



# Board of Retirement Regular Meeting

## Sacramento County Employees' Retirement System

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### Agenda Item 20

**MEETING DATE:** April 20, 2022

**SUBJECT:** Operating Expense Budget for Fiscal Year 2022-23

**SUBMITTED FOR:** \_\_\_ Consent        X   Deliberation and Action      \_\_\_ Receive and File

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### **RECOMMENDATION**

Staff recommends the Board approve an Operating Expense Budget of approximately \$20.1 million and 63 positions for fiscal year 2022-23.

### **PURPOSE**

This item supports the Strategic Management Plan goal to minimize administrative expenses and to demonstrate fiscal stewardship.

### **DISCUSSION**

The 2022-23 budget reflects a year-over-year increase of \$1.6 million or 9% from 2021-22. The increase is attributable to cost escalation across major expense item categories, the Pension Administration System project, and programmatic growth. Excluding the capitalized costs, (a \$204,000 year-over-year increase entirely related to the ongoing Pension Administration System project) the operating budget increased by \$1.4 million or 9%.

The Board has set a strategic target to keep budgetary growth at or lower than the rate of inflation; consequently, the Board has approved a relatively flat budget for the past three fiscal years. However, according to the Bureau of Labor Statistics (April, 2, 2020), the Consumer Price Index for All Urban Consumers (CPI-U) for the West Region experienced the largest over-the-year increase in the CPI-U in 40 years. From February 2021 to February 2022, the CPI-U for the West Region increase by 8.1%. While SCERS generally runs a "lean" operation, the proposed budget growth for 2022-23 represents programmatic decisions to supplement staff and training to accommodate the demands of the IT project, meet core business needs, and position SCERS for success in the long-term.

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The existing staff level of 58 is reasonable to meet the current volume of retirement and benefit processing. However, the staff level lacks the capacity to take on increasing workloads, such as a generational change in business processes with a new IT system and long-planned member-outreach efforts. The staff turnover SCERS experienced in 2021 also exposed the need to invest in staff training and development, to ensure continuity of operations and support career growth.

Specifically, the proposed budget reflects 63 positions:

- Adds three (3) Retirement Benefit Specialists and one (1) Office Specialist to the benefits team for additional retirement administrative support and back-up support;
- Adds one (1) Information Technology Technician to the operations team for additional operational and business process modernization support;
- Adds one (1) contracted project manager from the Department of Technology for additional IT project management and oversight;
- Increases Temporary Staffing to accommodate staffing shortfalls and dual-system synchronization for system-wide projects; and,
- Increases Education & Training Services of approximately \$350,000 for an anticipated contract to develop an on-the-job training program.

The following is a summary of other significant budget adjustments from the prior year:

**Services and Supplies:**

- Increase in Investment Services/Consultants and Other of \$181,000 or 8% is due to the increase in anticipated costs related to third-party service provider for portfolio analytic services;
- Increase in Legal Services of \$220,000 or 23% is due to the increase in anticipated legal proceeding costs; and,
- Increase in Leased Property Use Charges of \$221,000 or 36% is due to increase in rent lease, storage lease, and parking.

**Other charges:**

- Decrease in Depreciation Expense of \$558,000 or 100% is due to the anticipated date of completion for the Pension Administrative System (PAS) to occur after the Fiscal Year 2022-2023 budget period; and,
- Decrease in Countywide Cost Allocation of \$135,000 or 84% due to a roll forward savings in the Countywide Cost Allocation Package.

**Capitalized Costs:**

- Decrease in tenant improvement project of \$200,000 or 100% is due to reimbursable expenditures occurring in prior years, and no further improvement expenditures being anticipated; and,
- Increase in Pension Administration System of \$1.9 million or 80% is due to anticipated completion of contracts with Linea, ICON, and Lifeworks.

**Administrative Expense Budget Limit**

Pursuant to Government Code Sections 31580.2 and 31596.1, the statutory limit for administrative expenses shall not exceed the greater of twenty-one hundredths of one percent (0.21%) of the actuarial accrued liability of the retirement system or \$2,000,000 as adjusted annually by a specified annual cost-of-living adjustment. Government Code Sections 31580.2 and 31596.1 specify that certain investment, technology, and legal costs are not considered administrative expenses.

The administrative expense budget for 2022-23 totals \$11.5 million representing an increase of \$558,000 or 5.5% compared to the 2021-22 administrative expense budget of \$10.9 million. As a percent of SCERS' actuarial accrued liabilities, the administrative expenses represent 0.09% in 2022-23, which is consistent with the percentage in 2021-22.

**ATTACHMENTS**

- Board Order
- Budget Presentation
- Annual Budget Fiscal Year 2022-23

Prepared by:

/S/

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Margo Allen  
Chief Operations Officer

Reviewed by:

/S/

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Eric Stern  
Chief Executive Officer



# Retirement Board Order

## Sacramento County Employees' Retirement System

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Before the Board of Retirement  
April 20, 2022

AGENDA ITEM:

### Operating Expense Budget for Fiscal Year 2022-23

THE BOARD OF RETIREMENT hereby accepts the recommendation of staff to approve an Operating Expense Budget of approximately \$20.1 million and 63 positions for fiscal year 2022-23.

I HEREBY CERTIFY that the above order was passed and adopted on April 20, 2022 by the following vote of the Board of Retirement, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

ALTERNATES (Present but not voting):

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Richard B. Fowler II  
Board President

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Eric Stern  
Chief Executive Officer and  
Board Secretary



