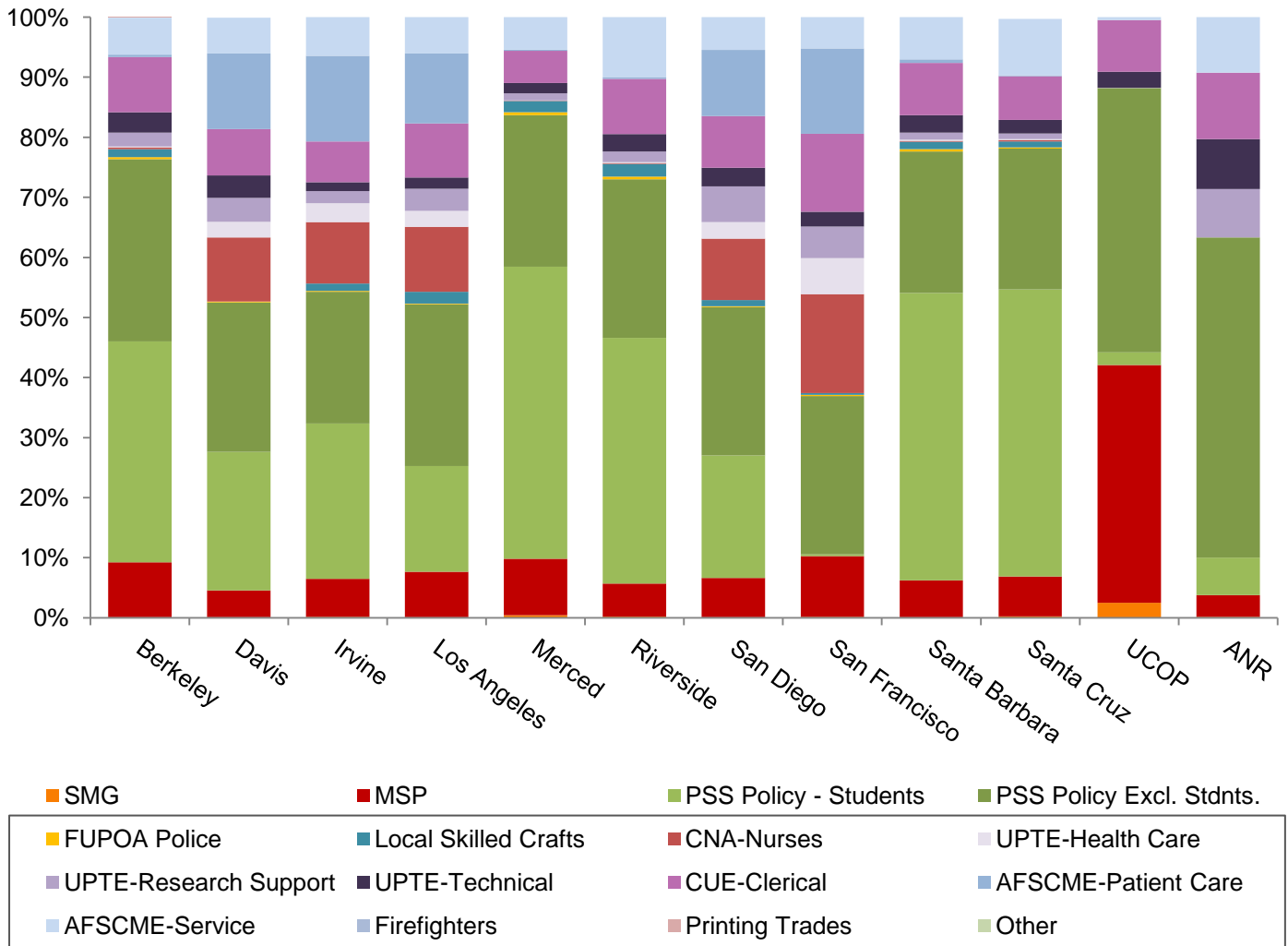
Due to rounding, percentages may not total 100%.

The majority of staff (57%) at UC is covered by UC Personnel Policies. The largest group is the PSS Policy-Covered, of which more than 30,000 are students working in staff titles..

Of the 43% of staff represented by collective bargaining units, 97% are covered by one of four unions:

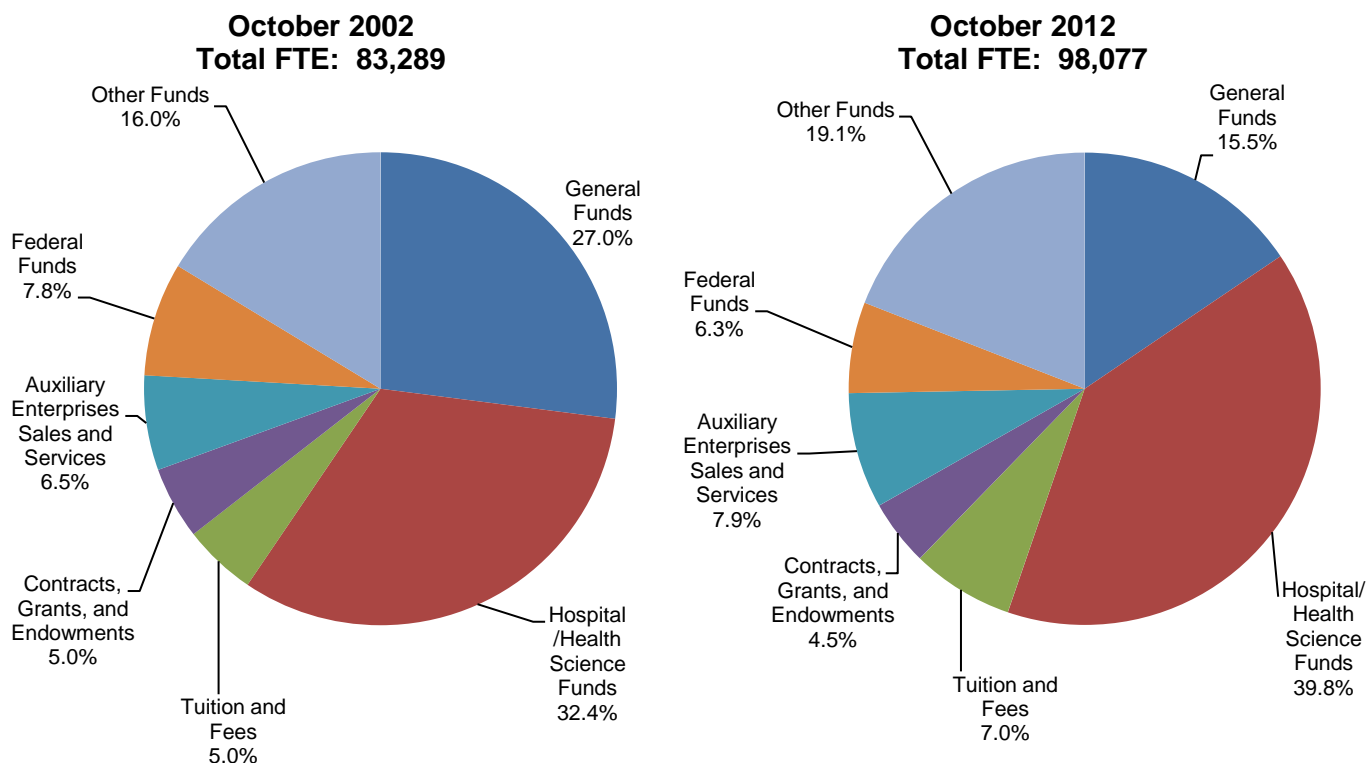
1. American Federation of State, County and Municipal Employees (AFSCME), which represents 20,751 staff (36.0% of all represented staff) in Patient Care (such as Vocational Nurses and Hospital Assistants) and Service (e.g., Custodians) units.
2. Coalition of University Employees (CUE), which represents 11,849 staff in clerical/administrative positions (20.6% of all represented staff).
3. University Professional and Technical Employees (UPTE), which represents 11,690 staff in the Technical unit (e.g., Lab Assistants), Research Support and Health Care Professionals (such as Clinical Social Workers) units (20.3% of all represented staff).
4. California Nurses Association (CNA), which represents 11,624 Registered Nurses (20.2% of all represented staff).

Chart 23: Policy-Covered and Union-Represented Staff Workforce by Location
 October 2012
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 programmatic functions and business operations.

