Department Budget Submission Checklist

To be completed by: All departments.

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

Department Name: Retirement System (RET)

- ☑ **Summary of Major Changes:** Completed "Form 1A: Summary of Major Changes" explaining major changes submitted in department's budget proposal.
  - ☑ **Proposed Efficiency/Reduction Targets Loaded in BPMS** via **Target Reports:** Printed report from GFS Target, reports #15.40.001 & 15.40.002
  - ☑ **Department Budget Summary:** Submission includes copy of report # 15.50.012.
- ☑ **IDS Detail:** Completed "Form 1D: IDS Detail."
- ☑ **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 Comparison)
- ☑ **Position Changes:** Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Comparison)
- ☐ **Eliminating Filled Positions:** Completed "Form 3C: Layoffs."
- ☐ **Contingency Reductions:** Completed "Form 3D: Contingency Reductions."
- ☐ **Equipment & Fleet:** Completed "Form 4A: New General Fund Equipment"; "Form 4B: Fleet."
- ☐ **Minimum Compensation Ordinance:** By checking this box, the department confirms that the effects of the MCO in contracting have been considered as part of the budget submission. (See p. 9)
- ☐ **Proposition J Description, Summary, City Cost, Contract Cost**: Required for all existing or new Prop Js for BY.
- ☐ **Interdepartmental Services Balancing:** Included Excel download of 15.20.012 3.b.2 IDS balancing report.
- ☑ **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 any proposed position changes.

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BUDGET FORM 1A: Summary of Major Changes

San Francisco City and County Employees' Retirement System

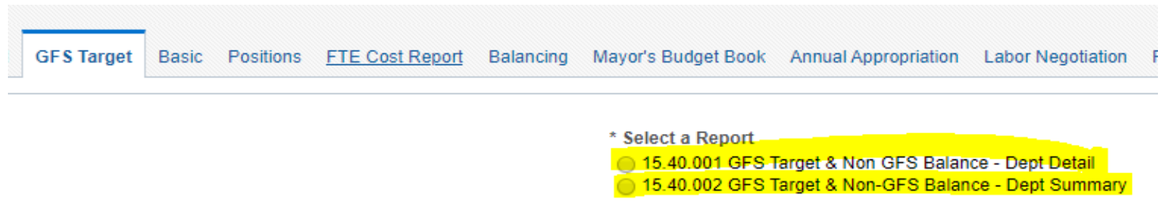
Major Changes	Department Response to Major Changes	**Equity Lens:** Explain what populations are benefited by these changes and how they are benefited. How will the department know those were successful?	**Equity Lens:** Explain what populations are negatively impacted by these changes and how they are impacted. Describe what strategies your Department recommends to mitigate any potential adverse impacts.
1. SUMMARY. What major changes is the department proposing? Clearly describe each change, including the fiscal impact of the proposal, and how the department proposes to fund each significant change (i.e. reprioritization of existing funds, grants, or other new revenues). Include detail related to position changes in Position section below.	**RET. Department Budget Summary** The overriding department budget priorities for the proposed FY2021-2022 department budget include: providing required resources to support recent department strategic initiatives including SFERS Racial Equity Plan and build-out of Operational Risk Management and Quality Assurance Division and Investment Operations Division; providing required resources to enable expanded investment staff to deepen the investment team, develop a co-investment and direct investment program, and successfully implement the Board's Strategic Asset Allocation adopted by the Board at its November 10, 2020 meeting; and providing resources to sustain increasing member service expectations in both Retirement Services and the City's Deferred Compensation Plan. All expenses of both SFERS and SFDCP are paid from assets of the SFERS Trust or SFDCP participant-paid fees - no General Fund support for the department budget. The estimated total department budget for SFERS represents approximately 34 bps of SFERS Trust market value as of December 31, 2020 ($30.6 billion).		
2. TARGET. How did the department meet its target? What are the high-level programmatic, operational, or staffing impacts of this proposed reduction?	The department receives no General Fund support for its budget		
3. EXPENDITURE CHANGES. **Administration Division:** What major expenditure 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. What is the overall General Fund impact? Highlight any changes related to major changes/initiatives as noted in the Summary section. (This amount should match form 3A Expenditure changes)	**RET. Administration Division** : o No new FTEs requested o One permanent position substitution for Deputy Director of Administrative Services (from 0952 Deputy Director llto 0953 Deputy Director lll)to reflect a significant increase in scope and breadth of responsibilities associated with the position including new management of department's Business Services Unit staff and responsibilities - difference in budgeted base pay is $40,065 o An additional permanent position substitution for Business Services Manager (from 1764 Mail and Imaging Supervisor to 0922 Manager I - Business Services Manager) to reflect the increase in scope and breadth of responsibilities associated with the position - difference in budgeted base pay is $45,786 o Budgeting Travel Expenses at one-half the pre-COVID approved budget level; restoring to pre-COVI D level in FY2022-2023 o Reduction in budgeted expenses associated with leasing space for retirement seminars through June30,2O22 o Double funding for Mayor's Youth Program interns o No General Fund impact		
3. EXPENDITURE CHANGES. Retirement Services Division What major expenditure 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. What is the overall General Fund impact? Highlight any changes related to major changes/initiatives as noted in the Summary section. (This amount should match form 3A Expenditure changes)	**Retirement Services Division** o One new 1867 Auditor I - Quality Auditor position in FY2021-2022 (base salary of $88,166) o One 1684 Auditor ll - Senior Quality Auditor position in FY2022-2023 (base salary of $124,670) to support the build-out of the Operational Risk Management and Quality Assurance strategic initiative. o One new 4331 Security Analyst position in FY2022-2023 (base salary of $133,380) to complete build-out of Investment Operations team o Budgeting Travel Expenses at one-half the pre-COVID approved budget level; restoring to pre-COVID level in FY2022-2023 o Increase in budgeted Training Expenses associated with leadership/workforce development training for staff in accordance with department Racial Equity Plan o Increase legal services work order with the City Attorney's Office to fund an addition 8177 Deputy City Attorney position to be dedicated to benefits and disability application legal workloads - increase in work order is $317,295 for salary and fringe benefits - No General Fund impact		
3. EXPENDITURE CHANGES. Investment Services Division What major expenditure 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. What is the overall General Fund impact? Highlight any changes related to major changes/initiatives as noted in the Summary section. (This amount should match form 3A Expenditure changes)	**RET. Investment Services Division** o Six new investment positions in FY021-2022 to deepen the investment team and implement a career track for the Investment Division - new classifications include Investment Officer and Associate Portfolio Manager positions (estimated base salary increase of $1.2 million) o Four new investment positions in FY2022-2023 to continue the implementation of the investment career track and the build-out of a co-investment and direct investment program (estimated base salary increase of $1.0 milllion) o Budgeting Travel Expenses at one-half the pre-COVID approved budget level; restoring to pre-COVI D level i n FY2022-2023 o Increase in on-line training budget to reflect post-COVID travel restrictions o Staff estimates long-term reduction in investment manager and performance fees of $7.9 million with $300 million in co-investments and direct investments; $17.5 million with $600 million in co-investments and direct investments o Increases in investment management fees and city attorney legal expenses associated with growth in Trust assets o Increase in investment research service fees o No General Fund impact		

3. EXPENDITURE CHANGES. **SFDCP Division:**What major expenditure 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. What is the overall General Fund impact? Highlight any changes related to major changes/initiatives as noted in the Summary section. (This amount should match form 3A Expenditure changes)	**SFDCP Division:** o Requesting an additional permanent entry-level 1209 Benefits Technician position to meet increasing administrative and participant service activities - increase in budgeted salaries is $76,726 o One permanent position substitution from 1813 Senior Benefits Analyst to 1814 Benefits Supervisor to reflect a significant increase in scope and breadth of responsibilities associated with the position - difference in budgeted base pay is $21,710. o Budgeting Travel Expenses at one-half the pre-COVID approved budget level; restoring to pre-COVI D level in FY2022-2023 o Reduction of $300,000 in City Attorney work order - no anticipated work associated with recordkeeper contract o No General Fund impact		
4. REVENUE. What revenue changes did the department submit from the base budget? Please differentiate between General Fund and non-General Fund. (This should match an Audit Trail, as shown in	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.		
5. LEGISLATION. 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? If so, please submit drafts of legislation along with the budget submission. Or provide a summary of desired legislation and an expected date of submission, if still in progress.	No		
6. 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			
7. TRANSFER OF FUNCTION. Is the department requesting any Transfer of Functions of positions between departments? If so, please explain	No		
8. INTERIM EXCEPTIONS. Is the department requesting any interim exceptions (new positions that are 1.0 FTE rather than 0.77)? If so, for what reason are is the request being made?			
9. FELLOWSHIP PROGRAMS. Did the department apply to any citywide fellowship programs, including San Francisco Fellows, the Fish Fellowship, or the 1249 HR Analyst Trainee Program?			
10. BUDGET EQUITY. How will your department support advancing racial equity through its services to the community and within your organization, including the goals and actions identified in the Racial Equity Action Plan?	The proposed budget includes funding for Leadership and Workforce Development initiatives in the SFERS Racial Equity Plan and an increase in the Mayor's Youth Program		

BUDGET FORM 1B: Target Proposal
FY 2021-22 and FY 2022-23

*Only applicable for departments with General Fund Targets

Please run Oracle Business Intelligence Reports 15.40.001 & 15.40.002, aka "Target Reports" and include with budget submission to reflect Efficiency/Reduction Target proposal is loaded in the budget system.



Select a Report	Budget Year	Snapshot	Department
15.40.002 GFS Target & Non-GFS Balance - Dept Summary	2022	Current	RET

CY	2021	Phase CY	2020-2021	Phase BY	2021-2022	Phase BY+1	2022-2023	BY+1	2023

Department: RET Ret (General Fund Supported)

		BY General Fund Supported			BY+1 General Fund Supported		
Account Lvl 2 Code	Category	BY Base	BY DEPT + MYR Changes	BY MYR Proposed Amt	BY+1 Base	BY+1 DEPT + MYR Changes	BY+1 MYR Proposed Amt
EXPENDITURE	Mandatory Fringe Benefits	216,968	36,351	253,319	218,528	45,567	264,095
	Materials & Supplies	5,000	0	5,000	5,000	0	5,000
	Non-Personnel Services	221,500	(3,250)	218,250	221,500	16,750	238,250
	Salaries	546,157	82,667	628,824	568,391	105,745	674,136
	Services Of Other Depts	609,569	(313,268)	296,301	609,569	(313,268)	296,301
		1,599,194	**(197,500)**	**1,401,694**	**1,622,988**	**(145,206)**	**1,477,782**
REVENUE	Charges for Services	1,796,139	0	1,796,139	1,796,139	0	1,796,139
	Interest & Investment Income	1,000	0	1,000	1,000	0	1,000
		1,797,139	**0**	**1,797,139**	**1,797,139**	**0**	**1,797,139**

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General Fund Support - BY Target vs Mayor Proposed

Department Reduction Target	Baseline Target	BY MYR Proposed GFS	Amt Over (Under) Target
0	(197,945)	(395,445)	(197,500)

General Fund Support - BY+ 1 Target vs Mayor Proposed

BY+1 Department Reduction Target	BY+1 Baseline Target	BY+1 MYR Proposed GFS	BY+1 Amt Over (Under) Target
0	(174,151)	(319,357)	(145,206)

Non-General Fund Support - Revenue Balance

Revenue Total : 40,407,974

Expenditure Total : 42,657,311

Revenue Surplus(Deficit) : (2,249,337)

Non-General Fund Support - BY +1 Revenue Balance

Revenue Total : 40,607,974

Expenditure Total : 39,690,970

Revenue Surplus(Deficit) : 917,004

15.40.002 Target & Non GFS Balance - Dept Summary

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Department		BY Non General Fund Supported			BY+1 Non General Fund Supported		
		Revenue Total	Expenditure Total	Revenue Surplus(Deficit)	Revenue Total	Expenditure Total	Revenue Surplus (Deficit)
RET	RET Retirement System	40,261,985	41,150,559	(888,574)	40,261,985	36,634,662	3,627,323

BUDGET FORM 1C: Department Budget Summary
FY 2021-22 and FY 2022-23

Please run Oracle Business Intelligence Report 15.50.012 Department Total Budget Historical Comparison and include with budget submission.

RET Retirement System

Authorized Positions	2020-2021 Original Budget	2021-2022 Proposed Budget	Change From 2020-2021	2022-2023 Proposed Budget	Change From 2021-2022
Total Authorized	106.83	115.32	8.49	121.53	6.21
Non-Operating Positions (cap/other)					
Net Operating Positions	**106.83**	**115.32**	**8.49**	**121.53**	**6.21**
Sources					
Interest & Investment Income	254,775	401,000	146,225	401,000	
Charges for Services	1,740,460	1,796,139	55,679	1,796,139	
Contributions Ret/HSS/HlthCare	37,794,402	39,897,974	2,103,572	40,097,974	200,000
Expenditure Recovery	110,000	110,000		110,000	
General Fund Support	(183,304)	(395,445)	(212,141)	(319,357)	76,088
Sources Total	**39,716,333**	**41,809,668**	**2,093,335**	**42,085,756**	**276,088**
Uses - Operating Expenditures					
Salaries	17,202,449	19,512,596	2,310,147	21,445,065	1,932,469
Mandatory Fringe Benefits	6,821,147	7,567,439	746,292	8,040,505	473,066
Non-Personnel Services	5,750,485	5,211,230	(539,255)	5,106,230	(105,000)
Capital Outlay	73,368	38,602	(34,766)	19,385	(19,217)
Materials & Supplies	255,000	295,000	40,000	295,000	
Overhead and Allocations	62,151	62,151		62,151	
Services Of Other Depts	5,586,191	6,194,860	608,669	6,200,416	5,556
Unappropriated Rev-Designated	3,965,542	5,177,127	1,211,585		(5,177,127)
Uses Total	**39,716,333**	**44,059,005**	**4,342,672**	**41,168,752**	**(2,890,253)**
Uses - Division Description					
RET Administration	12,478,438	14,467,423	1,988,985	9,499,087	(4,968,336)
RET Health Care Trust	2,117,865	1,509,315	(608,550)	1,509,315	
RET Investment	9,212,239	10,831,205	1,618,966	12,318,187	1,486,982
RET Retirement Services	14,349,635	15,849,368	1,499,733	16,364,381	515,013
RET SF Deferred Comp Program	1,558,156	1,401,694	(156,462)	1,477,782	76,088
Uses by Division Total	**39,716,333**	**44,059,005**	**4,342,672**	**41,168,752**	**(2,890,253)**

Budget System Report 15.30.005 filtered on Regular Revenues																												FY 2021-22			FY 2022-23			FORMULA	FILL IN
GFS Type	Dept	Dept Division	Division Description	Dept Section	Section Description	Dept ID	Dept ID Description	Fund ID	Fund Title	Project ID	Project Title	Activity ID	Activity Title	Authority ID	Authority Title	Account Lvl 5	Account Lvl 5 Name	Account ID	Account Title	TRIO ID	TRIO Title	AAO Category	AAO Title	Change Type Title	Change Type Code	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	Change submitted?	Revenue Description & Explanation of Change
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	470199	4700Contri	470199	Emp Retirement Contributions		Unspecified	D01	Regular Revenues	On-Going	4	$37,651,620	$37,651,620	$0	$37,651,620	$37,851,620	200,000.00	YES	Increase attributed to cost of living wage increases per MOU

Budget System Report 15.30.005 filtered on Regular Revenues																											FY 2021-22			FY 2022-23			FORMULA	FILL IN
GFS Type	**Dept**	**Dept Division**	**Division Description**	**Dept Section**	**Section Description**	**Dept ID**	**Dept ID Description**	**Fund ID**	**Fund Title**	**Project ID**	**Project Title**	**Activity ID**	**Activity Title**	**Authority ID**	**Authority Title**	**Account Lvl 5**	**Account Lvl 5 Name**	**Account ID**	**Account Title**	**TRIO ID**	**TRIO Title**	**AAO Category**	**AAO Title**	**Change Type Title**	**Change Type Code**	**Start Dept Amt**	**End Dept Amt**	**Var Dept Amt**	**Start BY+1 Dept Amt**	**End BY+1 Dept Amt**	**Var BY+1 Dept Amt**	**Change submitted?**	**Revenue Description & Explanation of Change**
Self Supporting	RET	207981	RET Health Care Trust			207981	RET Health Care Trust	31440	Health Care-Prop B Trust Fund	10026788	RS Administration	1	RS Administration	10000	Operating	430150	4300IntInv	430150	Interest Earned - Pooled Cash		Unspecified	D01	Regular Revenues	On-Going	4	$4,011	$150,000	$145,989	$4,011	$150,000	145,989.00	YES	Revenue increase due to the increase of total account balance in the City Cash Pool

Budget System Report 15.30.005 filtered on Regular Revenues																											FY 2021-22			FY 2022-23			FORMULA	FILL IN
GFS Type	Dept	Dept Division	Division Description	Dept Section	Section Description	Dept ID	Dept ID Description	Fund ID	Fund Title	Project ID	Project Title	Activity ID	Activity Title	Authority ID	Authority Title	Account Lvl 5	Account Lvl 5 Name	Account ID	Account Title	TRIO ID	TRIO Title	AAO Category	AAO Title	Change Type Title	Change Type Code	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	Change submitted?	Revenue Description & Explanation of Change
																																NO

Budget Form 2B: Schedule of Licenses, Permits, Fines & Service Charges

DEPARTMENT: San Francisco City and County Employees' Retirement System

Inflation Factor for FY 2021-22 Fee Auto Increase as per Code Section **	
Inflation Factor for FY 2022-23 Fee Auto Increase as per Code Section **	

CPI will be updated in January 2021. Call Controller's Budget Office to confirm CPI before submitting.