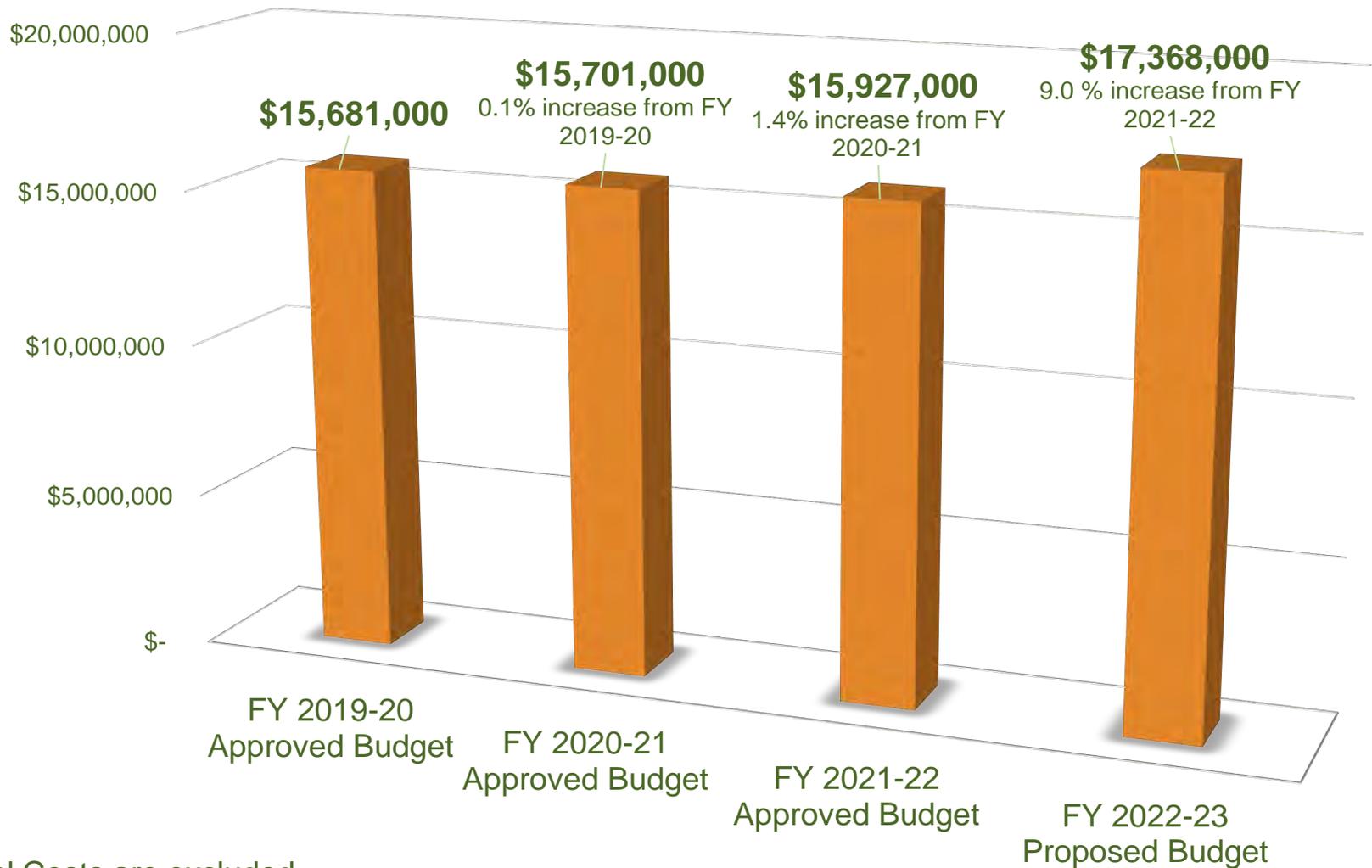
# Operating Expense Budget 2022-23

# Operating Expense Budget 2022-23

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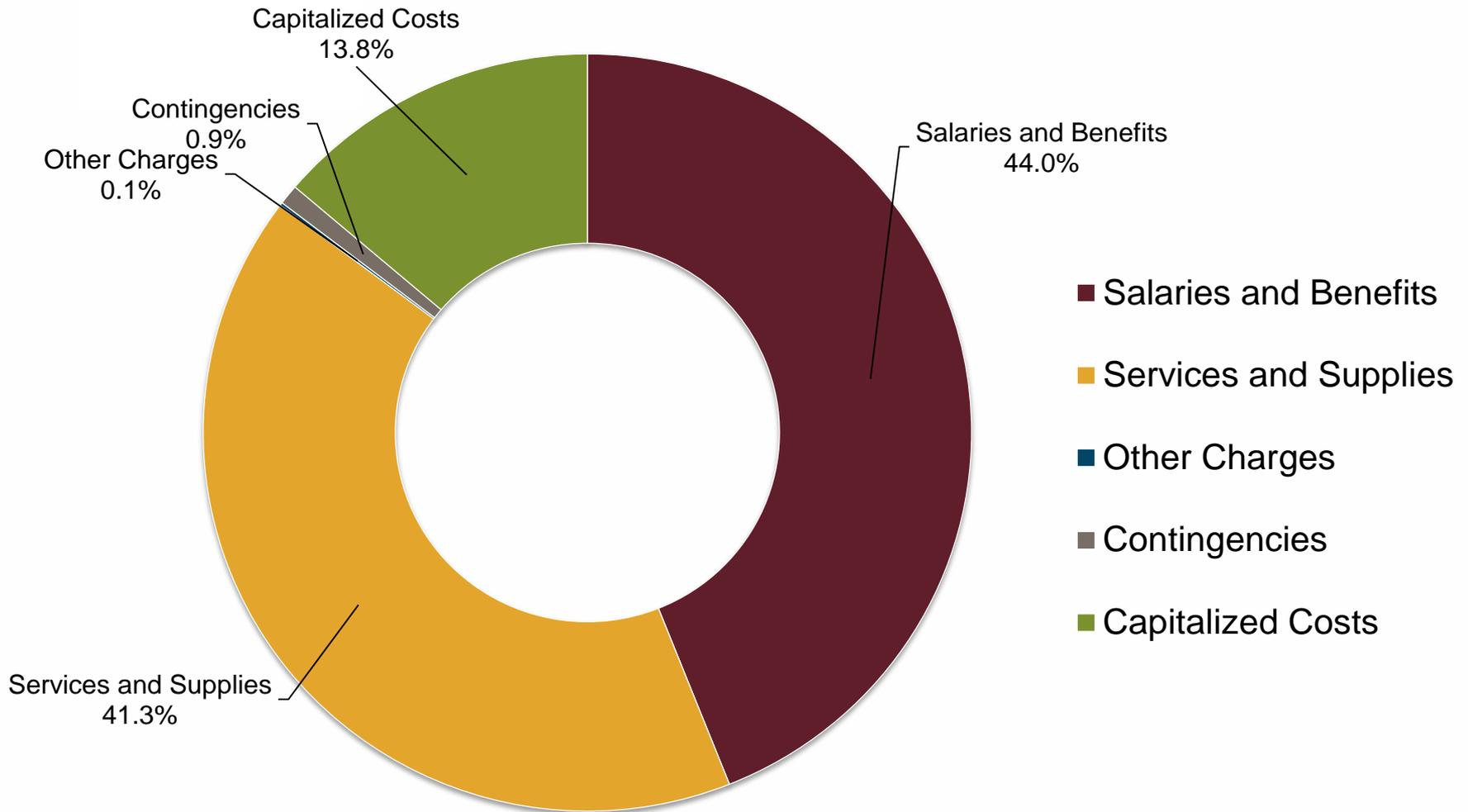
- ❖ The 2022-23 budget reflects a year-over-year increase of \$1.6 million or 9% from 2021-22.
- ❖ The increase is attributable to cost escalation across major expense item categories, the Pension Administration System project, and programmatic growth.
- ❖ Excluding the capitalized costs, the operating budget increased by \$1.4 million or 9%.

# Operating Expense Budget 4 Year Comparison



\*Capital Costs are excluded

# 2022-23 Proposed Budget by Expense Type

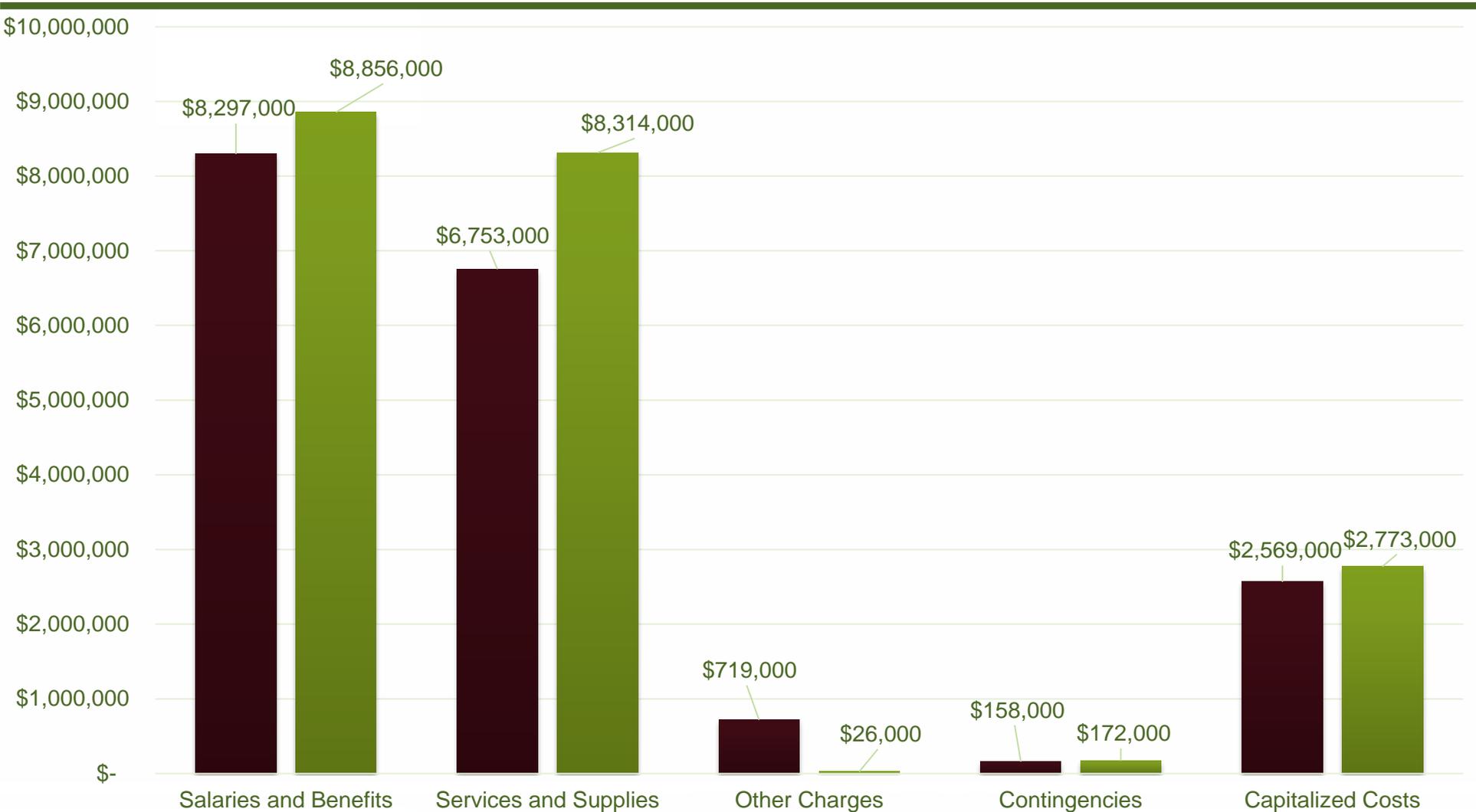


# Significant Budget Changes

- ❖ Year-over-Year spending (excluding capitalized costs) increased by \$1,441,000 or 9%
- ❖ Salaries and Benefits increased by \$559,000 or 7%: Reflects 5 new positions
- ❖ \$1.6M or 23% increase in Services and Supplies due to cost increases in Investment Services & Consultants, IT Services, Training, Leases, and Legal Services
- ❖ \$693,000 or 96% decrease in Other Charges due to a decrease in depreciation for the PAS project, and a roll forward savings in Countywide Cost Allocation from FY
- ❖ \$204,00 or 17% increase in Capitalized Costs
  - ❑ Reflects \$200,000 decrease in the reimbursable tenant improvement project
  - ❑ \$404,000 increase in PAS project costs for continued development and implementation



# 2022-23 Proposed and 2021-22 Approved Budget Summary



# Position Changes

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- ❖ Reevaluated SCERS' structure and proposed changes to Full-Time Equivalent (FTE) positions, which have been incorporated in the 2022-23 Annual Budget.
  
- ❖ Increase in FTEs from 58 to 63:
  - ❑ Addition of 3.0 FTE Retirement Benefit Specialists
  - ❑ Addition of 1.0 FTE Office Specialist
  - ❑ Addition of 1.0 FTE Information Technology Technician

# Administrative Expense Budget Limit

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- ❖ Budget Limit for Administrative Expenses
  - ❑ The statutory limit is 0.21% of the total Actuarial Accrued Liability (AAL).
  - ❑ 2022-23 Administrative Expenses total 0.09% of AAL (no changes from the prior year).
  
- ❖ 2022-23 administrative expense budget totals \$11,491,000 which excludes:
  - ❑ Expenses for computer software, computer hardware, and computer technology consulting services.
  - ❑ Actuarial expenses.
  - ❑ Investment-related expenses, including legal expenses.



