## FEDERATED CITY EMPLOYEES' RETIREMENT SYSTEM FISCAL YEAR 2024–2025 BUDGET PROPOSAL-REVISED

April 18, 2024

Personnel Services Analysis - ORIGINAL

Expenses	2022- 2023 Actual (A)	2023- 2024 Adopted (B)	2023– 2024 Forecast (C)	2024–2025 Proposed (1) (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Personnel Services	\$3,931,413	\$4,306,000/ \$4,456,000	\$4,411,000	\$5,111,000	18.69%/ 14.70%	15.87%
Authorized positions for both plans	43.0	43.0	43.0	46.0	3.0	3.0
Full time employee (FTE) allocated to Plan	21.5	21.5	21.5	23.0	1.5	1.5
Actual filled FTEs for both plans	40.0		42.0			
FTEs allocated to Plan	20.0		21.0			

- Personnel Services increased from last year's budget due to:
  - Proposals, budgeting three return to work retirees for the full year and increased benefit rates
- Proposals for FY24-25 included in budget
  - Adding a Compliance Senior Analyst in Accounting
  - Adding a Medicare Analyst to the Health Team in Benefits
  - Adding a Senior Office Specialist for the Front Desk in Benefits
  - Funding a 50% Cybersecurity IT person
  - Over-strength position for 4 months for Benefits analyst, 12 months for Admin Staff Specialist and 1 month for CEO

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Personnel Services	\$3,931,413	\$4,306,000/ \$4,456,000	\$4,411,000	\$5,111,000	18.69%/ 14.70%	15.87%
Authorized positions for both plans	43.0	43.0	43.0	<mark>45.0</mark>	2.0	2.0
Full time employee (FTE) allocated to Plan	21.5	21.5	21.5	<mark>22.5</mark>	1.0	1.0
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Current Organizational Chart for Retirement Services, including budget Personnel Services proposals, of which Federated receives one half of a full-time employee (FTE) - O/S positions not included Analysis (cont.) City Council Board of Administration for the Federated City of Board of Administration for the Police and Fire Department Retirement Plan Employees' Retirement System Chief Executive Officer Roberto L. Pena Chief Investment Officer **Executive Assistant** Senior Internal Auditor Chief Operating Officer Prabhu Palani Cynthia Ayala VACANT Barbara Hayman Staff Specialist Staff Specialist Senior Investment Edith Aldama Sherrell Aledo Officer Jav Kwon Accounting Division Manager Senior Investment Benefits Division Manager Officer Sandra Castellano Benjie Chua Foy Department Information Technology Manager Ganapathiappan Shilpi Dwivedi Senior Accountant Senior Health Senior Analyst -Senior Analyst -Ret Inv Operations Senior Supervisor. Retirement Deborah Sattler Benefits Analyst Benefits Investment Investment Supervisor Information Systems VACANT Teresa Meyer-Amy Dickinson Officer Ron Kumar Marivic Co-Garcia Analyst Analyst Calvert Senior Accountant Eric Tsang Arun May Cheung Benefits Analyst Benefits Analyst Gina Rios Nallasivan Financial Analyst Health Analyst Staff Specialist Melissa Lopez Jesselle Holcomb Retirement Network Technician Operations Tara Tran Patricia Olaque Investment Julie He Senior Analyst Officer Benefits Analyst Benefits Analyst **PROPOSED** Chris Ha Investment Christina Wang Sr Office Specialist Health Analyst Anh Trinh Theresa Sitchler Analyst Staff Specialist **PROPOSED** Yanira Hernandez Retirement Harrison Ellen Lee Accountant II Investment Pearce Benefits Analyst Benefits Analyst Nam Cao Officer Sr Office Specialist Staff Specialist Tamilynn Imai Michelle Saechao David Auna PROPOSED Donna Hepp Accountant I Benefits Analyst Trang Vo Veronica Solorio **ORS PROPOSED** Account Clerk II FY24-25 - ORIGINAL Staff Specialist Chris J. Reves Gretel Calderon