TABLE 1 - MODIFIED AND NEW FEES

Item	Fee Status M/N	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	Project Title	Activity Code	Activity Title	Unit Basis (e.g.. per sq. ft./)	FY 2020-21 Fee	FY 2020-21 Units (Est.)	FY 2020-21 Revenue Proposed	FY 2020-21 Cost Recovery (Est.)		FY 2021-22 Fee **	FY 2021-22 Units (Est.)	FY 2021-22 Revenue Proposed	FY 2021-22 Cost Recovery (Est.)		FY 2022-23 Fee **	FY 2022-23 Units (Est.)	FY 2022-23 Revenue Proposed	FY 2022-23 Cost Recovery (Est.)		Fiscal Year of Last Increase	Fee Prior to Last Increase
1																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
2																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
3																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
4																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
5																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
6																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
7																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
8																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
9																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
10																		$ -		$ -			$ -		$ -			$ -		$ -				$ -

Not Applicable

TABLE 2 - CONTINUING FEES

Item	Fee Status	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	Project Title	Activity Code	Activity Title	Unit Basis (e.g.. per sq. ft./)	FY 2020-21 Fee	FY 2020-21 Units (Est.)	FY 2020-21 Revenue Proposed	FY 2020-21 Cost Recovery (Est.)		FY 2021-22 Fee **	FY 2021-22 Units (Est.)	FY 2021-22 Revenue Proposed	FY 2021-22 Cost Recovery (Est.)		FY 2022-23 Fee **	FY 2022-23 Units (Est.)	FY 2022-23 Revenue Proposed	FY 2022-23 Cost Recovery (Est.)		Fiscal Year of Last Increase	Fee Prior to Last Increase
11																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
12																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
13																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
14																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
15																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
16																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
17																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
18																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
19																		$ -		$ -			$ -		$ -			$ -		$ -				$ -
20																		$ -		$ -			$ -		$ -			$ -		$ -				$ -

Fee Status:
- C Continuing
- M Modified
- N New
- D Discontinued

Note:

**** If Auto CPI adjustment = Yes, FY 2021-22 and FY 2022-23 Fee will be automatically generated based on the inflation factor determined by the Controller.**
If Auto CPI adjustment = No, FY 2021-22 and FY 2022-23 Fee will remain the same as previous year or entered by dept according to Code Authorization.

Budget Form 2C: Fee Cost Recovery

PLEASE FILL OUT HIGHLIGHTED AREAS AND PROVIDE A DETAILED DESCRIPTION OF THE SERVICE

DEPARTMENT: San Francisco City and County Employees' Retirement System

Fee Name:	Fee XYZ		**Department Providing Service:**	Department ABC
			Fee Administrator:	Jane Smart
	Numeric Code	**Title**	**Code Authorization/**	
PS Department of Proposed Revenue:	XXXXXX		**Proposed Fee Ordinance/File No:**	Admin Code Section X.X
PS Fund of Proposed Revenue:	XXXXX			
PS Authority of Proposed Revenue:	XXXXX		**Proposed Fee (FY 2022-23):**	**$ 44.00** (1)
PS Project of Proposed Revenue:	XXXXXXXX		**Proposed Fee (FY 2021-22):**	**$ 42.00** (2)
PS Activity of Proposed Revenue:	XXXX		**Current Fee (FY 2020-21):**	**$ 40.00** (3)
PS Account of Proposed Revenue:	XXXXXX			
Fee Status (New/Modified):	New			
Fee Status (New/Modified):	New			

Not Applicable

Detailed Service Description:

Please provide description of service

Proposed Fee (FY 2022-23):	$	44.00	**FY 2022-23 Proposed Fee Increase/Decrease:**	$ 2.00
Proposed Fee (FY 2021-22):	$	42.00	**FY 2022-23 % Proposed Fee Change from FY 2020-21 Fee:**	4.76%
Current Fee (FY 2020-21):	$	40.00	**FY 2021-22 Proposed Fee Increase/Decrease:**	$ 2.00
			FY 2021-22 % Proposed Fee Change from Current Fee:	5.00%
Fee Prior to Current:	$	38.00	**Fiscal Year of Prior Fee Change:**	2010-11
Current Fee Increase/Decrease from Prior Fee:	$	2.00	**% Current Fee Change from Prior Fee:**	5.26%

FY2021-22

ESTIMATED REVENUE DERIVED FROM SERVICE

A	**Quantity Estimated (# of Units of Service Provided)**		**5,000**
B	**Fee per Unit (*Proposed*)**	$	**42**
C	**FY 2021-22 Revenue Budgeted (A x B)**	$	**210,000**

ESTIMATED COSTS TO PROVIDE SERVICE - USE WORKSHEET 21-22, BELOW

			FY 2021-22 Estimated Cost	% of Total
D	**Direct Costs**			
	Productive Labor & Benefits (0.75 of 2021-22 Salary & MFB)		$ 313,702	59.25%
	Leave & Non-Productive Time (0.25 of FY 2021-22 Salary & MFB)		$ 104,567	19.75%
	Space Rental Equivalent		$ 15,000	2.83%
	Materials & Supplies		$ -	0.00%
	Other (Please Describe on Worksheet)		$ -	0.00%
E	**Indirect Costs**	**Rate**		
	Departmental Overhead	20.00%	$ 83,654	15.80%
	Central Services Overhead	3.00%	$ 12,548	2.37%
F	**FY 2021-22 Direct & Indirect Costs**		**$ 529,471**	**100.00%**

G	**FY 2021-22 Revenue Recovery Rate (C/F):**		**39.66%**
H	**Required Fee For 100% Cost Recovery (F/A)**	$	**105.89**
I	**Over (+) or Under (-) 100% Cost Recovery (B-H)**		**($63.89)**
J	**FY 2020-21 Estimated Revenue [(2) x A]:**	$	**210,000.00**
K	**FY 2019-20 Estimated Revenue [(3) x A]:**	$	**200,000.00**
L	**FY 2010-21 Estimated Revenue Increase/Decrease Based on Proposed Fee [J -K]:**	$	**10,000.00**

FY2022-23

ESTIMATED REVENUE DERIVED FROM SERVICE

A	**Quantity Estimated (# of Units of Service Provided)**		**5,000**
B	**Fee per Unit (*Proposed*)**	$	**44**
C	**FY 2021-22 Revenue Budgeted (A x B)**	$	**220,000**

ESTIMATED COSTS TO PROVIDE SERVICE - USE WORKSHEET 22-23, BELOW

			FY 2021-22 Estimated Cost	% of Total
D	**Direct Costs**			
	Productive Labor & Benefits (0.75 of 2022-23 Salary & MFB)		$ -	#DIV/0!
	Leave & Non-Productive Time (0.25 of FY 2022-23 Salary & MFB)		$ -	#DIV/0!
	Space Rental Equivalent		$ -	#DIV/0!
	Materials & Supplies		$ -	#DIV/0!
	Other (Please Describe on Worksheet)		$ -	0.00%
E	**Indirect Costs**	**Rate**		
	Departmental Overhead	0.00%	$ -	#DIV/0!
	Central Services Overhead	3.00%	$ -	#DIV/0!
F	**FY 2022-23 Direct & Indirect Costs**		**$ -**	**#DIV/0!**

G	**FY 2022-23 Revenue Recovery Rate (C/F):**		**#DIV/0!**
H	**Required Fee For 100% Cost Recovery (F/A):**	$	**-**
I	**Over (+) or Under (-) 100% Cost Recovery (B-H):**		**$44.00**
J	**FY 2022-23 Estimated Revenue [(1) x A]:**	$	**220,000.00**

K	FY 2021-22 Estimated Revenue [(2) x A]:	$	210,000.00
L	FY 2022-23 Estimated Revenue Increase/Decrease Based on Proposed Fee [J - K]:	$	10,000.00

Worksheet 21-22

Estimated Costs Worksheet FY 2021-22

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

JobClass	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

Job Class	Job Class Title	Salary and Benefits Amount per FTE	Hours Worked	Hourly Rate	Salary and Benefits Amount
1234	Test	$145,000.00	6000.0	$69.71	$418,269.23
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:	**$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
1	15000	Payment facility
2		
3		
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
1		
2		
3		
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.

	Cost	Description
1		
2		
3		
Total:	**$0.00**	

Indirect Costs

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

Worksheet 22-23

Estimated Costs Worksheet FY 2022-23

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

JobClass	Job Class Title	Description of Work	Hours per Unit of Service

Please fill out the Salary and Benefits Amount per FTE column

Job Class	Job Class Title	Salary and Benefits Amount per FTE	Hours Worked	Hourly Rate	Salary and 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:	**$0.00**

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
1		
2		
3		
Total:	**$0.00**	

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
1		
2		
3		
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.

	Cost	Description
1		
2		
3		
Total:	**$0.00**	

Indirect Costs

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

BUDGET FORM 1D: IDS Detail
FY 2021-22 and FY 2022-23

Work Order Changes - If any departmental Inter-Departmental Service (IDS) changes are proposed within the mandatory reductions described in Form 1A, please highlight below

Proposed IDS Changes (486XXX) *If recovery changes will impact GF requesting department budgets, please specify that impact in columns B-C	FY 21-22 GF Savings (Please specify GF impact)	FY 22-23 GF Savings (Please specify GF impact)	Partner Department Code	Confirm here that partner department is in agreement:	Please briefly describe justification for the change and the impact on your department

Not Applicable

Proposed IDS Changes (581XXX)	FY 21-22 GF Savings (Please specify GF impact)	FY 22-23 GF Savings (Please specify GF impact)	Partner Department Code	Confirm here that partner department is in agreement:	Please briefly describe justification for the change and the impact on your department
581270 - City Attorny Work Order	(300,000)	(300,000)	229042	No	Reduction of $300,000 in City Attorney work order - no anticipated work associated with recordkeeper contract.
581270 - City Attorny Work Order	817,295	821,933	229042	Yes	Proposed IDS budgest include funding for one additional Deputy City Attorney 8177 position and increase in caseload.
581170 - GF-Risk Management Svcs (AAO)	190	1,108	228860	Yes	The change is due to pricing increase.
581470 - GF-HR-Client Svc-Recrut-Assess	190	190	232025	Yes	The change is due to COLA
581480 - GF-HR-Employee Relations	271	271	232024	Yes	The change is due to COLA
581660 - GF-Chf-Youth Works	4,536	4,536	229218	Yes	The increase is attributed to funding for two summer youth workers per department Racial Equity Plan.

BUDGET FORM 3A: Expenditure Changes
DEPARTMENT: San Francisco City and County Employees' Retirement System Fund 31330
Please identify proposed expenditure changes from the FY 2021-22 and FY 2022-23 Base Budget at the account level.

Note: To submit this information, run the **15.30.005 Snapshot Comparison (Audit Trail)** report from the budget system.
Select the following criteria before running the report:
Budget Year: **2022**
Before Snapshot: **Start of Dept**
After Snapshot: **Current**
GFS Type: Do not select a value.
Select dropdown option "Department Phase" after report has loaded.
Filter report on "AAO Title" field to only display "Gross Expenditures".
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.

																											Total BY Expenditure Variance:		2,247,802.00	Total BY+1 Expenditure Variance:		3,797,358.00		
Budget System Report 15.30.005 filtered on Gross Expenditures																											FY 2021-22			FY 2022-23			FORMULA	FILL IN
GFS Type	Dept	Dept Division	Division Description	Dept Section	Section Description	Dept ID	Dept ID Description	Fund ID	Fund Title	Project ID	Project Title	Activity ID	Activity Title	Authority ID	Authority Title	Account Lvl 5	Account Lvl 5 Name	Account ID	Account Title	TRIO ID	TRIO Title	AAO Category	AAO Title	Change Type Title	Change Type Code	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	Change submitted?	Explanation of Change
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	501010	5010Salary	501010	Perm Salaries-Misc-Regular		Unspecified	J01	Gross Expenditures	On-Going	4	$5,813,532	$5,882,998	$69,466	$6,103,260	$6,411,426	$308,166	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	505010	5010Salary	505010	Temp Misc Regular Salaries		Unspecified	J01	Gross Expenditures	On-Going	4	$533,050	$587,972	$54,922	$533,050	$587,972	$54,922	YES	To provide funds for temporary help required by fluctuating workload and special projects.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	513010	5130Fringe	513010	Retire City Misc		Unspecified	J01	Gross Expenditures	On-Going	4	$1,261,730	$1,276,946	$15,216	$1,195,050	$1,255,476	$60,426	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	514010	5130Fringe	514010	Social Security (OASDI & HI)		Unspecified	J01	Gross Expenditures	On-Going	4	$378,747	$386,459	$7,712	$394,654	$417,165	$22,511	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	514020	5130Fringe	514020	Social Sec-Medicare(HI Only)		Unspecified	J01	Gross Expenditures	On-Going	4	$92,823	$94,626	$1,803	$97,025	$102,289	$5,264	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	515010	5130Fringe	515010	Health Service-City Match		Unspecified	J01	Gross Expenditures	On-Going	4	$236,909	$239,952	$3,043	$251,127	$262,595	$11,468	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	515710	5130Fringe	515710	Dependent Coverage		Unspecified	J01	Gross Expenditures	On-Going	4	$516,055	$524,761	$8,706	$547,006	$576,114	$29,108	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	516010	5130Fringe	516010	Dental Coverage		Unspecified	J01	Gross Expenditures	On-Going	4	$60,732	$61,695	$963	$63,145	$66,375	$3,230	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	517010	5130Fringe	517010	Unemployment Insurance		Unspecified	J01	Gross Expenditures	On-Going	4	$6,404	$6,528	$124	$6,689	$7,052	$363	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	519120	5130Fringe	519120	Long Term Disability Insurance		Unspecified	J01	Gross Expenditures	On-Going	4	$17,184	$17,429	$245	$18,040	$19,167	$1,127	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	521030	5210NPSvcs	521030	Air Travel - Employees		Unspecified	J01	Gross Expenditures	On-Going	4	$5,600	$2,000	($3,600)	$5,600	$7,600	$2,000	YES	FY22 proposed budget is one-half of pre-COVID approved budget. FY23 proposed budget is increased back to pre-COVID budget.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	521050	5210NPSvcs	521050	Non-Air Travel - Employees		Unspecified	J01	Gross Expenditures	On-Going	4	$10,400	$8,000	($2,400)	$10,400	$12,400	$2,000	YES	FY22 proposed budget is one-half of pre-COVID approved budget. FY23 proposed budget is increased back to pre-COVID budget.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	522000	5210NPSvcs	522000	Training - Budget		Unspecified	J01	Gross Expenditures	On-Going	4	$37,050	$62,050	$25,000	$37,050	$62,050	$25,000	YES	The change is due to new department initiative under department Racial Equity Plan.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	524010	5210NPSvcs	524010	Membership Fees		Unspecified	J01	Gross Expenditures	On-Going	4	$2,165	$2,210	$45	$2,165	$2,210	$45	YES	The change is due to pricing increase.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	527000	5210NPSvcs	527000	Prof & Specialized Svcs-Bdgt		Unspecified	J01	Gross Expenditures	On-Going	4	$855,000	$1,035,000	$180,000	$855,000	$855,000	$0	YES	FY22 increase is due to professional service provided by a website redesign consultant.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	581270	5810OthDep	581270	GF-City Attorney-Legal Service		Unspecified	J01	Gross Expenditures	On-Going	4	$1,825,000	$2,642,295	$817,295	$1,825,000	$2,646,933	$821,933	YES	Proposed IDS budget include funding for one additional Deputy City Attorney position - add'l salary and fringe benefits.
Self Supporting	RET	232318	RET Retirement Services			232318	RET Retirement Services	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	581650	5810OthDep	581650	Leases Paid To Real Estate		Unspecified	J01	Gross Expenditures	On-Going	4	$1,653,496	$1,154,944	($498,552)	$1,653,496	$1,154,944	($498,552)	YES	The reduction is due to the change in office space.
Self Supporting	RET	232319	RET Investment			232319	RET Investment	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	501010	5010Salary	501010	Perm Salaries-Misc-Regular		Unspecified	J01	Gross Expenditures	On-Going	4	$4,301,086	$5,132,982	$831,896	$4,515,463	$6,306,149	$1,790,686	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232319	RET Investment			232319	RET Investment	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	513010	5130Fringe	513010	Retire City Misc		Unspecified	J01	Gross Expenditures	On-Going	4	$921641	1099521	177880	871722	1216965	345243	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232319	RET Investment			232319	RET Investment	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	514010	5130Fringe	514010	Social Security (OASDI & HI)		Unspecified	J01	Gross Expenditures	On-Going	4	391456	440783	49327	398626	490892	92266	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232319	RET Investment			232319	RET Investment	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	514020	5130Fringe	514020	Social Sec-Medicare(HI Only)		Unspecified	J01	Gross Expenditures	On-Going	4	113138	125198	12060	116246	142211	25965	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232319	RET Investment			232319	RET Investment	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	515010	5130Fringe	515010	Health Service-City Match		Unspecified	J01	Gross Expenditures	On-Going	4	88340	100787	12447	93645	125706	32061	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232319	RET Investment			232319	RET Investment	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	515710	5130Fringe	515710	Dependent Coverage		Unspecified	J01	Gross Expenditures	On-Going	4	225044	289392	64348	238552	361765	123213	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232319	RET Investment			232319	RET Investment	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	516010	5130Fringe	516010	Dental Coverage		Unspecified	J01	Gross Expenditures	On-Going	4	26162	32947	6785	27203	40371	13168	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232319	RET Investment			232319	RET Investment	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	517010	5130Fringe	517010	Unemployment Insurance		Unspecified	J01	Gross Expenditures	On-Going	4	7803	8635	832	8018	9810	1792	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232319	RET Investment			232319	RET Investment	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	519110	5130Fringe	519110	Flexible Benefit Package		Unspecified	J01	Gross Expenditures	On-Going	4	71062	95811	24749	75333	118153	42820	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232319	RET Investment			232319	RET Investment	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	519120	5130Fringe	519120	Long Term Disability Insurance		Unspecified	J01	Gross Expenditures	On-Going	4	3508	3649	141	3683	4665	982	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	501010	5010Salary	501010	Perm Salaries-Misc-Regular		Unspecified	J01	Gross Expenditures	On-Going	4	3635471	3723320	87849	3816656	3908882	92226	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	513010	5130Fringe	513010	Retire City Misc		Unspecified	J01	Gross Expenditures	On-Going	4	791201	809542	18341	749612	766909	17297	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	514010	5130Fringe	514010	Social Security (OASDI & HI)		Unspecified	J01	Gross Expenditures	On-Going	4	196205	199087	2882	204528	207438	2910	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	514020	5130Fringe	514020	Social Sec-Medicare(HI Only)		Unspecified	J01	Gross Expenditures	On-Going	4	52714	53988	1274	55340	56677	1337	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	515010	5130Fringe	515010	Health Service-City Match		Unspecified	J01	Gross Expenditures	On-Going	4	115012	114057	-955	121914	120902	-1012	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	515710	5130Fringe	515710	Dependent Coverage		Unspecified	J01	Gross Expenditures	On-Going	4	287931	290064	2133	305201	307463	2262	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	516010	5130Fringe	516010	Dental Coverage		Unspecified	J01	Gross Expenditures	On-Going	4	32922	33114	192	34233	34433	200	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	517010	5130Fringe	517010	Unemployment Insurance		Unspecified	J01	Gross Expenditures	On-Going	4	3635	3723	88	3817	3909	92	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	519110	5130Fringe	519110	Flexible Benefit Package		Unspecified	J01	Gross Expenditures	On-Going	4	26458	31815	5357	28048	33727	5679	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	519120	5130Fringe	519120	Long Term Disability Insurance		Unspecified	J01	Gross Expenditures	On-Going	4	9646	9259	-387	10125	9719	-406	YES	Increase due to changse of positions and base pay increases.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	521000	5210NPSvcs	521000	Travel-Budget		Unspecified	J01	Gross Expenditures	On-Going	4	16000	10000	-6000	16000	10000	-6000	YES	The proposed budgets are one-half of pre-COVID approved budget.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	522000	5210NPSvcs	522000	Training - Budget		Unspecified	J01	Gross Expenditures	On-Going	4	76650	68650	-8000	76650	68650	-8000	YES	The proposed budgets are reduced due to COVID Shelter-in-Place restrictions.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	527000	5210NPSvcs	527000	Prof & Specialized Svcs-Bdgt		Unspecified	J01	Gross Expenditures	On-Going	4	1235600	1235600	0	1235600	1240600	5000	YES	The change is due to pricing increase.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	530000	5210NPSvcs	530000	Rents-Leases-Bldgs&Struct-Bdgt		Unspecified	J01	Gross Expenditures	On-Going	4	80000	40000	-40000	80000	80000	0	YES	The proposed budget is reduced to reflect Shelter-in-Place restrictions on public meetings.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	540000	5400Mat&Su	540000	Materials & Supplies-Budget		Unspecified	J01	Gross Expenditures	On-Going	4	170000	190000	20000	170000	190000	20000	YES	The change is for disaster preparedness supplies for department staff.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	560000	5600CapOut	560000	Equipment Purchase-Budget		Unspecified	J01	Gross Expenditures	On-Going	4	62290	38602	-23688	0	19385	19385	YES	IT compouter equipment useful life 3 years
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	581170	5810OthDep	581170	GF-Risk Management Svcs (AAO)		Unspecified	J01	Gross Expenditures	On-Going	4	9536	9726	190	9536	10644	1108	YES	The change is due to pricing increase.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	581470	5810OthDep	581470	GF-HR-Client Svc-Recrut-Assess		Unspecified	J01	Gross Expenditures	On-Going	4	6317	6507	190	6317	6507	190	YES	The change is due to COLA
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	581480	5810OthDep	581480	GF-HR-Employee Relations		Unspecified	J01	Gross Expenditures	On-Going	4	9036	9307	271	9036	9307	271	YES	The change is due to COLA
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	581650	5810OthDep	581650	Leases Paid To Real Estate		Unspecified	J01	Gross Expenditures	On-Going	4	196726	519802	323076	196726	519802	323076	YES	The increase is due to the change in office space.
Self Supporting	RET	232320	RET Administration			232320	RET Administration	31330	Employees Retirement Trust	10026788	RS Administration	1	RS Administration	10000	Operating	581660	5810OthDep	581660	GF-ChF-Youth Works		Unspecified	J01	Gross Expenditures	On-Going	4	4536	9072	4536	4536	9072	4536	YES	The increase is attributed to funding for two summer youth workers per department Racial Equity Plan.

