# **Department Budget Submission Checklist**

To be completed by: All departments.

<u>Instructions</u>: Submit this completed cover sheet with your budget submission and ensure all applicable forms below are included with your submission.

Department Name: San Francisco Employees' Retirement System
☑ Summary of Major Changes: Completed "Form 1A: Summary of Major Changes" explaining major
changes submitted in department's budget proposal.
☐ Proposed GF target reductions
☑ Department Budget Summary: Completed "Form 1B: Department Budget Summary". The
submission includes a copy of report 15.50.012.
☑ Revenue Report: Completed "Form 2A: Revenue Report." (15.30.005 Snapshot Comparison)
☑ Fees & Fines: Completed "Form 2B: Fees & Fines."
☑ Cost Recovery: Completed "Form 2C: Cost Recovery."
☑ Expenditure Changes: Completed "Form 3A: Expenditure Changes." (15.30.005 Snapshot Comparis)
☑ <b>Deappropriations from prior years' budget:</b> Indicate if these are included in your submitted budget,
and please explain in the expenditure changes form 3A
☑ Position Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Comparison  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Comparison  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Comparison  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Comparison  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Comparison  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Comparison  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Comparison  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Changes.")  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Changes.")  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Changes.")  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Changes.")  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Changes.")  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Changes.")  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Changes.")  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Changes.")  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Changes.")  Output  Description Changes: Completed "Form 3B: Position Changes." (15.30.004 Position Changes.")  Output  Description Changes. (15.30.004 P
☑ Equipment & Fleet Requests: New General Fund Equipment (Form 4A) and Fleet Requests (Forms)
4B.1 and 4B.2) to be made in BFM.
☑ <b>Minimum Compensation Ordinance:</b> By checking this box, the department confirms that the effects
of the MCO in contracting have been considered as part of the budget submission.
☑ Proposition J Description, Summary, City Cost, Contract Cost: Required for all existing and new Prop
☑ Interdepartmental Services Balancing: Included Excel download of Department - IDS Form Balancing
☑ Organizational Charts: Submission contains updated position-level organizational charts for your
department, with indication if the position is filled (F) or vacant (V). Organizational charts also reflect
☑ New Legislation:
$\square$ Included draft legislation that department would like to submit with the budget; or,
$\square$ Draft legislation in progress at this time. A description of the proposed changes is included
in the "Summary of Major Changes" table. A draft will be provided to the Mayor's Office by
☑ Other Requests: Submitted requests for the following item:
☐ COIT (through a separate form - see page 31 of the budget instructions MS Word document)
$\square$ Capital - CPC funded capital requests are made through the new budget system, BFM by 1/20
For Chief Financial Officer/Budget Manager
For Chief Financial Officer/Budget Manager:
I have reviewed the attached budget submission and affirm that all applicable forms checked off above are
either included in this submission or have been submitted through the proper online forums.
Full Name: Christine Li
Signature: <i>Christine &amp;i_</i>

## **Table of Contents**

(enable content and macros)

	(enable content at
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TRIO ID	Go To Sheet
Job Class	Go To Sheet
DropdownList	Go To Sheet
New User BFM Access Request	Go To Sheet
Contact Sheet	Go To Sheet

BUDGET FORM 1A: Summary of Major Changes										
	ncisco Employees' Retirement System									
Major Changes	Department Response to Major Changes  The department is prepared to the hydret in EV2024 8, EV2025. They include:									
SUMMARY. What major changes is the department proposing? Clearly describe each change, including the fiscal impact of the proposal. Alternatively, you may submit a 1-2 page memo with your budget submission summarizing the major changes.	The department is proposing two major changes to the budget in FY2024 & FY2025. They include:  •Adding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department budget).  •Providing technology solutions to enhance and improve collaboration and reporting efficiency. SFERS anticipates the fiscal impact to be \$150,000 in FY 2023.  All expenses are paid from assets of the SFERS Trust. There is no General Fund support for the department budget. The estimated total department budget for SFERS, including the enhancements noted here, is \$133 million represents approximately 40 bps of SFERS Trust market value as of June 30, 2022.									
2. GENERAL FUND TARGET. How did the department meet its target in each year? What are the high-level programmatic, operational, or staffing impacts of this proposed reduction? For non-GFS departments, please describe your strategy for absorbing cost increases or revenue reductions without adding new costs to the General Fund?	The department receives no General Fund support for its budget.									
3. POSITIONS. How are current year staffing levels and vacancies factored into your budget submission? What position changes is the department proposing to prioritize core service delivery while meeting the General Fund reduction target or NGF revenue reductions? Highlight any changes to FTE levels, budgeted attrition, temporary salaries, substitutions, and provide details in Form 3B.	<ul> <li>The department's budget submission assumes current vacancies will be filled.</li> <li>The department proposes to add 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations.</li> <li>In addition a new 1054 is proposed to support the Retirement Services division.</li> <li>The department is also in discussions with DHR to reclassify certain positions in Retirement Services and Administrative Services to address ongoing recruitment and retention issues in current classifications. FY 2023 budget includes funding for the reclassifications when they are approved, and FY 2024 and FY 2025 proposed budgets assume the reclassifications are approved.</li> <li>Current year substitutions include one 4331 to an 0922 and one 1867 to an 1840. Both positions were approved in the current FY and have been filled.</li> <li>There is no General Fund impact. SFERS is self-funded.</li> </ul>									
4. EXPENDITURES. What major spending changes is the department proposing? Please provide information especially for any grant changes, major contract changes, personnel changes, or other changes that affect core services and functions. Highlight any changes related to major changes/initiatives as noted in the Summary section and provide details in Form 3A.	The department proposes 10 new ftes in FY 2024 and 8 new ftes in FY 2025 for the Retirement Services division. The new positions will align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations.  SFERS also proposes one new fte in the IT division in FY 2024 to support Retirement Services. The department is also proposing \$150,000 to provide technology solutions to enhance and improve collaboration and reporting efficiency.									
5. REVENUES. What revenue changes did the department submit? Please differentiate between General Fund and non-General Fund. This should match an Audit Trail, as shown in Form 2A Revenue Report, as well as, the Expenditure Report in Form 3A.	<ul> <li>There is no General Fund impact. SFERS is self-funded.</li> <li>Revenue Increase in contributions due to cost of living wage increases per MOU. SFERS receives increases in contributions for Pension and Retiree Health Care as a percentage of employee covered wages.</li> </ul>									
<b>6. LEGISLATION.</b> Is the department seeking to submit any legislation with the budget? Does the department's budget assume any revenues/expenditures that require a legislative change?	No.									
7. PROP J. Identify existing Prop J Analyses that will continue, and if the department's budget proposes any NEW contracting out of work previously done by City workers.	N/A.									
8. TRANSFER OF FUNCTION. Is the department requesting any Transfer of Functions of positions between departments? If so, please explain.	No.									
9. INTERIM EXCEPTIONS. Is the department requesting any interim exceptions (new positions that are 1.0 FTE rather than 0.79 in BY and .78 in BY +1)? If so, for what reason are is the request being made?	No.									
10. BUDGET EQUITY. How has the department considered equity in its budget proposal?	The proposed budget includes funding for increased access to member service for active and retired members who have limited or no access to technology, a robust Retirement Services internship program, Leadership/Workforce Development and double funding for Mayor's Youth Program interns in accordance with SFERS's Racial Equity Plan.									

## BUDGET FORM 1B: Department Budget Summary FY 2023-24 and FY 2024-25

Please run Department Total Budget Historical Comparison Report saved to the 3 Department Reports folder in BFM Reporting and include with budget submission. Example Report is shown below.

BFM Report: 15.50.012

Department Total Budget Historical Comparison (Department's Submission)

Budget Year 2023-2024 and 2024-2025

#### **Department Total Budget Historical Comparison**

#### **RET Retirement System**

Authorized Positions	2022-2023 Original Budget	2023-2024 Proposed Budget	Changes from 2022-2023	2024-2025 Proposed Budget	Changes from 2023-2024
Total Funded	123.85	158.48	34.64	168.60	10.11
Non-Operating Positions (CAP/Other)	0.00	0.00	0.00	0.00	0.00
Net Operating Positions	123.85	158.48	34.64	168.60	10.11
Sources					
Charges for Services	1,113,309	1,931,330	818,021	2,013,530	82,200
Contributions Ret/HSS/HlthCare	40,988,635	47,783,012	6,794,377	50,140,436	2,357,424
Expenditure Recovery	110,000	110,000	0	110,000	0
Interest & Investment Income	401,000	401,000	0	401,000	0
General Funds	483,917	(110,000)	(593,917)	(110,000)	0
Sources Total	43,096,861	50,115,342	7,018,481	52,554,966	2,439,624
Mandatory Fringe Benefits	7,799,301	9,325,041	1,525,740	9,702,481	377,440
Jses - Operating Expenditures Salaries	22,266,948	27,570,745	5.303.797	29,690,674	2,119,929
Non-Personnel Services	, ,				
	5,265,507	5,436,665	171,158	5,363,665	(73,000)
Capital Outlay	10,173	37,049	26,876	0	(37,049)
Materials & Supplies	255,000	265,000	10,000	265,000	0
Overhead and Allocations	40,243	40,243	0	40,243	0
Programmatic Projects	0	50,000	50,000	50,000	0
Services Of Other Depts	7,131,576	7,390,599	259,023	7,442,903	52,304
Unappropriated Rev-Designated	328,113	0	(328,113)	0	0
Uses Total	43,096,861	50,115,342	7,018,481	52,554,966	2,439,624
Jses - By Division Description	10.057.000	11.000.510	205.045	44.044.070	000 457
RET Administration	13,857,298	14,682,513	825,215	14,911,970	229,457
RET Health Care Trust	1,633,350	1,688,430	55,080	1,688,430	004.700
RET Investment	11,089,170	12,997,263	1,908,093	13,322,002	324,739
RET Retirement Services	14,918,817	18,814,806	3,895,989	20,618,034	1,803,228
RET SF Deferred Comp Program	1,598,226	1,932,330	334,104	2,014,530	82,200

#### **BUDGET FORM 2A: Revenue Report**

Department Name: San Francisco Employees' Retirement System

Please identify proposed revenue changes from the FY 2023-24 and FY 2024-25 Base Budget at the account level.

Note: To submit this information, run the 15.30.005c - Snapshot to Current Comparison by Stage (audit trail) report from the budget system.

Select the following criteria before running the report:

Snapshot: Start of Dept

Budget Stages: M2 Department Phase

Account LvI 5: Filter for all Revenue Account LvI 5 codes beginning with "4"

GFS Type: Do not select a value.

Do not select values for any other prompts.

For any proposed changes, provide an explanation in the "Revenue Description & Explanation of Change" column.

Please contact your Mayor's Office or Controller's Office Analyst if you need assistance running this report.

All submissions must be formatted appropriately so that printed copies are easily readable for the public.

														Total BY	Revenue Variance	5,350,507.00	Tota	l BY+1 Revenue Variance	7,038,242.00		
Budget	System Re	port 15.30.0	005 filtered on Regular Re	venues											FY 2022-23 FY 2023-24				FORMULA	FILL IN	
GFS Typ	e Dept Grp	Dept ID	Dept ID Title	Fund	Fund Title	Project- Activity	Project Title	Activity Title	Authority	Authority Title	Account Lvl 5	Title Account - Title	Agency Use	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt		Revenue Description & Explanation of Change
																				YES	Increase revenues to
																					balance proposed total
GFS	RET	207980	RET SF Deferred Comp	P 10010	GF Annual	Aut 10024407-00	RS Employee De	Employee Defe	17410	RS Employee De	4600C4Svcs	460199 - Other	G 0	1,634,652.00	1,931,330.00	296,678.00	1,674,387.00	2,013,530.00	339,143.00		expenditures
																				YES	Increase revenues to
																					balance proposed total
NGFS	RET	207981	RET Health Care Trust	31440	Health Care	e-Pr 10026788-00	RS Administratio	RS Administrat	10000	Operating	4700Contri	470201 - Propos	it O	655,854.00	769,215.00	113,361.00	1,363,858.00	769,215.00	(594,643.00)		expenditures
																				YES	Increase revenues to
																					balance proposed total
NGFS	RET	207981	RET Health Care Trust	31440	Health Care	e-Pr 10026788-00	RS Administration	RS Administrat	10000	Operating	4700Contri	470211 - Frnge-	0	882,496.00	769,215.00	(113,281.00)	882,496.00	769,215.00	(113,281.00)		expenditures
1													1							YES	Increase revenues to
1													1								balance proposed total
NGFS	RET	232318	RET Retirement Service	es 31330	Employees	Ret 10026788-00	RS Administration	RS Administrat	10000	Operating	4700Contri	470199 - Emp R	et 0	41,190,833.00	46,244,582.00	5,053,749.00	41,194,983.00	48,602,006.00	7,407,023.00		expenditures

Budget DEPAR	Form 2B: S	chedule o	f Licens	es, Permi	ts, Fines &	& Service	Charges																							
	ctor for FY 2023- ctor for FY 2024-																													
	updated in Janu				ce to confirm (		_						N	Vot	۸,	a r	alid	` `	hI.	$\circ$										
Item Statu	s Description	Code Authorization	Auto CPI	Account Code		Fund Code	Fund Title	Authority Code	Authority Title	Department Code	Department Title	Project	_'	VOL	<b>~</b>	٧ŀ	JIIC	-a	UI	_		FY 2023-24 Revenue Proposed	FY 2023-24 Cost Recovery (Est.)	FY 20 25 Fe	24- e ** Units (	PA-25 FY 2024 Reveni Propos	FY 2024-25 Cost Recovery (Est.)		Fiscal Year of Last Increase	Fee Prior to Last Increase
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TABLE 2 -	MODIFIED AND	NEW FEES																												
Item Statu	s Description	Code Authorization	Auto CPI Adjust Yes/No	Account Code	Account Title	Fund Code	Fund Title	Authority Code	Authority Title	Department Code	Department Title	Project Code F	Project Title	Activity Code Activity Title	Unit Basis (e.g., per sq. ft./)	FY 2022-23 Fee **	3 FY 2022-23 Rev	122-23 FY 2022 Cost Recove		FY 2022-24 Fee	FY 2023-24 Units (Est.)	FY 2023-24 Revenue	FY 2023-24 Cost Recovery	FY 20 25 Fe	24- FY 202	Est.) FY 2024 Revenue	ue Recovery		Fiscal Year of Last	Fee Prior to Last
			Tes/No												IL/)		Piop	(Est.)					(Est.)			-	(ESt.)		Increase	Increase
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Item Fee Statu		Code Authorization	Auto CPI Adjust Yes/No	Account Code	Account Title	Fund Code	Fund Title	Authority Code	Authority Title	Department Code	Department Title	Project Code F	Project Title	Activity Code Activity Title	Unit Basis (e.g., per sq. ft./)	FY 2022-23 Fee **	Rev	PY 2022 Cost Recover losed (Est.)	ery	FY 2023-24 Fee	FY 2023-24 Units (Est.)	FY 2023-24 Revenue Proposed	FY 2023-24 Cost Recovery (Est.)	FY 20 25 Fe	24- FY 202 e ** Units (	Est.) FY 2024 Revenue Propos	ue Cost		Year of	Fee Prior to Last Increase
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C Continuing
M Modified
N New
D Discontinued

Note:
" If Auto CPI adjustment = Yes, FY 2022-23 and FY 2023-24 Fee will be automatically generated based on the inflation factor determined by the Controller, if Auto CPI adjustment = No, FY 2022-23 and FY 2023-24 Fee will remain the same as previous year or entered by dept according to Code Authorization.