2022-23

# ANNUAL BUDGET

For the Fiscal Year 2022-23

Sacramento, California

Sacramento County Employees' Retirement System







# ANNUAL BUDGET

For the Fiscal Year 2022-23

PRESENTED BY:

ERIC STERN  
Chief Executive Officer

MARGO ALLEN  
Chief Operations Officer

JOSE MARTINEZ  
Senior Accounting Manager

SACRAMENTO COUNTY  
EMPLOYEES' RETIREMENT SYSTEM

980 9th Street, Suite 1900  
Sacramento, CA 95814

[WWW.SCERS.ORG](http://WWW.SCERS.ORG)

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## TABLE OF CONTENTS

Budget Methodology.....	4
Budget Changes .....	5
Budget Summary .....	7
Proposed Budget by Function .....	10
Budget Detail.....	14
Summary of Positions.....	17
Summary of Business Conferences and Travel.....	18
Administrative Expense Annual Budget Limit .....	19
Glossary.....	20

## BUDGET METHODOLOGY

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The Sacramento County Employee Retirement System (SCERS) Fiscal Year 2022-2023 Annual Budget of \$20,141,000 represents the financial resource needs to achieve strategic priorities and initiatives. The following methods are utilized in the 2022-2023 annual operating expense budget:

### **Salaries and Benefits:**

- Salaries and Benefits are projected using provided County Office of Budget and Debt Management data for SCERS' actual 26 pay period payroll costs ending in December 2021, plus adjustments for new positions.
- Salary savings are calculated based on the anticipated hire dates of vacant positions.
- Retirement Debt Service, Workers Compensation Insurance, and Unemployment Insurance are derived from the County Allocated Cost Package.
- Terminal pay and overtime are estimated based on prior year actual expenses and adjusted accordingly for current needs.

**Services and Supplies:** Service and Supplies are based on charges derived from Allocated Cost Package, County Department of Technology, and SCERS' prior year actual expenses adjusted accordingly for current needs. Certain line items are based on contract amounts and anticipated costs changes.

**Other charges:** Depreciation expense related to the Pension Administrative System (PAS) is not included as SCERS anticipates to complete the project after the Fiscal Year 2022-2023 budget period. The Countywide Cost Plan Allocation are costs allocated to SCERS for central government support.

**Contingencies:** Contingencies are calculated using 1% of the total budgeted amounts for Salaries and Benefits, Service and Supplies, and Other Charges.

**Capitalized Costs:** Capitalized costs are composed of capital improvement projects and the Pension Administration System upgrades. The budgeted amount is based on contract amounts and anticipated spending.



The Sacramento County Employee Retirement System (SCERS) Fiscal Year 2022-2023 Budget Changes are outlined below.

### **Salaries and Benefits:**

- Net Increase in Salaries and Benefits of \$559,000 or 7% is due to a staff increase request for three (3) Retirement Benefit Specialists, one (1) Office Specialist, and one (1) Information Technology Technician, offset by a savings in overtime, vacancies, and terminal pay.

### **Services and Supplies:**

- Increase in Education & Training Services of \$351,000 or 7,020% is due to anticipated contract for training and development.
- Increase in Investment Services/Consultants and Other of \$181,000 or 8% is due to the increase in anticipated costs related to third-party service provider for portfolio analytic services.
- Increase in Temporary Staffing of \$73,000 or 270% is due to the increase in costs to accommodate staffing shortfalls and agency projects.
- Increase in Legal Services of \$220,000 or 23% is due to the increase in anticipated legal proceeding costs.
- Increase in Personnel Services of \$96,000 or 40% is due to increase costs in the allocated cost package provided by County Office of Budget and Debt Management.
- Increase in Data Processing Supplies of \$66,000 or 122% is due to SCERS technology improvements.
- Increase in System Development Services of \$158,000 or 287% is due to consulting contract with Department of Technology.
- Increase in Leased Property Use Charges of \$221,000 or 36% is due to increase in rent lease, storage lease, and parking.

**Other Charges:**

- Decrease in Depreciation Expense of \$558,000 or 100% is due to the anticipated date of completion for the Pension Administrative System (PAS) to occur after the Fiscal Year 2022-2023 budget period.
- Decrease in Countywide Cost Allocation of \$135,000 or 84% is due to decreases in the County Allocated Cost Package.

**Capitalized Costs:**

- Decrease in Tenant Improvement project of \$200,000 or 100% is due to building improvements occurring in prior years, and no further building improvement costs being anticipated.
- Increase in Pension Administration System of \$1,904,000 or 80% is due to anticipated completion of contracts with Linea, ICON, and Lifeworks.

BUDGET SUMMARY BY EXPENSE TYPE

(Dollar Amounts Rounded to the Nearest Thousand)

Expense Type	FY 2020-21 Actual Expense	FY 2021-22 Approved Budget	FY 2022-23 Proposed Budget	Year-Over-Year Percentage Change
Salaries and Benefits	\$ 6,743,000	\$ 8,297,000	\$ 8,856,000	7%
Services and Supplies	5,698,000	6,753,000	8,314,000	23%
Other Charges	651,000	719,000	26,000	(96%)
Contingencies	-	158,000	172,000	9%
<b>Total</b>	<b>13,092,000</b>	<b>15,927,000</b>	<b>17,368,000</b>	<b>9%</b>
Capitalized Costs	3,264,000	2,569,000	2,773,000	8%
<b>Grand Total</b>	<b>\$ 16,356,000</b>	<b>\$ 18,496,000</b>	<b>\$ 20,141,000</b>	<b>9%</b>

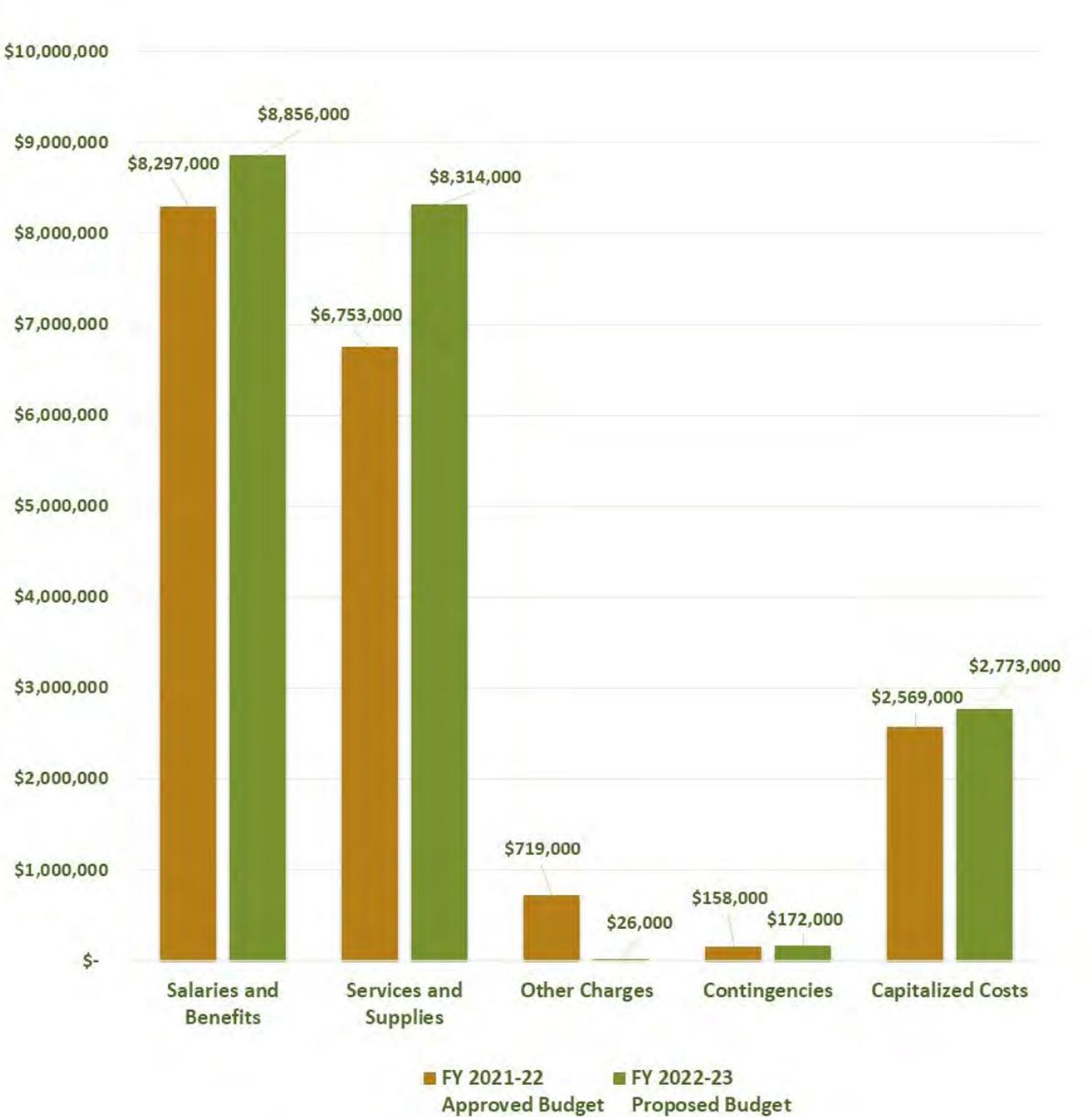
## FISCAL YEAR 2022-23 PROPOSED BUDGET AND FISCAL YEAR 2021-22 APPROVED BUDGET

(Dollar Amounts Rounded to the Nearest Thousand)



### FISCAL YEAR 2022-23 PROPOSED BUDGET AND FISCAL YEAR 2021-22 APPROVED BUDGET

(Dollar Amounts Rounded to the Nearest Thousand)



## FUNCTIONAL AREA ALLOCATION APPROACH

Expenses allocated to each function for direct and indirect costs pertain to the respective functional area. SCERS' Administration function is responsible for office and facility management, human resource, and overall administration. The Benefits function oversees the administration of benefits and related member services. The Board of Retirement function includes costs for business conferences and travel, board meeting costs, and stipends paid to Board members. The Finance function manages SCERS' financial processes, including budgeting, accounting, cash management, financial planning and analysis, and financial reporting. Information Technology has overall responsibility for functionality of SCERS information technology software, maintenance and equipment, and the IT modernization program. Investments is responsible for the oversight and implementation of SCERS' investment program. The following summarizes the methodologies used to allocate the different type of expenses to the respective functions:

**Salaries and Benefits** are allocated based on the total salaries and benefits costs specific to a function. A percentage is determined based on the respective function's costs divided by the total SCERS salaries and benefits amount. This percentage is used to calculate the salaries and benefits amounts to be allocated to each function on a monthly basis. Salaries and Benefits charged to the Board of Retirement function is comprised of stipends for Board members who are not County employees to attend regular and special Board and Committee meetings.