BUDGET FORM 3A: Expenditure Changes
DEPARTMENT: San Francisco City and County Deferred Compensation Program Fund 10020
Please identify proposed expenditure changes from the FY 20221-22 and FY 2022-23 Base Budget at the account level.

Note: To submit this information, run the **15.30.005 Snapshot Comparison (Audit Trail)** report from the budget system.
Select the following criteria before running the report:
Budget Year: **2022**
Before Snapshot: **Start of Dept**
After Snapshot: **Current**
GFS Type: Do not select a value.
Select dropdown option "Department Phase" after report has loaded.
Filter report on "AAO Title" field to only display "Gross Expenditures".
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.

																									Total BY Expenditure Variance:		(197,500.00)	Total BY+1 Expenditure Variance:		(145,206.00)		
Budget System Report 15.30.005 filtered on Gross Expenditures																									FY 2021-22			FY 2022-23			FORMULA	FILL IN
GFS Type	Dept	Dept Division	Division Description	Dept ID	Dept ID Description	Fund ID	Fund Title	Project ID	Project Title	Activity ID	Activity Title	Authority ID	Authority Title	Account Lvl 5	Account Lvl 5 Name	Account ID	Account Title	TRIO ID	TRIO Title	AAO Category	AAO Title	Change Type Title	Change Type Code	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	Change submitted?	Explanation of Change
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	501010	5010Salary	501010	Perm Salaries-Misc-Regular		Unspecified	J01	Gross Expenditures	On-Going	4	78509	161176	82667	82422	188167	105745	YES	Increase due to change of positions and base pay increases.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	513010	5130Fringe	513010	Retire City Misc		Unspecified	J01	Gross Expenditures	On-Going	4	17197	34653	17456	16304	36538	20234	YES	Increase due to change of positions and base pay increases.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	514010	5130Fringe	514010	Social Security (OASDI & HI)		Unspecified	J01	Gross Expenditures	On-Going	4	4868	9993	5125	5110	11666	6556	YES	Increase due to change of positions and base pay increases.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	514020	5130Fringe	514020	Social Sec-Medicare(HI Only)		Unspecified	J01	Gross Expenditures	On-Going	4	1138	2337	1199	1195	2728	1533	YES	Increase due to change of positions and base pay increases.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	515010	5130Fringe	515010	Health Service-City Match		Unspecified	J01	Gross Expenditures	On-Going	4	4966	8790	3824	5264	10528	5264	YES	Increase due to change of positions and base pay increases.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	515710	5130Fringe	515710	Dependent Coverage		Unspecified	J01	Gross Expenditures	On-Going	4	9673	17121	7448	10253	20506	10253	YES	Increase due to change of positions and base pay increases.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	516010	5130Fringe	516010	Dental Coverage		Unspecified	J01	Gross Expenditures	On-Going	4	1161	2055	894	1207	2414	1207	YES	Increase due to change of positions and base pay increases.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	517010	5130Fringe	517010	Unemployment Insurance		Unspecified	J01	Gross Expenditures	On-Going	4	79	161	82	82	188	106	YES	Increase due to change of positions and base pay increases.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	519120	5130Fringe	519120	Long Term Disability Insurance		Unspecified	J01	Gross Expenditures	On-Going	4	307	630	323	322	736	414	YES	Increase due to change of positions and base pay increases.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	17410	RS Employee Deferred Compensat	521030	5210NPSvcs	521030	Air Travel - Employees		Unspecified	J01	Gross Expenditures	On-Going	4	3000	1000	-2000	3000	1000	-2000	YES	The proposed budget is one-half of pre-COVID approved budget.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	17410	RS Employee Deferred Compensat	521050	5210NPSvcs	521050	Non-Air Travel - Employees		Unspecified	J01	Gross Expenditures	On-Going	4	2000	750	-1250	2000	750	-1250	YES	The proposed budget is one-half of pre-COVID approved budget.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	17410	RS Employee Deferred Compensat	527000	5210NPSvcs	527000	Prof & Specialized Svcs-Bdgt		Unspecified	J01	Gross Expenditures	On-Going	4	210000	210000	0	210000	230000	20000	YES	The change is due to pricing increase.
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	17410	RS Employee Deferred Compensat	581270	5810OthDep	581270	GF-City Attorney-Legal Service		Unspecified	J01	Gross Expenditures	On-Going	4	500000	200000	-300000	500000	200000	-300000	YES	Reduction of $300,000 in City Attorney work order - no anticipated work associated with recordkeeper contract
GFS	RET	207980	RET SF Deferred Comp Program	207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	17410	RS Employee Deferred Compensat	581650	5810OthDep	581650	Leases Paid To Real Estate		Unspecified	J01	Gross Expenditures	On-Going	4	109569	96301	-13268	109569	96301	-13268	YES	The increase is due to the change in office space.

BUDGET FORM 3A: Expenditure Changes
DEPARTMENT: San Francisco City and County Retiree Health Care Trust Fund Fund 31440
Please identify proposed expenditure changes from the FY 2022-22 and FY 2022-23 Base Budget at the account level.

Note: To submit this information, run the **15.30.005 Snapshot Comparison (Audit Trail)** report from the budget system.
Select the following criteria before running the report:
Budget Year: **2022**
Before Snapshot: **Start of Dept**
After Snapshot: **Current**
GFS Type: Do not select a value.
Select dropdown option "Department Phase" after report has loaded.
Filter report on "AAO Title" field to only display "Gross Expenditures".
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.

																										Total BY Expenditure Variance:		(741,050.00)	Total BY+1 Expenditure Variance:		(741,050.00)		
Budget System Report 15.30.005 filtered on Gross Expenditures																										FY 2021-22			FY 2022-23			FORMULA	FILL IN
GFS Type	Dept	Dept Division	Division Description	Dept Section	Section Description	Dept ID	Dept ID Description	Fund ID	Fund Title	Project ID	Project Title	Activity ID	Activity Title	Authority ID	Authority Title	Account Lvl 5	Account Lvl 5 Name	Account ID	Account Title	TRIO ID	TRIO Title	AAO Category	AAO Title	Change Type Title	Change Type Code	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	Change submitted?	Explanation of Change
Self Supporting	RET	207981	RET Health Care Trust			207981	RET Health Care Trust	31440	Health Care-Prop B Trust Fund	10026788	RS Administration	1	RS Administration	10000	Operating	519010	5130Fringe	519010	Fringe Adjustments-Budget		Unspecified	J01	Gross Expenditures	On-Going	4	$70,000	$0	($70,000)	$70,000	$0	($70,000)	YES	To correct the prior incorrect base budget.
Self Supporting	RET	207981	RET Health Care Trust			207981	RET Health Care Trust	31440	Health Care-Prop B Trust Fund	10026788	RS Administration	1	RS Administration	10000	Operating	524010	5210NPSvcs	524010	Membership Fees		Unspecified	J01	Gross Expenditures	On-Going	4	$1,365	$1,315	($50)	$1,365	$1,315	($50)	YES	Price adjustments in Professional membership fees.
Self Supporting	RET	207981	RET Health Care Trust			207981	RET Health Care Trust	31440	Health Care-Prop B Trust Fund	10026788	RS Administration	1	RS Administration	10000	Operating	527000	5210NPSvcs	527000	Prof & Specialized Svcs-Bdgt		Unspecified	J01	Gross Expenditures	On-Going	4	$1,938,000	$1,097,000	($841,000)	$1,938,000	$1,097,000	($841,000)	YES	Price adjustments in Professional Service Contracts.
Self Supporting	RET	207981	RET Health Care Trust			207981	RET Health Care Trust	31440	Health Care-Prop B Trust Fund	10026788	RS Administration	1	RS Administration	10000	Operating	581270	5810OthDep	581270	GF-City Attorney-Legal Service		Unspecified	J01	Gross Expenditures	On-Going	4	$100,000	$200,000	$100,000	$100,000	$200,000	$100,000	YES	The increase is due to legal counsel on RHCTF-related investment contract caseload.
Self Supporting	RET	207981	RET Health Care Trust			207981	RET Health Care Trust	31440	Health Care-Prop B Trust Fund	10026788	RS Administration	1	RS Administration	10000	Operating	581910	5810OthDep	581910	GF-Registrar Of Voters		Unspecified	J01	Gross Expenditures	On-Going	4	$0	$70,000	$70,000	$0	$70,000	$70,000	YES	Proposed budget is for RHCTF Board election.

BUDGET FORM 3B: Position Changes

DEPARTMENT: San Francisco City and County Employees' Retirement System Fund 31330

Please identify proposed position changes from the FY 2021-22 and FY 2022-23 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 budget system.

Select the following criteria before running the report:

Budget Year: **2022**

Before Snapshot: **Start of Dept**

After Snapshot: **Current**

GFS Type: Do not select a value.

Select dropdown option "Department Phase" after report has loaded.

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

Additionally, layoffs should be further detailed on form 3C.

Total BY FTE Variance: 5.87 **Total BY Amount Variance: 1,459,439.00** **Total BY+1 FTE Variance: 12.09** **Total BY+1 Amount Variance: 3,085,366.00**

Budget System Report 15.30.004 filtered on Gross Expenditures

										FY 2021-22						FY 2022-23						FORMULA		FILL IN
GFS Type	Dept	Dept Division	Division Description	Dept Section	Section Description	Department ID	Class	Job Class Title	Ref No.	Start Dept FTE	End Dept FTE	Var Dept FTE	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept FTE	End BY+1 Dept FTE	Var BY+1 Dept FTE	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	FTE Changes Submitted?	Amount Changes Submitted?	Explanation of FTE and/or Amount Change
Self Supporting	RET	232320	RET Administration			232320	0922_C	Manager I	RS0A	$0	$1	$1	$0	$145,251	$145,251	$0	$1	$1	$0	$152,501	$152,501	YES	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	1764_C	Mail And Reproduction Service Supervisor	RS0A	$0	($1)	($1)	$0	($98,583)	($98,583)	$0	($1)	($1)	$0	($103,504)	($103,504)	YES	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	9991M_Z	One Day Adjustment - Misc	RS0A	$0	$0	$0	$0	$182	$182	$0	$0	$0	$0	$188	$188	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0922_C	Manager I	RS0A	$0	$0	$0	$0	$31,116	$31,116	$0	$0	$0	$0	$29,431	$29,431	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	1764_C	Mail And Reproduction Service Supervisor	RS0A	$0	$0	$0	$0	($21,594)	($21,594)	$0	$0	$0	$0	($20,474)	($20,474)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	9991M_Z	One Day Adjustment - Misc	RS0A	$0	$0	$0	$0	$37	$37	$0	$0	$0	$0	$34	$34	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0922_C	Manager I	RS0A	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	1764_C	Mail And Reproduction Service Supervisor	RS0A	$0	$0	$0	$0	($6,112)	($6,112)	$0	$0	$0	$0	($6,417)	($6,417)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	9991M_Z	One Day Adjustment - Misc	RS0A	$0	$0	$0	$0	$11	$11	$0	$0	$0	$0	$11	$11	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0922_C	Manager I	RS0A	$0	$0	$0	$0	$2,106	$2,106	$0	$0	$0	$0	$2,212	$2,212	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	1764_C	Mail And Reproduction Service Supervisor	RS0A	$0	$0	$0	$0	($1,429)	($1,429)	$0	$0	$0	$0	($1,501)	($1,501)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	9991M_Z	One Day Adjustment - Misc	RS0A	$0	$0	$0	$0	$2	$2	$0	$0	$0	$0	$2	$2	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0922_C	Manager I	RS0A	$0	$0	$0	$0	$4,011	$4,011	$0	$0	$0	$0	$4,252	$4,252	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	1764_C	Mail And Reproduction Service Supervisor	RS0A	$0	$0	$0	$0	($4,966)	($4,966)	$0	$0	$0	$0	($5,264)	($5,264)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0922_C	Manager I	RS0A	$0	$0	$0	$0	$11,806	$11,806	$0	$0	$0	$0	$12,515	$12,515	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	1764_C	Mail And Reproduction Service Supervisor	RS0A	$0	$0	$0	$0	($9,673)	($9,673)	$0	$0	$0	$0	($10,253)	($10,253)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0922_C	Manager I	RS0A	$0	$0	$0	$0	$1,353	$1,353	$0	$0	$0	$0	$1,407	$1,407	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	1764_C	Mail And Reproduction Service Supervisor	RS0A	$0	$0	$0	$0	($1,161)	($1,161)	$0	$0	$0	$0	($1,207)	($1,207)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0922_C	Manager I	RS0A	$0	$0	$0	$0	$145	$145	$0	$0	$0	$0	$152	$152	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	1764_C	Mail And Reproduction Service Supervisor	RS0A	$0	$0	$0	$0	($99)	($99)	$0	$0	$0	$0	($104)	($104)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	9991M_Z	One Day Adjustment - Misc	RS0A	$0	$0	$0	$0	$1	$1	$0	$0	$0	$0	$1	$1	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0922_C	Manager I	RS0A	$0	$0	$0	$0	$5,357	$5,357	$0	$0	$0	$0	$5,679	$5,679	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	1764_C	Mail And Reproduction Service Supervisor	RS0A	$0	$0	$0	$0	($385)	($385)	$0	$0	$0	$0	($404)	($404)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	9991M_Z	One Day Adjustment - Misc	RS0A	$0	$0	$0	$0	($2)	($2)	$0	$0	$0	$0	($2)	($2)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0952_C	Deputy Director II	RS0B	$0	($1)	($1)	$0	($168,121)	($168,121)	$0	($1)	($1)	$0	($176,513)	($176,513)	YES	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0953_C	Deputy Director III	RS0B	$0	$1	$1	$0	$208,959	$208,959	$0	$1	$1	$0	$219,389	$219,389	YES	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	9991M_Z	One Day Adjustment - Misc	RS0B	$0	$0	$0	$0	$161	$161	$0	$0	$0	$0	$165	$165	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0952_C	Deputy Director II	RS0B	$0	$0	$0	$0	($36,014)	($36,014)	$0	$0	$0	$0	($34,065)	($34,065)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0953_C	Deputy Director III	RS0B	$0	$0	$0	$0	$44,762	$44,762	$0	$0	$0	$0	$42,339	$42,339	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	9991M_Z	One Day Adjustment - Misc	RS0B	$0	$0	$0	$0	$34	$34	$0	$0	$0	$0	$32	$32	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0952_C	Deputy Director II	RS0B	$0	$0	$0	$0	($8,983)	($8,983)	$0	$0	$0	$0	($9,316)	($9,316)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0953_C	Deputy Director III	RS0B	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	To reflect increase in scope of authority and responsibilities