J FY 2023-24 Estimated Revenue [ (2) x A ]:

K FY 2022-23 Estimated Revenue [ (3) x A ]:

L FY 2023-24 Estimated Revenue Increase/Decrease Based on Proposed Fee [J -K]:

210,000.00

\$ 10,000.00

200,000.00

Baaget i oilli 20. i ee o	OSt Recovery						
DEPARTMENT:							
Fee Name:	Fee XYZ		Dens	rtment Providing Service:	Departme	ant ARC	
i ee italiie.	1 66 7.12			Administrator:	Jane Sma		
	Numeric Code	Title	F 44 2	annostrator.	Jane Sine	art	
PS Department of Proposed Revenue:	XXXXXX	1100	<u> </u>		Admin Co	ode Section	XX
PS Fund of Proposed Revenue:	XXXXX		<del>-</del>		/ te	de occio.	7.70
PS Authority of Proposed Revenue:	XXXXX		- Ni	t Applicable	\$	44.00	(1)
PS Project of Proposed Revenue:	XXXXXXXX		- IN()	T ADDIICADIE	\$	42.00	(2)
PS Activity of Proposed Revenue:	XXXX		- 110	CAPPHOGOIC	\$	40.00	(3)
PS Account of Proposed Revenue:	XXXXXX		<b></b>	• •			``
Fee Status (New/Modified):	New						
Fee Status (New/Modified):	New						
Detailed Service Description:							
Please provide description of service							
Proposed Fee (FY 2024-25):		\$ 44.00	FY 20	024-25 Proposed Fee Increase/Decrease:	\$	2.00	1
Proposed Fee (FY 2022-24):		\$ 42.00		024-25 % Proposed Fee Change from FY 2023-24 Fee:		4.76%	1
Current Fee (FY 2022-23):		\$ 40.00		023-24 Proposed Fee Increase/Decrease:	\$	2.00	1
		•		23-24 % Proposed Fee Change from Current Fee:		5.00%	ı
Fee Prior to Current:		\$ 38.00	Fisca	Il Year of Prior Fee Change:		2010-11	
Current Fee Increase/Decrease fro	m Prior Fee:	\$ 2.00	% Cu	rrent Fee Change from Prior Fee:		5.26%	
			FY2023-24				
ESTIMATED REVE	NUE DERIVED FROM SERVI	CE		ESTIMATED COSTS TO PROVIDE SERVICE - USE WO	RKSHEET 22	-23, BELO	w
						022-23	
A Quantity Estimated			D	Direct Costs	Estimat	ted Cost	% of Total
(# of Units of Service Provided)		5,000		Productive Labor & Benefits (0.75 of 2022-23 Salary & MFB)	\$	313,702	59.25%
`	•			Leave & Non-Productive Time (0.25 of FY 2022-23 Salary & MFB	\$) \$	104,567	19.75%
1				Space Rental Equivalent	\$	15,000	2.83%
				Materials & Supplies	\$	-	0.00%
1				Other (Please Describe on Worksheet)	\$	-	0.00%
B Fee per Unit (Proposed)		\$ 42	E	Indirect Costs Rate			
1				Departmental Overhead 20.009		83,654	15.80%
		- 040.000		Central Services Overhead 3.00%		12,548	2.37%
C FY 2023-24 Revenue Budgeted (A	к В)	\$ 210,000	F	FY 2023-24 Direct & Indirect Costs	\$	529,471	100.00%
G FY 2023-24 Revenue Recovery Rat		39.66%					
H Required Fee For 100% Cost Reco		\$ 105.89					
I Over (+) or Under (-) 100% Cost Re	covery (B-H)	(\$63.89)					

				FY2024-25					
	ESTIMATED REVENUE DERIVED FROM	I SERVICE			ESTIMATED COSTS TO PROVIDE SERV	ICE - USE WORK	SHEET	23-24, BELC	)W
							F	Y 2023-24	
Α	Quantity Estimated			D	Direct Costs		Est	imated Cost	% of Total
	(# of Units of Service Provided)		5,000		Productive Labor & Benefits (0.75 of 2023-24 Sala	ry & MFB)	\$	-	#DIV/0!
					Leave & Non-Productive Time (0.25 of FY 2024-25	Salary & MFB)	\$	-	#DIV/0!
					Space Rental Equivalent	, ,	\$	-	#DIV/0!
					Materials & Supplies		\$	-	#DIV/0!
					Other (Please Describe on Worksheet)		\$	-	0.00%
В	Fee per Unit (Proposed)	\$	44	E	Indirect Costs	Rate			
					Departmental Overhead	0.00%	\$	-	#DIV/0!
					Central Services Overhead	3.00%	\$	-	#DIV/0!
С	FY 2024-25 Revenue Budgeted (A x B)	\$	220,000	F	FY 2024-25 Direct & Indirect Costs		\$	-	#DIV/0!
G	FY 2024-25 Revenue Recovery Rate (C/F):		#DIV/0!						
Н	Required Fee For 100% Cost Recovery (F/A):	\$	-						
ı	Over (+) or Under (-) 100% Cost Recovery (B-H):		\$44.00						
J	FY 2024-25 Estimated Revenue [ (1) x A ]:						\$	220,000.00	
K	FY 2023-24 Estimated Revenue [ (2) x A ]:						\$	210,000.00	
L	FY 2024-25 Estimated Revenue Increase/Decrease Bas	ed on Propos	sed Fee [J - K]:				\$	10,000.00	_

### Estimated Costs Worksheet FY 2023-24

#### **Direct Costs**

#### **Labor and Benefits**

Please use the worksheet below to list all job classes necessary to support the services provided. Add rows if necessary.

Please also provide a description of the work and the estimated hours for each job class required to perform each unit of service

JobClas s	Job Class Title	Description of Work	Hours per Unit of Service
1234	Test	Processes Payment	1.20

Please fill out the Salary and Benefits Amount per FTE column

Jo	b		Salary and Benefits			Salary and
Cla	ass	Job Class Title	Amount per FTE	Hours Worked	Hourly Rate	Benefits Amount
12	34	Test	\$145,000.00	6000.0	\$69.71	\$418,269.23
C	)	0		0.0	\$0.00	\$0.00
C	)	0		0.0	\$0.00	\$0.00
C	)	0		0.0	\$0.00	\$0.00

Total: \$418,269.23

Space Rental Equivalent Please list and describe the costs of space/facility rental necessary to support the services provided. Add rows as necessary. Ensure that the 'Total' includes the sum of all rows with cost information.

Cost Description 15000 Payment facility

2

Total: \$15,000.00

Materials and Supplies

Please list and describe the costs of space/facility rental necessary to support the services provided. Add rows as necessary. Ensure that the 'Total' includes the sum of all rows with cost information.

Cost Description

2

Total: \$0.00

Other Costs

Please list and describe the costs of space/facility rental necessary to support the services provided. Add rows as necessary. Ensure that the 'Total' includes the sum of all rows with cost information.

Description

Cost 1 2

Total: \$0.00

#### **Indirect Costs**

Rate Source

20.0% Please provide supporting documentation for how Departmental overhead rate was derived.

#### Estimated Costs Worksheet FY 2024-25

#### **Direct Costs**

#### Labor and Benefits

Please use the worksheet below to list all job classes necessary to support the services provided. Add rows if necessary.

Please also provide a description of the work and the estimated hours for each job class required to perform each unit of service

JobClas			Hours per Unit of
S	Job Class Title	Description of Work	Service
		·	

Please fill out the Salary and Benefits Amount per FTE column

Job		Salary and Benefits			Salary and
Class	Job Class Title	Amount per FTE	Hours Worked	Hourly Rate	Benefits Amount
0	0		0.0	\$0.00	\$0.00
0	0		0.0	\$0.00	\$0.00
0	0		0.0	\$0.00	\$0.00
0	0		0.0	\$0.00	\$0.00

Total: \$0.

Space Rental Equivalent Cost Please list and describe the costs of space/facility rental necessary to support the services provided. Add rows as necessary. Ensure that the 'Total' includes the sum of all rows with cost information.

Description

1

Total: \$0.00

Materials and Supplies Cost Please list and describe the costs of space/facility rental necessary to support the services provided. Add rows as necessary. Ensure that the 'Total' includes the sum of all rows with cost information.

Description

2

Total: \$0.00

Other Costs

Please list and describe the costs of space/facility rental necessary to support the services provided. Add rows as necessary. Ensure that the "Total" includes the sum of all rows with cost information.

Description

Total: \$0.00

#### **Indirect Costs**

Rate Source

Please provide supporting documentation for how Departmental overhead rate was derived.

### BUDGET FORM 3A: Expenditure Changes

Department Name: San Francisco Employees' Retirement System

Please identify proposed expenditure changes from the FY 2023-24 and FY 2024-25 Base Budget at the account level.

Note: To submit this information, run the 15.30.005c - Snapshot to Current Comparison by Stage (Audit Trail) report from BFM Reporting.

Select the following criteria before running the report:

Snapshot: Start of Dept

Budget Stages: M2 Department Phase

GFS Type: Do not select a value.

Account Lvl 5: Filter for all Expenditure Account Lvl 5 codes beginning with "5"

Do not select values for any other prompts.

For any proposed changes, provide an explanation in the "Explanation of Change" for each Budget Year column.

Please contact your Mayor's Office or Controller's Office Analyst if you need assistance running this report.

All submissions must be formatted appropriately so that printed copies are easily readable for the public.