**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 and continue to grow in comparison to other sources (nearly 40% in 2012, up from 32% in 2002). General Funds, which are made up primarily of funds from the State of California, make up a shrinking portion of the total: 16% in 2012, down from 27% in 2002. The portions of FTE paid from Federal funds and Contracts and Grants sources have declined slightly over the past decade, while Tuition and Fees and Auxiliary Enterprises have both increased slightly.

The funding detail by location, Chart 25, 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.

Chart 25: Percentage of Staff FTE by Fund Source, by Location
 October 2012
 All Appointment Types, Including Students Working in Staff Titles

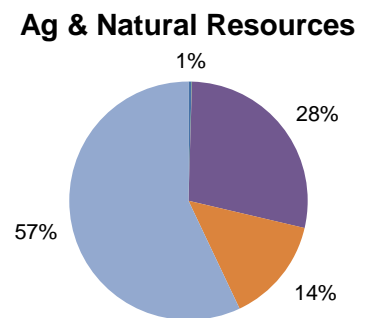
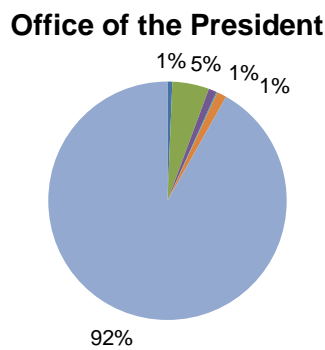
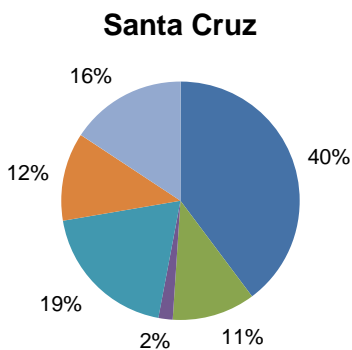
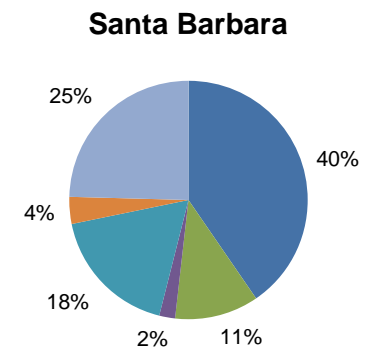
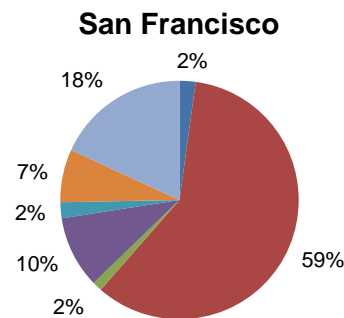
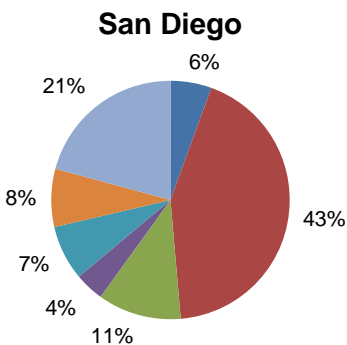
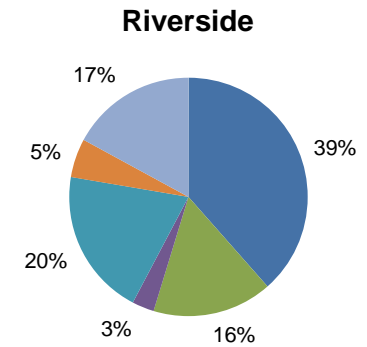
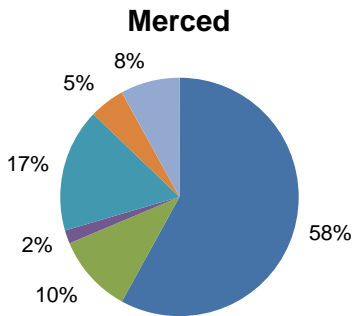
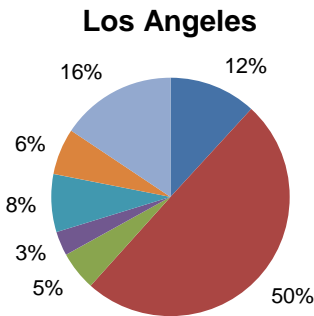
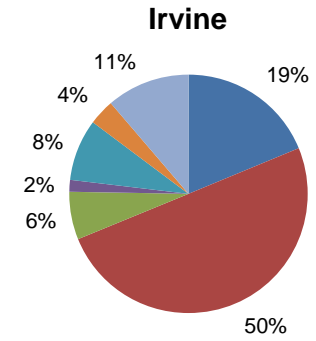
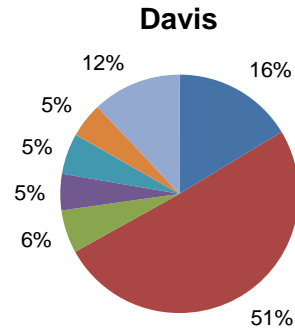
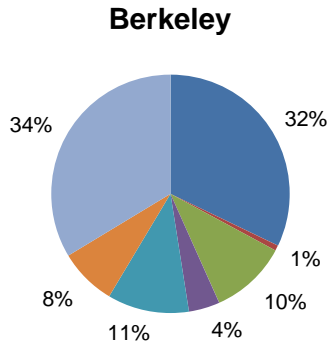
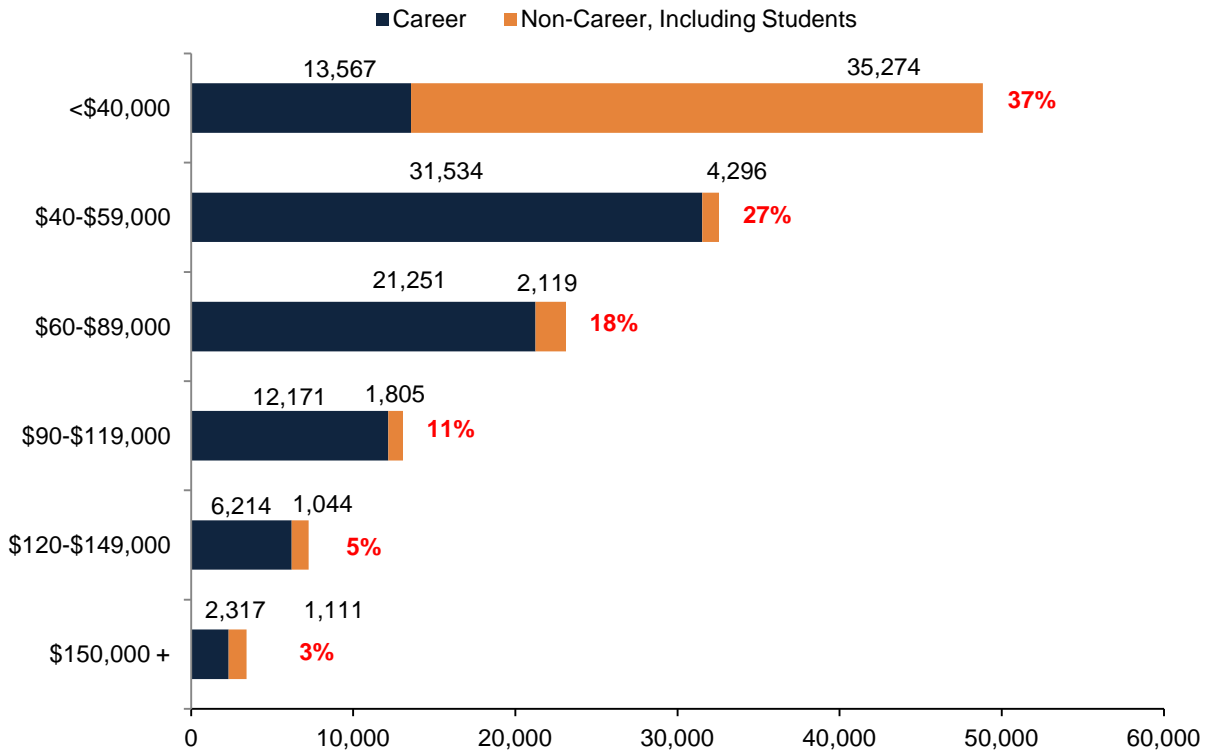


Chart 26: Staff Workforce Distribution of Annualized Salary Rates
 October 2012
All Appointment Types, Including Students Working in Staff Titles
Headcount = 132,703