Self Supporting	RET	232320	RET Administration			232320	0952_C	Deputy Director II	RS0B	$0	$0	$0	$0	($2,437)	($2,437)	$0	$0	$0	$0	($2,559)	($2,559)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0953_C	Deputy Director III	RS0B	$0	$0	$0	$0	$3,030	$3,030	$0	$0	$0	$0	$3,181	$3,181	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	9991M_Z	One Day Adjustment - Misc	RS0B	$0	$0	$0	$0	$2	$2	$0	$0	$0	$0	$2	$2	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0952_C	Deputy Director II	RS0B	$0	$0	$0	$0	($4,011)	($4,011)	$0	$0	$0	$0	($4,252)	($4,252)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0953_C	Deputy Director III	RS0B	$0	$0	$0	$0	$4,011	$4,011	$0	$0	$0	$0	$4,252	$4,252	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0952_C	Deputy Director II	RS0B	$0	$0	$0	$0	($11,806)	($11,806)	$0	$0	$0	$0	($12,515)	($12,515)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0953_C	Deputy Director III	RS0B	$0	$0	$0	$0	$11,806	$11,806	$0	$0	$0	$0	$12,515	$12,515	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0952_C	Deputy Director II	RS0B	$0	$0	$0	$0	($1,353)	($1,353)	$0	$0	$0	$0	($1,407)	($1,407)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0953_C	Deputy Director III	RS0B	$0	$0	$0	$0	$1,353	$1,353	$0	$0	$0	$0	$1,407	$1,407	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0952_C	Deputy Director II	RS0B	$0	$0	$0	$0	($168)	($168)	$0	$0	$0	$0	($176)	($176)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0953_C	Deputy Director III	RS0B	$0	$0	$0	$0	$209	$209	$0	$0	$0	$0	$219	$219	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0952_C	Deputy Director II	RS0B	$0	$0	$0	$0	($5,357)	($5,357)	$0	$0	$0	$0	($5,679)	($5,679)	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232320	RET Administration			232320	0953_C	Deputy Director III	RS0B	$0	$0	$0	$0	$5,357	$5,357	$0	$0	$0	$0	$5,679	$5,679	NO	YES	To reflect increase in scope of authority and responsibilities
Self Supporting	RET	232318	RET Retirement Services			232318	1867_C	Auditor I	RS8A	$0	$1	$1	$0	$69,196	$69,196	$0	$1	$1	$0	$94,350	$94,350	YES	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8A	$0	$0	$0	$0	$270	$270	$0	$0	$0	$0	$363	$363	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1867_C	Auditor I	RS8A	$0	$0	$0	$0	$15,157	$15,157	$0	$0	$0	$0	$18,663	$18,663	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8A	$0	$0	$0	$0	$59	$59	$0	$0	$0	$0	$72	$72	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1867_C	Auditor I	RS8A	$0	$0	$0	$0	$4,290	$4,290	$0	$0	$0	$0	$5,849	$5,849	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8A	$0	$0	$0	$0	$17	$17	$0	$0	$0	$0	$23	$23	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1867_C	Auditor I	RS8A	$0	$0	$0	$0	$1,003	$1,003	$0	$0	$0	$0	$1,368	$1,368	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8A	$0	$0	$0	$0	$4	$4	$0	$0	$0	$0	$5	$5	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1867_C	Auditor I	RS8A	$0	$0	$0	$0	$3,043	$3,043	$0	$0	$0	$0	$4,189	$4,189	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1867_C	Auditor I	RS8A	$0	$0	$0	$0	$8,706	$8,706	$0	$0	$0	$0	$11,985	$11,985	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1867_C	Auditor I	RS8A	$0	$0	$0	$0	$963	$963	$0	$0	$0	$0	$1,300	$1,300	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1867_C	Auditor I	RS8A	$0	$0	$0	$0	$69	$69	$0	$0	$0	$0	$95	$95	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1867_C	Auditor I	RS8A	$0	$0	$0	$0	$244	$244	$0	$0	$0	$0	$332	$332	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8A	$0	$0	$0	$0	$1	$1	$0	$0	$0	$0	$1	$1	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1684_C	Auditor II	RS8B	$0	$0	$0	$0	$0	$0	$0	$1	$1	$0	$102,729	$102,729	YES	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$395	$395	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1684_C	Auditor II	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$20,321	$20,321	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$78	$78	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1684_C	Auditor II	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$6,370	$6,370	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$24	$24	NO	YES	New Quality Adult and management support staffing for Operational Risk Management and Quality Assurance strategic initiative

Self Supporting	RET	232318	RET Retirement Services			232318	1684_C	Auditor II	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$1,489	$1,489	NO	YES	New Quality Aduit and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$6	$6	NO	YES	New Quality Aduit and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1684_C	Auditor II	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$3,226	$3,226	NO	YES	New Quality Aduit and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1684_C	Auditor II	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$9,228	$9,228	NO	YES	New Quality Aduit and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1684_C	Auditor II	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$1,001	$1,001	NO	YES	New Quality Aduit and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1684_C	Auditor II	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$103	$103	NO	YES	New Quality Aduit and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	1684_C	Auditor II	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$362	$362	NO	YES	New Quality Aduit and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$1	$1	NO	YES	New Quality Aduit and management support staffing for Operational Risk Management and Quality Assurance strategic initiative
Self Supporting	RET	232318	RET Retirement Services			232318	4331_C	Security Analyst	RS8C	$0	$0	$0	$0	$0	$0	$0	$1	$1	$0	$109,906	$109,906	YES	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$423	$423	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	4331_C	Security Analyst	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$21,210	$21,210	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$82	$82	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	4331_C	Security Analyst	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$6,814	$6,814	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$26	$26	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	4331_C	Security Analyst	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$1,594	$1,594	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$6	$6	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	4331_C	Security Analyst	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$4,053	$4,053	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	4331_C	Security Analyst	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$7,895	$7,895	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	4331_C	Security Analyst	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$929	$929	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	4331_C	Security Analyst	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$110	$110	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	4331_C	Security Analyst	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$429	$429	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232318	RET Retirement Services			232318	9991M_Z	One Day Adjustment - Misc	RS8C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$2	$2	NO	YES	To complete build-out of Investment Operations Unit
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9A	$0	$5	$5	$0	$720,401	$720,401	$0	$6	$6	$0	$982,284	$982,284	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9A	$0	$0	$0	$0	$2,814	$2,814	$0	$0	$0	$0	$3,778	$3,778	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9A	$0	$0	$0	$0	$154,321	$154,321	$0	$0	$0	$0	$189,568	$189,568	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9A	$0	$0	$0	$0	$603	$603	$0	$0	$0	$0	$729	$729	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9A	$0	$0	$0	$0	$41,499	$41,499	$0	$0	$0	$0	$55,894	$55,894	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9A	$0	$0	$0	$0	$162	$162	$0	$0	$0	$0	$215	$215	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9A	$0	$0	$0	$0	$10,446	$10,446	$0	$0	$0	$0	$14,243	$14,243	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9A	$0	$0	$0	$0	$41	$41	$0	$0	$0	$0	$55	$55	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9A	$0	$0	$0	$0	$18,531	$18,531	$0	$0	$0	$0	$25,512	$25,512	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9A	$0	$0	$0	$0	$54,544	$54,544	$0	$0	$0	$0	$75,090	$75,090	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9A	$0	$0	$0	$0	$6,251	$6,251	$0	$0	$0	$0	$8,442	$8,442	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9A	$0	$0	$0	$0	$720	$720	$0	$0	$0	$0	$982	$982	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9A	$0	$0	$0	$0	$3	$3	$0	$0	$0	$0	$4	$4	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9A	$0	$0	$0	$0	$24,749	$24,749	$0	$0	$0	$0	$34,074	$34,074	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1116_C	Managing Director	RS9B	$0	$0	$0	$0	$0	$0	$0	$1	$1	$0	$248,864	$248,864	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$957	$957	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions

Self Supporting	RET	232319	RET Investment			232319	1116_C	Managing Director	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$48,027	$48,027	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$185	$185	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1116_C	Managing Director	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$7,173	$7,173	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$28	$28	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1116_C	Managing Director	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$3,608	$3,608	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$14	$14	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1116_C	Managing Director	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$3,274	$3,274	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1116_C	Managing Director	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$9,637	$9,637	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1116_C	Managing Director	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$1,083	$1,083	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1116_C	Managing Director	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$249	$249	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$1	$1	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1116_C	Managing Director	RS9B	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$4,373	$4,373	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9C	$0	$0	$0	$0	$0	$0	$0	$1	$1	$0	$204,730	$204,730	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$788	$788	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$39,510	$39,510	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$152	$152	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$7,173	$7,173	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$28	$28	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$2,969	$2,969	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$11	$11	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$3,274	$3,274	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$9,637	$9,637	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$1,083	$1,083	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$205	$205	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$1	$1	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9C	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$4,373	$4,373	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9D	$0	$0	$0	$0	$0	$0	$0	$2	$2	$0	$234,294	$234,294	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$901	$901	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$45,216	$45,216	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$174	$174	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$14,346	$14,346	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$55	$55	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$3,397	$3,397	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$13	$13	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$6,451	$6,451	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$18,457	$18,457	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$2,002	$2,002	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$234	$234	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions

Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$1	$1	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$825	$825	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9D	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$3	$3	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9E	$0	$1	$1	$0	$144,907	$144,907	$0	$1	$1	$0	$152,139	$152,139	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9E	$0	($1)	($1)	$0	($135,949)	($135,949)	$0	($1)	($1)	$0	($142,735)	($142,735)	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9E	$0	$0	$0	$0	$35	$35	$0	$0	$0	$0	$36	$36	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9E	$0	$0	$0	$0	$31,041	$31,041	$0	$0	$0	$0	$29,361	$29,361	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9E	$0	$0	$0	$0	($29,122)	($29,122)	$0	$0	$0	$0	($27,546)	($27,546)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9E	$0	$0	$0	$0	$7	$7	$0	$0	$0	$0	$7	$7	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9E	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9E	$0	$0	$0	$0	($8,429)	($8,429)	$0	$0	$0	$0	($8,850)	($8,850)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9E	$0	$0	$0	$0	$2	$2	$0	$0	$0	$0	$2	$2	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9E	$0	$0	$0	$0	$2,101	$2,101	$0	$0	$0	$0	$2,207	$2,207	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9E	$0	$0	$0	$0	($1,971)	($1,971)	$0	$0	$0	$0	($2,070)	($2,070)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9E	$0	$0	$0	$0	$3,952	$3,952	$0	$0	$0	$0	$4,189	$4,189	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9E	$0	$0	$0	$0	($4,966)	($4,966)	$0	$0	$0	$0	($5,264)	($5,264)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9E	$0	$0	$0	$0	$11,307	$11,307	$0	$0	$0	$0	$11,985	$11,985	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9E	$0	$0	$0	$0	($9,673)	($9,673)	$0	$0	$0	$0	($10,253)	($10,253)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9E	$0	$0	$0	$0	$1,250	$1,250	$0	$0	$0	$0	$1,300	$1,300	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9E	$0	$0	$0	$0	($1,161)	($1,161)	$0	$0	$0	$0	($1,207)	($1,207)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9E	$0	$0	$0	$0	$144	$144	$0	$0	$0	$0	$152	$152	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9E	$0	$0	$0	$0	($135)	($135)	$0	$0	$0	$0	($142)	($142)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9E	$0	$0	$0	$0	$510	$510	$0	$0	$0	$0	$536	$536	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9E	$0	$0	$0	$0	($532)	($532)	$0	$0	$0	$0	($558)	($558)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9F	$0	($1)	($1)	$0	($208,350)	($208,350)	$0	($1)	($1)	$0	($218,749)	($218,749)	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9F	$0	$1	$1	$0	$253,242	$253,242	$0	$1	$1	$0	$265,882	$265,882	YES	YES	
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9F	$0	$0	$0	$0	$176	$176	$0	$0	$0	$0	$180	$180	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9F	$0	$0	$0	$0	($44,632)	($44,632)	$0	$0	$0	$0	($42,216)	($42,216)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9F	$0	$0	$0	$0	$54,248	$54,248	$0	$0	$0	$0	$51,312	$51,312	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9F	$0	$0	$0	$0	$38	$38	$0	$0	$0	$0	$35	$35	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9F	$0	$0	$0	$0	($8,983)	($8,983)	$0	$0	$0	$0	($9,316)	($9,316)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9F	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9F	$0	$0	$0	$0	($3,021)	($3,021)	$0	$0	$0	$0	($3,172)	($3,172)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9F	$0	$0	$0	$0	$3,672	$3,672	$0	$0	$0	$0	$3,855	$3,855	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9F	$0	$0	$0	$0	$2	$2	$0	$0	$0	$0	$3	$3	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9F	$0	$0	$0	$0	($4,011)	($4,011)	$0	$0	$0	$0	($4,252)	($4,252)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9F	$0	$0	$0	$0	$4,011	$4,011	$0	$0	$0	$0	$4,252	$4,252	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9F	$0	$0	$0	$0	($11,806)	($11,806)	$0	$0	$0	$0	($12,515)	($12,515)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9F	$0	$0	$0	$0	$11,806	$11,806	$0	$0	$0	$0	$12,515	$12,515	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9F	$0	$0	$0	$0	($1,353)	($1,353)	$0	$0	$0	$0	($1,407)	($1,407)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions

Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9F	$0	$0	$0	$0	$1,353	$1,353	$0	$0	$0	$0	$1,407	$1,407	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9F	$0	$0	$0	$0	($208)	($208)	$0	$0	$0	$0	($219)	($219)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9F	$0	$0	$0	$0	$253	$253	$0	$0	$0	$0	$266	$266	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9F	$0	$0	$0	$0	($5,357)	($5,357)	$0	$0	$0	$0	($5,679)	($5,679)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9F	$0	$0	$0	$0	$5,357	$5,357	$0	$0	$0	$0	$5,679	$5,679	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9G	$0	($1)	($1)	$0	($208,350)	($208,350)	$0	($1)	($1)	$0	($218,749)	($218,749)	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9G	$0	$1	$1	$0	$253,242	$253,242	$0	$1	$1	$0	$265,882	$265,882	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9G	$0	$0	$0	$0	$176	$176	$0	$0	$0	$0	$180	$180	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9G	$0	$0	$0	$0	($44,632)	($44,632)	$0	$0	$0	$0	($42,216)	($42,216)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9G	$0	$0	$0	$0	$54,248	$54,248	$0	$0	$0	$0	$51,312	$51,312	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9G	$0	$0	$0	$0	$38	$38	$0	$0	$0	$0	$35	$35	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9G	$0	$0	$0	$0	($8,983)	($8,983)	$0	$0	$0	$0	($9,316)	($9,316)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9G	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9G	$0	$0	$0	$0	($3,021)	($3,021)	$0	$0	$0	$0	($3,172)	($3,172)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9G	$0	$0	$0	$0	$3,672	$3,672	$0	$0	$0	$0	$3,855	$3,855	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9G	$0	$0	$0	$0	$2	$2	$0	$0	$0	$0	$3	$3	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9G	$0	$0	$0	$0	($4,011)	($4,011)	$0	$0	$0	$0	($4,252)	($4,252)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9G	$0	$0	$0	$0	$4,011	$4,011	$0	$0	$0	$0	$4,252	$4,252	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9G	$0	$0	$0	$0	($11,806)	($11,806)	$0	$0	$0	$0	($12,515)	($12,515)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9G	$0	$0	$0	$0	$11,806	$11,806	$0	$0	$0	$0	$12,515	$12,515	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9G	$0	$0	$0	$0	($1,353)	($1,353)	$0	$0	$0	$0	($1,407)	($1,407)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9G	$0	$0	$0	$0	$1,353	$1,353	$0	$0	$0	$0	$1,407	$1,407	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9G	$0	$0	$0	$0	($208)	($208)	$0	$0	$0	$0	($219)	($219)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9G	$0	$0	$0	$0	$253	$253	$0	$0	$0	$0	$266	$266	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9G	$0	$0	$0	$0	($5,357)	($5,357)	$0	$0	$0	$0	($5,679)	($5,679)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1115_C	Director	RS9G	$0	$0	$0	$0	$5,357	$5,357	$0	$0	$0	$0	$5,679	$5,679	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9H	$0	$1	$1	$0	$155,931	$155,931	$0	$1	$1	$0	$163,714	$163,714	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9H	$0	($1)	($1)	$0	($208,350)	($208,350)	$0	($1)	($1)	$0	($218,749)	($218,749)	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9H	$0	$0	$0	$0	($205)	($205)	$0	$0	$0	$0	($212)	($212)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9H	$0	$0	$0	$0	$33,403	$33,403	$0	$0	$0	$0	$31,594	$31,594	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9H	$0	$0	$0	$0	($44,632)	($44,632)	$0	$0	$0	$0	($42,216)	($42,216)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9H	$0	$0	$0	$0	($44)	($44)	$0	$0	$0	$0	($40)	($40)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9H	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9H	$0	$0	$0	$0	($8,983)	($8,983)	$0	$0	$0	$0	($9,316)	($9,316)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions

Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9H	$0	$0	$0	$0	$2,261	$2,261	$0	$0	$0	$0	$2,374	$2,374	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9H	$0	$0	$0	$0	($3,021)	($3,021)	$0	$0	$0	$0	($3,172)	($3,172)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9H	$0	$0	$0	$0	($3)	($3)	$0	$0	$0	$0	($3)	($3)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9H	$0	$0	$0	$0	$4,011	$4,011	$0	$0	$0	$0	$4,252	$4,252	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9H	$0	$0	$0	$0	($4,011)	($4,011)	$0	$0	$0	$0	($4,252)	($4,252)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9H	$0	$0	$0	$0	$11,806	$11,806	$0	$0	$0	$0	$12,515	$12,515	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9H	$0	$0	$0	$0	($11,806)	($11,806)	$0	$0	$0	$0	($12,515)	($12,515)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9H	$0	$0	$0	$0	$1,353	$1,353	$0	$0	$0	$0	$1,407	$1,407	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9H	$0	$0	$0	$0	($1,353)	($1,353)	$0	$0	$0	$0	($1,407)	($1,407)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9H	$0	$0	$0	$0	$156	$156	$0	$0	$0	$0	$163	$163	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9H	$0	$0	$0	$0	($208)	($208)	$0	$0	$0	$0	($219)	($219)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9H	$0	$0	$0	$0	$5,357	$5,357	$0	$0	$0	$0	$5,679	$5,679	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9H	$0	$0	$0	$0	($5,357)	($5,357)	$0	$0	$0	$0	($5,679)	($5,679)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9I	$0	$1	$1	$0	$155,931	$155,931	$0	$1	$1	$0	$163,714	$163,714	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9I	$0	($1)	($1)	$0	($208,350)	($208,350)	$0	($1)	($1)	$0	($218,749)	($218,749)	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9I	$0	$0	$0	$0	($205)	($205)	$0	$0	$0	$0	($212)	($212)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9I	$0	$0	$0	$0	$33,403	$33,403	$0	$0	$0	$0	$31,594	$31,594	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9I	$0	$0	$0	$0	($44,632)	($44,632)	$0	$0	$0	$0	($42,216)	($42,216)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9I	$0	$0	$0	$0	($44)	($44)	$0	$0	$0	$0	($40)	($40)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9I	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9I	$0	$0	$0	$0	($8,983)	($8,983)	$0	$0	$0	$0	($9,316)	($9,316)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9I	$0	$0	$0	$0	$2,261	$2,261	$0	$0	$0	$0	$2,374	$2,374	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9I	$0	$0	$0	$0	($3,021)	($3,021)	$0	$0	$0	$0	($3,172)	($3,172)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9I	$0	$0	$0	$0	($3)	($3)	$0	$0	$0	$0	($3)	($3)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9I	$0	$0	$0	$0	$4,011	$4,011	$0	$0	$0	$0	$4,252	$4,252	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9I	$0	$0	$0	$0	($4,011)	($4,011)	$0	$0	$0	$0	($4,252)	($4,252)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9I	$0	$0	$0	$0	$11,806	$11,806	$0	$0	$0	$0	$12,515	$12,515	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9I	$0	$0	$0	$0	($11,806)	($11,806)	$0	$0	$0	$0	($12,515)	($12,515)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9I	$0	$0	$0	$0	$1,353	$1,353	$0	$0	$0	$0	$1,407	$1,407	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9I	$0	$0	$0	$0	($1,353)	($1,353)	$0	$0	$0	$0	($1,407)	($1,407)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9I	$0	$0	$0	$0	$156	$156	$0	$0	$0	$0	$163	$163	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9I	$0	$0	$0	$0	($208)	($208)	$0	$0	$0	$0	($219)	($219)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	0923_C	Manager II	RS9I	$0	$0	$0	$0	$5,357	$5,357	$0	$0	$0	$0	$5,679	$5,679	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1114_C	Senior Portfolio Manager	RS9I	$0	$0	$0	$0	($5,357)	($5,357)	$0	$0	$0	$0	($5,679)	($5,679)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions

Self Supporting	RET	232319	RET Investment			232319	1404_C	Clerk	RS9J	$0	($1)	($1)	$0	($66,385)	($66,385)	$0	($1)	($1)	$0	($69,698)	($69,698)	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9J	$0	$1	$1	$0	$144,907	$144,907	$0	$1	$1	$0	$152,139	$152,139	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9J	$0	$0	$0	$0	$306	$306	$0	$0	$0	$0	$317	$317	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1404_C	Clerk	RS9J	$0	$0	$0	$0	($14,541)	($14,541)	$0	$0	$0	$0	($13,787)	($13,787)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9J	$0	$0	$0	$0	$31,041	$31,041	$0	$0	$0	$0	$29,361	$29,361	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9J	$0	$0	$0	$0	$64	$64	$0	$0	$0	$0	$60	$60	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1404_C	Clerk	RS9J	$0	$0	$0	$0	($4,116)	($4,116)	$0	$0	$0	$0	($4,321)	($4,321)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9J	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9J	$0	$0	$0	$0	$19	$19	$0	$0	$0	$0	$19	$19	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1404_C	Clerk	RS9J	$0	$0	$0	$0	($962)	($962)	$0	$0	$0	$0	($1,011)	($1,011)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9J	$0	$0	$0	$0	$2,101	$2,101	$0	$0	$0	$0	$2,207	$2,207	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9J	$0	$0	$0	$0	$4	$4	$0	$0	$0	$0	$4	$4	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1404_C	Clerk	RS9J	$0	$0	$0	$0	($4,966)	($4,966)	$0	$0	$0	$0	($5,264)	($5,264)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9J	$0	$0	$0	$0	$3,952	$3,952	$0	$0	$0	$0	$4,189	$4,189	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1404_C	Clerk	RS9J	$0	$0	$0	$0	($9,673)	($9,673)	$0	$0	$0	$0	($10,253)	($10,253)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9J	$0	$0	$0	$0	$11,307	$11,307	$0	$0	$0	$0	$11,985	$11,985	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1404_C	Clerk	RS9J	$0	$0	$0	$0	($1,161)	($1,161)	$0	$0	$0	$0	($1,207)	($1,207)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9J	$0	$0	$0	$0	$1,250	$1,250	$0	$0	$0	$0	$1,300	$1,300	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1404_C	Clerk	RS9J	$0	$0	$0	$0	($67)	($67)	$0	$0	$0	$0	($70)	($70)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9J	$0	$0	$0	$0	$144	$144	$0	$0	$0	$0	$152	$152	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9J	$0	$0	$0	$0	$1	$1	$0	$0	$0	$0	$1	$1	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1404_C	Clerk	RS9J	$0	$0	$0	$0	($260)	($260)	$0	$0	$0	$0	($273)	($273)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9J	$0	$0	$0	$0	$510	$510	$0	$0	$0	$0	$536	$536	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9J	$0	$0	$0	$0	$1	$1	$0	$0	$0	$0	$1	$1	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9K	$0	$1	$1	$0	$144,907	$144,907	$0	$1	$1	$0	$152,139	$152,139	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9K	$0	($1)	($1)	$0	($135,949)	($135,949)	$0	($1)	($1)	$0	($142,735)	($142,735)	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9K	$0	$0	$0	$0	$35	$35	$0	$0	$0	$0	$36	$36	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9K	$0	$0	$0	$0	$31,041	$31,041	$0	$0	$0	$0	$29,361	$29,361	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9K	$0	$0	$0	$0	($29,122)	($29,122)	$0	$0	$0	$0	($27,546)	($27,546)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9K	$0	$0	$0	$0	$7	$7	$0	$0	$0	$0	$7	$7	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9K	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9K	$0	$0	$0	$0	($8,429)	($8,429)	$0	$0	$0	$0	($8,850)	($8,850)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9K	$0	$0	$0	$0	$2	$2	$0	$0	$0	$0	$2	$2	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9K	$0	$0	$0	$0	$2,101	$2,101	$0	$0	$0	$0	$2,207	$2,207	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9K	$0	$0	$0	$0	($1,971)	($1,971)	$0	$0	$0	$0	($2,070)	($2,070)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9K	$0	$0	$0	$0	$3,952	$3,952	$0	$0	$0	$0	$4,189	$4,189	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9K	$0	$0	$0	$0	($4,966)	($4,966)	$0	$0	$0	$0	($5,264)	($5,264)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9K	$0	$0	$0	$0	$11,307	$11,307	$0	$0	$0	$0	$11,985	$11,985	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9K	$0	$0	$0	$0	($9,673)	($9,673)	$0	$0	$0	$0	($10,253)	($10,253)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9K	$0	$0	$0	$0	$1,250	$1,250	$0	$0	$0	$0	$1,300	$1,300	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9K	$0	$0	$0	$0	($1,161)	($1,161)	$0	$0	$0	$0	($1,207)	($1,207)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9K	$0	$0	$0	$0	$144	$144	$0	$0	$0	$0	$152	$152	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9K	$0	$0	$0	$0	($135)	($135)	$0	$0	$0	$0	($142)	($142)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9K	$0	$0	$0	$0	$510	$510	$0	$0	$0	$0	$536	$536	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions

Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9K	$0	$0	$0	$0	($532)	($532)	$0	$0	$0	$0	($558)	($558)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9L	$0	$1	$1	$0	$144,907	$144,907	$0	$1	$1	$0	$152,139	$152,139	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9L	$0	($1)	($1)	$0	($135,949)	($135,949)	$0	($1)	($1)	$0	($142,735)	($142,735)	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9L	$0	$0	$0	$0	$35	$35	$0	$0	$0	$0	$36	$36	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9L	$0	$0	$0	$0	$31,041	$31,041	$0	$0	$0	$0	$29,361	$29,361	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9L	$0	$0	$0	$0	($29,122)	($29,122)	$0	$0	$0	$0	($27,546)	($27,546)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9L	$0	$0	$0	$0	$7	$7	$0	$0	$0	$0	$7	$7	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9L	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9L	$0	$0	$0	$0	($8,429)	($8,429)	$0	$0	$0	$0	($8,850)	($8,850)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9L	$0	$0	$0	$0	$2	$2	$0	$0	$0	$0	$2	$2	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9L	$0	$0	$0	$0	$2,101	$2,101	$0	$0	$0	$0	$2,207	$2,207	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9L	$0	$0	$0	$0	($1,971)	($1,971)	$0	$0	$0	$0	($2,070)	($2,070)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9L	$0	$0	$0	$0	$3,952	$3,952	$0	$0	$0	$0	$4,189	$4,189	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9L	$0	$0	$0	$0	($4,966)	($4,966)	$0	$0	$0	$0	($5,264)	($5,264)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9L	$0	$0	$0	$0	$11,307	$11,307	$0	$0	$0	$0	$11,985	$11,985	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9L	$0	$0	$0	$0	($9,673)	($9,673)	$0	$0	$0	$0	($10,253)	($10,253)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9L	$0	$0	$0	$0	$1,250	$1,250	$0	$0	$0	$0	$1,300	$1,300	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9L	$0	$0	$0	$0	($1,161)	($1,161)	$0	$0	$0	$0	($1,207)	($1,207)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9L	$0	$0	$0	$0	$144	$144	$0	$0	$0	$0	$152	$152	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9L	$0	$0	$0	$0	($135)	($135)	$0	$0	$0	$0	($142)	($142)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9L	$0	$0	$0	$0	$510	$510	$0	$0	$0	$0	$536	$536	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9L	$0	$0	$0	$0	($532)	($532)	$0	$0	$0	$0	($558)	($558)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9M	$0	$1	$1	$0	$144,907	$144,907	$0	$1	$1	$0	$152,139	$152,139	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9M	$0	($1)	($1)	$0	($135,949)	($135,949)	$0	($1)	($1)	$0	($142,735)	($142,735)	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9M	$0	$0	$0	$0	$35	$35	$0	$0	$0	$0	$36	$36	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9M	$0	$0	$0	$0	$31,041	$31,041	$0	$0	$0	$0	$29,361	$29,361	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9M	$0	$0	$0	$0	($29,122)	($29,122)	$0	$0	$0	$0	($27,546)	($27,546)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9M	$0	$0	$0	$0	$7	$7	$0	$0	$0	$0	$7	$7	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9M	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9M	$0	$0	$0	$0	($8,429)	($8,429)	$0	$0	$0	$0	($8,850)	($8,850)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9M	$0	$0	$0	$0	$2	$2	$0	$0	$0	$0	$2	$2	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9M	$0	$0	$0	$0	$2,101	$2,101	$0	$0	$0	$0	$2,207	$2,207	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9M	$0	$0	$0	$0	($1,971)	($1,971)	$0	$0	$0	$0	($2,070)	($2,070)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9M	$0	$0	$0	$0	$3,952	$3,952	$0	$0	$0	$0	$4,189	$4,189	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9M	$0	$0	$0	$0	($4,966)	($4,966)	$0	$0	$0	$0	($5,264)	($5,264)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9M	$0	$0	$0	$0	$11,307	$11,307	$0	$0	$0	$0	$11,985	$11,985	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9M	$0	$0	$0	$0	($9,673)	($9,673)	$0	$0	$0	$0	($10,253)	($10,253)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9M	$0	$0	$0	$0	$1,250	$1,250	$0	$0	$0	$0	$1,300	$1,300	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9M	$0	$0	$0	$0	($1,161)	($1,161)	$0	$0	$0	$0	($1,207)	($1,207)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9M	$0	$0	$0	$0	$144	$144	$0	$0	$0	$0	$152	$152	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9M	$0	$0	$0	$0	($135)	($135)	$0	$0	$0	$0	($142)	($142)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9M	$0	$0	$0	$0	$510	$510	$0	$0	$0	$0	$536	$536	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9M	$0	$0	$0	$0	($532)	($532)	$0	$0	$0	$0	($558)	($558)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9N	$0	$1	$1	$0	$144,907	$144,907	$0	$1	$1	$0	$152,139	$152,139	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions

Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9N	$0	($1)	($1)	$0	($135,949)	($135,949)	$0	($1)	($1)	$0	($142,735)	($142,735)	YES	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9N	$0	$0	$0	$0	$35	$35	$0	$0	$0	$0	$36	$36	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9N	$0	$0	$0	$0	$31,041	$31,041	$0	$0	$0	$0	$29,361	$29,361	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9N	$0	$0	$0	$0	($29,122)	($29,122)	$0	$0	$0	$0	($27,546)	($27,546)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9N	$0	$0	$0	$0	$7	$7	$0	$0	$0	$0	$7	$7	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9N	$0	$0	$0	$0	$8,983	$8,983	$0	$0	$0	$0	$9,316	$9,316	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9N	$0	$0	$0	$0	($8,429)	($8,429)	$0	$0	$0	$0	($8,850)	($8,850)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	9991M_Z	One Day Adjustment - Misc	RS9N	$0	$0	$0	$0	$2	$2	$0	$0	$0	$0	$2	$2	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9N	$0	$0	$0	$0	$2,101	$2,101	$0	$0	$0	$0	$2,207	$2,207	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9N	$0	$0	$0	$0	($1,971)	($1,971)	$0	$0	$0	$0	($2,070)	($2,070)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9N	$0	$0	$0	$0	$3,952	$3,952	$0	$0	$0	$0	$4,189	$4,189	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9N	$0	$0	$0	$0	($4,966)	($4,966)	$0	$0	$0	$0	($5,264)	($5,264)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9N	$0	$0	$0	$0	$11,307	$11,307	$0	$0	$0	$0	$11,985	$11,985	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9N	$0	$0	$0	$0	($9,673)	($9,673)	$0	$0	$0	$0	($10,253)	($10,253)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9N	$0	$0	$0	$0	$1,250	$1,250	$0	$0	$0	$0	$1,300	$1,300	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9N	$0	$0	$0	$0	($1,161)	($1,161)	$0	$0	$0	$0	($1,207)	($1,207)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9N	$0	$0	$0	$0	$144	$144	$0	$0	$0	$0	$152	$152	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9N	$0	$0	$0	$0	($135)	($135)	$0	$0	$0	$0	($142)	($142)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	1824_C	Principal Administrative Analyst	RS9N	$0	$0	$0	$0	$510	$510	$0	$0	$0	$0	$536	$536	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232319	RET Investment			232319	4331_C	Security Analyst	RS9N	$0	$0	$0	$0	($532)	($532)	$0	$0	$0	$0	($558)	($558)	NO	YES	Reallocation of positions reflecting the introduction of new Investment Division career path positions
Self Supporting	RET	232318	RET Retirement Services			232318	TEMPM_E	Temporary - Miscellaneous		$5	$5	$0	$533,050	$587,972	$54,922	$5	$5	$0	$533,050	$587,972	$54,922	YES	YES	To provide funds for temporary help required by fluctuating workload and special projects
Self Supporting	RET	232318	RET Retirement Services			232318	TEMPM_E	Temporary - Miscellaneous		$0	$0	$0	$33,049	$36,454	$3,405	$0	$0	$0	$33,049	$36,454	$3,405	NO	YES	To provide funds for temporary help required by fluctuating workload and special projects
Self Supporting	RET	232318	RET Retirement Services			232318	TEMPM_E	Temporary - Miscellaneous		$0	$0	$0	$7,729	$8,525	$796	$0	$0	$0	$7,729	$8,525	$796	NO	YES	To provide funds for temporary help required by fluctuating workload and special projects
Self Supporting	RET	232318	RET Retirement Services			232318	TEMPM_E	Temporary - Miscellaneous		$0	$0	$0	$533	$588	$55	$0	$0	$0	$533	$588	$55	NO	YES	To provide funds for temporary help required by fluctuating workload and special projects

BUDGET FORM 3B: Position Changes

DEPARTMENT: San Francisco City and County Deferred Compensation Program Fund 10020

Please identify proposed position changes from the FY 2021-22 and FY 2022-23 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 budget system.
Select the following criteria before running the report:
Budget Year: **2022**
Before Snapshot: **Start of Dept**
After Snapshot: **Current**
GFS Type: Do not select a value.
Select dropdown option "Department Phase" after report has loaded.
For any proposed changes, provide an explanation in the "Explanation of FTE and/or Amount 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.

Additionally, layoffs should be further detailed on form 3C.