Column   C															Total Di	Expenditure Variance:	5,157,596.00	10121 51	+1 Expenditure Variance:	5,661,421.00	FORMULA.	FILL IN
														1		FY 2022-24			FY 2024-25		FURIVIULA	FILL IN
Column	GFS Type	Dept Grp	Dept ID	Dept ID Title	Fund	Fund Title	Project-Activity	Project Title	Activity Title	Authority	Authority Title	Account Lvl 5 Title	Account - Title	Agency Use	Start Dept Amt	End Dept Amt Va	ar Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt V	ar BY+1 Dept Amt	-	Explanation of Change
																					submittted?	
The column																						
	GFS	RET	207980	RET SF Deferred Comp Program	10010	GF Annual Authori	ity 10024407-0001	RS Employee Deferred	Employee Deferre	17410	RS Employee Deferre	d 5010Salary	501010 - Perm Salaries-Misc-F	R 0	724,551.00	1,042,572.00	318,021.00	761,689.00	1,079,111.00	317,422.00	YES	Increase due to COLA adjustments
	GFS	RET	207980	RET SF Deferred Comp Program	10010	GF Annual Authori	ity 10024407-0001	RS Employee Deferred	Employee Deferre	17410	RS Employee Deferre	d 5130Fringe	513010 - Retire City Misc	0	105,882.00	153,605.00	47,723.00	94,455.00	135,000.00	40,545.00	YES	Increase due to COLA adjustments
	GES	RFT					•							no							VES	Increase due to COLA adjustments
	GES	11.2.1					-/								-7						VEC	
The column   The	urs						-			_				•				· · · · · · · · · · · · · · · · · · ·			YES	
Part	GFS																				YES	Increase due to COLA adjustment
	GFS	RET	207980	RET SF Deferred Comp Program	10010	GF Annual Authori	ity 10024407-0001	RS Employee Deferred	Employee Deferre	17410	RS Employee Deferre	ed 5130Fringe	515020 - Retiree Health-Matc	H 0	5,108.00	6,459.00	1,351.00	5,341.00	6,686.00	1,345.00	YES	Increase due to COLA adjustment
	GFS	RET	207980	RET SF Deferred Comp Program	10010	GF Annual Authori	ity 10024407-0001	RS Employee Deferred	Employee Deferre	17410	RS Employee Deferre	d 5130Fringe	515030 - RetireeHlthCare-City	0	3,137.00	3,967.00	830.00	3,280.00	4,106.00	826.00	YES	Increase due to COLA adjustments
	GFS	RET	207980	RET SF Deferred Comp Program	10010	GF Annual Authori	tv 10024407-0001	RS Employee Deferred	Employee Deferre	17410	RS Employee Deferre	d 5130Fringe	515710 - Dependent Coverage	e 0	60.166.00	94.531.00	34.365.00	64.291.00	100.611.00	36.320.00	YES	Increase due to COLA adjustments
	GES	RFT	207980			GE Annual Authori	•	<u> </u>						n							VES	Increase due to COLA adjustments
Part	CFC	DET					,	<u> </u>			_ ' '	•		0	.,	-,	·		-,		VEC	
No.   No.   Proceedings   Pr	GFS	KEI	207980	RET SE Deferred Comp Program	10010	GF Annual Authori	ty 10024407-0001	KS Employee Deferred	Employee Deferre	1 1/410	KS Employee Deferre	ed 5130Fringe	519120 - Long Term Disability	U	1,410.00	2,651.00	1,241.00	1,498.00	2,737.00	1,239.00	YES	· · · · · · · · · · · · · · · · · · ·
Column																					YES	Increase training budget back to pre-
No.   15   15   15   15   15   15   15   1	GFS	RET	207980	RET SF Deferred Comp Program	10010	GF Annual Authori	ity 10024407-0001	RS Employee Deferred	Employee Deferre	17410	RS Employee Deferre	ed 5210NPSvcs	521030 - Air Travel - Employee	e 0	1,000.00	2,282.00	1,282.00	1,000.00	2,282.00	1,282.00		pandemic level
No.   15   15   15   15   15   15   15   1																					YES	Increase training budget back to pre-
Column	GFS	RET	207980	RET SF Deferred Comp Program	10010	GF Annual Authori	ity 10024407-0001	RS Employee Deferred	Employee Deferre	17410	RS Employee Deferre	d 5210NPSvcs	521050 - Non-Air Travel - Emp	0	750.00	1.718.00	968.00	750.00	1.718.00	968.00		pandemic level
				, , , , , ,			,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, .,		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					,			,		VES	·
	CEC	DET	207000	DET CE Deferred Comp Brogram	10010	CE Appual Authori	10024407 0001	DC Employee Deferred	I Employee Deferre	17410	DC Employee Deferre	d E 31 ON DE vos	E27000 Brof & Consistend Co		220,000,00	310,000,00	(20,000,00)	330,000,00	310,000,00	(20,000,00)	123	
Part	ur3	KEI	207960	KET SE Deletted Comp Program	10010	GF AIIIIUAI AULIIOII	11 10024407-0001	ks employee beleffed	Employee Deferre	1 17410	K3 Employee Deferre	24 32 10 NP3VCS	327000 - PTOT & Specialized SV	// 0	230,000.00	210,000.00	(20,000.00)	230,000.00	210,000.00	(20,000.00)		agreements
The color																					YES	With growing participants and fund
The color of the																						balance, more legal services will be needed
Column   C	GFS	RET	207980	RET SF Deferred Comp Program	10010	GF Annual Authori	ity 10024407-0001	RS Employee Deferred	Employee Deferre	17410	RS Employee Deferre	d 5810OthDep	581270 - GF-City Attorney-Leg	0	200,000.00	250,000.00	50,000.00	200,000.00	300,000.00	100,000.00		for plan-related caseload
Part	GFS	RET	207980			GF Continuing Aut	hc10024407-0001							₹0	-	(158,593.00)	(158,593.00)	-	(158,594.00)	(158,594.00)	YES	change due to fund type conversion
Column	GES													in .	+ +		(,,		(	( , ,	VEC	change due to fund type conversion
Column	GES	DET													+			-			153	
Column	GEG GEG	DET.								_				70	+			-			YES	change due to fund type conversion
Property	GFS														1			-			YES	change due to fund type conversion
The column   The	GFS											_			-			=			YES	change due to fund type conversion
The Content of Conte	GFS	RET	207980	RET SF Deferred Comp Program	10020	GF Continuing Aut	hd 10024407-0001	RS Employee Deferred	Employee Deferre	17410	RS Employee Deferre	ed 5130Fringe	515010 - Health Service-City N	v0		(4,099.00)	(4,099.00)	=	(4,376.00)	(4,376.00)	YES	change due to fund type conversion
The column   The	GFS	RET	207980	RET SF Deferred Comp Program	10020	GF Continuing Aut	hc10024407-0001	RS Employee Deferred	Employee Deferre	17410			515020 - Retiree Health-Matc	10	-	(363.00)	(363,00)	=	(361.00)	(361,00)	YES	change due to fund type conversion
The Content of the	GES							,	,						1	V/	1	_	(,		VEC	change due to fund type conversion
Property	CEC														+	· ' '	'	-	· ',	, ,	1E3	
Proceedings	GFS	KEI						<u> </u>						<b>σ</b> υ	-			=			YES	change due to fund type conversion
Part	GFS	KET					_			_				U	1			-		. ,	YES	change due to fund type conversion
The color of the	GFS	RET	207980	RET SF Deferred Comp Program	10020	GF Continuing Aut	hc10024407-0001	RS Employee Deferred	Employee Deferre	17410	RS Employee Deferre	d 5130Fringe	519120 - Long Term Disability	0	-	(619.00)	(619.00)	-	(619.00)	(619.00)	YES	change due to fund type conversion
Part	NGFS	RET	207981	RET Health Care Trust	31440	Health Care-Prop I	B 10026788-0001	RS Administration	RS Administration	10000	Operating	5210NPSvcs	524010 - Membership Fees	0	1,350.00	1,430.00	80.00	1,350.00	1,430.00	80.00	YES	Increase due to price adjustments
17   17   17   17   17   17   17   17																					YES	Decrease according to contract
The color   The color of the	NIGES	DET	207091	PET Hoalth Caro Trust	21///0	Hoalth Caro Bron I	10026700 0001	DC Administration	DS Administration	10000	Operating	E210NIPSycc	E27000 Prof & Specialized St	40	1 275 000 00	1 275 000 00		2 054 029 00	1 275 000 00	(770 020 00)		agreements
17   17   17   17   17   17   17   17		DET															2 000 000 00				VEC	
Proceedings																	,,		-,,		YES	
From   Property   Pr	NGFS	RET		RET Retirement Services	31330	Employees Retirer		RS Administration			Operating	5010Salary									YES	Increase due to adding new FTEs
	NGFS	RET	232318	RET Retirement Services	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5010Salary	509010 - Premium Pay - Misc	0	45,000.00	41,417.00	(3,583.00)	45,000.00	41,417.00	(3,583.00)	YES	Increase due to adding new FTEs
To   To   To   To   To   The Control Prince   To   Control Princ	NGFS	RET	232318	RET Retirement Services	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5010Salary	511010 - Overtime - Schedule	0	10,000.00	9,205.00	(795.00)	10,000.00	9,205.00	(795.00)	YES	Increase due to adding new FTEs
Part	NGES	RFT	232318	RFT Retirement Services	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000		5060ProgPr		0	0	50.000.00		0	50,000.00	50,000,00	YES	Increase due to adding new FTEs
Fig.   17   17   17   17   17   17   17   1														0	926 497 00			725 110 00	•		VEC	
Fig.   17.5							_							0			·			,	YES	
Part		RET					_			_				<b>q</b> 0							YES	Increase due to adding new FTEs
Property	NGFS	RET	232318	RET Retirement Services	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	514020 - Social Sec-Medicare	( 0			29,468.00				YES	Increase due to adding new FTEs
Fig.   \$17.50   \$17.50   \$17.50   \$13.50   \$17.50   \$13.50   \$17.50   \$13	NGFS	RET	232318	RET Retirement Services	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	515010 - Health Service-City N	v 0	246,462.00	320,233.00	73,771.00	263,071.00	395,283.00	132,212.00	YES	Increase due to adding new FTEs
Processing   Pro	NGFS	RET	232318	RET Retirement Services	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	515020 - Retiree Health-Matc	H O	39,146.00	51,737.00	12,591.00	40,772.00	60,214.00	19,442.00	YES	Increase due to adding new FTEs
Processing   Pro	NGES	RFT	232318	RFT Retirement Services	31330	Employees Retiren	na 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	515030 - RetireeHlthCare-City	40	24 044 00	31 775 00	7 731 00	25.038.00	36 973 00	11 935 00	VES	Increase due to adding new FTEs
Page		DET																			VEC	•
Part														-	, , , , , ,		,	,		,	YES	
Part		RET					_							0			·		•		YES	Increase due to adding new FTEs
Part   1973   Part   1974   Part   Part   1974   Part   1974   Part   1974   Part   1974   Part   Part   1974   Part   1974   Part   1974   Part   1974   Part   Part   1974   Part   Part   1974   Part   1974   Part   1974   Part   1974   Part   Part   1974   Part   1974   Part   Part   1974   Part	NGFS	RET	232318	RET Retirement Services	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	519120 - Long Term Disability	0	16,298.00	24,442.00	8,144.00	17,097.00	29,584.00	12,487.00	YES	Increase due to adding new FTEs
Part																					YES	Increase according to contract agreements
No.	NGFS	RET	232318	RET Retirement Services	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5210NPSvcs	527000 - Prof & Specialized Sv	0	855,380.00	855,500.00	120.00	855,380.00	855,500.00	120.00		
Fig.   1.273													1		·						YES	Increase due to COLA MOLL adjustments
Part	NIGES	DET	222210	PET Investment	21220	Employees Petiron	10026799 0001	DC Administration	DS Administration	10000	Operating	E010Salany	E01010 Porm Salarios Miss E	0	6 220 722 00	7 000 006 00	690 254 00	6 600 990 00	7 264 210 00	672 420 00	123	mercase ade to continuo adjustments
	NGF3	KEI	232319	KET IIIVESUITEIT	31330	Employees Retirer	116 10020788-0001	NS AUTHINISTI ALION	NS AUITIIIISU dullii	10000	Operating	30103alal y	301010 - Perili Salaries-iviisc-r	ųυ	6,320,732.00	7,009,986.00	009,234.00	6,690,880.00	7,364,319.00	0/3,439.00		
Part   1931   Part   1931   Part   1932																					YES	Increase due to COLA MOU adjustments
Feb   1931   1932   1932   1933   1934   1	NGFS	RET	232319	RET Investment	31330	Employees Retirer	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5010Salary	505010 - Temp Misc Regular S	0	200,000.00	184,899.00	(15,101.00)	200,769.00	181,754.00	(19,015.00)		
No.   1.5	1	1	1					Ī			1					T					YES	Increase due to COLA MOU adjustments
No.   1.5	NGFS	RET	232319	RET Investment	31330	Employees Retirer	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5010Salary	509010 - Premium Pay - Misc	0	1,500.00	1,380.00	(120.00)	1,500.00	1,380.00	(120.00)		
Fig.   Sept.   Control			1		1	1					1	· ·	1,	Ì	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		, /	,,	,	,	YES	Increase due to COLA MOU adjustments
RCF   22239   RCF   mystment   13130   Employees Retirem   1002/578-6001   S. Administration   1000   Operating   5130fringe   513010 - Retire City Misc   O   911,63.00   1,016,612.00   104,350.00   88,680.00   903,727.00   86,918.00   YS   Increase due to COLA MOU   NEW YS   Inc	NGES	RET	232310	RET Investment	31330	Employees Poticos	ne 10026788.0001	RS Administration	RS Administration	10000	Operating	5010Salary	510050 - Incentive Pay Mice	0	3 300 000 00	2 272 220 00	(26 772 00)	3 300 004 00	3 267 617 00	(27 207 00)	723	adjustments
RFT   22339   RFT   westfament   1330   compleyee Returner   1006788-0001   R5 Administration   1000   Operating   1310/ringe   1320/ringe   1320/	.4013	IL.	-32313	ne. mvestment	31330	Employees nealer		Administration	Administration	20000	operating	33103aiai y	515050 Incentive ray - IVIISC.	T	3,300,000.00	3,213,220.00	(20,772.00)	3,300,004.00	3,207,017.00	(32,367.00)	1000	Ingresse due to COLA \$4011 - divis
NOTS   RT   22319   RT Investment   3130   Employees Retirem   2002/F8-0001   R5 Administration   5000   Operating   5100fringe   51000   Social Security (OASS   O.   Social Security (OASS			222245	a	24222		40000000			40000	l	54305 :				4 0/	40				YES	increase due to COLA MOU adjustments
Feb   1923   Ref	NGFS	KE [	232319	KET Investment	31330	Employees Retirer	ne 10026788-0001	ks Administration	KS Administration	10000	Operating	513UFringe	513010 - Retire City Misc	U	911,653.00	1,016,012.00	104,359.00	816,809.00	903,727.00	86,918.00		