### Services and Supplies

- **Indirect expenses** such as County allocated costs, fiduciary liability insurance, office supplies, postage and printing services, rents/leases, etc. are allocated based on the percentage of total full-time equivalent (FTE) positions assigned to the respective function. A percentage is calculated using the total FTE positions assigned to the specific function divided by the total FTE positions for SCERS. This percentage is used to calculate the indirect expense amounts for each of the function. Indirect expenses are not charged to the Board of Retirement function.
- **Direct expenses** such as actuarial, business conferences and travel, Countywide IT services, election services, information technology services, membership, medical, legal, reporting, and transcribing services, etc. are charged directly to the respective functions incurring the costs.

## FUNCTIONAL AREA ALLOCATION APPROACH

**Other Charges** are comprised of depreciation expenses and Countywide cost allocation. Depreciation expense is charged to the Information Technology function as it mainly comprised of the Pension Administration System. Countywide cost allocation expense is allocated using the same methodology as indirect expenses.

**Contingencies** are not allocated to any of the functions.

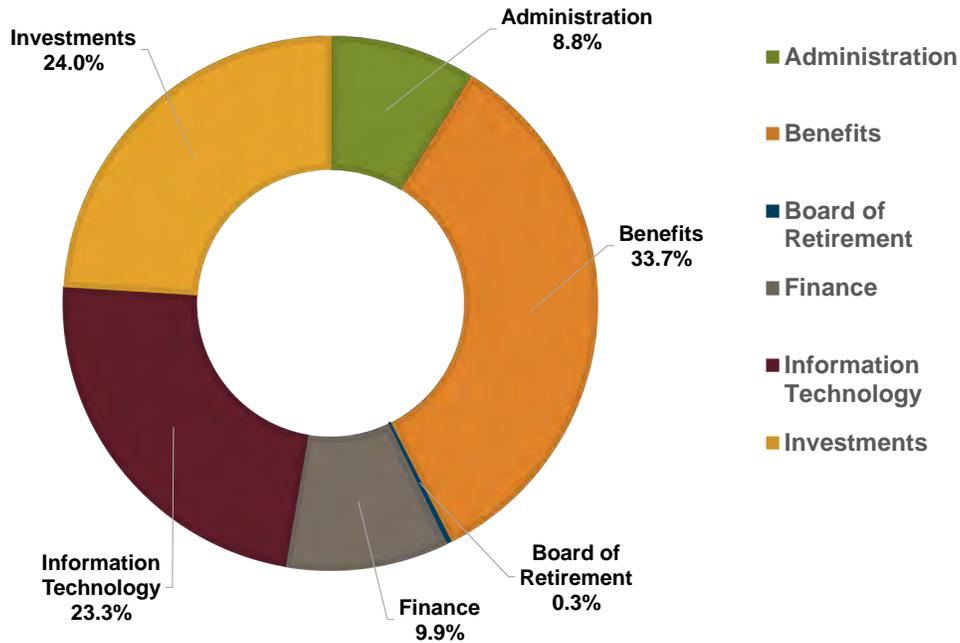
**Capitalized Costs** are comprised of the tenant improvement project and Pension Administration System (PAS) costs. Tenant improvement projects are allocated to the Administration function, and PAS costs are allocated to the Information Technology function.

## FISCAL YEAR 2022-23 FUNCTIONAL BUDGET SUMMARY

(Dollar Amounts Rounded to the Nearest Thousand)

Expense Type	Administration		Benefits		Board of Retirement	
	Amount	Percentage	Amount	Percentage	Amount	Percentage
Salaries and Benefits	\$ 1,459,000	16%	\$ 3,908,000	44%	\$ 8,000	1%
Services and Supplies	300,000	4%	2,805,000	34%	59,000	1%
Other Charges	3,000	12%	16,000	61%	-	0%
<b>Total</b>	<b>1,762,000</b>	<b>10%</b>	<b>6,729,000</b>	<b>39%</b>	<b>67,000</b>	<b>1%</b>
Contingencies	-	0%	-	0%	-	0%
Capitalized Costs	-	0%	-	0%	-	0%
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Grand Total</b>	<b>\$ 1,762,000</b>	<b>9%</b>	<b>\$ 6,729,000</b>	<b>33%</b>	<b>\$ 67,000</b>	<b>1%</b>

## FISCAL YEAR 2022-23 FUNCTIONAL BUDGET PERCENTAGE



Note: The budget amount of \$172,000 for Contingencies is not allocated to any function and is excluded from this chart.



FISCAL YEAR 2022-23 FUNCTIONAL BUDGET SUMMARY (CONTINUED)

(Dollar Amounts Rounded to the Nearest Thousand)

<b>Finance</b>		<b>Information Technology</b>		<b>Investments</b>		<b>TOTAL</b>
<b>Amount</b>	<b>Percentage</b>	<b>Amount</b>	<b>Percentage</b>	<b>Amount</b>	<b>Percentage</b>	
\$ 1,575,000	18%	\$ 556,000	6%	\$ 1,350,000	15%	<b>\$ 8,856,000</b>
392,000	5%	1,313,000	16%	3,445,000	40%	<b>8,314,000</b>
4,000	15%	1,000	4%	2,000	8%	<b>26,000</b>
<b>1,971,000</b>	<b>11%</b>	<b>1,870,000</b>	<b>11%</b>	<b>4,797,000</b>	<b>28%</b>	<b>17,196,000</b>
-	0%	-	0%	-	0%	<b>172,000</b>
-	0%	2,773,000	100%	-	0%	<b>2,773,000</b>
-		<b>2,773,000</b>		-		<b>2,945,000</b>
<b>\$ 1,971,000</b>	<b>10%</b>	<b>\$ 4,643,000</b>	<b>23%</b>	<b>\$ 4,797,000</b>	<b>24%</b>	<b>\$ 20,141,000</b>

# BUDGET DETAIL

(Dollar Amounts Rounded to the Nearest Thousand)

ACCOUNT TITLE	FY 2020-21 Actual Expense	FY 2021-22 Approved Budget	FY 2021-22 Percentage Expended as 12/31/2021	FY 2022-23 Proposed Budget	Increase/Decrease	Percentage %
<b>SALARIES &amp; BENEFITS</b>						
Salaries & Wages-Regular Employees	\$ 4,165,000	\$ 5,253,000	36%	\$ 5,696,000	\$ 443,000	8 %
Extra Help	-	-	100%	50,000	50,000	100
Salaries & Wages-Committee Members	7,000	8,000	31%	8,000	-	0
Salaries & Wages-Straight Time O/T	4,000	22,000	5%	19,000	(3,000)	(14)
Salaries & Wages-Time & One Half O/T	15,000	47,000	14%	38,000	(9,000)	(19)
Salaries & Wages-Premium Pay	54,000	80,000	36%	90,000	10,000	13
Allowances	5,000	5,000	43%	5,000	-	0
Terminal Pay	168,000	105,000	76%	80,000	(25,000)	(24)
Retirement-Normal & UAAL	820,000	1,118,000	34%	1,254,000	136,000	12
Retirement-1995/2003 POB Debt Service	323,000	335,000	50%	340,000	5,000	1
Retirement-2004 POB Debt Service	157,000	165,000	50%	164,000	(1,000)	(1)
Health Savings-Employer Cost	30,000	38,000	35%	41,000	3,000	8
401A Plan-Employer Cost	16,000	25,000	34%	26,000	1,000	4
OASDI-Employer Cost	293,000	379,000	32%	406,000	27,000	7
Group Insurance-Employer Cost	667,000	905,000	30%	946,000	41,000	5
Workers Compensation Insurance-Employer Cost	17,000	21,000	50%	16,000	(5,000)	(24)
Unemployment Insurance-Employer Cost	2,000	12,000	51%	11,000	(1,000)	(8)
Salary Savings Factor	-	(221,000)	0%	(334,000)	(113,000)	51
<b>SALARIES &amp; BENEFITS</b>	<b>6,743,000</b>	<b>8,297,000</b>	<b>37%</b>	<b>8,856,000</b>	<b>559,000</b>	<b>7 %</b>
<b>SERVICES &amp; SUPPLIES</b>						
Advertising/Legal Notices	1,000	2,000	17%	2,000	-	0 %
Books/Periodicals Supply	-	-	0%	-	-	0
Periodicals & Subscriptions	3,000	6,000	29%	6,000	-	0
Business Conferences and Travel	6,000	118,000	8%	138,000	20,000	17
Education & Training Services	1,000	5,000	40%	356,000	351,000	7,020
Employee Tuition Reimbursement	2,000	-	100%	11,000	11,000	100
Employee Recognition	1,000	13,000	26%	15,000	2,000	15
Insurance-Liability	41,000	43,000	49%	44,000	1,000	2
Insurance-Fiduciary Liability	107,000	106,000	67%	146,000	40,000	38
Memberships	22,000	21,000	21%	25,000	4,000	19
Office Supplies	8,000	14,000	24%	13,000	(1,000)	(7)
Postage Services	9,000	7,000	39%	7,000	-	0
Printing Services	11,000	14,000	46%	14,000	-	0
Office Equipment Modular Furniture	9,000	35,000	3%	30,000	(5,000)	(14)
Rents/Leases-Equipment	10,000	17,000	39%	17,000	-	0
Medical Services	140,000	184,000	30%	250,000	66,000	36
Actuarial Services	282,000	296,000	46%	300,000	4,000	1
Board Meetings	-	1,000	76%	1,000	-	0
Investment Services/Consultants and Other	1,884,000	2,264,000	37%	2,445,000	181,000	8
Temporary Staffing Services	18,000	27,000	0%	100,000	73,000	270
Legal Services	746,000	975,000	30%	1,195,000	220,000	23
Personnel Services	241,000	241,000	50%	337,000	96,000	40
Labor Relations Services	4,000	8,000	48%	8,000	-	0
Safety Program Services	1,000	1,000	62%	1,000	-	0
Reporting Services	50,000	130,000	4%	100,000	(30,000)	(23)
Transcribing Services	2,000	9,000	63%	20,000	11,000	122



