



San Bernardino County Employees'  
Retirement Association

# 2024 - 2025

## ANNUAL BUDGET

### MID-YEAR UPDATE

(A Supplement to the Board Approved Budget)

For the Fiscal Year Ending June 30, 2025

## BUDGET AMENDMENTS

This is a supplement to the Board Approved Budget for the fiscal year ending June 30, 2025. Only those schedules that are impacted by the amendments, both approved and proposed, are presented. For further information, see the Board Approved Budget.

### Budget Process

When developing the annual budget for Board approval, the CEO consults with the Department Chiefs, with consideration to SBCERA's Mission Statement, Statement of Governance Principles, Budget Policy, and Strategic Plan and Priorities as approved by the Board. The annual budget for the upcoming fiscal year is approved by the Board no later than June of each year. The CEO is responsible for operating within the Board approved budget and has the authority to spend up to the appropriated amounts.

After the budget is approved, the CEO may request the Board to amend the budget for the current fiscal year by presenting reasons for the budget amendment, its expected operational impact, and the cost of the amendment for the remainder of the current fiscal year and future fiscal years (if applicable). The Budget Policy also grants the CEO authority to transfer funds within each of the four broad categories of the budget (Personnel Costs, Professional Services, Operational Services and Supplies, and Capital Expenditures) to accomplish the goal of administering the operations of SBCERA. However, funds may not be moved from one broad budget category to another without approval from the Board. The Chief Financial Officer (CFO) provides quarterly budget review reports to the Board with comments on deviations from the adopted budget for each category of expenditure.

# Exhibit A: Page 3

## Schedule of Amendments

Schedule of Amendments – Mid-Year Update			
	Budget Impacted	Administrative Budget	Non-Administrative Budget
<b>Approved Amendments</b>			
Additional Canoe Licensing	Non-Administrative   Investment   Operational Services and Supplies   Software & Services		\$ 11,000
	<b>Total Approved Amendments</b>	<b>\$ -</b>	<b>\$ 11,000</b>
<b>Proposed Amendments</b>			
Additional Attorney Fees - Investment Mgrs	Non-Administrative   Investment   Professional Services   Attorney Fees		\$ 40,000
Additional Attorney Fees - Alameda Decision Implementation	Non-Administrative   Legal   Professional Services   Attorney Fees		\$ 150,000
Additional Attorney Fees - Amicus Brief	Non-Administrative   Legal   Professional Services   Attorney Fees		\$ 20,000
Additional Attorney Fees - Participating Employers	Non-Administrative   Legal   Professional Services   Attorney Fees		\$ 30,000
Document Digitization Project - Temporary Staffing	Administrative   Personnel Costs   Salaries & Benefits	\$ 170,000	
Document Digitization Project - Offsite Storage	Administrative   Operational Services and Supplies   Offsite Storage	\$ 10,000	
Document Digitization Project - Additional Scanning Licenses	Non-Administrative   Technology   Operational Services and Supplies   Software & Services		\$ 10,000
Recruitment - Chief of Member Services	Administrative   Professional Services   Recruiting & Hiring	\$ 30,100	
VCP Filing Fee - Alameda Decision	Non-Administrative   Legal   Operational Services and Supplies   Office Expense		\$ 3,500
	<b>Total Proposed Amendments</b>	<b>\$ 210,100</b>	<b>\$ 253,500</b>

# Exhibit A: Page 4

## Description of Amendments

Approved Amendments: At its December 5, 2024 meeting, the Board approved a Non-Administrative Budget Amendment in the amount of \$11,000 for additional licensing for Canoe, one of the software products, part of the Data Library Project.

Proposed Amendments: The following proposed amendments are included in the tables and schedules of this supplement to the Board Approved Budget. The proposed amendments are referenced in green in the schedules.