RET 23339 RET investment 3130 Employees Retirem (1002/R8-000) 55,823 on 9,017.00 Perating 5130/ringe 51400-Social Sec-Medicare (0 142,42.00 151,885.00 9,88.00 147,806.00 155,823.00 9,017.00 Perating 5130/ringe 51500-Retirem (1002/R8-000) 18,847.00 Perating 515	1	1	1					I	1		1										YES	Increase due to COLA MOU adjustments
Secondary   Seco	NGFS	RET	232319	RET Investment	31330	Employees Retirer	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	514010 - Social Security (OASI	0	494,318.00	534,450.00	40,132.00	522,212.00	560,771.00	38,559.00		
Secondary   Seco																					YES	Increase due to COLA MOU adjustments
NGTS   RET   23233   RET   Investment   3130   Employees Retirem   1026788-0001   R. Administration   S.	NGES	RFT	232319	RFT Investment	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	514020 - Social Sec-Medicarel	do	142 421 00	151 805 00	9 384 00	147 806 00	156 823 00	9 017 00		
NET   232319   RET   232319   RET   westment   3130   millowes Retirem   1006788 b001   R5 Administration   S5 Administration   S6 Administration   S1 36Fringe   S15010 - Health Service-City M	· · · ·	1	1		1				2	1				1	112,121.00	_51,005.00	3,30 1.00	117,000.00	130,023.00	3,017.00	VFC	Increase due to COLA MOLL adjustments
NGFS RET 232319 RET Investment 31330 Employees Retirems 10026788-0001 RS Administration 10000 Operating 5130Fringe 515020 - Retired Health-Match 0 60,856.00 44,011.00 63,155.00 67,008.00 3,853.00 VES Increase due to COLA MOU a 77,008.00 38,876.00 41,142.00 2,366.00 VES Increase due to COLA MOU a 78,008.00 38,009.00 40,009.00	NCES	DET	222210	DET Investment	21220	Employe D-+	10026700 0004	DC Administration	DC Admi-!-tt	10000	Opporations	E120Frings	E1E010 Hooks Coming Co.		443 500 00	120.464.00	46 504 60	433 345 33	440.004.00	47 446 00	123	case due to cotta woo aujustillelits
NGFS   RET   232319   RET Investment   31330   Employees Retirem   10026788-0001   RS Administration   RS Administration   10000   Operating   5130Fringe   515020 - Retirem tealth-Matcl   O   60,856.00   64,867.00   4,011.00   63,155.00   67,008.00   3,853.00   VES Increase due to COLA MOU a   COLA MO	NGF2	KEI	232319	nci investment	3133U	employees Ketirer	1101070788-0001	no Administration	no Administration	10000	operating	513UFTINge	212010 - Health Service-City N	VU	113,580.00	130,164.00	16,584.00	123,215.00	140,661.00	17,446.00		
NGFS RET 232319 RET Investment 31330 Employees Retirem 10026788-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 10026788-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 10026788-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 10026788-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 10026788-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 10026788-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 10026788-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 10026788-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 1000 Operating 5130Fringe 51503 - Retirement 1002678-0001 RS Administration 10006 Operating 5130Fringe 51503 - Retirement 100267	1	1	1		1			1	1				I								YES	Increase due to COLA MOU adjustments
NGFS   RET   232319   RET Investment   31330   Employees Retirem   10026788-0001   RS Administration   10000   Operating   5130Fringe   5130Fringe   5150fringe	NGFS	RET	232319	RET Investment	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	515020 - Retiree Health-Matc	10	60,856.00	64,867.00	4,011.00	63,155.00	67,008.00	3,853.00		
NGFS   RET   232319   RET investment   3130   Employees Retirem   10026788-0001   RS Administration   10000   Operating   5130Fringe   51503 - Retirem   Hinder   10026788-0001   RS Administration   RS Administration   10000   Operating   5130Fringe   51501 - Dependent Coverage   O   327,934.00   407,321.00   79,387.00   356,245.00   439,943.00   83,698.00   YES   Increase due to COLA MOU a   1000   Operating   1000   Operatin																					YES	Increase due to COLA MOU adjustments
NGFS RET 232319 RET Investment 31330 Employees Retirems 10026788-0001 RS Administration 1000 Operating 5130Fringe 515710 - Dependent Coverage 0 327,934.00 407,321.00 79,387.00 356,245.00 439,943.00 83,698.00 YES Increase due to COLA MOU a 100 No	NGFS	RET	232319	RET Investment	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	515030 - RetireeHlthCare-City	0	37,362.00	39,824.00	2,462.00	38,776.00	41,142.00	2,366.00		•
NGFS   RET   232319   RET Investment   31330   Employees Retirem   10026788-0001   RS Administration   10000   Operating   5130Fringe			1		1						1			Ì	, , , , , , , , , , , , , , , , , , ,			., .,-	,	,	YES	Increase due to COLA MOU adjustments
NGFS RET 232319 RET Investment 31330 Employees Retirems 10026788-0001 RS Administration 1000 Operating 5130Fringe 516010 - Dental Coverage 0 33,456.00 40,906.00 7,450.00 35,053.00 42,629.00 7,576.00 YES Increase due to COLA MOU a 35,053.00 42,629.00 7,576.00 YES Increase due to COLA MOU a 40,906.00 7,576.00 YES Increase due to COLA MOU a 50,053.00 42,629.00 7,576.00 YES Increase due to COLA MOU a 50,053.00 42,629.00 7,576.00 YES Increase due to COLA MOU a 50,053.00 42,629.00 7,576.00 YES Increase due to COLA MOU a 50,053.00 42,629.00 7,576.00 YES Increase due to COLA MOU a 50,053.00 42,629.00 7,576.00 YES Increase due to COLA MOU a 50,053.00 42,629.00 7,576.00 YES Increase due to COLA MOU a 50,053.00 7,672,592.00 8,134,949.00 462,357.00 YES Increase due to COLA MOU a 50,053.00 7,672,592.00 8,134,949.00 462,357.00 YES Increase due to COLA MOU a 50,053.00 7,672,592.00 8,134,949.00 462,357.00 YES Increase due to COLA MOU a 50,053.00 7,672,592.00 8,134,949.00 462,357.00 YES Increase due to COLA MOU a 50,053.00 7,672,592.00 8,134,949.00 462,357.00 YES Increase due to COLA MOU a 50,053.00 7,672,592.00 8,134,949.00 462,357.00 YES Increase due to COLA MOU a 50,053.00 7,672,592.00 8,134,949.00 462,357.00 YES Increase due to COLA MOU a 50,053.00 947,560.0	NGES	RET	232319	RET Investment	31330	Employees Retiron	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	515710 - Dependent Coverage	0	327 03/1 00	407 321 00	79 287 00	356 245 00	130 013 00	83 608 00	123	to cost mod adjustment
RET 232319 RET Investment 31330 Employees Retirem 10026788-0001 RS Administration 10000 Operating 5130Fringe 516010 - Dental Coverage 0 33,456.00 40,906.00 7,450.00 35,053.00 42,629.00 7,576.00 9	.4013	IL.	-32313	ne. mvestment	31330	Employees nealer		Administration	Administration	20000	operating	Jagor Illige	515/10 Dependent coverage	7	321,334.00	707,321.00	13,301.00	330,243.00	433,343.00	03,030.00	1000	Increase due to COLA MADIL - div.
NGFS   RET   232319   RET Investment   31330   Employees Retirem 10026788-0001   RS Administration   RS Administration   RS Administration   10000   Operating   5130Fringe			222245		24222		40000000			40000	l	54305 :	545040 0 115								YES	increase due to COLA MOU adjustments
NGFS         RET         232319         RET lnvestment         3130         Employees Retirems 10026788-0001         RS Administration         1000         Operating         5130Fringe         519120 - Long Term Disability         0         (1,718.00)         969.00         2,687.00         (1,668.00)         958.00         2,626.00         YES         Increase due to COLA MOU a           NGFS         RET         232320         RET Administration         31330         Employees Retirems 10026788-0001         RS Administration         RS Administration         1000         Operating         50105alary         501010 - Perm Salaries-Misc-R)         7,767,133.00         406,955.00         7,672,592.00         8,134,949.00         462,357.00         YES         Increase due to COLA MOU a           NGFS         RET         232320         RET Administration         31330         Employees Retirems 10026788-0001         RS Administration         1000         Operating         5130Fringe         514010 - Social Security (OASIO         25,231.00         423,196.00         450,197.00         YES         Increase due to COLA MOU a           NGFS         RET         232320         RET Admini	NGFS	RET	232319	KEI Investment	31330	Employees Retirer	ne 10026788-0001	KS Administration	KS Administration	10000	Operating	5130Fringe	516010 - Dental Coverage	U	33,456.00	40,906.00	7,450.00	35,053.00	42,629.00	7,576.00		
NGFS RET 232320 RET Administration 3130 Employees Retirem 10026788-0001 RS Administration 1000 Operating 5010Salary 50101 - Perm Salaries-Misc-R0 7,360,178.00 7,767,133.00 406,955.00 7,672,592.00 8,134,949.00 462,357.00 YES Increase due to COLA MOU a Parting 5130Fringe 5130Fringe 5130Fringe 5130Fringe 514010 - Social Security (OSEI) 942,762.00 947,560.00 947,56	1	1	1					I	1		1										YES	Increase due to COLA MOU adjustment
NGFS RET 232320 RET Administration 3130 Employees Retirem 10026788-0001 RS Administration 1000 Operating 5010Salary 50101 - Perm Salaries-Misc-RO 7,767,133.00 406,955.00 7,672,592.00 8,134,949.00 462,357.00 YES Increase due to COLA MOU a 25,231.00 RET Administration 3130 Employees Retirem 10026788-0001 RS Administration 1000 Operating 5130Fringe 5130Fringe 5130Fringe 51401 - Social Security (OASIO 396,471.00 421,702.00 25,231.00 423,196.00 450,197.00 YES Increase due to COLA MOU a 27,001.00 YES Increase due to COLA MOU a 300 Perating 5130Fringe 5130Fringe 5130Fringe 51401 - Social Security (OASIO 396,471.00 421,702.00 25,231.00 423,196.00 450,197.00 YES Increase due to COLA MOU a 300 Perating 5130Fringe 51401 - Social Security (OASIO 396,471.00 421,702.00 25,231.00 423,196.00 450,197.00 YES Increase due to COLA MOU a 300 Perating 5130Fringe 51401 - Social Security (OASIO 396,471.00 421,702.00 25,231.00 423,196.00 450,197.00 YES Increase due to COLA MOU a 400 Perating 5130Fringe 51401 - Social Security (OASIO 396,471.00 421,702.00 25,231.00 423,196.00 450,197.00 YES Increase due to COLA MOU a 400 Perating 5130Fringe 51401 - Social Security (OASIO 396,471.00 421,702.00 25,231.00 423,196.00 450,197.00 YES Increase due to COLA MOU a 400 Perating 5130Fringe 51401 - Social Security (OASIO 396,471.00 421,702.00 423,196.00 423,196.00 450,197.00 YES Increase due to COLA MOU a 400 Perating 5130Fringe 51401 - Social Security (OASIO 396,471.00 421,702.00 423,196.00 423,196.00 423,196.00 423,196.00 423,196.00 YES Increase due to COLA MOU a 400 Perating 5130Fringe 51401 - Social Security (OASIO 396,471.00 421,702.00 423,196.00 423,196.00 423,196.00 YES Increase due to COLA MOU a 400 Perating 5130Fringe 51401 - Social Security (OASIO 396,471.00 423,196.00	NGFS	RET	232319	RET Investment	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	519120 - Long Term Disability	0	(1,718.00)	969.00	2,687.00	(1,668.00)	958.00	2,626.00		
RET 232320 RET Administration 31330 Employees Retirem 10026788-0001 RS Administration 1000 Operating 5010Salary 501010 - Perm Salaries-Misc-Ri O 7,360,178.00 7,767,133.00 406,955.00 7,672,592.00 8,134,949.00 462,357.00 947,560.00 1,005,501.00 1 1											_	_	1								YFS	Increase due to COLA MOU adjustment
NGFS RET 232320 RET Administration 31330 Employees Retirem 10026788-0001 RS Administration 10000 Operating 5130Fringe 51301 - Retire City Misc 0 1,02,105.00 1,132,737.00 60,632.00 947,560.00 1,005,501.00 57,941.00 YES Increase due to COLA MOU a VES	NGES	RFT	232320	RFT Administration	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5010Salary	501010 - Perm Salaries-Misc-F	80	7 360 178 00	7.767 133 00	406 955 00	7 672 592 00	8,134,949,00	462 357 nn	, 20	
NGFS RET 232320 RET Administration 3130 Employees Retirem 10026788-0001 RS Administration 1000 Operating 5130Fringe 5130F				/	-1000	p.o,ccs netilel					- peruning			1-	7,300,176.00	.,.37,133.00	.30,333.00	7,072,332.00	5,154,545.00	+02,337.00	VEC	Increase due to COLA MADII adjustes est
NGFS RET 232320 RET Administration 3130 Employees Retirem 10026788-0001 RS Administration 1000 Operating 5130Fringe 514010 - Social Security (OASI) 396,471.00 421,702.00 25,231.00 423,196.00 450,197.00 27,001.00 YES Increase due to COLA MOU a YES INCREASE A	Lucres .			ner 4 1	2422-	- 1	4000			40000	L	54305 :	540040 5		1			<u> </u>			YES	Increase due to COLA MOU adjustment
NGFS RET 23230 RET Administration 31330 Employees Retirem (10026788-0001 RS Administration   1000 Operating   5130Fringe   514010 - Social Security (OAS 0   396,471.00   421,702.00   25,231.00   423,196.00   423,196.00   450,197.00   27,001.00   YES Increase due to COLA MOU a	NGFS	RET	232320	KET Administration	31330	Employees Retirer	ne 10026788-0001	KS Administration	KS Administration	10000	Operating	5130Fringe	513010 - Retire City Misc	U	1,072,105.00	1,132,737.00	60,632.00	947,560.00	1,005,501.00	57,941.00		
YES Increase due to COLA MOU a	1	1	1					I	1		1										YES	Increase due to COLA MOU adjustments
YES Increase due to COLA MOU a	NGFS	RET	232320	RET Administration	31330	<b>Employees Retirer</b>	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	514010 - Social Security (OASI	0	396,471.00	421,702.00	25,231.00	423,196.00	450,197.00	27,001.00		
																					YES	Increase due to COLA MOU adjustments
	NGES	RFT	232320	RFT Administration	31330	Employees Retiren	ne 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	514020 - Social Sec-Medicarel	do	106 721 00	112 622 00	5 901 00	111 250 00	117 954 00	6 704 00	, 20	
		1,		/	1-1000	-mpioyees neales					- perunng	12-30150	122 1020 Social Sec Inicalcal e	\1-	100,721.00	112,022.00	3,301.00	111,230.00	117,557.00	0,704.00		<del></del>