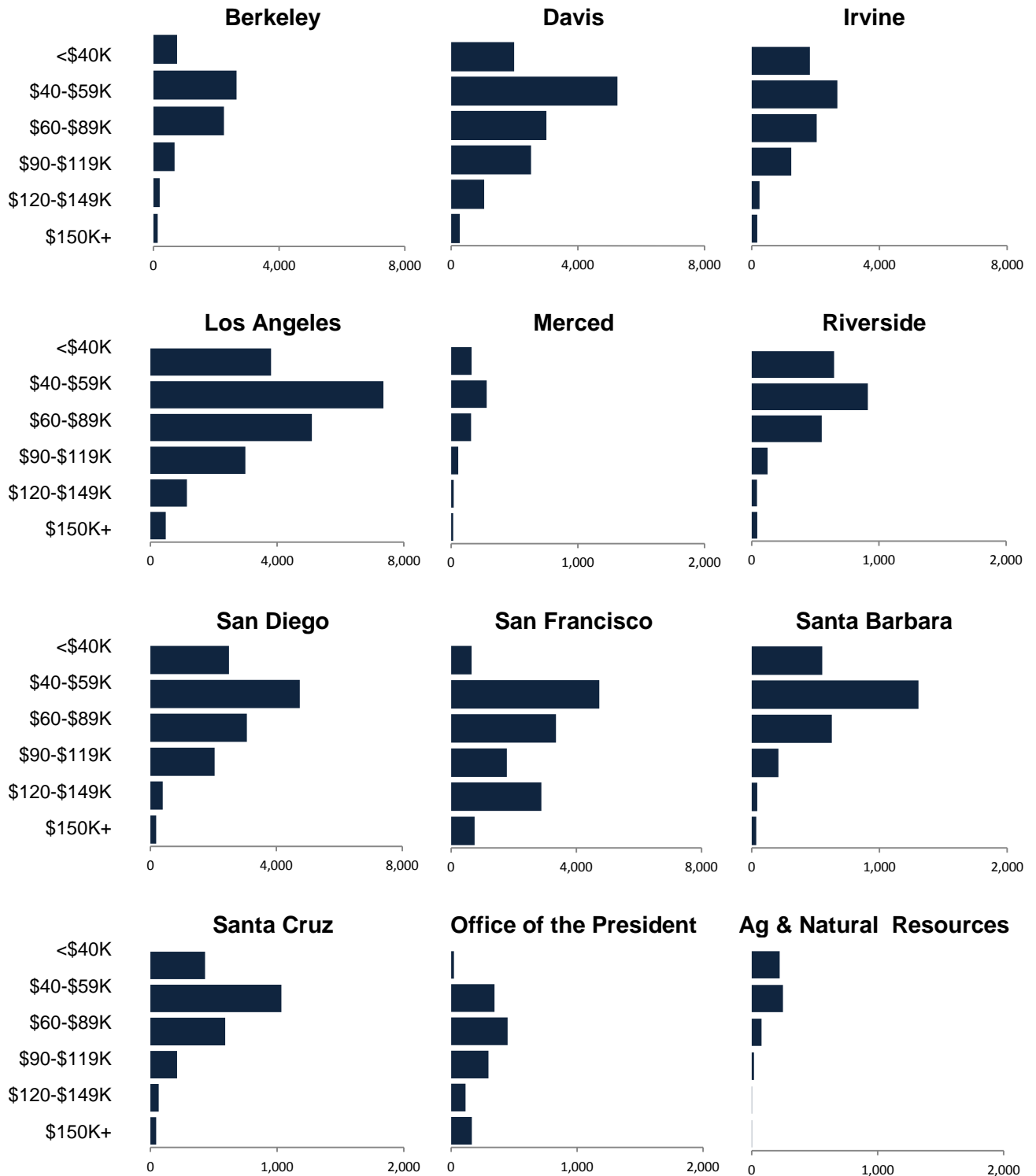


Notes: Includes base salary only. Does not reflect reductions due to staff participation in the voluntary ERIT (Employee Reduction in Time) program.

Most UC staff employees with an annualized salary rate of less than \$40,000 are non-career staff, especially students working in staff titles.

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 in 2012 is \$70,179. About half of career staff have an annualized salary rate of \$60,000 and over. The location charts, which follow, show that the distribution of average career staff salaries varies by location.

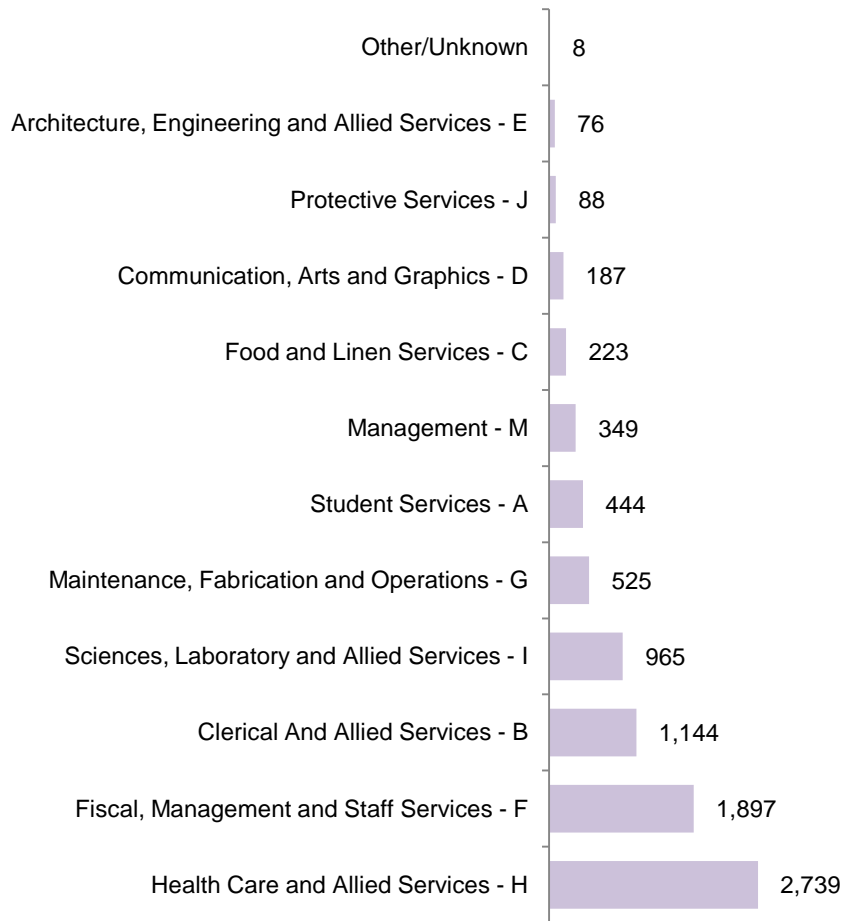
Chart 27: CAREER STAFF – Distribution of Annualized Salary Rates by Location
October 2012



Please note scale differences

Chart 28 CAREER STAFF – Staff Workforce New Hires by Occupational Group¹
 Fiscal Year 2011-12