- **Additional Attorney Fees (Investment)** – Expenses for Attorney Fees for the Investment department are expected to exceed the Board-approved budget of \$340,000. As of November 30, 2024, actual expenses are \$124,406. While that does not exceed the budgeted amount to date, additional European credit search efforts are expected to be incurred and were not budgeted. Based on expenses to date and the additional expected expense, a budget amendment is requested for \$40,000. If approved, the amendment will increase the Non-Administrative Budget for Investment Appropriations as a Professional Service under the Attorney Fees line item.
- **Additional Attorney Fees (Legal)** – Expenses for Attorney Fees for the Legal Services department are on pace to exceed the Board-approved budget of \$505,000. As of November 30, 2024, actual expenses are \$255,538. They exceed the budget amount to date as of November of \$210,000. Based upon actual expenses to date and upcoming unbudgeted expenses related to Alameda, participating employer matters, a complicated benefit appeal, and an upcoming amicus brief, actual expenses are expected to be \$200,000 more than budgeted. If approved, the amendment will increase the Non-Administrative Budget for Legal Appropriations as a Professional Service under the Attorney Fees line item.
  - **Alameda Decision Implementation** – The costs for this have been included as part of the Initiatives to Support the Strategic Priorities and has been added to the table on page 8 and are expected to be \$150,000.
  - **Amicus Brief** – The costs for this brief were not contemplated as part of the original Board Approved Budget. Costs are expected to be \$20,000.
  - **Participating Employers** – Matters concerning SBCERA's Participating Employers are included in the original Board Approved Budget; however, matters are expected to exceed what was budgeted by \$30,000.

## Description of Amendments (Continued)

- Document Digitization Project – This project was started in the prior year and was included in the budget for the Disability Unit (Administrative Budget). The activity has continued into the current fiscal year but has expanded beyond the Disability Unit. The Board implemented a new Document Retention Policy. To comply with the policy, the team has begun converting all offsite records to digital records in compliance with the policy. The project is expected to continue into the next fiscal year and will be addressed in that budget. To date, the project has incurred approximately \$90,000. The project has been included as an Initiative to Support Strategic Priorities and has been included in the table on page 8.
  - Temporary Staffing – The team that is conducting this project consists of one part-time contractor and two temporary staff. The cost for this temporary staff was not contemplated when the original budget was created. The additional staff is expected to exceed what was budgeted by approximately \$170,000. Costs for temporary staff are included in the Administrative Budget as a Personnel Costs under the line-item Staff Salaries & Benefits.
  - Offsite Storage – The records that are being evaluated, digitized, and cataloged have been housed offsite. Retrieval of these records was not contemplated when the original budget was created. The additional retrieval requests are expected to exceed what was budgeted by \$10,000. Costs for offsite storage are included in the Administrative Budget as an Operational Services and Supply under the line-item Offsite Storage.
  - Additional Scanning Licenses – To add member-related documents to Pension Gold, additional scanning licenses are required. The additional licenses are expected to exceed what was budgeted by \$10,000. Costs for scanning licenses are included in the Non-Administrative Budget for Technology Appropriations as an Operational Services and Supply under the line-item Software & Services.
- Recruitment – An unexpected departure of the Chief of Member Services in June 2024 created a vacancy in the Member Services department. Consistent with past practices, a nation-wide recruitment was conducted. The cost to conduct this recruitment was \$30,100. The cost was not contemplated as part of the original Board Approved Budget. Costs for recruiting are included in the Administrative Budget as a Professional Service under the line-item Recruiting & Hiring.

## Exhibit A: Page 6

### Description of Amendments (Continued)

- VCP Application – The application to the Internal Revenue Service for SBCERA's Alameda Decision implementation was filed during the fiscal year. The item was not contemplated as part of the original Board Approved Budget. The cost for the application was \$3,500. Costs for such items are included in the Non-Administrative Budget for Legal Appropriations as an Operational Service and Supply under the line-item Office Expense. This item is considered part of an Initiative to Support the Strategic Priorities and has been included in the table on page 8.

## Exhibit A: Page 7

# INITIATIVES TO SUPPORT STRATEGIC PRIORITIES

The costs associated with these projects are one-time or initial costs.

Project	Pillar	Priority	Administrative Budget Impact	Non-Administrative Budget Impact
Data Library Project	Operational Excellence & Efficiency	Investment document integration portal - finalize		\$71,000
Video Production	Superior Service Experience	Revamped member education - continuing	\$50,000	
Financial Literacy Education	Superior Service Experience	Revamped member education; Enhanced pre-retirement and post-retirement education/support. (Deferred from PY)	\$25,000	
Implementation of Cloud Architecture	Operational Excellence & Efficiency	Implement Azure tenant migration and ZTNA solution.		\$800,000
Technology Standardization	Quality Employer & Workplace	Create a more engaged team, improve accountability to membership - continuing		\$100,000
Relocate member services to first floor	Quality Employer & Workplace	Space utilization/expansion to consolidate call center staff. (Deferred from PY)	\$140,000	
Document Digitization Project	Operational Excellence & Efficiency	Document imaging solution	\$180,000	\$10,000
Appeals Process (D06)	Prudent Fiscal Management	Fully implement the <i>Alameda</i> Supreme Court decision		\$150,000
VCP Application	Prudent Fiscal Management	Fully implement the <i>Alameda</i> Supreme Court decision	\$3,500	

See Schedule of Amendments on page 4. Amounts marked in blue have been approved previously but were not part of the original budget. Items and amounts marked in green are proposed as part of this Board item.