Total BY Expenditure Variance: 5,157,596.00

Total BY+1 Expenditure Variance:

								Ī											YES	Increase due to COLA MOU adjustments
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	515010 - Health Service-City M		205,943.00	213,446.00	7,503.00	219,843.00	228,882.00	9,039.00		
																			YES	Increase due to COLA MOU adjustments
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	515020 - Retiree Health-Match		45,601.00	48,123.00	2,522.00	47,536.00	50,402.00	2,866.00	\/F6	
NOTE	DET	232320	RFT Administration	31330	Employees Retireme 10026788-0001	DC Administration	RS Administration	10000	0	5130Fringe	515030 - RetireeHlthCare-City		28.003.00	29.551.00	1.548.00	29.190.00	30.949.00	1.759.00	YES	Increase due to COLA MOU adjustments
NGFS	KEI	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	SISUFFINGE	515030 - RetireeHithCare-Citylt		28,003.00	29,551.00	1,548.00	29,190.00	30,949.00	1,759.00	YES	Increase due to COLA MOU adjustments
NGES	DET	232320	RFT Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	515710 - Dependent Coverage		518.772.00	540.909.00	22.137.00	553,750.00	580.146.00	26.396.00	153	increase due to COLA MOO adjustifients
NGI 3	NL1	232320	NET Administration	31330	Employees Retireme 10020788-0001	NS Administration	N3 Administration	10000	Operating	3130i Tilige	313710 - Dependent Coverage	<del></del>	318,772.00	340,303.00	22,137.00	333,730.00	380,140.00	20,330.00	VEC	Increase due to COLA MOU adjustments
NGES	DET	232320	RFT Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	516010 - Dental Coverage		53.557.00	55.791.00	2.234.00	55.175.00	57.748.00	2,573.00	11.3	increase due to COLA MOO adjustments
NGI 3	NL1	232320	NET AUTHITISTICATION	31330	Employees Retireme 10020788-0001	KS Administration	N3 Administration	10000	Operating	5130i Tilige	310010 - Delital Coverage		33,337.00	33,731.00	2,234.00	33,173.00	37,748.00	2,373.00	VES	Increase due to COLA MOU adjustments
NGES	RFT	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	519110 - Flexible Benefit Pack		47.860.00	52.646.00	4.786.00	51.090.00	56.199.00	5,109.00	123	mercase due to coex moo adjustments
14015		LSLSLO	ner /tanimistration	51550	Employees netire in 10020700 0001	no / tallimotration	no / tarrillistration	10000	орегинд	5150i mige	313110 TTEXABLE BETTERN TOOM		17,000.00	32,010.00	1,700.00	51,050.00	30,133.00	3,203.00	YES	Increase due to COLA MOU adjustments
NGES	RFT	232320	RFT Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5130Fringe	519120 - Long Term Disability (		18.132.00	19.025.00	893.00	18.898.00	19.960.00	1.062.00	123	mercase due to cost moo adjustments
													,					2,002.00	YES	Increase training budget back to pre-
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5210NPSvcs	521000 - Travel-Budget		60.000.00	70,000,00	10,000,00	60.000.00	70.000.00	10.000.00	. ==	pandemic level
					, , , , , , , , , , , , , , , , , , , ,				7,					.,		,	7,	.,	YES	Increase training budget back to pre-
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5210NPSvcs	522000 - Training - Budget (		73,650.00	99,250.00	25,600.00	73,650.00	99,250.00	25,600.00		pandemic level
																·	·		YES	Increase travel budget back to pre-
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5210NPSvcs	523000 - Employee Field Exper		500.00	1,100.00	600.00	500.00	1,100.00	600.00		pandemic level
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5210NPSvcs	524010 - Membership Fees (		10,155.00	12,025.00	1,870.00	10,155.00	12,025.00	1,870.00	YES	Increase due to price adjustments
																			YES I	ncrease according to contract agreements
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5210NPSvcs	527000 - Prof & Specialized Sv		979,200.00	1,392,600.00	413,400.00	1,200,600.00	1,317,600.00	117,000.00		
																			YES	Decrease according to contract
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5210NPSvcs	530000 - Rents-Leases-Bldgs&		80,000.00	45,000.00	(35,000.00)	80,000.00	45,000.00	(35,000.00)		agreements
																			YES I	ncrease according to contract agreements
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5210NPSvcs	531000 - Rents & Leases-Equip		25,000.00	27,000.00	2,000.00	25,000.00	27,000.00	2,000.00		
																			YES	Decrease according to contract
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5210NPSvcs	535000 - Other Current Expens		1,060,500.00	1,008,200.00	(52,300.00)	1,047,500.00	1,008,200.00	(39,300.00)		agreements
																			YES	Per Performing Depts. Proposed budgets
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5810OthDep	581120 - GF-Con-Financial Syst		74,184.00	87,783.00	13,599.00	74,184.00	90,087.00	15,903.00		
																			YES	Per Performing Depts. Proposed budgets
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5810OthDep	581450 - GF-HR-Mgmt Training		3,300.00	22,000.00	18,700.00	3,300.00	22,000.00	18,700.00		
																			YES	Per Performing Depts. Proposed budgets
NGFS	RET	232320	RET Administration	31330	Employees Retireme 10026788-0001	RS Administration	RS Administration	10000	Operating	5810OthDep	581910 - GF-Registrar Of Vote	0		70,000.00	70,000.00		70,000.00	70,000.00		

BUDGET FORM 3B: Position Changes
Department Name: San Francisco Employees' Retirement System
Please identify proposed position changes from the FY 2023-24 and FY 2024-25 Base Budget at the account level (reflecting both salary and discretionary special class changes).

Note: To submit this information, run the 15.30.004 Position Snapshot Comparison (Audit Trail) report from the BFM Reporting.

Select the following criteria before running the report:

Snapshot: Start of Dept

Budget Stages: M2 Department Phase

GFS Type: Do not select a value.

Do not select values for any other prompts.

For any proposed changes, provide an explanation in the "Explanation of FTE and/or Amount Change" column.

For any proposed changes, provide an explanation in the "Explanation of FTE and/or Amount Change" co
Please contact your Mayor's Office or Controller's Office Analyst if you need assistance running this report.
All submissions must be formatted appropriately so that printed copies are easily readable for the public.