																								Total BY FTE Variance:		0.77		Total BY Amount Variance:	119,018.00	Total BY+1 FTE Variance:		1.00		Total BY+1 Amount Variance:	151,312.00		
Budget System Report 15.30.004 filtered on Gross Expenditures																								FY 2021-22						FY 2022-23						FORMULA	FILL IN
GFS Type	Dept	Dept Division	Division Description	Dept Section	Section Description	Department ID	Department Description	Fund ID	Fund Title	Project ID	Project Title	Activity ID	Activity Title	Authority ID	Authority Title	Account Lvl 5 Name	Account ID	Agency Use ID	AAO	AAO Title	Class	Ref No.	Start Dept FTE	End Dept FTE	Var Dept FTE	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept FTE	End BY+1 Dept FTE	Var BY+1 Dept FTE	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	FTE Changes Submitted?	Amount Changes Submitted?	Explanation of FTE and/or Amount Change
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5010Salary	501010		J01	Gross Expenditures	1209_C	RS7A	$0	$1	$1	$0	$60,217	$60,217	$0	$1	$1	$0	$82,107	$82,107	YES	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5010Salary	501010		J01	Gross Expenditures	9991M_Z	RS7A	$0	$0	$0	$0	$235	$235	$0	$0	$0	$0	$315	$315	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	513010		J01	Gross Expenditures	1209_C	RS7A	$0	$0	$0	$0	$13,190	$13,190	$0	$0	$0	$0	$16,242	$16,242	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	513010		J01	Gross Expenditures	9991M_Z	RS7A	$0	$0	$0	$0	$51	$51	$0	$0	$0	$0	$62	$62	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	514010		J01	Gross Expenditures	1209_C	RS7A	$0	$0	$0	$0	$3,733	$3,733	$0	$0	$0	$0	$5,090	$5,090	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	514010		J01	Gross Expenditures	9991M_Z	RS7A	$0	$0	$0	$0	$15	$15	$0	$0	$0	$0	$20	$20	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	514020		J01	Gross Expenditures	1209_C	RS7A	$0	$0	$0	$0	$874	$874	$0	$0	$0	$0	$1,190	$1,190	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	514020		J01	Gross Expenditures	9991M_Z	RS7A	$0	$0	$0	$0	$3	$3	$0	$0	$0	$0	$5	$5	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	515010		J01	Gross Expenditures	1209_C	RS7A	$0	$0	$0	$0	$3,824	$3,824	$0	$0	$0	$0	$5,264	$5,264	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	515710		J01	Gross Expenditures	1209_C	RS7A	$0	$0	$0	$0	$7,448	$7,448	$0	$0	$0	$0	$10,253	$10,253	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	516010		J01	Gross Expenditures	1209_C	RS7A	$0	$0	$0	$0	$894	$894	$0	$0	$0	$0	$1,207	$1,207	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	517010		J01	Gross Expenditures	1209_C	RS7A	$0	$0	$0	$0	$60	$60	$0	$0	$0	$0	$82	$82	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	519120		J01	Gross Expenditures	1209_C	RS7A	$0	$0	$0	$0	$235	$235	$0	$0	$0	$0	$321	$321	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	519120		J01	Gross Expenditures	9991M_Z	RS7A	$0	$0	$0	$0	$1	$1	$0	$0	$0	$0	$1	$1	NO	YES	One additional position to meet anticipated increase in participant services related to introduction of auto-enrollment in SFDCP.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5010Salary	501010		J01	Gross Expenditures	1813_C	RS7B	$0	($1)	($1)	$0	($112,205)	($112,205)	$0	($1)	($1)	$0	($117,805)	($117,805)	YES	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5010Salary	501010		J01	Gross Expenditures	1814_C	RS7B	$0	$1	$1	$0	$134,333	$134,333	$0	$1	$1	$0	$141,038	$141,038	YES	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5010Salary	501010		J01	Gross Expenditures	9991M_Z	RS7B	$0	$0	$0	$0	$87	$87	$0	$0	$0	$0	$90	$90	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	513010		J01	Gross Expenditures	1813_C	RS7B	$0	$0	$0	$0	($24,577)	($24,577)	$0	$0	$0	$0	($23,303)	($23,303)	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	513010		J01	Gross Expenditures	1814_C	RS7B	$0	$0	$0	$0	$28,776	$28,776	$0	$0	$0	$0	$27,218	$27,218	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	513010		J01	Gross Expenditures	9991M_Z	RS7B	$0	$0	$0	$0	$16	$16	$0	$0	$0	$0	$15	$15	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	514010		J01	Gross Expenditures	1813_C	RS7B	$0	$0	$0	$0	($6,957)	($6,957)	$0	$0	$0	$0	($7,304)	($7,304)	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	514010		J01	Gross Expenditures	1814_C	RS7B	$0	$0	$0	$0	$8,328	$8,328	$0	$0	$0	$0	$8,744	$8,744	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	514010		J01	Gross Expenditures	9991M_Z	RS7B	$0	$0	$0	$0	$6	$6	$0	$0	$0	$0	$6	$6	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	514020		J01	Gross Expenditures	1813_C	RS7B	$0	$0	$0	$0	($1,627)	($1,627)	$0	$0	$0	$0	($1,708)	($1,708)	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	514020		J01	Gross Expenditures	1814_C	RS7B	$0	$0	$0	$0	$1,947	$1,947	$0	$0	$0	$0	$2,045	$2,045	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	514020		J01	Gross Expenditures	9991M_Z	RS7B	$0	$0	$0	$0	$2	$2	$0	$0	$0	$0	$1	$1	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	515010		J01	Gross Expenditures	1813_C	RS7B	$0	$0	$0	$0	($4,966)	($4,966)	$0	$0	$0	$0	($5,264)	($5,264)	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	515010		J01	Gross Expenditures	1814_C	RS7B	$0	$0	$0	$0	$4,966	$4,966	$0	$0	$0	$0	$5,264	$5,264	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	515710		J01	Gross Expenditures	1813_C	RS7B	$0	$0	$0	$0	($9,673)	($9,673)	$0	$0	$0	$0	($10,253)	($10,253)	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	515710		J01	Gross Expenditures	1814_C	RS7B	$0	$0	$0	$0	$9,673	$9,673	$0	$0	$0	$0	$10,253	$10,253	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	516010		J01	Gross Expenditures	1813_C	RS7B	$0	$0	$0	$0	($1,161)	($1,161)	$0	$0	$0	$0	($1,207)	($1,207)	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	516010		J01	Gross Expenditures	1814_C	RS7B	$0	$0	$0	$0	$1,161	$1,161	$0	$0	$0	$0	$1,207	$1,207	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	517010		J01	Gross Expenditures	1813_C	RS7B	$0	$0	$0	$0	($113)	($113)	$0	$0	$0	$0	($118)	($118)	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	517010		J01	Gross Expenditures	1814_C	RS7B	$0	$0	$0	$0	$134	$134	$0	$0	$0	$0	$141	$141	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	517010		J01	Gross Expenditures	9991M_Z	RS7B	$0	$0	$0	$0	$1	$1	$0	$0	$0	$0	$1	$1	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	519120		J01	Gross Expenditures	1813_C	RS7B	$0	$0	$0	$0	($438)	($438)	$0	$0	$0	$0	($460)	($460)	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.
GFS	RET	207980	RET SF Deferred Comp Program			207980	RET SF Deferred Comp Program	10020	GF Continuing Authority Ctrl	10024407	RS Employee Deferred Compensat	1	Employee Deferred Compensation	10000	Operating	5130Fringe	519120		J01	Gross Expenditures	1814_C	RS7B	$0	$0	$0	$0	$525	$525	$0	$0	$0	$0	$552	$552	NO	YES	Permanent substitution reflecting the increase in scope of authority and responsibilities for the positions.

BUDGET FORM 3C: Position Reductions Resulting in Layoffs
DEPARTMENT: San Francisco City and County Employees' Retirement System

If layoffs are required to meet target reductions, please outline below and describe the impact on the department's capacity to perform its core services.
***For planning purposes, assume that savings from the elimination of positions would commence on September 1, 2021 for FY 2021-22.**

Dept	Dept Division	Program or Role Description	Job Class	Title	Permanent or Exempt	2021-22 Layoffs			Annualized 2022-23 Layoffs			Briefly Describe the Impact of these Eliminations on the Department's Core Functions
						Dollar Value* (including fringe)	Head Count	FTE Count	Dollar Value (including fringe)	Head Count	FTE Count	
					TOTALS:	-	-	-	-	-	-	

Not Applicable

BUDGET FORM 3D: Contingency Reductions

DEPARTMENT: San Francisco City and County Employees' Retirement System

Please identify proposed contingency expenditure and revenue changes from the FY 2021-22 and FY 2022-23 base budget at the account level.

Note: There is a required 2.5% contingency reduction in FY 2021-22 and an additional 2.5% contingency reduction in FY 2022-23. These changes should not be loaded in BPMS and should only be outlined in the below table.

Total BY Expenditure Variance: - **Expenditure Variance:** -

Project, program, expenditure, or revenue description	FY 21-22 GF Savings	FY 21-22 # FTE impacted, if applicable	FY 22-23 GF Savings	FY 21-22 # FTE impacted, if applicable	Please briefly describe impact of this change on department

Not Applicable

BUDGET FORM 4A: New General Fund Equipment Requests - No Vehicles

DEPARTMENT: San Francisco City and County Employees' Retirement System

Departments that are making General Fund equipment requests should complete this form.
Do not load General Fund equipment requests in the budget system - they will be loaded centrally in Mayor phase.
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 in the tables below.

Equipment Numbers: First two characters are two-letter code for department, next two are second half of fiscal year (i.e. 22), last to are sequencing numbers (i.e. 01, 02)

Fiscal Year (dropdown)	Equipment Description	Justification of Need	Project ID	Project Title	Equipment Number	New / Replace (dropdown)	Number of Units	Cost Per Unit	Total Cost w/ Tax (auto-fill)
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-
									-

Not Applicable

BUDGET FORM 4B: Fleet
DEPARTMENT: San Francisco City and County Employees' Retirement System

All departments requesting to purchase new or replacement vehicles must fill out this form, whether requesting General Fund support or not.
Requests will be reviewed by Fleet Management and MBO.

Term Contract Prices are provided by Fleet Management and will be updated in January for select vehicles. Please

Equipment Numbers: First two characters are two-letter code for department, next two are second half of fiscal year (i.e. 20), last to are sequencing numbers (i.e. 01, 02)

Not Applicable

NOTE: The Office of Contract Administration, Purchasing Division, is currently in the process of making a new vehicle purchase term contract available for departments. As of December 29, 2020, TC#2659, for pickup trucks, SUVs, and vans, a new contract award & execution is expected by early January 2021.

							New Vehicle Specifications							Term Contract Information				Cost Information			Replacement Vehicle Information			
Deal Point of Contact (Last Name, First Name)	Source of Funds (dropdown)	Requesting Department (dropdown)	Department Prefix (dropdown)	Division/Program (if applicable)	Fiscal Year (dropdown)	Equipment Number (See note above)	Vehicle Type (dropdown)	Brief description of Vehicle Type if "Other"	Fuel Type (dropdown)	Special Requirements Comments	If purchasing a sedan that is not battery electric, provide justification	Number of Units Please create multiple rows if requesting multiple units.	Justification of Need	Purchasing from Term Contract? (dropdown)	If purchasing from a Term Contract, which contract and spec #? (dropdown)	If NOT purchasing from a Term Contract, provide a description of the required vehicle, including make and model	Total Base Cost per Unit (TC prices are autofilled, but please overwrite if not purchasing from TC)	Estimated Supplemental Costs per Unit (e.g. additional equipment, upfitting, charging infrastructure, if purchasing EV, freight, if not purchasing from term contracts, etc.)	Brief description of estimated supplemental cost	Estimated Total Cost based on base cost, supplemental cost, number of units and tax (Formula)	VEHICLE TO BE REPLACED - Asset # (transfer decals) on vehicle's dash)	VEHICLE TO BE REPLACED - License Plate #	VEHICLE TO BE REPLACED - Model Year	VEHICLE TO BE REPLACED - Make and Model	VEHICLE TO BE REPLACED - Current Mileage / Hours
																	#N/A			#N/A					
																	#N/A			#N/A					
																	#N/A			#N/A					
																	#N/A			#N/A					
																	#N/A			#N/A					
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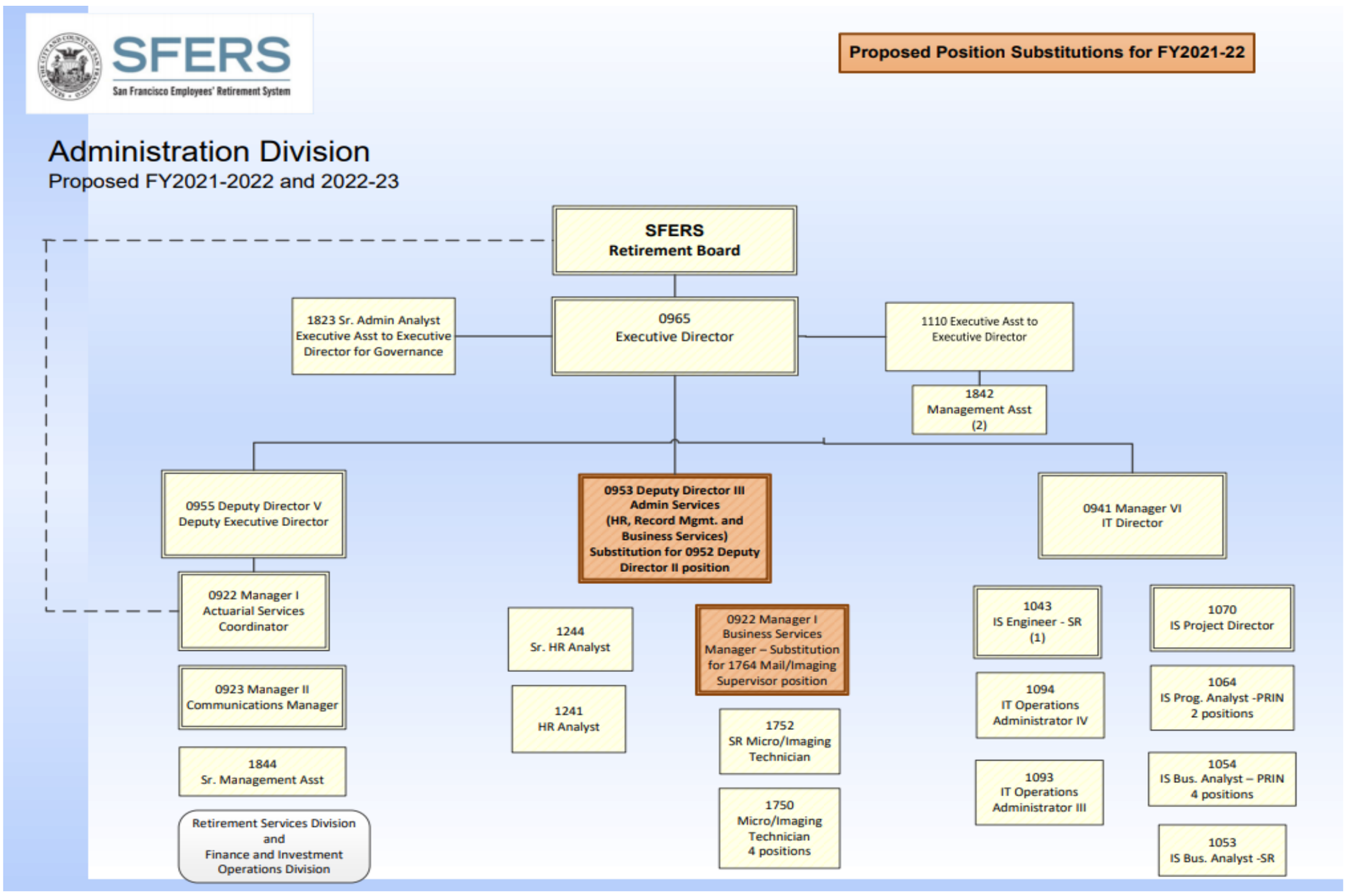
COIT and Capital Budget Submissions
FY 2021-22 and FY 2022-23

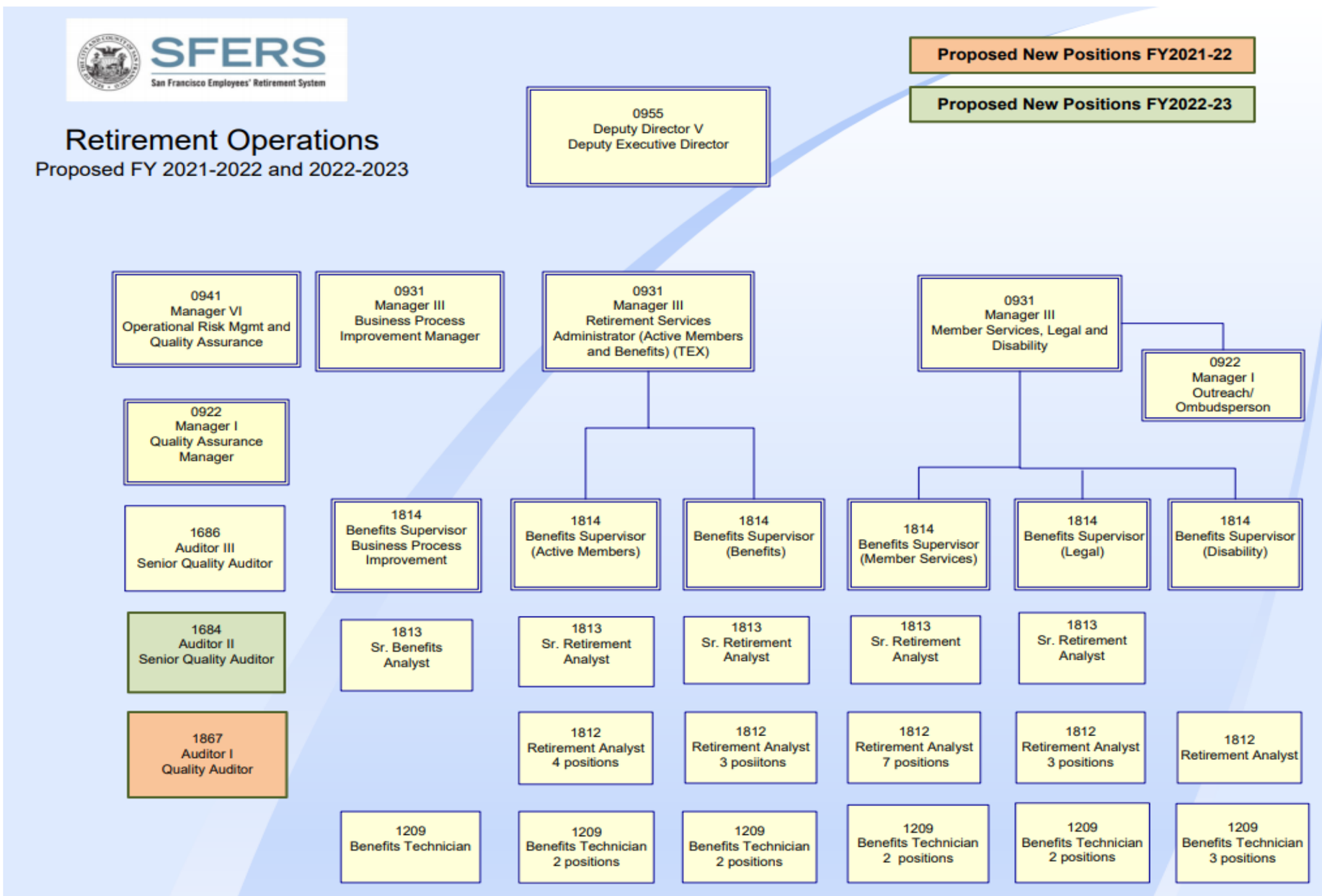
Please submit the following request at the given links, and refer to Budget Instructions document for more information.