BUDGET DETAIL (CONTINUED)

ACCOUNT TITLE	FY 2020-21 Actual Expense	FY 2021-22 Approved Budget	FY 2021-22 Percentage Expended as 12/31/2021	FY 2022-23 Proposed Budget	Increase/Decrease	Percentage %
Other Professional Services	186,000	292,000	39%	346,000	54,000	18 %
Information Technology Services	645,000	649,000	96%	650,000	1,000	0
Data Processing Supplies	24,000	54,000	3%	120,000	66,000	122
County Payroll	5,000	3,000	44%	3,000	-	0
County Payment Services	5,000	12,000	51%	14,000	2,000	17
Audits	2,000	2,000	54%	2,000	-	0
Election Services	-	30,000	97%	32,000	2,000	7
Interpreter Services	-	-	0%	-	-	0
Countywide IT Services	43,000	44,000	50%	48,000	4,000	9
Systems Development Services	97,000	55,000	30%	213,000	158,000	287
Systems Development Supplies	49,000	49,000	48%	49,000	-	0
Department of Finance Services	177,000	128,000	114%	128,000	-	0
Wide Area Network	57,000	58,000	50%	74,000	16,000	28
Alarm Services	3,000	2,000	42%	2,000	-	0
GS-Printing Services	29,000	25,000	31%	25,000	-	0
GS-Mail/Postage Charges	146,000	138,000	48%	138,000	-	0
GS-Messenger Services	4,000	4,000	46%	5,000	1,000	25
GS-Purchasing Services	4,000	2,000	41%	2,000	-	0
GS-Warehousing Charges	-	1,000	7%	1,000	-	0
County Facility Use Charges	3,000	3,000	50%	3,000	-	0
Leased Property Use Charges	579,000	620,000	27%	841,000	221,000	36
Parking	8,000	13,000	57%	-	(13,000)	(100)
GS-Surplus Property Management	2,000	2,000	54%	3,000	1,000	50
Telephone Usage	31,000	29,000	52%	33,000	4,000	14
Telephone Installation	-	1,000	0%	1,000	-	0
<b>SERVICES &amp; SUPPLIES</b>	<b>5,698,000</b>	<b>6,753,000</b>	<b>43%</b>	<b>8,314,000</b>	<b>1,561,000</b>	<b>23 %</b>

BUDGET DETAIL (CONTINUED)

(Dollar Amounts Rounded to the Nearest Thousand)

ACCOUNT TITLE	FY 2020-21 Actual Expense	FY 2021-22 Approved Budget	FY 2021-22 Percentage Expended as 12/31/2021	FY 2022-23 Proposed Budget	Increase/ Decrease	Percentage %
<b>OTHER CHARGES</b>						
Depreciation Expense	-	558,000	0%	-	(558,000)	(100) %
Countywide Cost Allocation	651,000	161,000	50%	26,000	(135,000)	(84) %
<b>OTHER CHARGES</b>	<b>651,000</b>	<b>719,000</b>	<b>11%</b>	<b>26,000</b>	<b>(693,000)</b>	<b>(96) %</b>
<b>CONTINGENCIES</b>						
Appropriation For Contingencies	-	158,000	0%	172,000	14,000	9 %
<b>CONTINGENCIES</b>	<b>-</b>	<b>158,000</b>	<b>0%</b>	<b>172,000</b>	<b>14,000</b>	<b>9 %</b>
<b>TOTAL EXPENSE</b>	<b>13,092,000.00</b>	<b>15,927,000</b>	<b>38%</b>	<b>17,368,000</b>	<b>1,441,000</b>	<b>9 %</b>
<b>CAPITALIZED COSTS</b>						
Tenant Improvements Project	-	200,000	149%	-	(200,000)	(100) %
Pension Administration System	3,003,000	2,369,000	39%	2,773,000	404,000	17 %
<b>CAPITALIZED COSTS</b>	<b>3,003,000</b>	<b>2,569,000</b>	<b>47%</b>	<b>2,773,000</b>	<b>204,000</b>	<b>8 %</b>
<b>GRAND TOTAL</b>	<b>\$ 16,095,000</b>	<b>\$ 18,496,000</b>	<b>39%</b>	<b>\$ 20,141,000</b>	<b>\$ 1,645,000</b>	<b>9 %</b>



## SUMMARY OF POSITIONS

Position Title	Requested FY 2021-22	Approved FY 2021-22	Filled FY 2021-22 (* )	Requested FY 2022-23
Accountant	2	2	2	2
Accounting Manager	2	2	-	2
Accounting Technician	2	2	2	2
Administrative Services Officer I	-	-	-	1
Administrative Services Officer II	1	1	1	1
Assistant Retirement Administrator - Chief Benefits Officer	1	1	1	1
Assistant Retirement Administrator - Chief Operations Officer	1	1	1	1
Assistant Retirement Administrator - Deputy Chief Investment Officer	1	1	1	1
Chief Investment Officer - Retirement	1	1	1	1
Executive Secretary	1	1	-	1
Information Technology Analyst I/II	1	1	1	1
IT Technician Level I	-	-	-	1
Office Specialist I/II	7	7	7	8
Paralegal	1	1	1	1
Retirement Administrator - Chief Executive Officer	1	1	1	1
Retirement Benefits Specialist I/II	12	12	8	15
Retirement General Counsel	1	1	1	1
Retirement Investment Analyst II	1	1	1	1
Retirement Services Analyst	3	3	1	3
Retirement Services Manager	2	2	2	2
Retirement Services Supervisor	3	3	1	3
Senior Accountant	3	3	2	3
Senior Accounting Manager	1	1	-	1
Senior Public Information Officer	1	1	1	1
Senior Retirement Benefits Specialist	6	6	2	5
Senior Retirement Investment Officer	2	2	2	2
Supervisor Information Technology Analyst	1	1	1	1
<b>Total</b>	<b>58</b>	<b>58</b>	<b>41</b>	<b>63</b>

Note: SCERS' proposed budget headcount for fiscal year 2022-23 is 63, which does not include the Senior Personnel Analyst (SPA). The SPA position is contracted through the County Department of Personnel Services.

(\* ) Fiscal year 2021-22 filled positions are presented as of December 31, 2021.

# SUMMARY OF BUSINESS CONFERENCES AND TRAVEL

(Dollar Amounts Rounded to the Nearest Thousand)