# ANNUAL BUDGET SUMMARY – Mid-Year Update

## Annual Budget Summary | By Expenditure Budget

The entire 2024 - 2025 annual budget is presented below in summary, by expenditure budget – Administrative and Non-Administrative, including approved and proposed budget amendments:

Annual Budget Summary 2024-2025 Annual Budget					
	FY 24/25	FY 23/24	FY 23/24	Increase/ (Decrease) over FY 23/24 Budget	Increase/ (Decrease) over FY 23/24 Est Actual
	Approved Budget with Amendments <sup>1</sup>	Approved Budget	Actual		
Administrative Budget	\$ 15,145,100	\$ 14,631,100	\$ 12,547,823	\$ 514,000	\$ 2,597,277
Non-Administrative Budget	18,555,860	17,068,800	14,546,709	1,487,060	\$ 4,009,151
<b>Total Budget</b>	<b>33,700,960</b>	<b>31,699,900</b>	<b>27,094,532</b>	<b>2,001,060</b>	<b>4,605,368</b>

1) See Schedule of Amendments on page 4. Amounts marked in blue have been approved previously but were not part of the original budget. Items and amounts marked in green are proposed as part of this Board item.



# Exhibit A: Page 9

## Annual Budget Summary | By Category

The entire 2024 – 2025 annual budget is presented below in summary, by category – Personnel Costs, Professional Services, Operational Services and Supplies, and Capital Expenditures:

Annual Budget Summary by Category 2024-2025 Annual Budget						
	FY 24/25	FY 23/24	FY 23/24			
	Approved Budget with Amendments <sup>1</sup>	Approved Budget	Actual	Increase/ (Decrease) over FY 23/24 Budget	Change over FY 23/24 Budget	Share of Total Budget
<b>Personnel Costs</b>						
Administrative	\$ 11,111,300	\$ 10,958,400	\$ 9,214,755	\$ 152,900	1%	33%
Legal	1,687,500	1,540,000	1,434,343	147,500	10%	5%
Investment	3,524,100	3,154,900	2,984,916	369,200	12%	10%
Technology	2,507,500	2,413,400	2,148,918	94,100	4%	7%
<b>Total Personnel Costs</b>	<b>18,830,400</b>	<b>18,066,700</b>	<b>15,782,932</b>	<b>763,700</b>	<b>4%</b>	<b>56%</b>
<b>Professional Services</b>						
Administrative	1,350,500	1,096,000	1,197,700	254,500	23%	4%
Actuarial	185,000	285,000	363,791	(100,000)	-35%	1%
Legal	705,000	320,000	704,186	385,000	120%	2%
Investment	4,512,000	4,158,500	4,252,737	353,500	9%	13%
Technology	546,000	599,000	184,253	(53,000)	-9%	2%
<b>Total Professional Services</b>	<b>7,298,500</b>	<b>6,458,500</b>	<b>6,702,667</b>	<b>840,000</b>	<b>13%</b>	<b>22%</b>
<b>Operational Services and Supplies</b>						
Administrative	2,543,300	2,471,700	2,105,312	71,600	3%	8%
Legal	142,950	106,000	90,611	36,950	35%	0%
Investment	487,500	367,500	225,063	120,000	33%	1%
Technology	3,258,310	3,299,500	2,005,028	(41,190)	-1%	10%
<b>Total Operational Services and Supplies</b>	<b>6,432,060</b>	<b>6,244,700</b>	<b>4,426,014</b>	<b>187,360</b>	<b>3%</b>	<b>19%</b>
<b>Capital Expenditures</b>						
Administrative	140,000	105,000	30,056	35,000	33%	0%
Legal	100,000	100,000	-	-	0%	0%
Investment	25,000	125,000	77,800	(100,000)	-80%	0%
Technology	875,000	600,000	75,063	275,000	46%	3%
<b>Total Capital Expenditures</b>	<b>1,140,000</b>	<b>930,000</b>	<b>182,919</b>	<b>210,000</b>	<b>23%</b>	<b>3%</b>
<b>Total Budget</b>	<b>33,700,960</b>	<b>31,699,900</b>	<b>27,094,532</b>	<b>2,001,060</b>	<b>6%</b>	<b>100%</b>

1) See Schedule of Amendments on page 4. Amounts marked in blue have been approved previously but were not part of the original budget. Items and amounts marked in green are proposed as part of this Board item.