Career Staff Headcount = 87,054
Career Staff Hired in FY 2011-12 = 8,645



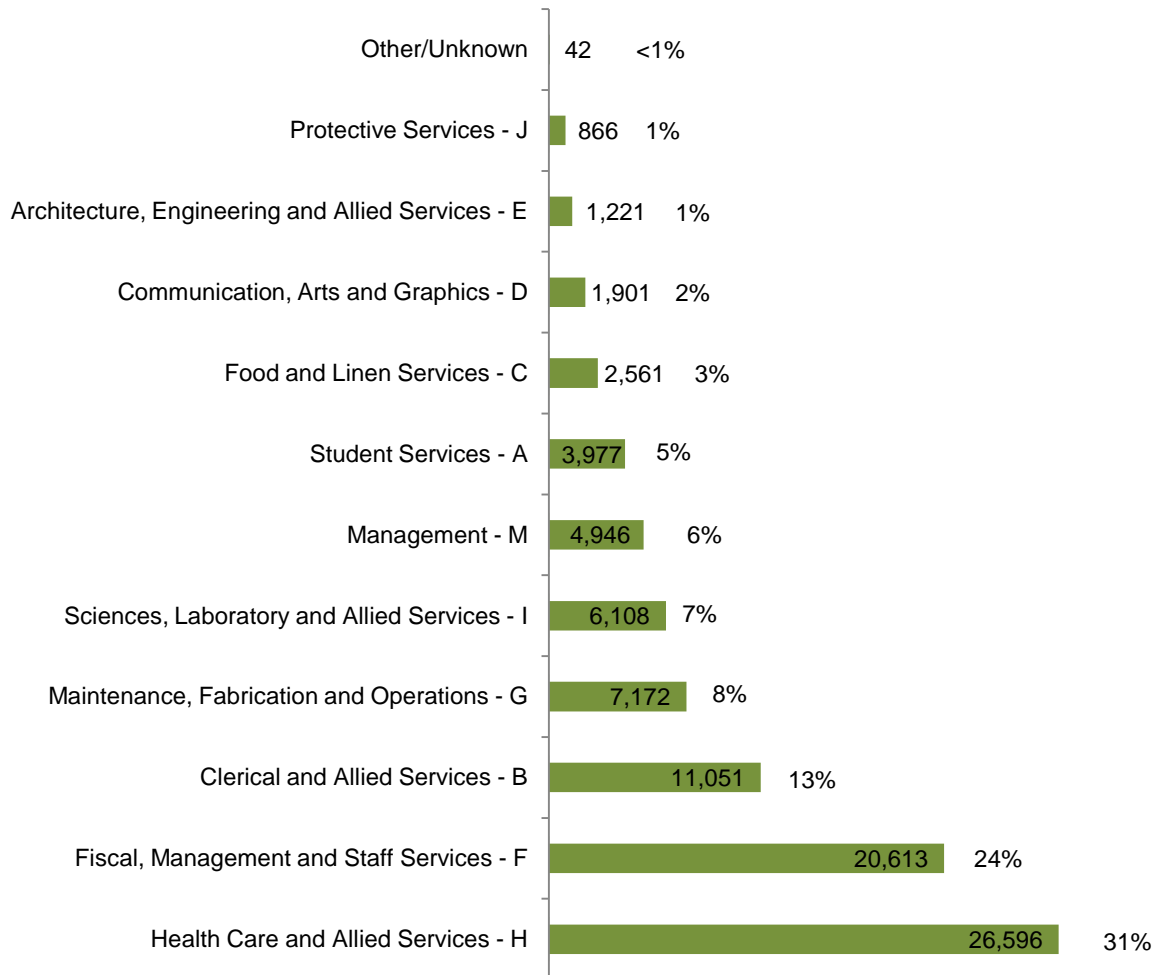
Systemwide data for fiscal year 2011-12 indicates that most (31.7%) new hires were employed in a health care related job, which has been the employment pattern of the past 10 years. However, hiring in *all* occupational groups except Sciences, Laboratory and Allied Services increased from the previous fiscal year.

	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-12</u>
New Hires	9,629	10,620	12,049	12,920	12,415	9,072	6,333	8,301	8,645

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

Chart 29: CAREER STAFF – Staff Workforce by Occupational Group
October 2012

Career Staff Headcount = 87,054

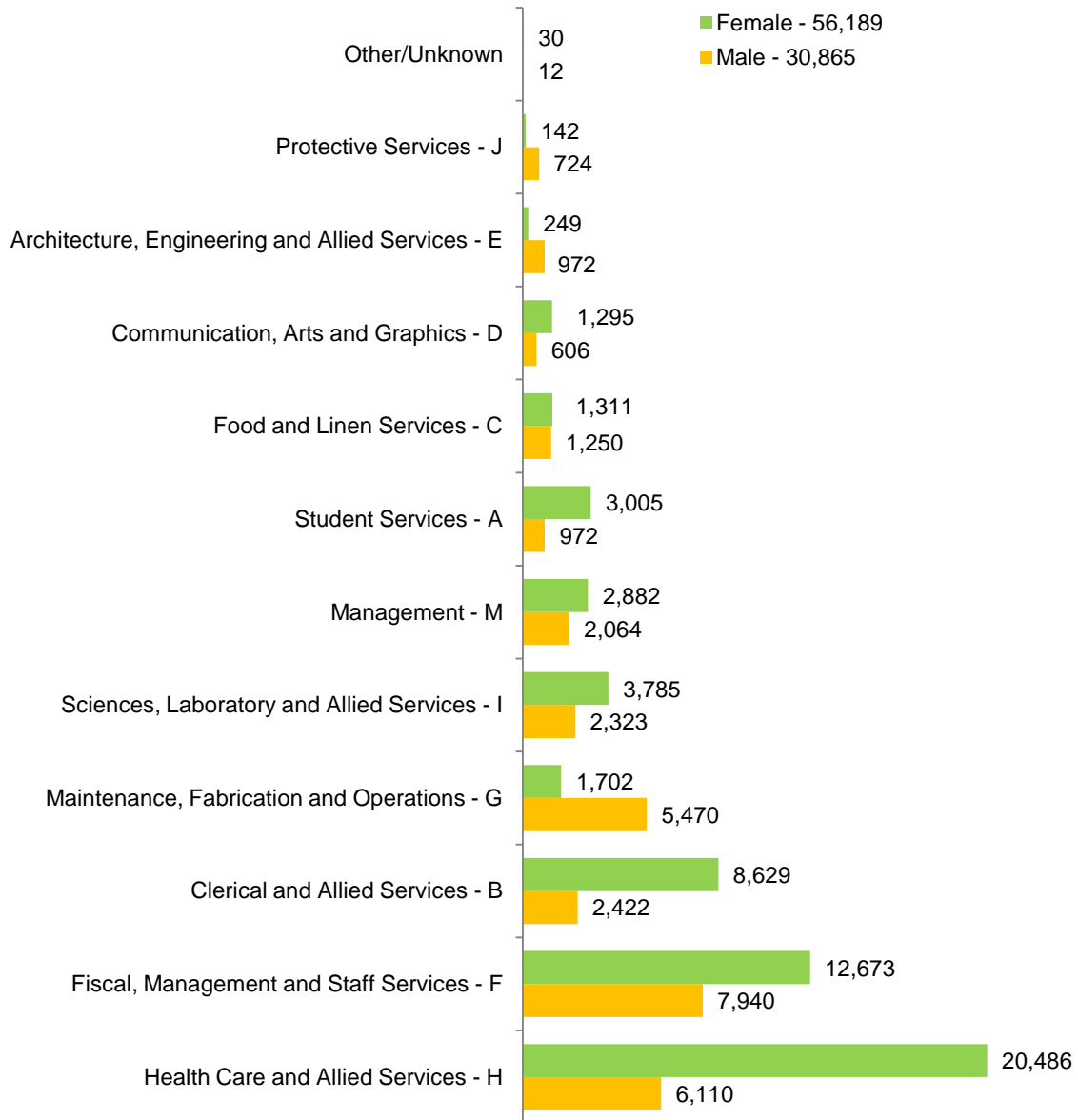


Note: Due to rounding, percentages do not total 100%.

31% – almost one-third – of all career staff work in a health care related occupation. Since 2002, the number of staff in health care occupations has increased by nearly 40%, from 19,076 to 26,596, reflecting a large expansion in the size and scope of the teaching hospital enterprise.