Conference	Attendee(s)	Total Budget Amount
SACRS Public Pension Investment Management	Board Member or Management Staff	\$ 2,000
NASRA Conference	Chief Executive Officer	3,000
CALAPRS Principles of Pension Governance for	Board Members	7,500
CALAPRS Accountants' Round Table	Management Staff and Staff Members	500
CALAPRS Benefits Round Table	Management Staff and Staff Members	500
CALAPRS Investments Round Table	Investment Staff	500
CALAPRS Attorneys' Round Table	General Counsel	500
CALAPRS Administrators' Institute	Chief Executive Officer	2,000
SuperReturn North America	Investment Staff	6,500
Global ARC Conference	Chief Investments Officer	2,500
Public Pension Financial Forum	Senior Accounting Manager	2,500
CALAPRS Information Technology Round Table	Senior Information Technology Analyst or IT	500
SACRS Fall Conference	Management Staff and Board Members	11,500
Intermediate Course in Retirement Plan	SCERS Staff	3,000
Advanced Course in Retirement Plan	SCERS Staff	3,000
Markets Group Conference	Investment Staff	1,000
Institutional Investor: Risk and Liquidity Forum	Chief Investment Officer	1,000
VIP Americas Real Estate	Investment Staff	1,000
Institutional Investor: Real Assets Forum	Investment Staff	1,500
CALAPRS Attorneys' Round Table	General Counsel	500
CALAPRS Benefits Round Table	SCERS Staff	500
NAPPA Winter Seminar	General Counsel	2,000
CALAPRS General Assembly	Management Staff and Board Members	4,000
CALAPRS Investments Round Table	Investment Staff	500
CALAPRS Accountants' Round Table	Management Staff and Staff Member	500
CALAPRS Advanced Principles of Pension	Board Member	4,000
Pension Real Estate Association Conference	Investment Staff	500
Global AgInvesting	Investment Staff	2,000
CALAPRS Communications Round Table	Public Information Officer	500
CalGovHR	Senior Personnel Analyst	2,000
The Pension Bridge Annual	Investment Staff	3,500
Institutional Investor: Public Funds Forum	Chief Investment Officer	1,500
Institutional Investor: Private Equity Conference	Investment Staff	1,000
CALAPRS Information Technology Round Table	Senior Information Technology Analyst or IT	500
Public Retirement Information Systems	Senior Information Technology Analyst or IT	2,000
IPMA-HR	Senior Personnel Analyst	3,000
CEM Conference	Chief Executive Officer and Management Staff	6,000
SACRS Spring Conference	Management Staff and Board Members	12,000
CALAPRS Attorneys Roundtable	General Counsel	500
CALAPRS Staff Overview Training	SCERS Staff	500
Institutional Limited Partnership Association	Investment Staff	5,000
CALAPRS Benefits Round Table	Management Staff and Staff Member	500
NAPPA Legal Education Conference	General Counsel	2,500
Managed Funds Association Conference	Investment Staff	2,000
ALTSLA	Investment Staff	2,000
Manager Annual Meeting (8)	Investment Staff	9,500
San Francisco Due Diligence	Investment Staff	1,000
Silicon Valley/Bay Area Due Diligence	Investment Staff	2,500
Silicon Valley Due Diligence	Investment Staff	1,000
Los Angeles Due Diligence	Investment Staff	4,500
New York Due Diligence	Investment Staff	9,500
<b>Total</b>		<b>\$ 138,000</b>



# ADMINISTRATIVE EXPENSE ANNUAL BUDGET LIMIT

(Dollar Amounts Rounded to the Nearest Thousand)

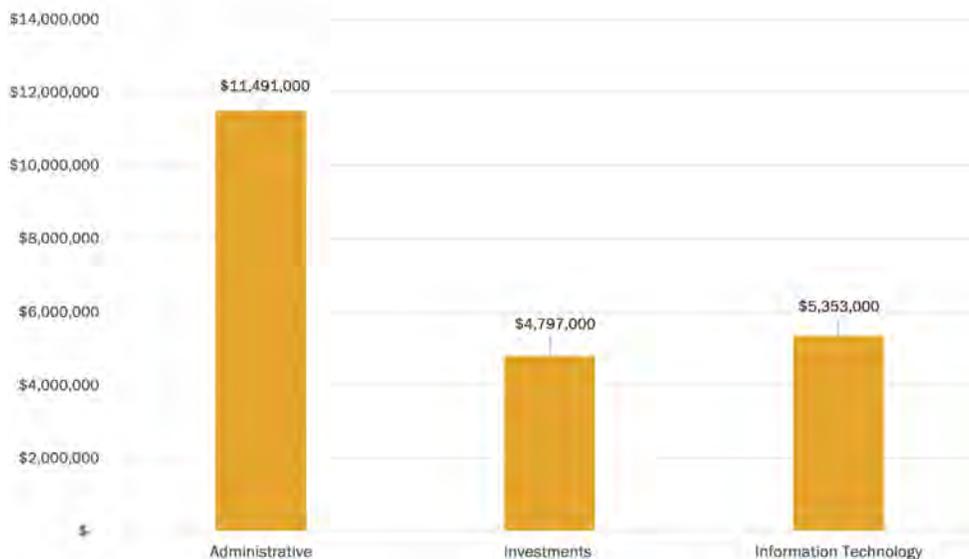
## ANNUAL BUDGET LIMIT FOR ADMINISTRATIVE EXPENSES

(PURSUANT TO GOVERNMENT CODE SECTIONS 31580.2 AND 31596.1)

Below is the calculation of SCERS' annual administrative budget limit pursuant to Government Code Sections 31580.2 and 31596.1:

	Fiscal Year 2021-22		Fiscal Year 2022-23	
Total Budget		\$18,496,000		\$21,641,000
Less: Investments Related Costs		(4,373,000)		(4,797,000)
Computer Software/Hardware and Computer Technology Consulting Services Costs		(3,220,000)		(5,353,000)
<b>Administrative Expenses Budget</b>		<b>\$10,903,000</b>		<b>\$11,491,000</b>
<b>Total Actuarial Accrued Liability as of June 30, 2020 and June 30, 2021, respectively</b>		<b>\$12,693,655,000</b>		<b>\$12,985,529,000</b>
<b>Administrative Expenses Budget Limit at Twenty-one Hundredths of One Percent</b>	<b>0.21%</b>	<b>\$26,657,000</b>	<b>0.21%</b>	<b>\$27,270,000</b>
<b>Administrative Expenses Budget</b>	<b>0.09%</b>	<b>10,903,000</b>	<b>0.09%</b>	<b>11,491,000</b>
<b>Budget Limit in Excess of Administrative Expenses</b>	<b>0.12%</b>	<b>\$15,754,000</b>	<b>0.12%</b>	<b>\$15,779,000</b>

## FISCAL YEAR 2022-23 BUDGET LIMIT SUMMARY



## Account Title and Description

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### Salaries & Wages-Regular Employees

This line item is comprised of regular salaries and wages for SCERS personnel. SCERS uses the fiscal year 2021-22 Personnel Cost Forecasting (PCF) Report provided by County of Sacramento (County) as the basis, and updated to incorporate anticipated staffing changes in fiscal year 2022-23. The PCF is based on data extracted from the human resources module of Comprehensive Online Management Personnel and Accounting System for Sacramento County (COMPASS) for pay period 26 ended in December 2021, which includes a 1% cost-of-living adjustment (COLA) based on the current Consumer Price Index estimates. The PCF does not include any equity or salary adjustments since the current labor agreements expired on June 30, 2021 and no agreements have been reached with any of the labor unions.

The budgeting for step increases for filled positions is based on the anniversary of an employee's start date in their current classification. Exempt positions are budgeted based on anticipated step increases. Vacant positions are budgeted at the lowest step.

### Salaries & Wages-Committee Members

Salaries and wages for Board members who are not County employees to attend regular and special Board and Committee meetings.

### Salaries & Wages-Straight Time O/T

Certain job classifications are paid straight time, and others job classification are paid time and one-half for overtime hours worked as prescribed by the labor agreements. Also as prescribed by the labor agreements, employees have the option to select monetary compensation or bank the overtime hours worked. This line item represents straight time payment for overtime hours worked in anticipation of operational needs, leaves of absence, and temporarily vacant positions.

### Salaries & Wages-Time & One-Half O/T

This line item represents time and one-half payments for overtime hours worked in anticipation of operational needs, leaves of absence, and temporarily vacant positions. As prescribed by the labor agreements, employees have the option to select monetary compensation or bank the overtime hours worked.

### Salaries & Wages-Premium Pay

Salaries and wages for pay differential based on a 3.35% of base pay for management positions, 5% pay differential for employees who perform out of class duties for vacant positions, and 2.5% to 5% educational incentive for qualified employees in specified positions.

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**Account Title and Description**

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**Allowances**

This line item is comprised of car allowance provided to the Chief Executive Officer.

**Terminal Pay**

This line item represents anticipated payments for accrued leave balances and for one-half of sick leave balances upon retirement for management employees.

**Retirement-Normal & UAAL**

This represents the employer's share of pension cost, which includes normal cost and unfunded actuarial accrued liability (UAAL) contributions for SCERS employees based on actuarially determined employer contribution rates.

**Retirement-1995/2003 POB Debt Service**

This is a County allocated cost to SCERS, which pertains to the principal and interest payments of the 1995/2003 Pension Obligation Bond (POB). Costs are allocated based on SCERS' total salaries.

**Retirement-2004 POB Debt Service**

This is a County allocated cost to SCERS, which pertains to the principal and interest payments of the 2004 POB. Costs are allocated based on SCERS' total salaries.

**Health Savings-Employer Cost**

This account represents Retirement Health Savings Plan (RHSP) for eligible SCERS employees. The RHSP provides tax-free savings during employment for payment of premiums and other qualified post-employment medical expenses at retirement. SCERS contributes \$25 per pay period for each eligible employee.

**401A Plan-Employer Cost**

This is the IRC 401(a) Retirement Savings Deferred Compensation Plan for management employees. When the employee participates in the County's IRC 457(b) Deferred Compensation Plan, SCERS provides a match of up to 1% of the employee's salary including premium pay and auto allowance.

**OASDI-Employer Cost**

This represents the employer's mandated Social Security and Medicare Tax payments.

**Account Title and Description**

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**Group Insurance-Employer Cost**

This account represents the employees' health and dental insurance premiums paid by SCERS, which was based on actual premium payments through pay period 26 ended December of the prior calendar year as presented in the County's Personnel Cost Forecasting Report and updated to incorporate anticipated staffing changes in the upcoming fiscal year.

**Workers Compensation Insurance-Employer Cost**

The County is self-insured for Workers' Compensation Insurance claims. The County also purchases excess Workers' Compensation Insurance to cover claims above a self-insured retention of \$3.0 million. This is a County allocated cost for Workers' Compensation Insurance claims payments and administration. The costs are allocated to County departments based on 70 percent five-year claims history and 30 percent estimated risk calculated by weighted payroll.

**Unemployment Insurance-Employer Cost**

The County is self-insured for all Unemployment Insurance claims. This line item is a County allocated cost for the administration of unemployment insurance claims. The costs are allocated to SCERS based on 90 percent five-year claims history and 10 percent total full-time equivalent (FTE) positions.