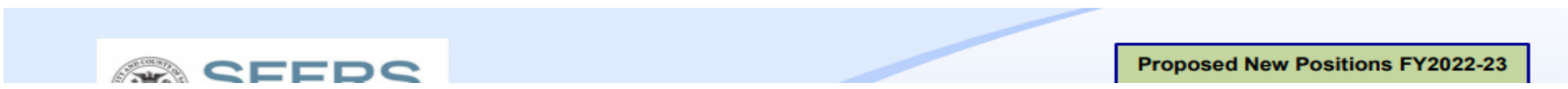
Technology project proposals: https://sfgov1.sharepoint.com/sites/ADM-COIT/SitePages/Budget-Form.aspx#/

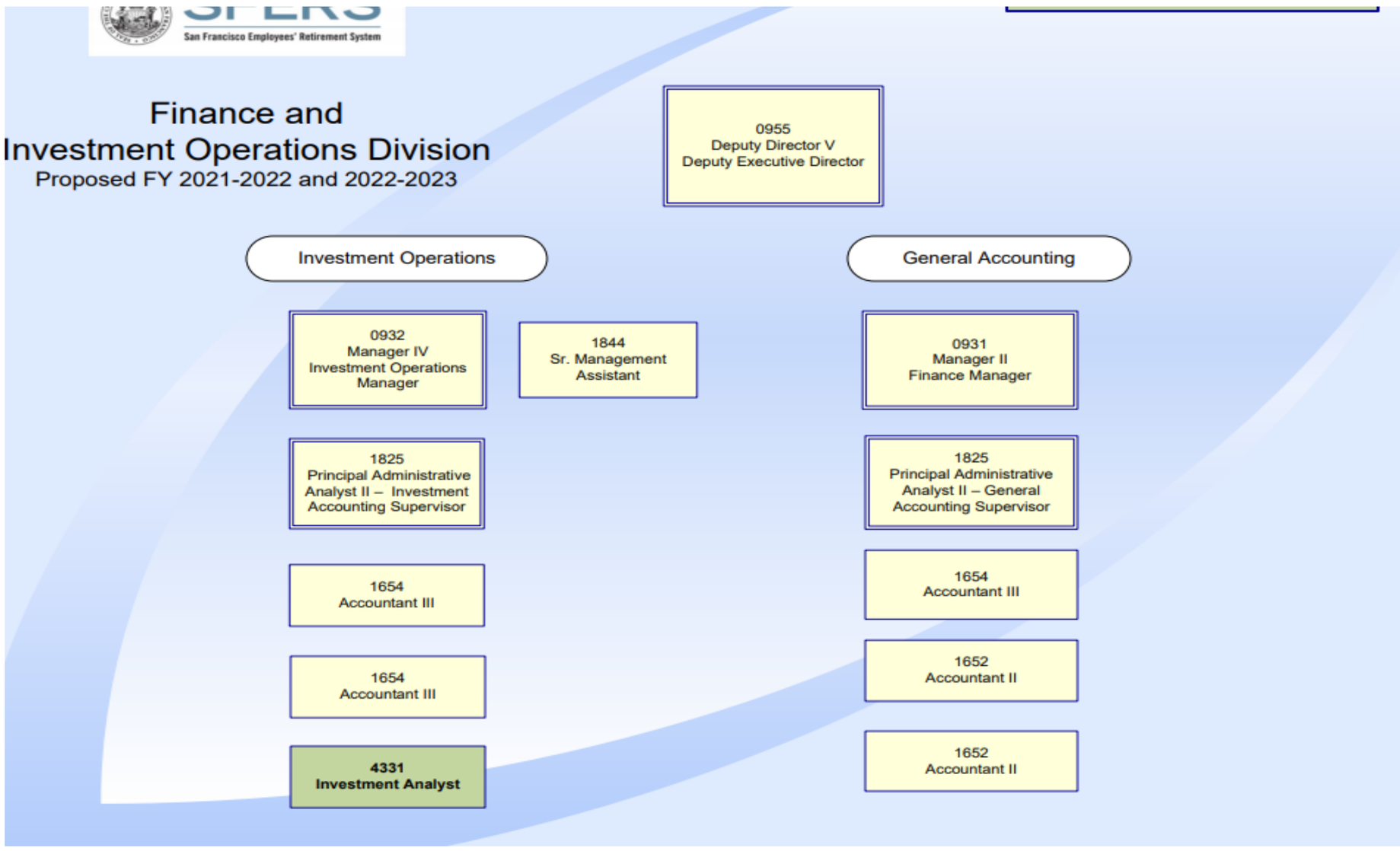
Capital budget requests: http://www.onesfcprs.org/

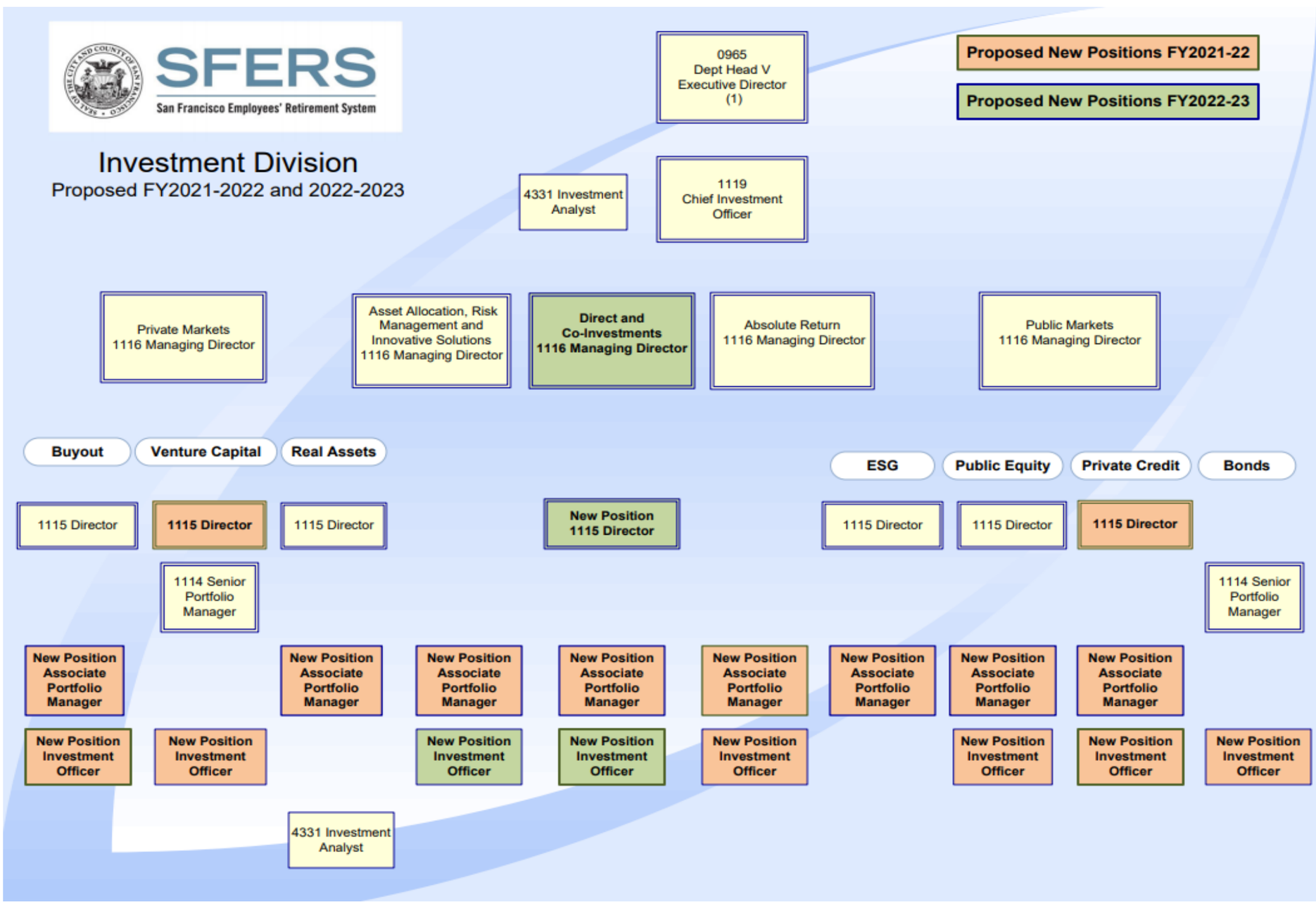
BUDGET FORM: Organizational Chart
FY 2021-22 and FY 2022-23








SFERS
San Francisco Employees' Retirement System
Finance and
Investment Operations Division
Proposed FY 2021-2022 and 2022-2023
0955
Deputy Director V
Deputy Executive Director
Investment Operations
General Accounting
0932
Manager IV
Investment Operations
Manager
1844
Sr. Management
Assistant
1825
Principal Administrative
Analyst II – Investment
Accounting Supervisor
1654
Accountant III
1654
Accountant III
4331
Investment Analyst
0931
Manager II
Finance Manager
1825
Principal Administrative
Analyst II – General
Accounting Supervisor
1654
Accountant III
1652
Accountant II
1652
Accountant II


SFERS
San Francisco Employees' Retirement System
Investment Division
Proposed FY2021-2022 and 2022-2023
0965
Dept Head V
Executive Director
(1)
Proposed New Positions FY2021-22
Proposed New Positions FY2022-23
4331 Investment
Analyst
1119
Chief Investment
Officer
Private Markets
1116 Managing Director
Asset Allocation, Risk
Management and
Innovative Solutions
1116 Managing Director
Direct and
Co-Investments
1116 Managing Director
Absolute Return
1116 Managing Director
Public Markets
1116 Managing Director
Buyout
Venture Capital
Real Assets
ESG
Public Equity
Private Credit
Bonds
1115 Director
1115 Director
1115 Director
New Position
1115 Director
1115 Director
1115 Director
1115 Director
1114 Senior
Portfolio
Manager
1114 Senior
Portfolio
Manager
New Position
Associate
Portfolio
Manager
New Position
Associate
Portfolio
Manager
New Position
Associate
Portfolio
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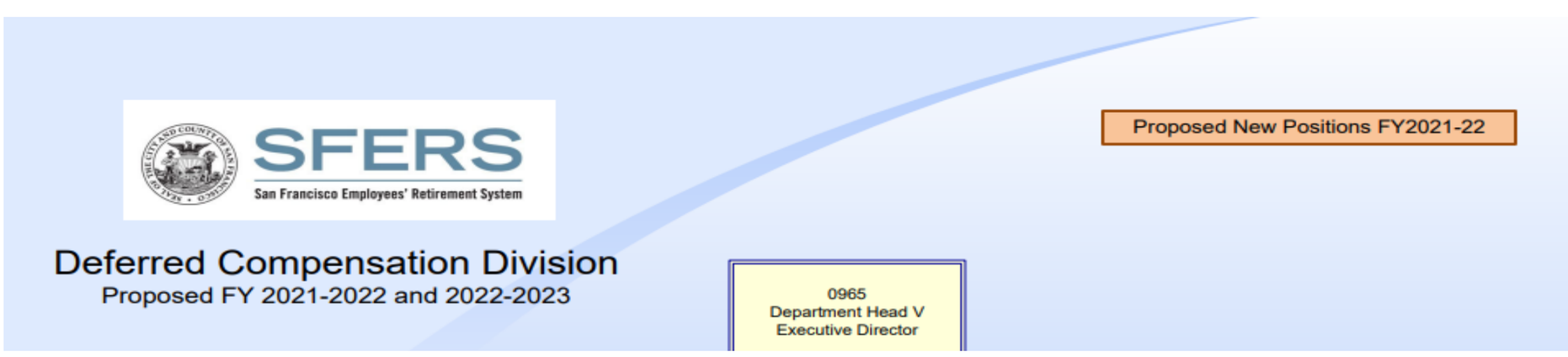
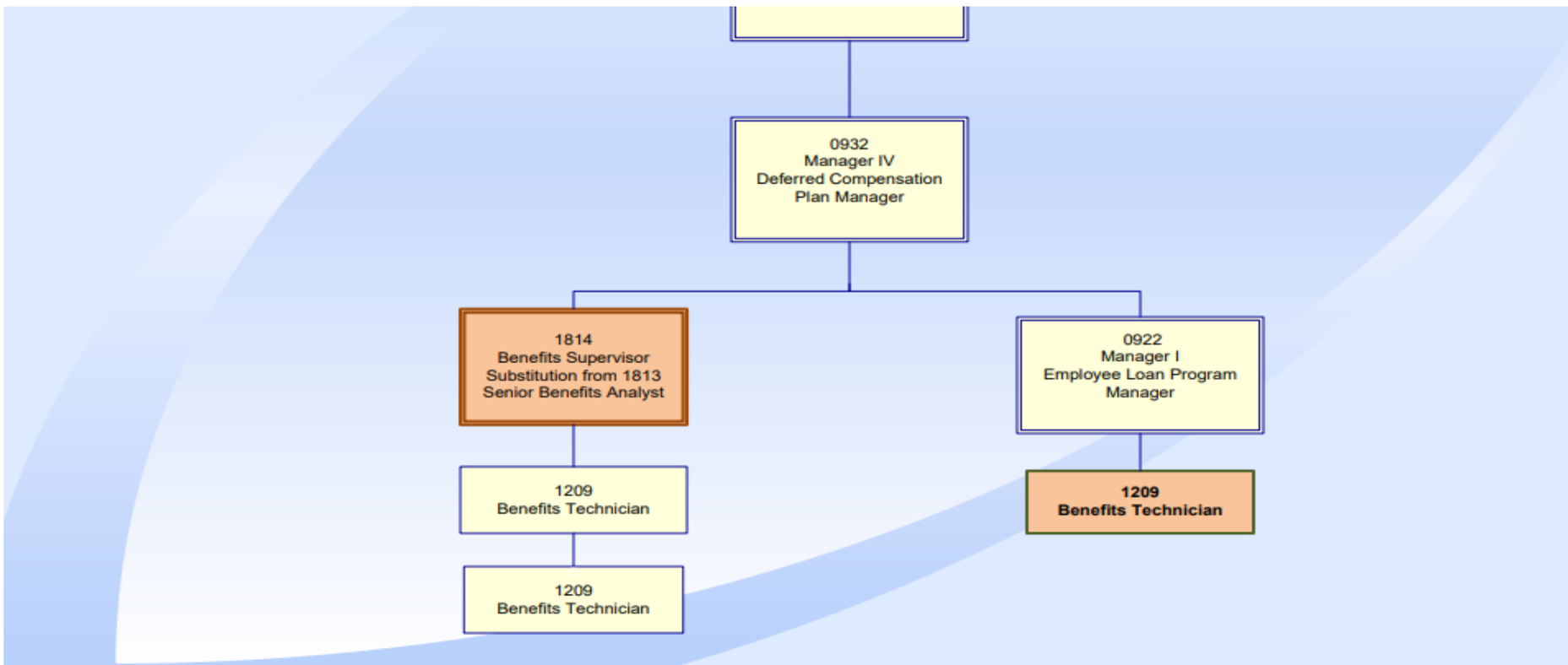
Officer
4331 Investment
Analyst


SFERS
San Francisco Employees' Retirement System
Proposed New Positions FY2021-22
Deferred Compensation Division
Proposed FY 2021-2022 and 2022-2023
0965
Department Head V
Executive Director


0932
Manager IV
Deferred Compensation
Plan Manager
1814
Benefits Supervisor
Substitution from 1813
Senior Benefits Analyst
0922
Manager I
Employee Loan Program
Manager
1209
Benefits Technician
1209
Benefits Technician
1209
Benefits Technician

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

SEC. 2.15 SUPPLEMENTAL REPORTS REQUIRED

Not Applicabl

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:

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

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)

Name and job title of the person completing this questionnaire:

Form will autopopulate

Note: All departments, including AIR, PRT and PUC, should complete Prop J Analyses for FY 21/22
SFMTA's Prop Js were approved for two years during last year's budget process
and do not need to be resubmitted unless there are changes

Not Applicable

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

FISCAL YEAR 2021-22

City cost if services are not contracted out

	low range	*high range*
Total Annual Salary	$ -	$ -
Total Other Pay	$ -	$ -
Total Fringe Benefits	$ -	$ -
Additional City Costs	$ -	$ -
	$ -	$ -

City cost if services are contracted out

Contract Cost	$ -	$ -
City Contract Monitoring	$ -	$ -
	$ -	$ -

City Savings from Contracting Out,		
Savings/(Cost)	**$ -**	**$ -**
	#DIV/0!	#DIV/0!