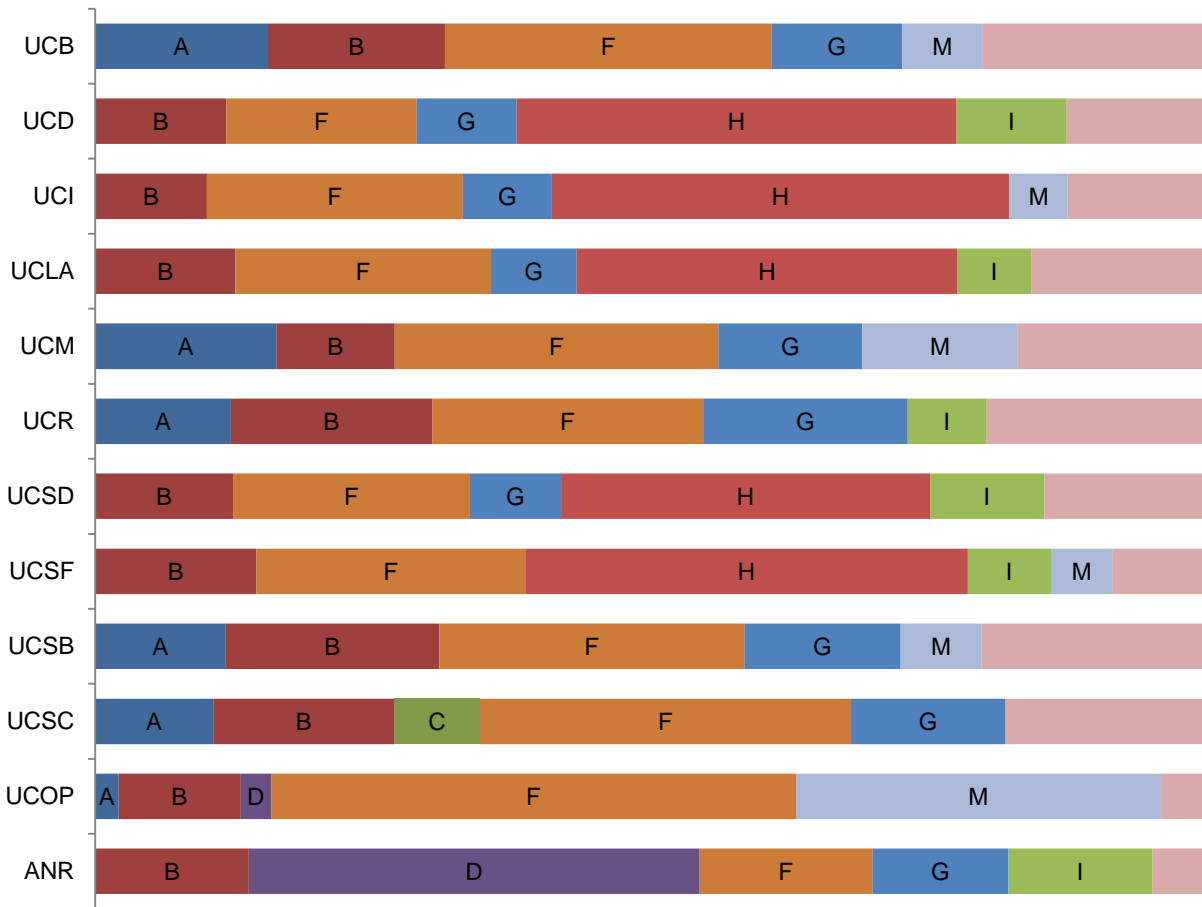
Chart 30: CAREER STAFF – Staff Workforce by Occupational Group and Gender
October 2012

Career Staff Headcount = 87,054



At 65% women make up the majority of the staff workforce. In most occupational groups, the number of female employees exceeds the number of male employees. Exceptions are found in protective services, architecture & engineering and maintenance operations, in which male employees substantially exceed the number of female workers.

Chart 31: CAREER STAFF – Staff Workforce by Occupational Group by Location
 October 2012
 (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 staff in Student Services, and Maintenance, Fabrication and Operations. All locations have considerable numbers of employees in clerical-related occupations as well as in Fiscal Management and Staff Services (which is the occupational grouping for most computer-related positions).

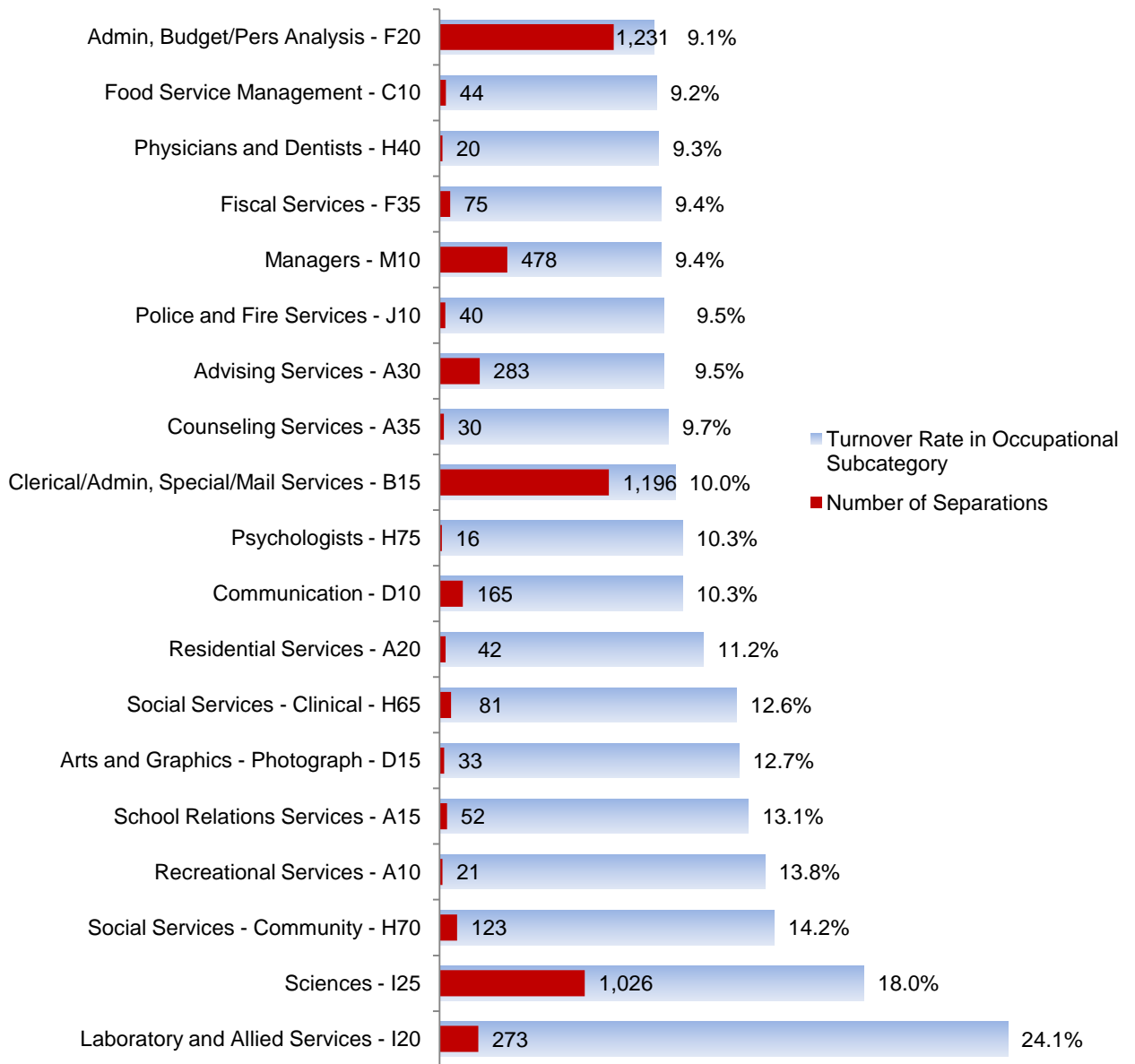
Occupational Groups:

- 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 32: CAREER STAFF – Staff Workforce Occupational Subcategories with Above-Average Turnover

Fiscal Year 2011-12

**Systemwide Average Turnover Rate
for Career Staff in All Occupational Groups: 8.9%
Number of Separations: 8,413**



This chart shows the career staff turnover in Fiscal Year 2011-12, by occupational sub groups with at least 100 incumbents if the turnover was greater than or equal to 8.9%, (the systemwide average turnover rate for the entire career staff workforce). The red bars show the number of separations in the individual occupational subcategory. For example in the Clerical (B15) subcategory, 1,196 employees separated – 10% of the total headcount of 11,979 in that occupational subcategory. The turnover rate for Sciences (I25 – 18%) and Laboratory and Allied Services (I20 – 24%) continues to be very high at 24%. Historically, these subcategories experience high turnover.