## STATUTORY LIMIT

Based on an Actuarial Accrued Liability (AAL) of \$15.6 billion (as of the most recent actuarial valuation dated June 30, 2023), the statutory limit for administrative expenditures is approximately \$34.5 million, representing a \$1.7 million increase over the prior year’s statutory limit of \$32.8 million. The AAL is calculated once a year, by SBCERA's independent actuary. The next actuarial valuation for June 30, 2024, will be presented to the Board in November 2024, at which time the AAL may be revised. If the AAL increases, the statutory limit for the proposed budget can only be increased with Board approval.

The statutory limit after all amendments is calculated as follows:

Calculation of Statutory Limit - Administrative Budget	
AAL as of June 30, 2023	\$ 16,446,671,652
Basis points per GC §31580.2	0.0021
<b>Statutory limit of 0.21% allowed per GC §31580.2</b>	<b>\$ 34,538,010</b>
<b>Administrative Budget with Amendments</b>	<b>\$ 15,145,100</b>
<b>Budget as Basis points of AAL</b>	<b>0.00092</b>
<b>Unrestricted Contingency Fund</b>	<b>\$ 19,392,910</b>

The approved administrative expenditure budget appropriations in addition to the approved and proposed amendments, in the amount of \$210,100, are \$15,145,100, approximately 44% of the statutory limit, or 9.2 basis points. The remaining \$19.4 million will be set aside as an Unrestricted Contingency Fund, available for further appropriation with Board approval. The following section presents the proposed appropriations for each category of expenditure for the Administrative Budget.

Statutory Limit - Usage Analysis					
	FY 20/21	FY 21/22	FY 22/23	FY 23/24	FY 24/25
AAL	13,304,683,218	14,298,195,718	14,957,435,405	15,630,124,402	16,446,671,652
Basis Points	21	21	21	21	21
Statutory Limit	27,939,835	30,026,211	31,410,614	32,823,261	34,538,010
Administrative Budget <sup>1</sup>	12,305,550	11,435,850	13,231,000	14,611,100	15,145,100
<b>Basis Points</b>	<b>9.2</b>	<b>8.0</b>	<b>8.8</b>	<b>9.3</b>	<b>9.2</b>

1)Includes any approved or proposed amendments.