[DEPARTMENT]
[PS DIVISION CODE + TITLE]
Insert name of the contract's main purpose here PPE FY22 26.1
COMPARATIVE COSTS OF CONTRACTING VS. IN-HOUSE SERVICES (1) (2)
FISCAL YEAR 2021-22

ESTIMATED CITY COSTS:

Not Applicable

PROJECTED PERSONNEL COSTS

Job Class Title	Class	# of Full Time Equivalent Positions	Bi-Weekly Rate per FTE Low	Bi-Weekly Rate per FTE High	Annual Cost Low	Annual Cost High
0	0.00				$ -	$ -
0	0.00				$ -	$ -
0	0.00				$ -	$ -
0	0.00				$ -	$ -
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 Other Compensation--->	$ -	$ -

Salary and Benefits for Each Job Class from Enterprise Planning 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 21/22)	Job Class Number	Job Class Title	FTE	5010 Salary	5130 Benefits	Total Sal & Ben
			1.00			$ -
			1.00			$ -
			1.00			$ -
			1.00			$ -
			1.00			$ -
			1.00			$ -
			1.00			$ -
			1.00			$ -
			1.00			$ -
			1.00			$ -
			1.00			$ -

FRINGE BENEFITS

	Job Class	$ Amount
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
		Low	High
Total Fringe Benefits		$ -	$ -

ADDITIONAL CITY COSTS

	Low	High
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 the contract components.	$ -	$ -
	$ -	$ -
	$ -	$ -
	$ -	$ -
Total Capital & Operating	$ -	$ -

COST COMPARISON SUMMARY

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

Comments/Assumptions:
1. FY XXXX would be/was the first year these services are/were contracted out.
2. Salary levels reflect proposed salary rates effective July 1, 2018. 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-term
4. Fixed fringe benefits consist of health and dental rates plus an estimate of dependent coverage.

<List any other comments or assumptions>

Contract Cost Details

	Low	High
Estimated Contract Cost	$ -	$ -
Estimated Monitoring Cost	$ -	$ -

Not Applicable

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.

List of all contract components	Number of Units	Notes	Total Cost - low end est	Total Cost - high end est
TOTAL CONTRACT COST			$ -	$ -

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)
2)
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.	

Salary:

Job Class	Job Class Title	# of FTEs *(can be partial; e.g. a half time employee would be 0.5 FTE)*	Biweekly Rate		Annual Salary Expense		Benefits p
			Low	High	Low	High	Low
					$ -	$ -	$ -
					$ -	$ -	$ -
					$ -	$ -	$ -
					$ -	$ -	$ -
TOTAL CONTRACT MONITORING COST					$ -	$ -	$ -

SAMPLE SAMPLE SAMPLE SAMPLE SAMPLE SAMPLE SAMPLE SAMPLE

Please Fill Out Blue Shaded Areas Only.

027-Airport Commission
Safety and Security Services
General Aviation Security Services
COMPARATIVE COSTS OF CONTRACTING VS. IN-HOUSE SERVICES (1) (2)
FISCAL YEAR 2021-22

PPE FY22 **26.1**

ESTIMATED CITY COSTS:

PROJECTED PERSONNEL COSTS

Job Class Title	Class	# of Full Time Equivalent Positions	Bi-Weekly Rate per FTE Low	Bi-Weekly Rate per FTE High	Annual Cost Low	Annual Cost High
Security Guard	8202	26.00	1,978	2,403	$ 1,342,271	$ 1,630,676
Building and Ground Patrol Officer	8207	5.00	2,403	2,922	$ 313,592	$ 381,321
Airport Operations Supervisor	9220	0.05	3,855	4,685	$ 5,031	$ 6,114
Manager III	0931	0.05	4,777	6,159	$ 6,234	$ 8,037
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--->	$ 1,667,127	$ 2,026,148
				Total of Other Compensation--->	$ -	$ -

FRINGE BENEFITS

	Job Class	$ Amount
Benefits per FTE--Job Class #:	8202	33,587
Benefits per FTE--Job Class #:	8207	35,055
Benefits per FTE--Job Class #:	9220	47,672
Benefits per FTE--Job Class #:	0931	61,793
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
Benefits per FTE--Job Class #:	0	0
		Low	High
Total Fringe Benefits		$ 955,894	$ 1,054,007

ADDITIONAL CITY COSTS

	Low	High
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 the contract components.	$ -	$ -
	$ -	$ -
	$ -	$ -
Total Capital & Operating	$ -	$ -

COST COMPARISON SUMMARY

ESTIMATED TOTAL CITY COST	$ 2,623,021	$ 3,080,156
LESS: ESTIMATED TOTAL CONTRACT COST	$ 2,318,141	$ 2,322,269
ESTIMATED SAVINGS	$ 304,880	$ 757,887
% of Savings to City Cost	12%	25%

Comments/Assumptions:
1. FY 2007 was the first year these services were contracted out.
2. Salary levels reflect proposed salary rates effective July 1, 2018. 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-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 Enterprise Planning 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 21/22)	Job Class Number	Job Class Title	FTE	5010 Salary	5130 Benefits	Total Sal & Ben
FY 21/22	8202	Security Guard	26.00	$ 58,775	$ 33,587	$ 2,401,419
FY 21/22	8207	Building and Ground Patrol Officer	5.00	$ 71,459	$ 35,055	$ 532,572
FY 21/22	9220	Airport Operations Supervisor	0.05	$ 118,010	$ 47,672	$ 8,284
FY 21/22	0931	Manager III	0.05	$ 155,115	$ 61,793	$ 10,845
			-			$ -
			-			$ -
			-			$ -
			-			$ -
			-			$ -
			-			$ -

SAMPLE SAMPLE SAMPLE SAMPLE SAMPLE SAMPLE SAMPLE SAMPLE

Chartfield request forms

Please double click icon below to open form: ChartField Request Forms - Multiple Codes - v08042020.xlsx

CITY AND COUNTY OF SAN FRANCISCO
PeopleSoft ChartField Table Maintenance Form
ACCOUNT

General Instructions:

* For **NEW** requests, all fields need to be complete unless labeled as optional.

* If **MODIFYING existing code,** identify the Account Code to update, complete the Description and Effective Date fields and specify if changes take place with a new effective date or as of the latest effective date.

* If request is for the **NEW Fiscal Year's Budget**, send the request to your Budget Analyst at the Controller's

* Complete the Requestor and Approver Information on the top right corner, print and obtain the Approver's Signature or Approval email, and email both this Excel file and if applicable pdf file with the signature intact to ChartField.Administrator@sfgov.org.

Requesting Department: _____
Requestor Name: _____
Approver Name: _____
Approver Signature: _____
Requestor's Phone #: _____

Request Date: _____

#	Request Type	*Effective Date* *(mm/dd/yyyy)*	Account Code	Description *30 character Max*	Account Type	Account Rollup	Budgetary only?	Normal Balance	Statistical Account?	Control Account?	Justification and Other notes
i.e.	*New*	*7/1/2019*		*100220CON New Imprest Cash*	*Asset*	*Other: Add under notes*	*No*	*Debit (+)*	*No*	*No*	*For new FY20 petty cash account within CON.*
1	New										

Subsetting request forms to the right

										Which applications?				new Elist?													
Date	Dept.	Dept. Contact	Fund	Fund Title	FundGrp	FundGrp Title	FundTyp	Fund Title	GFSType	Position	Non-Position	Capital	Rev. Transfer	New Node?	Dept	Div	Division Title	Section	Section Title	Fund	Grant Related (Y/N)	Dept ID	Dept Title	AAO Level	Budget Definition	Done	By	Notes

					Which applications?				new Elist?									
Date	Dept.	Dept. Contact	Dept	Dept Title	Position	Non-Position	Capital	Rev. Transfer	New Node?	Dept	Div	Division Title	Section	Section Title	Fund	Done	By	Notes

Date	Dept	Contact	ProjAct	ProjectTitle	ActivityTitle	Grant Related? (Y/N)	StartDate (Optional)	EndDate (Optional)	Done	By	Notes

Date	Dept.	Dept. Contact	Authority	Done	By	Notes

Date	Dept	Dept Contact	Account	Account Title	AAO Category	AAO Title	Chart Category	Chart Title	MBB Category	MBB Title	Done	BY	Notes

								TRANSFER OUT=IS,Y4Q1;R1;Y2D1;AP4												Transfer In														
Date	Dept.	Dept Contact	TRIO	TRIO Title	Dept In/Out	UserCode XRef	Fund Xref	3 Digit Dept	Dept	Dept Title	Fund	Fund Title	Project-Activity	Project Title	Activity Title	Authority	Authority Title	Account	Account Title	Agency Use	3 Digit Dept	Dept	Dept Title	Fund	Fund Title	Project-Activity	Project Title	Activity Title	Authority	Authority Title	Account	Account Title	Agency Use	Done	By	Notes
1/1/2021	*GEN*	*XXX*	*100938*					*GEN*	*230018*		*10000*	*10000*	*10026734-0001*			*10000*		*592020*	*592020*		*DSS*	*186644*		*11140*	*10000*	*10022908-0001*			*16923*		*492001*	*592020*		*10/20/2021*	*HM*	

Budget System and Reporting Security Access Form

Please double click below to open and complete form

City and County of San Francisco Controller's Office
Budget Systems (BPMS), Budget Reports (BIEP)
Access Request Form

Section I: Request Type

☐ New First Time User ☐ Modify Existing User (including updating User's Dept Profile)

☐ Inactivate Existing User

Section II: Employee Information

Department		(if you are existing user moving from one dept to another, please indicate the prior dept you were employed with)	
Name:		**Employee ID:**	
Job Title:		**Job Code:**	
Email:		**Phone:**	

Section III: Supervisor Information

Name:		**Employee ID:**	
Job Title:		**Job Code:**	
Email:		**Phone:**	

Section IV: BPMS & BI EP Access Request ***A*** *= Add access* ***R*** *= Remove access*

Controller's Budget Office authorization required

A / R	Access	Description
Budget System (BPMS) – will include EIS basic access		
	Budget Author	Submits departmental budget entries
	Budget Manager	Reviews departmental budget submissions (*Mayor's Budget Office only*)
	Budget Administrator	Administers the City's Budget system (*Controller's Budget & Analysis Division only*)
Budget Report Access - BI Enterprise Planning (EP)		
Do you currently have Report & Analytical (BI) link in your Employee Portal's work link? ☐ YES ☐ NO		
	Departmental	Download departmental budget reports
	Citywide	Download Citywide Budget Reports (MBO, BAD only)
	EP Snapshot Administration	Administers BI EP Snapshots (BAD only)

Controller's Budget Office Authorization*

Name: Signature: Date:

*** Please submit the signed request form via opening a ticket with SF User Support portal at https://sfemployeeportalsupport.sfgov.org/support/home**

Contact List for The Mayor's Budget Office and the Controller's Budget Office

Dept. #	Code	Department Name	Mayor's Office	Controller's Budget & Analysis	Controller's Accounting Operations
62	AAM	Asian Art Museum	Sally Ma	Risa Sandler	Jane Yuan/ Senna Osby
70	ADM	General Services Agency - Administrative Services	Adrian Liu	Edward de Asis	Maricar Gratuito
13	ADP	Adult Probation	Andrea Lynn	Nick Leo	Jane Yuan/ Janica Li
27	AIR	Airport	Andrea Lynn	Nick Leo	Melson Mangrobang
28	ART	Arts Commission	Sally Ma	Mendy Ma	Jane Yuan/ Senna Osby
2	ASR	Assessor/Recorder	Morgan Owens	Josh Oehler	Maricar Gratuito
1	BOS	Board of Supervisors	Anna Duning	Michael Mitton	Jane Yuan/ Senna Osby
3	CAT	City Attorney	Matthew Curtois	Ysabel Catapang	Maricar Gratuito
64	CFC	Children & Families Commission	Anna Duning	Mendy Ma	Jane Yuan/ Senna Osby
23	CHF	Children, Youth & Their Families	Lillian Patil	Mendy Ma	Jane Yuan/ Senna Osby
9	CON	Controller	Morgan Owens	Ysabel Catapang	Melson Mangrobang
29	CPC	City Planning	Morgan Owens	David Ly	Maricar Gratuito
10	CRT	Superior Court	Andrea Lynn	David Ly	Jane Yuan/ Janica Li
30	CSC	Civil Service Commission	Camilla Taufic	Michael Mitton	Jane Yuan/ Senna Osby
17	CSS	Child Support Services	Andrea Lynn	Josh Oehler	Jane Yuan/ Senna Osby
4	DAT	District Attorney	Andrea Lynn	Ysabel Catapang	Jane Yuan/ Janica Li
19	DBI	Department of Building Inspection	Morgan Owens	David Ly	Maricar Gratuito
88	DPA	Department of Police Accountability	Camilla Taufic	Josh Oehler	Jane Yuan/ Janica Li
81	DPH	Department of Public Health	Anna Duning	Mendy Ma	Jane Yuan/ Janica Li
90	DPW	General Services Agency - Public Works	Adrian Liu	Edward de Asis	Melson Mangrobang
45	HSA	Human Services Agency	Anna Duning	Mendy Ma	Sally Chan
77	DEM	Emergency Communications	Matthew Curtois	Nick Leo	Jane Yuan/ Janica Li
21	ECN	Economic & Workforce Development	Matthew Curtois	Mendy Ma	Maricar Gratuito
22	ENV	Environment	Sally Ma	Nick Leo	Maricar Gratuito
18	ETH	Ethics Commission	Sally Ma	Michael Mitton	Maricar Gratuito
61	FAM	Fine Arts Museum	Sally Ma	Michael Mitton	Jane Yuan/ Senna Osby
31	FIR	Fire Department	Matthew Curtois	Josh Oehler	Jane Yuan/ Janica Li
97	GEN	General City Responsibility	Lillian Patil	Michelle Allersma/ Risa Sandler	
4	HRC	Human Rights Commission	Camilla Taufic	Ysabel Catapang	Jane Yuan/ Senna Osby
33	HRD	Human Resources	Camilla Taufic	Michael Mitton	Maricar Gratuito
84	HOM	Dept. of Homelessness and Supportive Housing	Lillian Patil	Edward de Asis	Sally Chan
55	HSS	Health Service System	Camilla Taufic	Risa Sandler	Maricar Gratuito
12	JUV	Juvenile Probation	Camilla Taufic	Edward de Asis	Jane Yuan/ Janica Li
41	LIB	Public Library	Matthew Curtois	Michael Mitton	Jane Yuan/ Senna Osby
63	LLB	Law Library	Adrian Liu	Risa Sandler	Jane Yuan/ Senna Osby
35	MTA	Municipal Transportation Agency (MTA)	Morgan Owens	Josh Oehler	Melson Mangrobang
25	MYR	Mayor	Morgan Owens	Mendy Ma	Maricar Gratuito
37	BOA	Board of Appeals	Sally Ma	Nick Leo	Maricar Gratuito
5	PDR	Public Defender	Andrea Lynn	Nick Leo	Jane Yuan/ Janica Li
38	POL	Police Department	Andrea Lynn	Josh Oehler	Jane Yuan/ Janica Li
39	PRT	Port	Matthew Curtois	Josh Oehler	Maricar Gratuito
40	PUC	Public Utilities Commission	Morgan Owens	Nick Leo	Jane Yuan/ Senna Osby
42	REC	Recreation & Park	Adrian Liu	Josh Oehler	Melson Mangrobang
80	REG	Elections	Adrian Liu	Ysabel Catapang	Maricar Gratuito
44	RET	Retirement System	Camilla Taufic	Michael Mitton	Jane Yuan/ Senna Osby
65	RNT	Rent Arbitration Board	Morgan Owens	Mendy Ma	Maricar Gratuito
60	SCI	Academy of Sciences	Sally Ma	Ysabel Catapang	Jane Yuan/ Senna Osby
6	SHF	Sheriff's Department	Camilla Taufic	Edward de Asis	Jane Yuan/ Janica Li
75	TIS	General Services Agency - Technology	Andrea Lynn	Nick Leo	Maricar Gratuito
8	TTX	Treasurer / Tax Collector	Morgan Owens	Michael Mitton	Maricar Gratuito
99	UNA	General Fund Unallocated		Michelle Allersma/ Risa Sandler	
7	USD	County Office of Education		David Ly	Melson Mangrobang
46	WAR	War Memorial	Sally Ma	Ysabel Catapang	Jane Yuan/ Senna Osby
48	WOM	Department on the Status of Women	Andrea Lynn	Ysabel Catapang	Maricar Gratuito
	OCII	Office of Community Investment and Infrastructure	Morgan Owens	Risa Sandler	Melson Mangrobang

Mayor's Budget Office	
Matthew Curtois	(415) 554-6617
Anna Duning	(415) 554-6216
Ashley Groffenberger	(415) 554-6511
Adrian Liu	(415) 554-6659
Andrea Lynn	(415) 554-6656
Sally Ma	(415) 554-5965
Morgan Owens	(415) 554-6639
Lillian Patil	(415) 554-5169
Camilla Taufic	(415) 554-6466

Controller's Budget Office	
Michelle Allersma	(415) 554-4792
Edward de Asis	(415) 554-7663
Ysabel Catapang	(415) 554-5253
Nick Leo	(415) 554-7575
Carol Lu	(415) 554-7647
David Ly	(415) 554-7837
Mendy Ma	(415) 554-5247
Michael Mitton	(415) 554-6626
Joshua Oehler	(415) 554-7535
Risa Sandler	(415) 554-5254

Controller's Accounting Operations	
Sally Chan	(415) 554-7418
Maricar Gratuito	(415) 554-6627
Janica Li	(415) 554-7516
Melson Mangrobang	(415) 554-5158
Senna Osby	(415) 554-7567
Jane Yuan	(415) 554-7546