Chart 33: CAREER STAFF – Staff Workforce Turnover Rate by Location
 Fiscal Year 2011-12
 All Personnel Programs

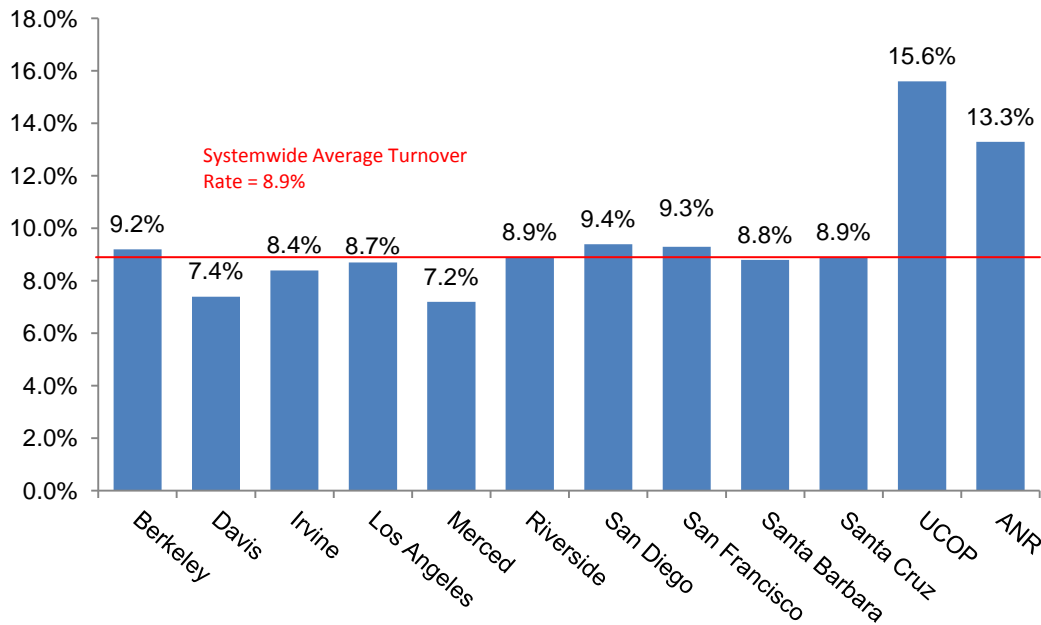


Chart 33 above shows that turnover rate at UCOP and ANR, the centralized administrative units for the UC system, was significantly higher than at the campuses. The rates at most of the campuses are clustered within a few fractions of a percentage point of the overall average of 8.9%, except that Davis and Merced experienced notably less turnover than other campuses in 2011-12.

As Table 8 below shows, in fiscal year 2011-12 the overall turnover rate increased to 8.9% from 8.7% in 2010-11. The systemwide career staff turnover rate had been steadily declining over time, reaching its lowest value in 2008-09 and then rising slightly in recent years. In better economic times, 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 in recent years reflects the lack of job opportunities in the employment market. As the economic recession eases and employment opportunities increase in California, staff turnover is expected to increase.

Table 8: CAREER STAFF Turnover Rates
 Fiscal Year 2003-04 through 2011-12

	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-12</u>
Turnover Rate	10.5%	11.5%	11.5%	11.3%	10.3%	8.4%	8.7%	8.7%	8.9%

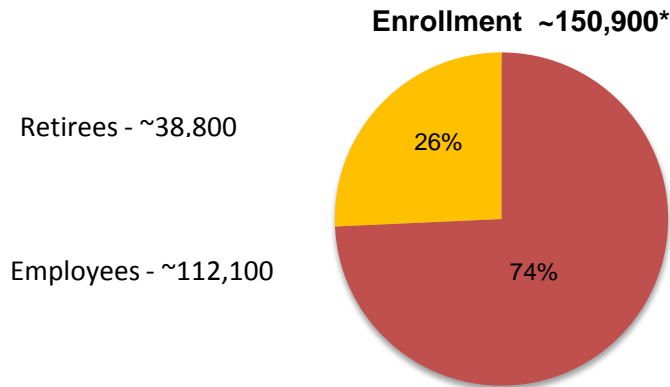
Table 9: CAREER STAFF – Staff Workforce Occupational Subcategories with Five Highest Turnover Rates by Location
Fiscal Year 2011-12
All Personnel Programs

	<u>Hdct.</u>	<u>Sep.</u>	<u>Turnover Rate</u>		<u>Hdct.</u>	<u>Sep.</u>	<u>Turnover Rate</u>
Berkeley				Davis			
Printing Services-G80	27	9	33.3%	Food Service Management-C10	74	10	13.5%
Sciences-I25	332	66	19.9%	Laboratory and Allied Services-I20	153	20	13.1%
Laboratory and Allied Services-I20	172	34	19.8%	Social Services - Community-H70	238	31	13.0%
Arts and Graphics - Photograph-D15	25	4	16.0%	Auto/Aircraft Equip-Maint-G55	32	4	12.5%
School Relations Services-A15	327	41	12.5%	Sciences-I25	1,131	140	12.4%
Irvine				Los Angeles			
Laboratory and Allied Services-I20	91	30	33.0%	Laboratory and Allied Services-I20	225	61	27.1%
Counseling Services-A35	27	6	22.2%	Police and Fire Services-J10	65	13	20.0%
Sciences-I25	205	43	21.0%	Sciences-I25	1,321	262	19.8%
Hosp Attendants-Voc Nurses-H15	96	14	14.6%	Social Services - Community-H70	101	19	18.8%
Social Services - Community-H70	129	17	13.2%	Automotive Equip - Oper-G65	53	8	15.1%
Merced				Riverside			
Physical Plant Services - Maintenance-G25	35	3	8.6%	Laboratory and Allied Services-I20	67	13	19.4%
Advising Services-A30	74	6	8.1%	Communication-D10	47	9	19.1%
Managers-M10	127	10	7.9%	Sciences-I25	116	18	15.5%
Computer Programming and Analysis-F15	55	4	7.3%	Managers-M10	142	18	12.7%
Clerical/Admin, Special/Mail S-B15	72	5	6.9%	Engineering-E20	47	5	10.6%
San Diego				San Francisco			
Laboratory and Allied Services-I20	185	68	36.8%	Recreational Services-A10	25	7	28.0%
Social Services - Clinical-H65	129	26	20.2%	Sciences-I25	1,010	232	23.0%
Sciences-I25	1,324	236	17.8%	Advising Services-A30	34	6	17.6%
Marine Trades-G45	59	8	13.6%	School Relations Services-A15	65	11	16.9%
Food Services Management-C10	97	13	13.4%	Laboratory and Allied Services-I20	115	17	14.8%
Santa Barbara				Santa Cruz			
Laboratory and Allied Services-I20	56	17	30.4%	Physical Plant Svcs-Agric/Grounds-G15	35	6	17.1%
Police and Fire Services-J10	33	7	21.2%	Engineering-E20	52	7	13.5%
Residential Services-A20	25	4	16.0%	Management Services-F30	99	13	13.1%
Arts and Graphics-Theatre-D25	25	3	12.0%	Clerical/Admin, Special/Mail S-B15	428	51	11.9%
Sciences-I25	88	10	11.4%	Food Prep/Distr-Cooks, Bakers-C15	63	7	11.1%
Office of the President				ANR			
Advising Services-A30	45	19	42.2%	Laboratory and Allied Services - I20	31	9	29.0%
Fiscal Services-F35	61	20	32.8%	Sciences-I25	60	10	16.7%
Clerical/Admin, Special/Mail S-B15	198	41	20.7%	Communication-D10	222	30	13.5%
Communication-D10	39	8	20.5%	Admin, Budget/Pers Analysis-F20	60	7	11.7%
Computer Programming and Analysis-F15	206	29	14.1%	Clerical/Admin, Special/Mail S-B15	88	8	9.1%

Note: Includes only occupational subgroups with at least 25 incumbents and a turnover rate greater than the systemwide FY 2011-12 average of 8.9 % (except for UC Merced).

PART II: UNIVERSITY BENEFITS

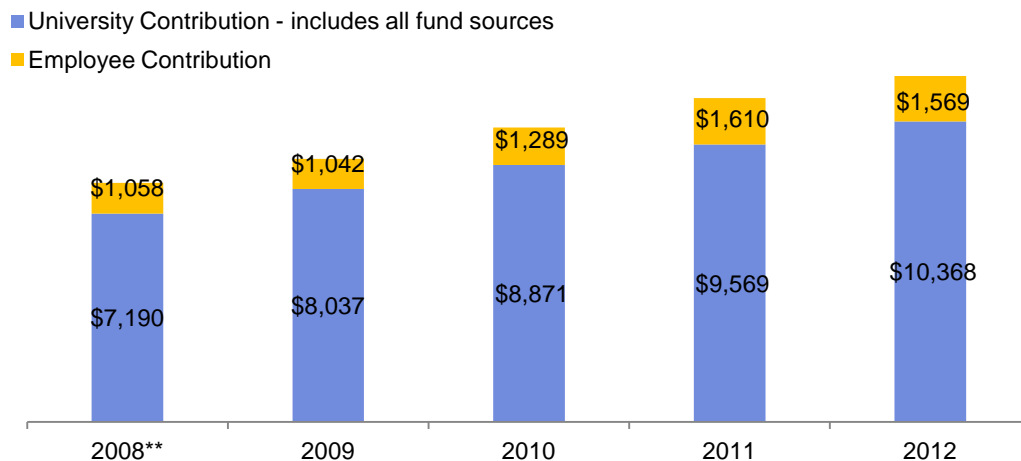
Chart 34: Medical Plan Coverage
Headcount of Staff, Academic Appointees, LBNL Personnel, and Retirees



*Primary subscribers (employees and retirees) only — data do not include family members. Headcounts are rounded to the nearest 100.