All submissions must be formatted appropria	ately so that printed copies are easily readable for the public.						_		
Budget System Report 15.30.004 filtered on Gro	ss Expenditures  Class Job Class Title Start Dept FTE		15.00   Total BY Amount Variance: 4,506,61   2023-24   Start Dept Amt   End Dept Amt   Var Dept Amt	7.00 Total BY+1 FTE Variance:  Start BY+1 Dept FTE   End BY+1 Dept FTE   Var B	FY 2024-25	Y+1 Amount Variance: 6,020,252.d	FOI	RMULA Amount Changes	Explanation of FTE and/or Amount Change
							Submitted?	Submitted?	
NGFS RET 232320 NGFS RET 232320 NGFS RET 232320	0922_C   Manager	0.00 1.00 0.00 0.00 0.00 0.00	1.00         0         161,657         16           0.00         0         23,420         2           0.00         0         10,023         1	1,657 0.00 1.00 3,420 0.00 0.00 0.023 0.00 0.00	1.00 0 0.00 0 0.00 0	168,454 168,4 20,663 20,6 10,444 10,4		O YE O YE	ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities
NGFS RET 232320 NGFS RET 232320 NGES RET 232320	0922_C         Manager I           0922_C         Manager I	0.00 0.00 0.00 0.00 0.00 0.00	0.00         0         2,344           0.00         0         4,128           0.00         0         1,002	2,344 0.00 0.00 3,128 0.00 0.00	0.00 0	2,443 2,4 4,407 4,4	07 N		ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities
NGFS RET 232320 NGFS RET 232320	0922_C   Manager	0.00 0.00 0.00 0.00	0.00 0 615 0.00 0 13,066 1	615 0.00 0.00 8,066 0.00 0.00	0.00 0	1,044 1,0 641 6 13,947 13,9 1,350 1,3	41 N	0 YE 0 YE	ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I - Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I - Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I - Administrative Services Manager position to reflect increase in scope of authority and responsibilities
NGFS RET 232320 NGFS RET 232320 NGFS RET 232320	0922_C   Manager	0.00 0.00 0.00 0.79	0.00 0 1,311 0.00 0 4,786 0.79 0 158,797 15	1,786 0.00 0.00 3,797 0.00 1.00	0.00 0 0.00 0 1.00 0	1,350 1,3 5,109 5,1 0 209,270 209,2	.09 N .70 YE	O YE	ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Justitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Adding 1 fte 1054 due to increase of workload
NGFS         RET         232320           NGFS         RET         232320           NGFS         RET         232320	1054_C IS Business Analyst-Principal  1054_C IS Business Analyst-Principal  1054_C IS Business Analyst-Principal	0.00 0.00 0.00 0.00 0.00 0.00	0.00         0         23,006         2           0.00         0         9,845         0.00           0.00         0         2,303	8,006 0.00 0.00 9,845 0.00 0.00 2,303 0.00 0.00	0.00 0 0.00 0 0.00 0	25,669 25,6 1 11,310 11,3 1 3,034 3,0	110 N 134 N	O YE	ES Adding 1 fte 1054 due to increase of workload  ES Adding 1 fte 1054 due to increase of workload  ES Adding 1 fte 1054 due to increase of workload  ES Adding 1 fte 1054 due to increase of workload
NGFS         RET         232320           NGFS         RET         232320           NGFS         RET         232320	1054_C   IS Business Analyst-Principal     1054_C   IS Business Analyst-Principal   1054_C   IS Business Analyst-Principal	0.00 0.00 0.00 0.00 0.00 0.00	0.00         0         3,375           0.00         0         984           0.00         0         604	984 0.00 0.00 604 0.00 0.00	0.00 0 0.00 0 0.00 0	4,632 4,6 1,297 1,2 796 7	32 N 197 N 196 N	O YE	ES Adding 1 fte 1054 due to increase of workload ES Adding 1 fte 1054 due to increase of workload ES Adding 1 fte 1054 due to increase of workload ES Adding 1 fte 1054 due to increase of workload
NGFS RET 232320 NGFS RET 232320 NGFS RFT 232320	1054_C IS Business Analyst-Principal 1054_C IS Business Analyst-Principal	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0 9,071 0.00 0 923 0.00 0 556	9,071 0.00 0.00 923 0.00 0.00 556 0.00 0.00	0.00 0 0.00 0	12,449 12,4 1,223 1,2 732 7	149 N 123 N 132 N	0 YE 0 YE	ES Adding 1 fte 1054 due to increase of workload ES Adding 1 fte 1054 due to increase of workload ES Adding 1 fte 1054 due to increase of workload ES Adding 1 fte 1054 due to increase of workload
NGFS RET 232318 NGFS RET 232318	1054_C   IS Business Analyst-Principal     1209_C     Benefits Technician     1209_C     Benefits Technician     1209_C     Benefits Technician     1209_C	0.00 1.58 0.00 0.00	1.58 0 137,646 13 0.00 0 20,606 2 0.00 0 8.534	7,646 0.00 4.37 0,606 0.00 0.00	4.37 0 0.00 0	396,151 396,1 50,504 50,5	51 YE 604 N	O YE	ES Adding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department business needs to continue to effectively serve the membership service expectations.
NGFS RET 232318 NGFS RET 232318	1209 C Benefits Technician 1209 C Benefits Technician	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0 1,996	1,996 0.00 0.00 3,474 0.00 0.00	0.00 0 0.00 0	24,560 24,5 5,744 5,7 25,199 25,1	99 N	0 YE 0 YE	ES Adding 10 ftes to Retirement Services in PY 2024 and 8 ftes to the division in PY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. Less than 1% of the total department buses Adding 10 fites to Retirement Services in PY 2024 and 8 ftes to the division in PY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. Less than 1% of the total department buses are also along the provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. Less than 1% of the total department buses are also along the provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. Less than 1% of the total department buses are also along the provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. Less than 1% of the total department buses are also along the provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. Less than 1% of the total department buses are also along the provider resources to sustain increasing membership service expectations.
NGFS         RET         232318           NGFS         RET         232318           NGFS         RET         232318	1209_C Benefits Technician 1209_C Benefits Technician 1209_C Benefits Technician	0.00 0.00 0.00 0.00 0.00 0.00	0.00         0         852           0.00         0         524           0.00         0         15,770         1	852 0.00 0.00 524 0.00 0.00 5,770 0.00 0.00	0.00 0 0.00 0 0.00 0	2,456 2,4 1,506 1,5 46,895 46,8	06 N		ES Adding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus the service service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus the service service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus the service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus the service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus the service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus total fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus the service in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations.
NGFS         RET         232318           NGFS         RET         232318           NGFS         RET         232318	1209_C Benefits Technician 1209_C Benefits Technician 1812_C Assistant Retirement Analyst	0.00 0.00 0.00 0.00 0.00 4.74	0.00         0         1,722           0.00         0         536           4.74         0         521,958         52	1,722 0.00 0.00 536 0.00 0.00 1,958 0.00 8.37	0.00 0 0.00 0 8.37 0	4,943 4,9 1,545 1,5 959,313 959,3	45 N	O YE	ES Adding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus estanding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus estanding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus estanding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus estanding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department bus estanding 10 ftes to the division in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membersh
NGFS RET 232318 NGFS RET 232318 NGFS RET 232318	1812_C Assistant Retirement Analyst 1812_C Assistant Retirement Analyst 1812_C Assistant Retirement Analyst 1812_C Assistant Retirement Analyst	0.00 0.00 0.00 0.00	0.00 0 78,138 7 0.00 0 32,364 3	3,138 0.00 0.00 2,364 0.00 0.00 7,566 0.00 0.00	0.00 0 0.00 0	122,304 122,3 1 59,478 59,4 1 13 908 13 9	04 N 178 N	0 YE 0 YE	ES Adding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership mitigate risk, and provide resources to sustain increasing membership service expectations.
NGFS RET 232318 NGFS RET 232318 NGFS RET 232318	1812_C Assistant Retirement Analyst  1812_C Assistant Retirement Analyst  1812_C Assistant Retirement Analyst  1812_C Assistant Retirement Analyst	0.00 0.00 0.00 0.00	0.00 0 7,300 0.00 0 25,422 2 0.00 0 3,234	5,422 0.00 0.00 3,234 0.00 0.00	0.00 0	13,508 13,5 13,508 13,5 13,508 13,5 13,508 13,5 13,508 13,5 13,508 13,5 13,508 13,5 13,508 13,5 13,508 13,5 13,		0 YE 0 YE	ESplading 10 ftes to Retirement Services in PY 2024 and 8 ftes to the division in PY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. (Less than 1% of the total department but of the total department but of the division in PY 2024 and 8 ftes to the division in PY 2024 and 8 ftes to the division in PY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. (Less than 1% of the total department but of the division in PY 2024 and 8 ftes to the division in PY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. (Less than 1% of the total department but of the division in PY 2024 and 8 ftes to the division in PY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. (Less than 1% of the total department but of the division in PY 2024 and 8 ftes to the division in PY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. (Less than 1% of the total department but of t
NGFS RET 232318 NGFS RET 232318	1812_C Assistant Retirement Analyst 1812_C Assistant Retirement Analyst	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0 1,986 0.00 0 47,310 4 0.00 0 5,166	7,310 0.00 0.00 6,166 0.00 0.00	0.00 0 0.00 0	3,648 3,6 90,183 90,1 9,507 9,5	07 N	0 YE 0 YE	ES Adding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department business needs to continue to effectively serve the membership service expectations.
NGFS RET 232318 NGFS RET 232318 NGFS RET 232318	1812_C Assistant Retirement Analyst  1813_C Senior Benefits Analyst  1813_C Senior Benefits Analyst	0.00 0.00 1.58 0.00 0.00	0.00         0         2,034           1.58         0         197,500         19           0.00         0         29,566         2	2,034 0.00 0.00 7,500 0.00 3.58 9,566 0.00 0.00	0.00 0 3.58 0 0.00 0	3,741 3,7 465,704 465,7 59,372 59,3	704 YE	O YE	ES Adding 10 ftes to Retirement Services in PY 2024 and 8 ftes to the division in PY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2025 to align staffing with business needs to continue to effectively serve the membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024 and 8 ftes to the division in PY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in PY 2024. (Less than 1% of the total department business of the standard of the st
NGFS         RET         232318           NGFS         RET         232318           NGFS         RET         232318	1813_C Senior Benefits Analyst  1813_C Senior Benefits Analyst  1813_C Senior Benefits Analyst	0.00 0.00 0.00 0.00 0.00 0.00	0.00         0         12,246         1           0.00         0         2,864           0.00         0         8,474	2,24b 0.00 0.00 2,864 0.00 0.00 3,474 0.00 0.00	0.00 0 0.00 0 0.00 0	28,874 28,8 6,752 6,7 20,676 20,6		0 YE 0 YE	ES Adding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department business needs to continue to effectively serve the membership in the service of the service and the service of the service service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department business needs to continue to effectively serve the membership in the service of
NGFS         RET         232318           NGFS         RET         232318           NGFS         RET         232318	1813_C         Senior Benefits Analyst           1813_C         Senior Benefits Analyst           1813_C         Senior Benefits Analyst	0.00 0.00 0.00 0.00 0.00 0.00	0.00         0         1,224           0.00         0         752           0.00         0         15,770         1	1,224 0.00 0.00 752 0.00 0.00 5,770 0.00 0.00	0.00 0 0.00 0 0.00 0	2,884 2,8 1,772 1,7 38,478 38,4	72 N	0 YE 0 YE	ES Adding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership service of the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2025 to align staffing with business needs to continue to effectively serve the membership mitigate risk, and provide resources to sustain increasing membership service expectations.
NGFS RET 232318 NGFS RET 232318	1813_C Senior Benefits Analyst 1813_C Senior Benefits Analyst	0.00 0.00 0.00 0.00	0.00 0 1,722 0.00 0 770	1,722 0.00 0.00 770 0.00 0.00	0.00 0 0.00 0		156 N 118 N	O YE	ES Adding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department buc ES) Adding 10 ftes to Retirement Services in FY 2024 and 8 ftes to the division in FY 2025 to align staffing with business needs to continue to effectively serve the membership, mitigate risk, and provide resources to sustain increasing membership service expectations. SFERS estimates the fiscal impact to be \$1.2 million in FY 2024. (Less than 1% of the total department buc to staff the staff department buc t
NIGES DET 22222	A221 C Congritudant	300	1100) 302 624 151 312 (15	213)	(1.00)	157.675 (157.67	75)	YE	Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities
NGFS RET 232319 NGFS RET 232319 NGFS RET 232319	4331_C Security Analyst 4331_C Security Analyst 4331_C Security Analyst	2.00 1.00 ( 0.00 0.00 0.00 0.00	1.00      302,624     151,312     (15)       0.00     43,842     21,921     (2)       0.00     18,762     9,381     (5)	312  2.00 1.00	(1.00) 315,350 0.00 38,682 0.00 19,552	19,341 (19,34	75) 41) N 76) N		ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities
NGFS         RET         232319           NGFS         RET         232319           NGFS         RET         232319	4331_C Security Analyst 4331_C Security Analyst 4331_C Security Analyst 4331_C Security Analyst	0.00 0.00 0.00 0.00 0.00 0.00	0.00     4,388     2,194     (3,000)       0.00     10,896     5,448     (3,000)       0.00     1,874     937	(194)     0.00     0.00       (448)     0.00     0.00       (937)     0.00     0.00	0.00 4,572 0.00 11,630 0.00 1,954	2 2,286 (2,28 0 5,815 (5,83 4 977 (9)	86) N 15) N 77) N	O YE	ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I Administrative Services Manager position to reflect increase in scope of authority and responsibilities
NGFS         RET         232319           NGFS         RET         232319           NGFS         RET         232319	4331_C Security Analyst 4331_C Security Analyst 4331_C Security Analyst	0.00 0.00 0.00 0.00 0.00 0.00	0.00         1,152         576           0.00         20,276         10,138         (1           0.00         2,214         1,107         (1	(576)         0.00         0.00           ,138)         0.00         0.00           ,107)         0.00         0.00	0.00 1,200 0.00 21,644 0.00 2,282	600 (60 10,822 (10,83 1,141 (1,14	00) N 22) N 41) N	O YE O YE	ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I - Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I - Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I - Administrative Services Manager position to reflect increase in scope of authority and responsibilities
NGFS RET 232319 GFS RET 207980 GES RET 207980	4331_C Security Analyst 9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 (1.19) 1.26	0.00         1,180         590           2.46         (150,691)         159,428         31           0.00         (22,559)         23,867         4	(590) 0.00 0.00 0,119 (1.20) 1.26 5,426 0.00 0.00	0.00 1,230 2.46 (150,693)	615 (6: 158,827 309,5 20,249 39,4		S YE	ES Substitution for reclassification of 4331 Security Analyst position to 0922 Manager I- Administrative Services Manager position to reflect increase in scope of authority and responsibilities  ES Adjust special class to meet growing business needs
GFS RET 207980 GFS RET 207980	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00	0.00 (9,343) 9,885 1	3,228 0.00 0.00 4,497 0.00 0.00	0.00 (1,7212) 0.00 (9,343) 0.00 (2,185)	9,847 19,1 2,302 4,4	90 N 87 N	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980  GFS RET 207980	9993M_C Attrition Savings - Miscellaneous  9993M_C Attrition Savings - Miscellaneous  0002M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00	0.00 (4,099) 4,359 0.00 (934) 988 0.00 (573) 607	1,922 0.00 0.00 1,922 0.00 0.00	0.00 (4,359) 0.00 (934)	4,580 8,9 984 1,9	139 N 118 N	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 GFS RET 207980	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00	0.00 (16,656) 17,709 3 0.00 (1,592) 1,692	1,365 0.00 0.00 3,284 0.00 0.00	0.00 (373) 0.00 (17,713) 0.00 (1,634)	18,607 36,3 1,716 3,3	20 N 50 N	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 GFS RET 207980	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 (1.19) (	0.00         (588)         622           (1.19)         0         (150,691)         (150	1,210 0.00 0.00 (1.20) (1.20)	0.00 (588) (1.20) 0	) 620 1,2 ) (150,692) (150,69	08 N 92) YE	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980  GFS RET 207980  GFS RET 207980	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0 (22,559) (2 0.00 0 (9,343) (9 0.00 0 (2,185) (7	,343) 0.00 0.00 .185) 0.00 0.00	0.00 0 0.00 0 0.00 0	(19,212) (19,21 (19,343) (9,343) (9,343) (2.185) (2.185)	12) N 13) N 85) N	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 GFS RET 207980	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00	0.00 0 (4,099) (4 0.00 0 (934)	.099) 0.00 0.00 (934) 0.00 0.00	0.00 0 0.00 0	(4,376) (4,3 (934) (934)	76) N 34) N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 GFS RET 207980 GFS RET 207980	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0 (5/3) 0.00 0 (16,656) (1t 0.00 0 (1,592) (:	(573) 0.00 0.00 (656) 0.00 0.00 (592) 0.00 0.00	0.00 0 0.00 0 0.00 0	(5/3) (5/3) (5/3) (5/3) (5/4) (1/7/80) (1/7/80) (1/640) (1/640)	73) N 80) N 40) N	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 NGFS RET 232318	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 (4.22) 4.94	0.00         0         (588)           9.16         (532,321)         623,127         1,15	(588) 0.00 0.00 5,448 (4.24) 6.14	0.00 0 10.38 (532,321)	(588) (58 771,698 1,304,0 98,383 166,2		O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS         RET         232318           NGFS         RET         232318           NGFS         RET         232318	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	0.00         (79,691)         93,284         17           0.00         (33,004)         38,634         7           0.00         (7,719)         9,035         1	1,638 0.00 0.00 6,754 0.00 0.00	0.00 (67,866) 0.00 (33,004) 0.00 (7,719)	98,383 166,2 47,845 80,8 11,190 18,9	149 N	O YE	ES   Adjust special class to meet growing business needs ES   Adjust special class to meet growing business needs ES   Adjust special class to meet growing business needs
NGFS RET 232318 NGFS RET 232318	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00	0.00 (14,480) 16,921 3 0.00 (3,298) 3,860	7,158 0.00 0.00 0.00	0.00 (15,457) 0.00 (3,298)	22,421 37,8 4,781 8,0	78 N 79 N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232318 NGFS RET 232318 NGFS RET 232318	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00	0.00 (2,025) 2,370 0.00 (58,839) 68,756 12 0.00 (5,624) 6,571 1	7,595 0.00 0.00 7,595 0.00 0.00	0.00 (2,025) 0.00 (62,807) 0.00 (5,792)	2,936 4,9 91,106 153,9 8,402 14.1	13 N	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232318 NGFS RET 232319	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 (5.63) 0.79	(1.2)22.7	1,506 0.00 0.00 0,956 (5.65) 0.71	0.00 (2,076) 6.37 (710,318)	3,010 5,0 89,760 800,0 11,444 102,0		O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232319 NGFS RET 232319 NGFS RET 232319	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	0.00         (106,337)         14,917         12           0.00         (44,040)         6,178         5           0.00         (10,300)         1,444         1	1,254 0.00 0.00 0,218 0.00 0.00 1,744 0.00 0.00	0.00 (90,558) 0.00 (44,040) 0.00 (10,300)	11,444 102,0 5,565 49,6 1,301 11,6	05 N	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232319 NGFS RET 232319	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00	0.00 (19,322) 2,710 2 0.00 (4,401) 617	2,032 0.00 0.00 5,018 0.00 0.00	0.00 (20,625) 0.00 (4,401)	2,636 23,2 557 4,9	61 N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS         RET         232319           NGFS         RET         232319           NGFS         RET         232319	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	(,)	8,082 0.00 0.00 9,525 0.00 0.00 8,557 0.00 0.00	0.00 (2,702) 0.00 (83,809) 0.00 (7,720)	342 3,0 10,711 94,5 988 8,7	20 N	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232319 NGFS RET 232320	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 (0.00) (	0.00 (2,770) 388 (0.00) 158 (62)	3,158 0.00 0.00 (220) 0.00 (0.00)	0.00 (2,770) (0.00) 158	350 3,1 (61) (2:	20 N 19) YE	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232320 NGFS RET 232320 NGFS RET 232320	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	0.00     10     (4)       0.00     2     (1)	(3) 0.00 0.00 (14) 0.00 0.00 (3) 0.00 0.00	0.00 20 0.00 10 0.00 2	(8) (3) (4) (5) (1) (1)	(3) N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232320 NGFS RET 232320 NGFS RET 232320	9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous 9993M_C Attrition Savings - Miscellaneous	0.00 0.00 0.00 0.00	0.00 1 0 0.00 1 0 0.00 1 0	(1) 0.00 0.00 (1) 0.00 0.00 (1) 0.00 0.00	0.00 1 0.00 1	0	(1) N (1) N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 GFS RET 207980	9995M_E Positions Not Detailed - Miscellaneous 9995M_E Positions Not Detailed - Miscellaneous	0.08 0.00 ( 0.00 0.08	(0.08) 0 0 0.08 0 0	0 0.08 0.00 0 0.00 0.08	(0.08) 0 0.08 0	0	0 YE	ES NO	ES Adjust special class to meet growing business needs  Of Adjust special class to meet growing business needs  Of Adjust special class to meet growing business needs
NGFS         RET         232319           NGFS         RET         232319           NGFS         RET         232319	INCTM_E Incentive Pay - Misc INCTM_E Incentive Pay - Misc INCTM_E Incentive Pay - Misc	0.00 0.00 0.00 0.00 0.00 0.00	0.00         3,300,000         3,273,228         (28           0.00         204,600         202,940         (3           0.00         47,850         47,462	,772) 0.00 0.00 ,660) 0.00 0.00 (388) 0.00 0.00	0.00 3,300,004 0.00 204,600 0.00 47,850	202,592 (2,00	87) N 08) N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232319 NGFS RET 232319	INCTM_E Incentive Pay - Misc INCTM_E Incentive Pay - Misc	0.00 0.00 0.00 0.00	0.00         20,446         20,281           0.00         12,554         12,452	(165) 0.00 0.00 (102) 0.00 0.00	0.00 47,850 0.00 20,446 0.00 12,554	20,245 (20 12,431 (1:	D1) N D23) N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS         RET         232318           NGFS         RET         232318           NGFS         RET         232318	OVERM_E Overtime - Miscellaneous OVERM_E Overtime - Miscellaneous OVERM_E Overtime - Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	0.00         10,000         9,205           0.00         620         570           0.00         145         133	(795)         0.00         0.00           (50)         0.00         0.00           (12)         0.00         0.00	0.00 10,000 0.00 620 0.00 145	9,205 (79 570 (8 133 (8	95) N 50) N 12) N	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232318 NGFS RET 232318	OVERM_E Overtime - Miscellaneous OVERM_E Overtime - Miscellaneous PREMM_E Premium Pay - Miscellaneous	0.00 0.00 0.00 0.00	0.00 62 57 0.00 38 35 0.00 45,000 41,417 (6	(5) 0.00 0.00 (3) 0.00 0.00 583) 0.00 0.00	0.00 62 0.00 38 0.00 45,000	57 3 35 3 41 417 (3.5)	(5) N (3) N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232318 NGFS RET 232318	PREMM_E Premium Pay - Miscellaneous PREMM_E Premium Pay - Miscellaneous	0.00 0.00 0.00 0.00	0.00 2,790 2,568 0.00 653 601	(222) 0.00 0.00 (52) 0.00 0.00	0.00 45,000 0.00 2,790 0.00 653	41,417 (3,51 2,568 (2: 601 (8	N 22) N 52) N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS         RET         232318           NGFS         RET         232318           NGFS         RET         232319	PREMM_E Premium Pay - Miscellaneous PREMM_E Premium Pay - Miscellaneous PREMM_E Premium Pay - Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	U.UU         279         257           0.00         171         157           0.00         1,500         1,380	(22)         0.00         0.00           (14)         0.00         0.00           (120)         0.00         0.00	0.00 279 0.00 171 0.00 1,500	257 (3 157 (3 1,380 (1)	N N N N N N N N N N N N N N N N N N N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232319 NGFS RET 232319 NGFS RFT 232310	PREMM_E Premium Pay - Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	0.00 93 86 0.00 22 20 0.00 a o	(7) 0.00 0.00 (2) 0.00 0.00 (1) 0.00 0.00	0.00 93 0.00 22 0.00 22	86 20 8	(7) N (2) N (1) ·	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 GFS RET 207980	STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous	0.00 0.00 0.00 0.00	9 8 0.00 (7,902) 0 0.00 (1,297) 0	7,902 0.00 0.00 7,902 0.00 0.00 7,297 0.00 0.00	0.00 (7,902) 0.00 (1,084)	0 7,9 0 1,0	N02 N 84 N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980  GFS RET 207980  GFS RET 207980	STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	0.00 (490) 0 0.00 (115) 0 0.00 (49) 0	490         0.00         0.00           115         0.00         0.00           49         0.00         0.00	0.00 (490) 0.00 (115) 0.00 (491)	0 4	90 N 15 N 49 N	O YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 GFS RET 207980	STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous	0.00 0.00 0.00 0.00	0.00 (30) 0 0.00 (31) 0	30 0.00 0.00 31 0.00 0.00	0.00 (30) 0.00 (31)	0 0 0	30 N 31 N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 GFS RET 207980 GFS RET 207980	STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous	0.00 0.00 0.00 0.00	0.00 0 (1,297) (1 0.00 0 (490)	(490) 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	0.00 0 0.00 0	(7,902) (7,90 (1,084) (1,08 (490) (490)	N 84) N 90) N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 GFS RET 207980 GFS RET 207980	STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous	0.00 0.00 0.00 0.00	0.00 0 (115) 0.00 0 (49)	(115) 0.00 0.00 (49) 0.00 0.00 (30) 0.00 0.00	0.00 0	(115) (1: ) (49) (4	15) N 49) N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
GFS RET 207980 NGFS RET 232318	STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous	0.00 0.00 0.00 0.00	0.00         0         (31)           0.00         (76,336)         0         7	(31) 0.00 0.00 5,336 0.00 0.00	0.00 0 0.00 (76,337)	(31) (31) (31) (31) (31) (31) (31) (31)	N N N N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
NGFS RET 232318 NGFS RET 232318 NGFS RFT 232319	STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous STEPM_C Step Adjustments, Miscellaneous	0.00 0.00 0.00 0.00 0.00 0.00	0.00 (12,534) 0 1 0.00 (4,733) 0 0.00 (1,107)	2,534 0.00 0.00 1,733 0.00 0.00 1.107 0.00 0.00	0.00 (10,469) 0.00 (4,733) 0.00 (1,103)	1 10,4 0 4,7 0 1.1	70 N 33 N	0 YE 0 YE	ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs ES Adjust special class to meet growing business needs
JNE1  232318	pre-m_e pre-programents, miscellations	3.001 0.001	(1,107,1	.,, 0.00  0.00	0.00] (1,107)	, U 1,1	N N	-1 TE	g