# Exhibit A: Page 11

## ADMINISTRATIVE BUDGET

Annual Budget Summary Administrative Budget 2024-2025 Annual Budget						
	FY 24/25	FY 23/24	FY 23/24			
	Approved Budget with Amendments <sup>1</sup>	Approved Budget	Actual	Increase/ (Decrease) over FY 23/24 Budget	Change over FY 23/24 Budget	Share of Admin Budget
<b>Administrative Budget</b>						
<b>Personnel Costs</b>						
Staff Salaries and Benefits	\$ 11,099,300	\$ 10,946,400	\$ 9,214,755	\$ 152,900	1%	73%
Board Stipends	12,000	12,000	10,000	-	0%	0%
<b>Total Personnel Costs</b>	<b>11,111,300</b>	<b>10,958,400</b>	<b>9,224,755</b>	<b>152,900</b>	<b>1%</b>	<b>73%</b>
<b>Professional Services</b>						
Audit	81,500	81,500	78,915	-	0%	1%
Consulting	75,000	77,500	74,990	(2,500)	-3%	0%
Disability Claim Process	1,040,000	775,000	975,245	265,000	34%	7%
Member Engagement	138,000	150,000	49,920	(12,000)	-8%	1%
Payroll Services	16,000	12,000	18,630	4,000	33%	0%
<b>Total Professional Services</b>	<b>1,350,500</b>	<b>1,096,000</b>	<b>1,197,700</b>	<b>254,500</b>	<b>23%</b>	<b>9%</b>
<b>Operational Services and Supplies</b>						
Building Rent	775,000	750,000	847,694	25,000	3%	5%
Career Development Fund	35,000	25,000	13,104	10,000	40%	0%
Claims, Judgments, & Orders	35,000	35,000	21	-	0%	0%
Communication Platforms	197,000	209,000	188,836	(12,000)	-6%	1%
Employee Engagement	45,000	34,800	28,523	10,200	29%	0%
Equipment Rent	130,000	130,000	72,248	-	0%	1%
General Maintenance	53,140	78,150	32,574	(25,010)	-32%	0%
Insurance	357,300	330,800	321,730	26,500	8%	2%
Member Engagement	94,500	87,000	76,933	7,500	9%	1%
Memberships	62,400	48,990	42,843	13,410	27%	0%
Non-Capital Projects	100,000	140,000	8,262	(40,000)	-29%	1%
Office Expense	186,550	161,050	176,306	25,500	16%	1%
Offsite Storage	35,000	13,000	24,397	22,000	169%	0%
Recruiting & Hiring	37,600	7,500	7,582	30,100	401%	0%
Suite Services	166,500	152,500	51,926	14,000	9%	1%
Training & Travel	233,310	268,910	212,333	(35,600)	-13%	2%
<b>Total Operational Services and Supplies</b>	<b>2,543,300</b>	<b>2,471,700</b>	<b>2,105,312</b>	<b>71,600</b>	<b>3%</b>	<b>17%</b>
<b>Capital Expenditures</b>						
	<b>140,000</b>	<b>105,000</b>	<b>30,056</b>	<b>35,000</b>	<b>33%</b>	<b>1%</b>
<b>Total Administrative Budget</b>	<b>\$ 15,145,100</b>	<b>\$ 14,631,100</b>	<b>\$ 12,557,823</b>	<b>\$ 514,000</b>	<b>4%</b>	<b>100%</b>

The approved appropriations of \$14,935,000 plus approved and proposed amendments of \$210,100, or \$15,155,100, represent an increase from the prior year appropriated budgeted expenditures of \$14,631,100. The difference in appropriations represents an increase of approximately \$514,000 or 4% over the prior year approved budget.

- 1) See Schedule of Amendments on page 4. Amounts marked in blue have been approved previously but were not part of the original budget. Items and amounts marked in green are proposed as part of this Board item.

# Exhibit A: Page 12

## NON-ADMINISTRATIVE BUDGET

Certain expenses of SBCERA are excluded from the statutory limit described in GC section 31580.2, including, but not limited to, those set forth in GC sections 31522.7, 31529.9, 31596.1 and 31580.2(b), which respectively excludes legal services costs, investment costs, actuarial services costs, custodial banking fees, and certain technology expenditures. These expenditures are considered non-administrative and are budgeted for in the Non-Administrative Expenditure Budget, pursuant to the SBCERA *Expenditure Budget Approval Policy*. The proposed appropriations in summary form for the Non-Administrative Expenditure Budget are provided below.

Annual Budget Summary Non-Administrative Budget 2024-2025 Annual Budget						
	FY 24/25	FY 23/24	FY 23/24			
	Approved Budget with Amendments <sup>1</sup>	Approved Budget	Actual	Increase/ (Decrease) over FY 23/24 Budget	Change over FY 23/24 Budget	Share of Non- Admin Budget
<b>Non-Administrative Budget</b>						
<b>Actuarial Appropriations</b>						
Professional Services	\$ 185,000	\$ 285,000	\$ 363,791	\$ (100,000)	-35%	1%
<b>Total Actuarial Appropriations</b>	<b>185,000</b>	<b>285,000</b>	<b>363,791</b>	<b>(100,000)</b>	<b>-35%</b>	<b>1%</b>
<b>Legal Appropriations</b>						
Personnel Costs	1,687,500	1,540,000	1,434,343	147,500	10%	9%
Professional Services	705,000	320,000	704,186	385,000	120%	4%
Operational Services and Supplies	142,950	106,000	90,611	36,950	35%	1%
Capital Expenditures	100,000	100,000	-	-	0%	1%
<b>Total Legal Appropriations</b>	<b>2,635,450</b>	<b>2,066,000</b>	<b>2,229,140</b>	<b>569,450</b>	<b>28%</b>	<b>14%</b>
<b>Investment Appropriations</b>						
Personnel Costs	3,524,100	3,154,900	2,984,916	369,200	12%	19%
Professional Services	4,512,000	4,158,500	4,252,737	353,500	9%	24%
Operational Services and Supplies	487,500	367,500	225,063	120,000	33%	3%
Capital Expenditures	25,000	125,000	77,800	(100,000)	-80%	0%
<b>Total Investment Appropriations</b>	<b>8,548,600</b>	<b>7,805,900</b>	<b>7,540,516</b>	<b>742,700</b>	<b>10%</b>	<b>46%</b>
<b>Technology Appropriations</b>						
Personnel Costs	2,507,500	2,413,400	2,148,918	94,100	4%	14%
Professional Services	546,000	599,000	184,253	(53,000)	-9%	3%
Operational Services and Supplies	3,258,310	3,299,500	2,005,028	(41,190)	-1%	18%
Capital Expenditures	875,000	600,000	75,063	275,000	46%	5%
<b>Total Technology Appropriations</b>	<b>7,186,810</b>	<b>6,911,900</b>	<b>4,413,262</b>	<b>274,910</b>	<b>4%</b>	<b>39%</b>
<b>Total Non-Administrative Budget</b>	<b>\$ 18,555,860</b>	<b>\$ 17,068,800</b>	<b>\$ 14,546,709</b>	<b>\$ 1,487,060</b>	<b>9%</b>	<b>100%</b>