Due primarily to the increase in the retiree population, the number of employees and retirees enrolled in a UC medical plan is approximately one percent higher than 2011 enrollments.

Chart 35: Medical Plan Coverage Per Capita Costs
Staff and Academic Appointees†



	2008**	2009	2010	2011	2012
Average annual total cost per employee	\$8,248	\$9,079	\$10,160	\$11,179	\$11,937
Average Share Paid by Employee	13%	11%	13%	14%	13%

†Excludes LBNL personnel and retirees.

**Corrected for 2008.

The average cost of providing medical plan coverage has continued to increase. Since 2008, the average total medical plan coverage cost has increased by 44.7%. During this time the University's contribution, on average, has varied between 86-89% of the total premium cost. In 2012, on average, the employee's share of the coverage cost decreased by 2.5% from 2011.

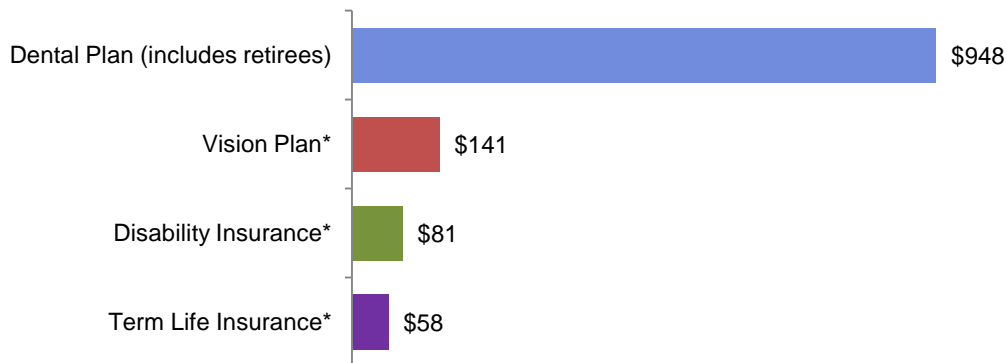
Chart 36: Other University-Paid Health Plan Enrollments
Staff, Academic Appointees, LBNL Personnel, and Retirees
 Data do not include employee family members



Enrollments in the dental plans have increased by approximately 2% from 2011. Other plan enrollments increased by between 1.3% and 1.9%.

Chart 37: Average Annual UC Contribution for Health and Welfare Benefits (excluding Medical)
Staff, Academic Appointees, LBNL Personnel and Retirees

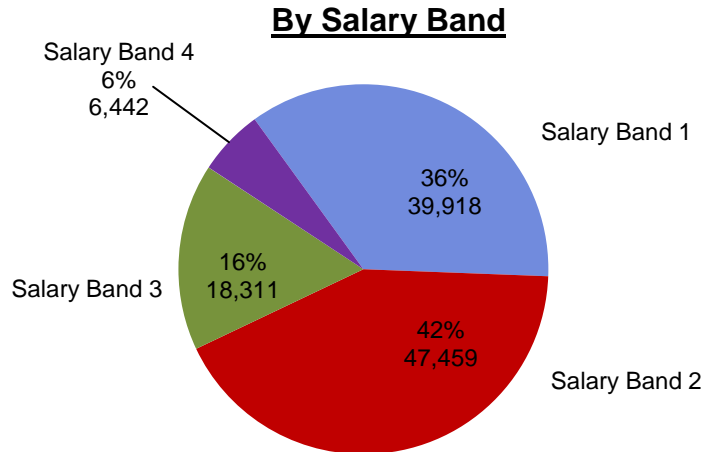
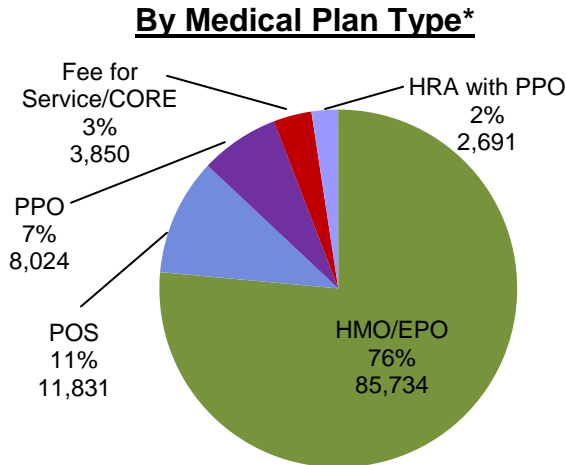
2012 Total University Contribution: \$1,228
Employee/Retiree Contribution: \$0*



*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 decreased by about 2.4% over the previous year due to decreases in dental and vision coverage costs in 2012. Other plan costs remained stable.

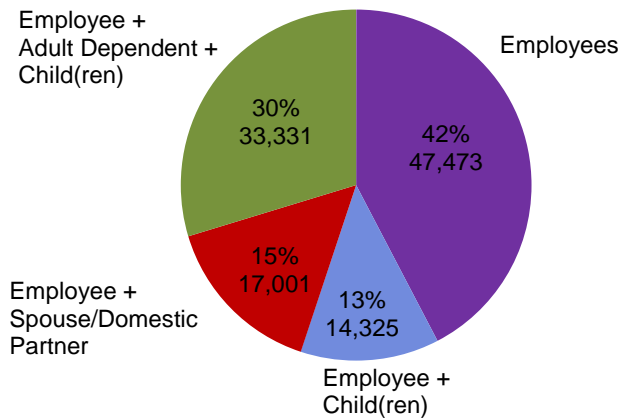
Chart 38: Medical Plan Enrollment Statistics – Active Members Only



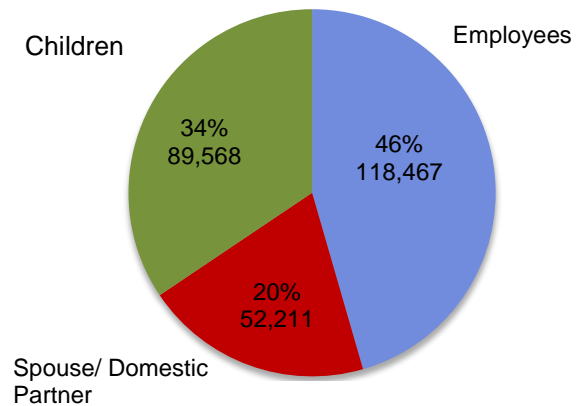
*Refer to Appendix B, Glossary of Terms for Medical Plan Type definitions.

Salary Band 1: \$48,000 or less
 Salary Band 2: \$48,001 - \$96,000
 Salary Band 3: \$96,001 - \$144,000
 Salary Band 4: \$144,001 or more

By Coverage Category



By Dependent Type



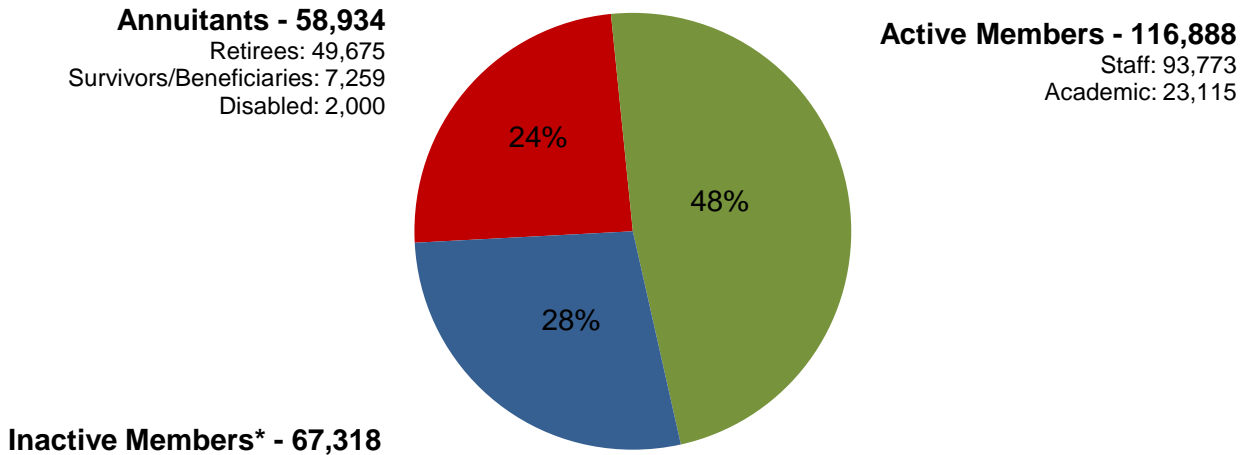
Due to rounding, percentages may not total 100%.