NGFS RET 232318	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(473)	0	473	0.00	0.00	0.00	(473)	0	473	NO	YES Adjust special class to meet growing business needs
NGFS RET 232318	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(290)	0	290	0.00	0.00	0.00	(290)	0	290	NO	YES Adjust special class to meet growing business needs
NGFS RET 232318	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(298)	0	298	0.00	0.00	0.00	(298)	(1)	297	NO	YES Adjust special class to meet growing business needs
NGFS RET 232319	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(32,731)	(2,121)	30,610	0.00	0.00	0.00	(32,731)	(1,695)	31,036	NO	YES Adjust special class to meet growing business needs
NGFS RET 232319	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(5,374)	(348)	5,026	0.00	0.00	0.00	(4,489)	(232)	4,257	NO	YES Adjust special class to meet growing business needs
NGFS RET 232319	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(2,029)	(131)	1,898	0.00	0.00	0.00	(2,029)	(105)	1,924	NO	YES  Adjust special class to meet growing business needs
NGFS RET 232319	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(475)	(32)	443	0.00	0.00	0.00	(475)	(25)	450	NO	YES Adjust special class to meet growing business needs
NGFS RET 232319	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(203)	(14)	189	0.00	0.00	0.00	(203)	(11)	192	NO	YES   Adjust special class to meet growing business needs YES   Adjust special class to meet growing business needs
NGFS RET 232319	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(125)	(9)	116	0.00	0.00	0.00	(125)	(7)	118	NO	YES Adjust special class to meet growing business needs
NGFS RET 232319	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(128)	(9)	119	0.00	0.00	0.00	(128)	(7)	121	NO	YES Adjust special class to meet growing business needs
NGFS RET 232320	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(69,123)	17,598	86,721	0.00	0.00	0.00	(69,123)	15,729	84,852	NO	YES  Adjust special class to meet growing business needs
NGFS RET 232320	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(11,349)	2,890	14,239	0.00	0.00	0.00	(9,480)	2,157	11,637	NO	YES Adjust special class to meet growing business needs
NGFS RET 232320	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(4,286)	1,091	5,377	0.00	0.00	0.00	(4,286)	975	5,261	NO	YES Adjust special class to meet growing business needs
NGFS RET 232320	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(1,002)	255	1,257	0.00	0.00	0.00	(1,002)	228	1,230	NO	YES Adjust special class to meet growing business needs
NGFS RET 232320	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(428)	109	537	0.00	0.00	0.00	(428)	98	526	NO	YES Adjust special class to meet growing business needs
NGFS RET 232320	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(263)	67	330	0.00	0.00	0.00	(263)	60	323	NO	YES Adjust special class to meet growing business needs
NGFS RET 232320	STEPM_C Step Adjustments, Miscellaneous	0.00	0.00	0.00	(270)	68	338	0.00	0.00	0.00	(270)	61	331	NO	YES Adjust special class to meet growing business needs
GFS RET 207980	TEMPM_E Temporary - Miscellaneous	0.79	0.00	(0.79)	100,000	0	(100,000)	0.80	0.00	(0.80)	100,385	0	(100,385)	YES	YES Adjust special class to meet growing business needs
GFS RET 207980	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	6,200	0	(6,200)	0.00	0.00	0.00	6,224	0	(6,224)	NO	YES Adjust special class to meet growing business needs
GFS RET 207980	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	1,450	0	(1,450)	0.00	0.00	0.00	1,456	0	(1,456)	NO	YES Adjust special class to meet growing business needs
GFS RET 207980	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	620	0	(620)	0.00	0.00	0.00	622	0	(622)	NO	YES Adjust special class to meet growing business needs
GFS RET 207980	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	380	0	(380)	0.00	0.00	0.00	382	0	(382)	NO	YES Adjust special class to meet growing business needs
GFS RET 207980	TEMPM_E Temporary - Miscellaneous	0.00	0.79	0.79	0	100,000	100,000	0.00	0.80	0.80	0	100,385	100,385	YES	YES Adjust special class to meet growing business needs
GFS RET 207980	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	0	6,200	6,200	0.00	0.00	0.00	0	6,224	6,224	NO	YES Adjust special class to meet growing business needs
GFS RET 207980	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	0	1,450	1,450	0.00	0.00	0.00	0	1,456	1,456	NO	YES Adjust special class to meet growing business needs
GFS RET 207980	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	0	620	620	0.00	0.00	0.00	0	622	622	NO	YES Adjust special class to meet growing business needs
GFS RET 207980	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	0	380	380	0.00	0.00	0.00	0	382	382	NO	YES Adjust special class to meet growing business needs
NGFS RET 232318	TEMPM_E Temporary - Miscellaneous	5.19	4.78	(0.41)	654,966	602,820	(52,146)	5.21	4.74	(0.47)	657,485	598,360	(59,125)	YES	YES Adjust special class to meet growing business needs
NGFS RET 232318	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	40,608	37,376	(3,232)	0.00	0.00	0.00	40,764	37,099	(3,665)	NO	YES Adjust special class to meet growing business needs
NGFS RET 232318	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	9,497	8,742	(755)	0.00	0.00	0.00	9,534	8,677	(857)	NO	YES Adjust special class to meet growing business needs
NGFS RET 232318	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	4,058	3,735	(323)	0.00	0.00	0.00	4,074	3,708	(366)	NO	YES Adjust special class to meet growing business needs
NGFS RET 232318	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	2,492	2,293	(199)	0.00	0.00	0.00	2,501	2,276	(225)	NO	YES Adjust special class to meet growing business needs
NGFS RET 232319	TEMPM_E Temporary - Miscellaneous	1.59	1.47	(0.12)	200,000	184,899	(15,101)	1.59	1.44	(0.15)	200,769	181,754	(19,015)	YES	YES Adjust special class to meet growing business needs
NGFS RET 232319	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	12,400	11,464	(936)	0.00	0.00	0.00	12,448	11,269	(1,179)	NO	YES Adjust special class to meet growing business needs
NGFS RET 232319	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	2,900	2,681	(219)	0.00	0.00	0.00	2,911	2,635	(276)	NO	YES Adjust special class to meet growing business needs
NGFS RET 232319	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	1,239	1,146	(93)	0.00	0.00	0.00	1,244	1,126	(118)	NO	YES Adjust special class to meet growing business needs
NGFS RET 232319	TEMPM_E Temporary - Miscellaneous	0.00	0.00	0.00	761	703	(58)	0.00	0.00	0.00	764	691	(73)	NO	YES Adjust special class to meet growing business needs
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#### BUDGET FORM 4A: New General Fund Equipment Requests - No Vehicles

Departments that are making General Fund equipment requests should complete form 4A in BFM. Completing this form in BFM will not load General Fund to departmental budgets. Equipment numbers will be finalized after the Mayor's Budget Office determines citywide equipment allocations.

Where applicable, include installation/outfitting costs in the same line item budget request.

used. Equipment Numbers in BFM have 8 characters with t format %dept%budget year%s eq (ex. AAM23001).