**Salary Savings Factor**

This line item represents salaries and benefits for vacant positions that may not be filled for the entire upcoming fiscal year and is reflected as a reduction to salaries and benefits.

**Advertising/Legal Notices**

Expenses comprised of publicizing public hearings, legal notices, employment announcements, and solicitations for professional consultants and service providers.

**Books/Periodicals Supply**

Expenses comprised of publications for the Retirement Board and staff, including law books and updates affecting County Employees' Retirement Law of 1937, booklets and pamphlets, accounting pronouncements, and other professional literature.

**Periodicals & Subscriptions**

Expenses for subscriptions for SCERS staff directly related to their job duties.

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**Account Title and Description**

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**Business Conferences and Travel**

Expenses comprised of educational seminars, conferences, and meetings attended by Board members and SCERS staff, including hotel, transportation, meals, tolls, parking and other travel costs.

**Education & Training Services**

This line item pertains to registration for education and training seminars, workshops, and other courses for SCERS staff directly related to their job duties.

**Employee Tuition Reimbursement**

Employee tuition reimbursement, payment ranges from \$1,200 to \$1,500 per employee depending on the employee's bargaining unit and labor agreement.

**Employee Recognition**

Expenses comprised of water and coffee supplies for staff, refreshments for staff meetings, and other employee recognition items.

**Insurance-Liability**

The County is self-insured for liability insurance claims. The County also purchases excess liability insurance to cover claims above a self-insured retention of \$2.0 million. The County also utilizes pooled and group insurance purchasing programs for certain coverages including property, boiler and machinery, aircraft, airport operations and pollution liability. This line item is a County allocated cost for the liability insurance program. Costs are allocated to SCERS based on 70 percent seven-year claims history and 30 percent total FTE positions.

**Insurance-Fiduciary Liability**

This represents SCERS' annual fiduciary insurance policy cost.

**Memberships**

Annual membership dues for professional associations.

**Office Supplies**

Expenses comprised of consumable supplies and miscellaneous office items.

**Account Title and Description**

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**Postage Services**

Expenses comprised of mail preparation services performed by contract vendors for presorting, stuffing and sealing envelopes, United States Postal Services for direct mailings, Federal Express charges, and other express mailing services.

**Printing Services**

Expense related to specialty printing, rush orders, and quantity printing including member handbooks, member annual statements, newsletters to members, notices to members, envelopes, folders, portfolios, and stationery provided by contract vendors.

**Office Equipment Modular Furniture**

Expenses comprised of purchases of desks, chairs, tables, filing cabinets, and other office furniture.

**Rents/Leases-Equipment**

Lease expenses for printers and photocopiers, including maintenance and repair service.

**Medical Services**

Expenses pertain to processing of disability retirement applications, including independent medical examinations, laboratory work, and specialized copying services.

**Actuarial Services**

Expenses attributed to routine actuarial services to be provided by Segal and any special projects requested by SCERS.

**Board Meetings**

Expenses comprised of refreshments and meals for Retirement Board meetings.

**Investment Services/Consultants and Other**

Investment-related expenses for consulting services and third-party vendor services for the accounting and reporting of private market investments. This line item excludes investment manager fees, which are paid directly from investment earnings and are not included in the budget.

**Temporary Staffing Services**

Temporary services to cover operational needs, temporary vacancies, leaves of absences, and special projects as needed.

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**Account Title and Description**

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**Legal Services**

Legal services provided by external law firms for legal consultation and representation.

**Personnel Services**

This is a County allocated cost for personnel services, including central human resources, employee benefits, and labor relations services provided by the Department of Personnel Services. Personnel services costs are allocated based on SCERS' total FTE positions. In addition, SCERS is charged directly for the Senior Personnel Analyst position assigned exclusively to SCERS.

**Labor Relations Services**

This is a County allocated cost from the County Office of Labor Relations for administering the collective bargaining process between the County and its employee organizations. This includes contract negotiations, administration, training, and resolving disputes through mediation, arbitration, and administrative hearings. The costs are allocated based on SCERS' total FTE positions.

**Safety Program Services**

This is a County allocated cost from the County Department of Personnel Services for managing the Countywide Safety/Accident Prevention and Industrial Hygiene programs. The costs of the Safety Program are allocated to SCERS based on the allocation methodology for the Workers' Compensation Insurance program (70 percent five-year claims history and 30 percent estimated risk calculated by weighted payroll).

**Reporting Services**

Expenses for contract services provided by the Office of Administrative Hearings related to disability retirement cases as required by the Retirement Board.

**Transcribing Services**

Expenses related to qualified legal reporters to record disability retirement hearings, prepare transcripts as necessary, and copy medical reports.



**Account Title and Description**

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**Other Professional Services**

Expenses attributed to professional services, including financial audits, graphic design and communications, customer experience management, strategic planning, and disaster recovery plan services. It also includes costs relating to education and training for SCERS' employers, members, and stakeholders, and other professional services as needed.

**Information Technology Services**

Expenses related to SCERS' public website hosting, intranet hosting, and maintenance and application support for the Pension Administration System.

**Data Processing Supplies**

Expenses for purchases of computers, monitors, laptop computers, printers, including related equipment, software, and supplies.

**County Payroll**

This is a County allocated cost for employee payroll services as well as all associated reporting performed by the County Department of Finance (DOF), costs are allocated based on SCERS' total FTE positions.

**County Payment Services**

This is a County allocated cost for paying invoices, including contract, vendor, and other claim payments performed by the County DOF, costs are allocated based on SCERS' payment claim/ invoice expense transaction counts.

**Audits**

This is a County allocated cost for audit services performed by the County Auditor-Controller's Office, costs are allocated based on SCERS' total FTE positions.

**Election Services**

Expenses related to SCERS Board members elections.

**Interpreter Services**

Expenses for foreign language interpreter services for members.



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**Account Title and Description**

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**Countywide IT Services**

This is a County allocated cost for services provided by the Department of Technology (DTech), which include County data centers, Countywide service desk, Countywide security, policy and planning initiatives and Office of CIO, 3-1-1 contact center/ Countywide communications center. The charges were prepared based on input from County Departments and historical usage data and represents estimated DTech costs for the fiscal year.

**Systems Development Services**

Expenses related to DTech labor charges for services requested by SCERS in the areas of revision and/or enhancement of existing automated systems, application development and implementation support, database design and support services, SAP ERP support and new features implementation, SharePoint and web services, Windows PC desktop support, and Windows server support. Costs are based on DTech's billing rates for the upcoming fiscal year, which vary by type of service.

**Systems Development Supplies**

This is a County allocated cost related to shared services provided by DTech. The services include backup and recovery services, computer equipment maintenance, geographic information services, internet/intranet website and web application hosting, high speed enterprise printing and warrant printing, mainframe operations support, service desk allocation for department specific calls, storage hosting, virtual server hosting, shared SQL environment, shared Oracle environment, and system center services. The charges were prepared based on input from County Departments and historical usage data and represents estimated DTech costs for the fiscal year.

**Department of Finance Services**

Expenses related to pension payroll services performed by the County DOF based on the cost per warrant and the total number of warrants processed.

**Wide Area Network**

This is a County allocated cost from DTech for Wide Area Network (WAN), which includes infrastructure design, implementation, support, and maintenance services for the County's WAN. The charges were prepared based on input from County Departments and historical usage data and represents estimated DTech costs for the fiscal year.

**Account Title and Description**

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**Alarm Services**

This is a County allocated cost for electronic fire and intrusion alarm services, closed circuit television and public announcement sound systems provided by County Department of General Services, costs are calculated based upon the number of services utilized within each facility and allocated to County Departments based upon the percentage of Facility Use Charges.

**GS-Printing Services**

Expenses for quantity printing service provided by DGS, including forms, letters, and other materials. The annual printing cost depends upon the size and complexity of printing services requested.

**GS-Mail/Postage Charges**

Expenses related to U.S. postage and handling fees for sorted and unsorted first class mailings and certified mailings provided by DGS, including distribution of notices and forms to SCERS members, and postage costs for pension warrant and annual statements.

**GS-Messenger Services**

This is a County allocated cost from DGS for delivery of County inter-departmental mail; annual cost is based on one daily mail/messenger pick-up or delivery stop.

**GS-Purchasing Services**

This is a County allocated cost from DGS, Contract and Purchasing Services Division, for a centralized purchasing process and for monitoring contracted vendor performance and resolves problems with vendors. Costs are based upon SCERS' pro-rata share of the combined purchase order dollar values by fund center. Data from COMPASS for the most recent full fiscal year is used as the basis for allocation.

**GS-Warehousing Charges**

Expenses related to central warehouse and records management service provided by DGS, including the receipt, storage, retrieval, and destruction of semi-active and/or inactive records. Costs are based upon SCERS' space usage in square footage at a rate of \$0.73 per square foot.

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**Account Title and Description**

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**County Facility Use Charges (Shared Meeting Rooms)**

This is a County allocated cost for the County's shared meeting room based upon the applicable facility's per-square-foot costs as calculated by the Department of General Services, Department of Regional Parks, and Risk Management. The costs are then allocated based on the number of permanent authorized positions.

**Leased Property Use Charges**

Rental expenses for SCERS' administrative office, which include after-hours utilities and miscellaneous building items and service requests, such as fire extinguishers, locks and keys, storage fees and other services.

**GS-Surplus Property Management**

This is a County allocated cost from DGS for services related to collection, classification, storage, and redistribution of surplus county-owned equipment, vehicles, and other personal property. The costs are allocated based on SCERS' total FTE positions.