The University’s medical program provides coverage for approximately 112,100 employees, 52,000 spouses/domestic partners and 89,600 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 2012, 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.

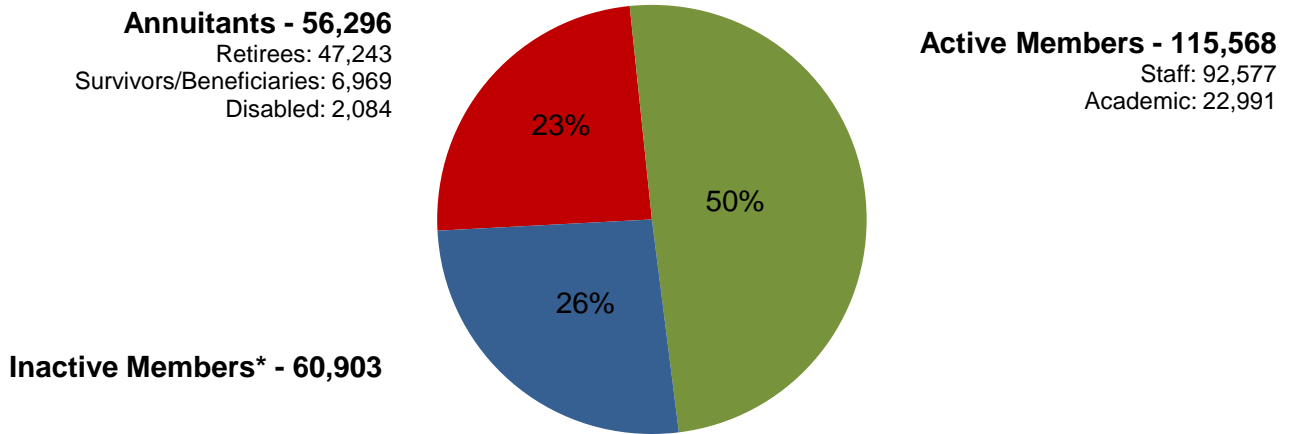
In 2003, to help alleviate the impact of rising medical costs on lower-paid employees, the University introduced a salary band structure for determining employee medical premium costs. As noted above, there are four salary bands with most employees in the two lowest bands. The pay band structure is reviewed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

Chart 39: University of California Retirement Plan (UCRP) Membership Staff, Academic Appointees, LBNL Personnel, and Annuitants
 Fiscal Years: 2010-11 and 2011-12

Fiscal Year 2011–12
Total Membership = 243,140



Fiscal Year 2010–11
Total Membership = 232,767

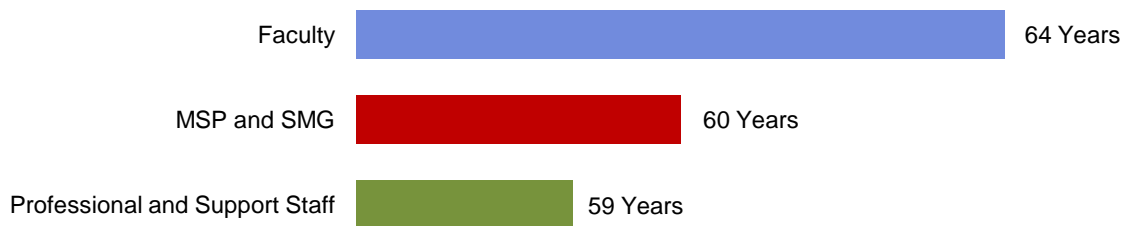


*Includes terminated non-vested members who are due a refund of member contributions or CAP balance payment (includes LLNL and LANL).

Membership in UCRP increased by 4.5% in 2011-12.

**Chart 40: UCRP Membership
Staff, Academic Appointees and LBNL Personnel
Fiscal Year 2011-12**

Average Retirement Age



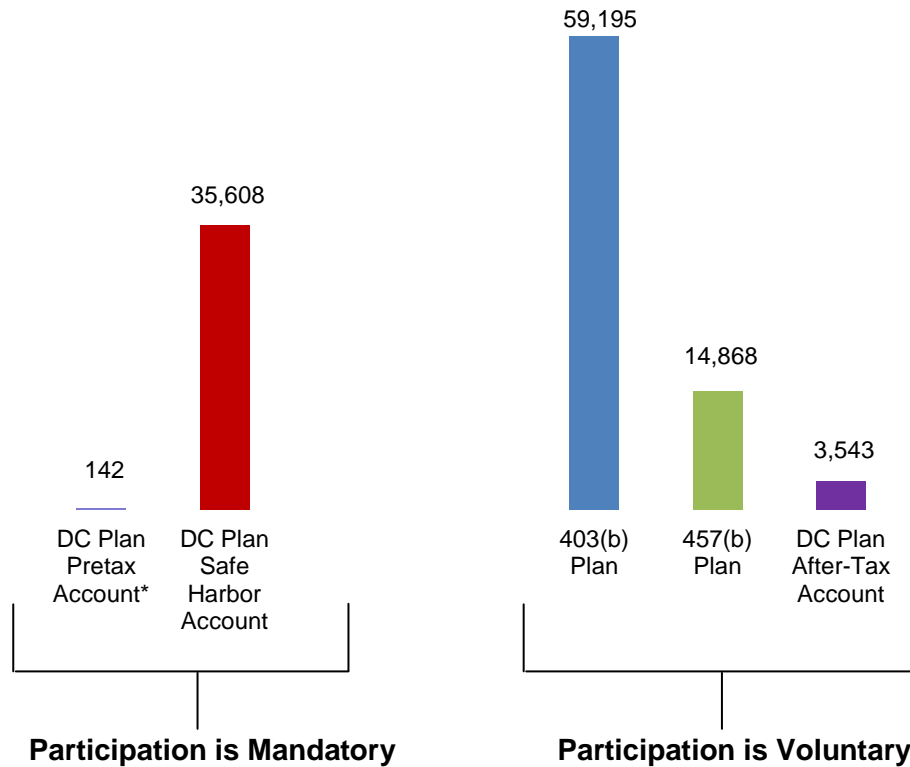
Average Years of Service Credit at Retirement



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 2011-12 staff now retire from UC with more years of UCRP service credit but at an earlier age which is unchanged from FY 2010-11. Currently, employees age 50 with 5 years of UCRP service credit are eligible to retire from UC. The minimum retirement age for new employees hired on or after July 1, 2013 will be age 55 (with five years of UCRP service credit).

Chart 41: Participation in UC Tax-Deferred 403(b), 457(b) and Defined Contribution Plans (DC Plan)
Staff, Academic Appointees, LBNL Personnel, and Annuitants
 Fiscal Year 2011-12

(Headcount – Includes active participants)



Participation in the University’s voluntary savings plans has been on a growth trajectory. 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 2011-12, participation grew to over 77,000 – nearly tripling the number of active participants in a little over 20 years.

Notes: Data shown above excludes all DOE National Laboratory employees, except Lawrence Berkeley National Laboratory employees.
 Participation counts are duplicated, as employees may participate in one or more savings plan.

*Decrease in active participants as compared with 2010-11 is due to the ending of the redirection of UCRP member contributions to the DC Plan Pretax Account for most members.

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, 32 and Table 9 of this Report.

G Maintenance, Fabrication and Operations

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

Annualized Salary Rate: This is calculated by dividing total regular pay for the month of October by the full-time equivalent (FTE) and multiplying by 12.

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.

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 account 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. These employees are subject to terms and conditions specified in Staff HR policies, and not collective bargaining agreements.

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 (SMG);
2. Academic (excluding student appointments);

3. Staff Member – Management and Senior Professional (MSP);
4. Staff Member – Professional and Support Staff (PSS) or student appointments.

Represented Employees (also referred to as Exclusively Represented Employees):

Employees for whom a union has been elected to represent them regarding terms and conditions of employment. These terms and conditions are specified in collective bargaining agreements.

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 for certain academic appointees), 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.