Not Applicable

BUDGET FORM 4B: Fleet

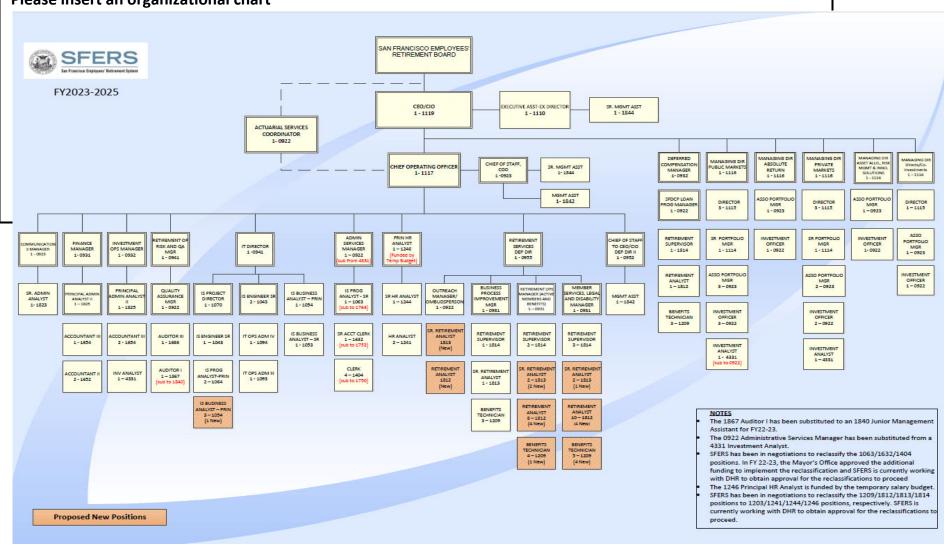
All departments requesting to purchase new or replacement vehicles must fill out forms 48.1 and 48.2 in BRA, whether re Requests will be reviewed by Reet Management and MSO.

Not Applicable

			COIT and Capital Bu FY 2023-24 an	•	ons		
	Please submit the Budget Instruction	_	request at the given	links, and refe	r to		
COIT>	Technology project prop GFS CPC Capital Request NGFS CPC Capital Reque		Not Ap	plic	ab	le	
	All Other Capital Reques	ts: Please enter	ın BFM form, <b>Capital - Dept Re</b>	quest -Non-CPC (7300	יו		
	SF BUDGET	Home	Budget Formulation	Capital	PCF	Chart of Accoun	nts
				Capital - Dept Request - No	on-CPC (7300)		
				Capital - Dept Request - CP	PC NGFS + (7200)		
CAPITAL>				Capital - Dept Request - CP	PC GFS (7900)		
S/ 11 17 12				Capital Project-Activity			

# BUDGET FORM: Organizational Chart FY 2023-24 and FY 2024-25

## \*Please insert an organizational chart



## Please complete all shaded sections in this worksheet, as is required by San Francisco Administrative Code Section 2.15:

Department: Insert name of Department and Division here
Contract: Insert name of the contract's main purpose here

1. The department's basis for proposing the Prop J certification;

#### SEC. 2.15 SUPPLEMENTAL REPORTS REQUIRED

Any officer, department or agency seeking Board approval of a contract for personal services under Charter Section 10.104(15) shall submit a supplemental report to the Board of Supervisors in connection with the contract and the Controller's certification.

The report shall summarize the essential terms of the proposed contract and address the following subjects:

# 2. The impact, if any, the contract will have on the provision of services covered by the contract, including a comparison of specific levels of service, in measurable units where applicable, between the current level of service and those proposed under the contract. For contract renewals, a comparison shall be provided between the level of service in the most recent year the service was provided by City employees and the most recent year the service was provided by the contractor; 3. The department's proposed or, for contract renewals, current oversight and reporting requirements for the services covered by the contract: 4. The contractor's proposed or, for contract renewals, current wages and benefits for employees covered under the contract, and the contractor's current labor agreements for employees providing the services covered by the contract: 5. The department's proposed or, for contract renewals, current procedures for ensuring the contractor's ongoing compliance with all applicable contracting requirements, including Administrative Code Chapter 12P (the Minimum Compensation Ordinance), Chapter 12Q (the Health Care Accountability Ordinance); and Section 12B.1(b) (the Equal Benefits Ordinance); 6. The department's plan for City employees displaced by the contract; and, 7. A discussion, including timelines and cost estimates, of under what conditions the service could be provided in the future using City employees. (Added by Ord. 105-04, File

No. 040594, App. 6/10/2004)

# Not Applicable

Prop J Description FY24

8 Changes in any elements of the Contractor and/or City side since the prior approved Prop J.

Name and job title of the person completing this questionnaire:

Prop I Description F724

#### Form will autopopulate

PROP J ANALYSIS SUMMARY
Insert name of Department and Division here
Insert name of the contract's main purpose here

City cost if services  $\underline{\text{are not}}\,\text{contracted}$  out



City Savings from Contracting Out, Savings/(Cost) #DIV/0! te: All departments, except fixed budget departments, should complete Prop J Analyses for FY 23/24

# **Not Applicable**

#### Please Fill Out Blue Shaded Areas Only.

[DEPARTMENT]
[PS DIVISION CODE + TITLE]
Insert name of the contract's main purpose here
COMPARATIVE COSTS OF CONTRACTING VS. IN-HOUSE SERVICES (1) (2) FISCAL YEAR 2023-24

PPE FY24 26.0

#### ESTIMATED CITY COSTS:

	PROJEC	TED PERSONN	IEL COSTS					
			Bi-Weekly F	Rate per FTE		Annu	al Co	ost
Job Class Title	Class	# of Full Time Equivalent Positions	Low	High		Low		High
0	0.00	1 001110110	s -	0	s		\$	
0	0.00		š -	0	Š		\$	
ō	0.00		š -	ō	Š	-	\$	
0	0.00		\$ -	0	\$	-	\$	
0	0.00				\$	-	\$	
0	0.00				\$	-	\$	
0	0.00				\$	-	\$	
0	0.00				\$	-	\$	-
0	0.00				\$	-	\$	
0	0.00				\$		\$	
Holiday Pay (if applicable)	n/a	n/a						
Night / Shift Differential (if applicable)	n/a	n/a						
Overtime Pay (if applicable)	n/a	n/a						
Other Pay (if applicable)	n/a	n/a						
	Total FTE							
			Total Salary	Costs>	\$		\$	
		Total of C	ther Compen	sation>	S		\$	

FRINGE BENEFITS												
	Job Class	\$ Amount										
Benefits per FTEJob Class #:	0	0										
Benefits per FTEJob Class #:	0	0										
Benefits per FTEJob Class #:	0	0										
Benefits per FTEJob Class #:	0	0										
Benefits per FTEJob Class #:	0	0										
Benefits per FTEJob Class #:	0	0										
Benefits per FTEJob Class #:	0	0										
Benefits per FTEJob Class #:	0	0										
Benefits per FTEJob Class #:	0	0										
Benefits per FTEJob Class #:	0	0										
			Low		High							
Total Fringe Ben	efits		\$	-	\$	-						

#### ADDITIONAL CITY COSTS

Insert all additional costs, with a description, that the City would incur if providing the service	\$ -	\$
May include capital costs, materials & supplies, uniforms, technology, as is comparable to thε		
contract components.	\$ -	\$ -
	\$ -	\$ -
	\$ -	\$ -
Total Capital & Operating	\$ -	\$

#### COST COMPARISON SUMMARY

ESTIMATED TOTAL CITY COST LESS: ESTIMATED TOTAL CONTRACT COST	\$ \$	-	\$	-
ESTIMATED SAVINGS	\$	-	\$	
% of Savings to City Cost	#DI	V/0!	#[	DIV/0!

- Comments/Assumptions:

  1. FY XXXX would belwas the first year these services are/were contracted ou

  2. Salary levels reflect proposed salary rates effective July 1, XXXX. Costs are represented as annual 12 month costs.

  3. Variable fringe benefits consist of Social Security, Medicare, employer retirement, employee retirement pick-up and long-tern

  4. Fixed fringe benefits consist of health and dental rates plus an estimate of dependent coverage

  4. List any other comments or assumptions

#### Salary and Benefits for Each Job Class from BFM Reporting FTE Cost Report

Complete this with the cost of 1.0 FTE; the actual FTE needs will be calcuated in the Personnel and Fringe Benefit costs.

Year (BY, aka FY 23/24)	Job Class Number	Job Class Title	FTE	5010 Salary	5130 Benefits	Total Be	
			1.00			\$	-
			1.00			\$	-
			1.00			\$	-
			1.00			\$	-
			1.00			\$	-
			1.00			\$	-
			1.00			\$	-
			1.00			\$	-
			1.00			\$	-
			1.00			\$	-

#### Please Fill Out Blue Shaded Areas Only.

FISCAL YEAR 2023-24

#### **Contract Cost Details**

	LOW		High	
Estimated Contract Cost	\$	-	\$	-
Estimated Monitoring Cost	S	-	\$	-

#### Contract Cost Calculation:

Please show all calculations made to estimate contract cost. Describe assumptions and source of data above, and feel free to enter more rows as needed.

		Number of Units	- low end	Total Cost - high end est
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
	TOTAL CONTRACT COST		S -	\$ -

#### 1. List all assumptions made in calculating contract cost.

Include any private wage rates, population estimates, square footage estimates or other data used in calculating your contract cost. Please insert more lines as needed.

1)

3)

4)

2. What is the source of data used to calculate the contract cost?

3. What year is your data from?

4. If contract cost is based on an RFP and before a contract has been approved, was the RFP for comparable services?

#### **Contract Monitoring Costs:**

Does/would contract require monitoring? If yes, fill out the details below. If not, explain why, as this would be unusual.



Components of contractor labor costs, including but not limited to: fringe benefits, premiums, shift differentials:

### Please Fill Out Blue Shaded Areas Only.

027-Airport Commission

Safety and Security Services

PPE FY24

General Aviation Security Services

COMPARATIVE COSTS OF CONTRACTING VS. IN-HOUSE SERVICES (1) (2)

FISCAL YEAR 2023-24

#### ESTIMATED CITY COSTS:

#### PROJECTED PERSONNEL COSTS

TROOPSTED TERROCKINEE GOOTS										
		# of Full	Bi-Weekly Rate per FTE			Annua			al Cost	
Job Class Title	Class	Time Equivalent Positions		Low	High		Low		High	
Security Guard	8202	26.00	\$	3,960	4,754	\$:	2,676,782	\$:	3,213,423	
Building and Ground Patrol Officer	8207	5.00	\$	3,960	4,754	\$	514,769	\$	617,970	
Airport Operations Supervisor	9220	0.05	\$	6,169	7,406	\$	8,020	\$	9,628	
Manager III	0931	0.05	\$	8,090	9,712	\$	10,517	\$	12,62	
0	0.00					\$	-	\$	-	
0	0.00					\$	-	\$	-	
0	0.00					\$	-	\$	-	
0	0.00					\$	-	\$	-	
0	0.00					\$	-	\$	-	
0	0.00					\$	-	\$	-	
Holiday Pay (if applicable)	n/a	n/a								
Night / Shift Differential (if applicable	n/a	n/a								
Overtime Pay (if applicable)	n/a	n/a								
Other Pay (if applicable)	n/a	n/a								
	Total FTE	31.1								
	Total Salary Costs>					\$:	3,210,088	\$:	3,853,64	
Total of Other Compensation>					ation>	\$		\$		

#### EDINIOE DENEETTO

		FRINGE B	ENEFITS		
	Job Class	\$ Amount			
Benefits per FTEJob Class #:	8202	37,390			
Benefits per FTEJob Class #:	8207	37,391			@ %
Benefits per FTEJob Class #:	9220	50,189			
Benefits per FTEJob Class #:	0931	65,366			
Benefits per FTEJob Class #:	0	0			
Benefits per FTEJob Class #:	0	0			
Benefits per FTEJob Class #:	0	0			
Benefits per FTEJob Class #:	0	0			
Benefits per FTEJob Class #:	0	0			
Benefits per FTEJob Class #:	0	0			
				Low	High
Total Fringe Benefi	ts			\$1,048,253	\$1,164,882

ADDITIONAL CITY COSTS									
service.	\$	-	\$	-					
to the contract components.	· · · · · · · · · · · · · · · · · · ·	-	\$	-					
	\$	-	\$	-					
	\$	-	\$	-					
Total Capital & Operating	\$	-	\$						

#### **COST COMPARISON SUMMARY**

ESTIMATED TOTAL CITY COST \$4,258,340 \$5,018,529 LESS: ESTIMATED TOTAL CONTRACT COST \$2,318,141 \$2,322,269

ESTIMATED SAVINGS \$1,940,200 \$2,696,260 % of Savings to City Cost 46% 54%

- Comments/Assumptions:

  1. FY 2007 was the first year these services were contracted out.

  2. Salary levels reflect proposed salary rates effective July 1, 2023. Costs are represented as annual 12 month and long-term disability, where applicable.
- 4. Fixed fringe benefits consist of health and dental rates plus an estimate of dependent coverage. <List any other comments or assumptions> N/A

Salary and Benefits for Each Job Class from BFM Reporting FTE Cost Report Benefit costs.

Year (BY, aka	Job Class				5130	Тс	otal Sal &
FY 23/24)	Number	Job Class Title	FTE	5010 Salary	Benefits		Ben
FY 23/24	8202	Security Guard	1.00	\$ 86,203	\$ 37,390	\$	123,593
FY 23/24	8207	Building and Ground Patrol Officer	1.00	\$ 86,203	\$ 37,391	\$	123,594
FY 23/24	9220	Airport Operations Supervisor	1.00	\$ 142,369	\$ 50,189	\$	192,558
FY 23/24	0931	Manager III	1.00	\$ 187,141	\$ 65,366	\$	252,507
			1.00			\$	-
			-			\$	-
			-			\$	-
			-			\$	-
			-			\$	-
			-			\$	-



### **Chartfield request forms**

Please see ChartField Request Forms in BFM Links> SF Budget Reports> 3 Department Reports