**Telephone Usage**

This is a County allocated cost from DTech for telecommunication and cellular services, including in-house planning, installation, and maintenance of telephone systems, and on-going support and security compliance of cellular telephone service and equipment, along with external vendor cellular telephone charges. The charges were prepared based on input from County Departments and historical usage data and represents estimated DTech costs for the fiscal year.

**Telephone Installation**

This line item pertains to connection to the County telephone system, telephone equipment installation, and modifications to service from DTech. Costs are based on DTech's billing rates for the upcoming fiscal year, which vary by type of service.

**Depreciation Expense**

Depreciation expense for capital assets such as building improvements, furniture and office equipment.

**Account Title and Description**

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**Countywide Cost Allocation**

This is a County allocated cost for SCERS' portion of the County's General Fund overhead expenses, including the use of COMPASS, costs are determined based on usage and SCERS' total FTE positions. The allocated amount also includes true-up of prior two years of actual expenses.

**Appropriation for Contingencies**

This line item is comprised of 1% of the total Salaries and Benefits, total Services and Supplies, and total Other Charges expenses.

**Building Improvements**

This line item is comprised of improvement costs for SCERS' administrative office space.

**Pension Administration System**

This line item is comprised of expenses related to SCERS's Pension Administration System (PAS), including consulting services, project management, temporary staffing, data conversion, software costs, and hardware costs. PAS is a multi-phase and multi-year project. Costs for PAS related to activities in the application development stage are expensed as incurred, and costs related to activities in the application development stage (including data conversion, software configuration, software interfaces, coding, installation, hardware, and testing) will be capitalized and depreciated over the estimated useful life of PAS. Depreciation of the capitalized costs will begin once PAS is ready for its intended use.





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[www.SCERS.org](http://www.SCERS.org)

SUB-OBJECT	ACCOUNT TITLE	ACTUAL EXPENSE			3-Year Average	ACTUALS PER PBC
		FY 2018-19	FY 2019-20	FY 2020-21		Item 47 Source
						FY 2020-21
<b>OBJECT 10 - SALARIES &amp; BENEFITS</b>						
10111000	Salaries & Wages-Regular Employees	3,825,000	4,171,000	4,165,000	4,053,667	4,165,039
10112400	Salaries & Wages-Committee Members	7,000	7,000	7,000	7,000	7,300
10113100	Salaries & Wages-Straight Time O/T	24,000	22,000	4,000	16,667	3,773
10113200	Salaries & Wages-Time & One Half O/T	26,000	10,000	15,000	17,000	15,323
10114100	Salaries & Wages-Premium Pay	55,000	58,000	54,000	55,667	54,356
10114300	Allowances	5,000	5,000	5,000	5,000	5,045
10115200	Terminal Pay	152,000	22,000	168,000	114,000	167,658
10121000	Retirement-Normal & UAAL	656,000	762,000	820,000	746,000	820,421
10121100	Retirement-1995/2003 POB Debt Service	307,000	322,000	323,000	317,333	323,097
10121200	Retirement-2004 POB Debt Service	148,000	160,000	157,000	155,000	156,630
10121300	Health Savings-Employer Cost	30,000	31,000	30,000	30,333	30,143
10121400	401A Plan-Employer Cost	16,000	17,000	16,000	16,333	15,558
10122000	OASDI-Employer Cost	292,000	300,000	293,000	295,000	293,268
10123000	Group Insurance-Employer Cost	603,000	693,000	667,000	654,333	667,489
10124000	Workers Compensation Ins-Emplr Cost	20,000	16,000	17,000	17,667	17,242
10125000	Unemployment Ins-Employer Cost	1,000	1,000	2,000	1,333	1,973
	<b>OBJECT TOTAL</b>	<b>6,167,000</b>	<b>6,597,000</b>	<b>6,743,000</b>	<b>6,502,333</b>	<b>6,744,315</b>
<b>OBJECT 20 - SERVICES &amp; SUPPLIES</b>						
20200500	Advertising/Legal Notices	4,000	-	1,000	1,667	546
20202200	Books/Periodicals Supply	-	-	-	-	-
20202400	Periodicals & Subscriptions	7,000	2,000	3,000	4,000	2,610
20202900	Business Conferences	52,000	-	-	17,333	-
20203100	Business Travel	28,000	37,000	6,000	23,667	6,245
20203500	Education & Training Services	-	8,000	1,000	3,000	1,470
20203700	Employee Tuition Reimbursement	1,000	-	2,000	1,000	1,500
20203800	Employee Recognition	12,000	8,000	1,000	7,000	1,213
20203900	Employee Transportation	-	-	-	-	-
20205100	Insurance-Liability	27,000	32,000	41,000	33,333	41,067
20205200	Insurance-Fiduciary Liability	107,000	102,000	107,000	105,333	106,516
20206100	Memberships	19,000	22,000	22,000	21,000	21,949
20207600	Office Supplies	15,000	12,000	8,000	11,667	8,257
20208100	Postage Services	6,000	8,000	9,000	7,667	8,859
20208500	Printing Services	10,000	11,000	11,000	10,667	10,614
20226100	Office Equipment Maintenance Services	-	-	2,000	667	2,036
20226200	Office Equipment Maintenance Supplies	-	-	-	-	-
20226400	Office Equipment Modular Furniture	87,000	17,000	7,000	37,000	7,488
20227500	Rents/Leases-Equipment	18,000	16,000	10,000	14,667	10,020
20244300	Medical Services	203,000	93,000	140,000	145,333	140,227
20244400	Medical Supplies	2,000	-	-	667	-
20250200	Actuarial Services	219,000	293,000	282,000	264,667	281,930
20250595	Board Meetings	-	1,000	-	333	84
20250607	Investment Services/Consultants and Other	1,900,000	2,011,000	1,884,000	1,931,667	1,884,299
20252100	Temporary Staffing Services	34,000	-	18,000	17,333	18,023
20253100	Legal Services	1,014,000	818,000	746,000	859,333	745,825
20254100	Personnel Services	54,000	180,000	241,000	158,333	241,040
20254110	Labor Relations Services	7,000	4,000	4,000	5,000	3,846
20254400	Safety Program Services	1,000	1,000	1,000	1,000	1,097
20256100	Reporting Services	121,000	66,000	50,000	79,000	50,483
20256200	Transcribing Services	6,000	5,000	2,000	4,333	1,671
20259100	Other Professional Services	197,000	134,000	186,000	172,333	185,903
20259101	Information Technology Consultants	186,000	293,000	645,000	374,667	645,391
20281200	Data Processing Supplies	27,000	87,000	24,000	46,000	24,314
20281202	Software	11,000	-	-	3,667	-
20281302	County Payroll	3,000	3,000	5,000	3,667	4,918
20281303	County Payment Services	3,000	4,000	5,000	4,000	5,311
20281305	Audits	2,000	2,000	2,000	2,000	2,215
20281700	Election Services	23,000	27,000	-	16,667	-
20283200	Interpreter Services	-	-	-	-	-
20289900	OTHER OP EXP SVC	-	-	-	-	-
20291000	Countywide IT Services	47,000	43,000	43,000	44,333	43,462
20291100	Systems Development Services	192,000	200,000	97,000	163,000	96,996
20291200	Systems Development Supplies	51,000	55,000	49,000	51,667	49,277
20291300	Department Of Finance Services	205,000	200,000	177,000	194,000	177,435
20291600	Wide Area Network	43,000	58,000	57,000	52,667	56,680
20291700	Alarm Services	9,000	2,000	3,000	4,667	2,851
20292100	GS-Printing Services	5,000	24,000	29,000	19,333	29,191
20292200	GS-Mail/Postage Charges	137,000	148,000	146,000	143,667	145,576
20292300	GS-Messenger Services	4,000	4,000	4,000	4,000	3,544
20292500	GS-Purchasing Services	2,000	2,000	4,000	2,667	3,707
20292700	GS-Warehousing Charges	1,000	1,000	-	667	331
20292800	GS-Co Equip. Rental-Light Vehicles	-	-	-	-	-
20294200	County Facility Use Charges	3,000	3,000	3,000	3,000	2,982
20294300	Leased Property Use Charges	628,000	573,000	579,000	593,333	578,583
20296200	Parking	12,000	9,000	8,000	9,667	8,347
20298300	GS-Surplus Property Mgt	2,000	2,000	2,000	2,000	1,865
20298700	GS-Telephone Usage	22,000	26,000	31,000	26,333	30,862
20298900	GS-Telephone Installation	3,000	-	-	1,000	-
	<b>OBJECT 20 TOTAL</b>	<b>5,772,000</b>	<b>5,647,000</b>	<b>5,698,000</b>	<b>5,705,669</b>	<b>5,698,654</b>
<b>OBJECT 30 - OTHER CHARGES</b>						
30332000	Depreciation Expense	33,000	62,000	-	31,667	-
30348000	Countywide Cost Allocation	126,000	351,000	651,000	376,000	650,654
	<b>OBJECT 30 TOTAL</b>	<b>159,000</b>	<b>413,000</b>	<b>651,000</b>	<b>407,667</b>	<b>650,654</b>
<b>OBJECT 70 - CONTINGENCIES</b>						
70790100	Appropriation For Contingencies	-	-	-	-	-
	<b>OBJECT 70 TOTAL</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	<b>TOTAL EXPENSES</b>	<b>12,098,000</b>	<b>12,657,000</b>	<b>13,092,000</b>	<b>12,615,669</b>	<b>13,093,623</b>
2 - FY 20-21 Admin Expense tab - ACTUALS PER PBC Source				<b>13,094,000</b>		13,093,622.97
				Variance - Due to rounding	<b>2,000</b>	