Overall, the total Non-Administrative Expenditure Budget for the fiscal year ending June 30, 2024, is \$18,555,860 (original approved budget of \$18,291,360 plus approved and proposed amendments of \$264,500), which is an increase of \$1.5 million or 9% the prior year appropriations of \$17,068,800.

- 1) See Schedule of Amendments on page 4. Amounts marked in blue have been approved previously but were not part of the original budget. Items and amounts marked in green are proposed as part of this Board item.

## Actuarial Appropriations

An Actuarial Valuation and Review (valuation) is prepared once a year by an independent actuary in accordance with generally accepted actuarial principles and practices. The valuation establishes the funding requirements for the upcoming fiscal year and analyzes the preceding years' experience.

Every three years the actuary prepares an Actuarial Experience Study and Review of Economic Actuarial Assumptions (triennial experience study) to review the assumptions made about all future events that could affect the amount and timing of the benefits to be paid and the assets to be accumulated, including mortality, service, and compensation experience of the members and their beneficiaries, and evaluating the assets and liabilities of the Plan. The next review is scheduled for the fiscal year ending June 30, 2026, to be performed in FY 26/26. In addition, every five years, an audit is conducted of the primary actuary's valuation to provide an independent actuarial opinion as to the accuracy and veracity of valuation results currently performed by SBCERA's independent actuary. The next audit is due for the June 30, 2028 valuation, to be performed as part of FY 28/29.

The use of realistic actuarial assumptions is important in maintaining adequate funding, while paying the vested benefit amounts to participants already retired and to those near retirement. The actuarial assumptions used do not determine the actual cost of the Plan. The actual cost is determined solely by the benefits and administrative expenditures paid out, offset by investment income or loss. However, it is desirable to estimate as closely as possible what the actual cost will be to permit an orderly method for setting aside contributions today to provide benefits in the future, and to maintain equity among generations of participants and taxpayers.

Annual Budget Summary Non-Administrative Budget Actuarial Appropriations 2024-2025 Annual Budget						
	FY 24/25	FY 23/24	FY 23/24	Increase/ (Decrease) over FY 23/24 Budget	Change over FY 23/24 Budget	Share of Non- Admin Budget
	Approved Budget with Amendments <sup>1</sup>	Approved Budget	Estimated Actual			
<b>Actuarial Appropriations</b>						
<b>Professional Services</b>						
Actuarial Studies	\$ 90,000	\$ 145,000	\$ 109,340	\$ (55,000)	-38%	49%
Consulting	95,000	140,000	254,451	\$ (45,000)	-32%	51%
<b>Total Professional Services</b>	<b>185,000</b>	<b>285,000</b>	<b>363,791</b>	<b>(100,000)</b>	<b>-35%</b>	<b>100%</b>
<b>Total Actuarial Appropriations</b>	<b>\$ 185,000</b>	<b>\$ 285,000</b>	<b>\$ 363,791</b>	<b>\$ (100,000)</b>	<b>-35%</b>	<b>1%</b>

1) See Schedule of Amendments on page 4. Amounts marked in blue have been approved previously but were not part of the original budget. Items and amounts marked in green are proposed as part of this Board item.

# Exhibit A: Page 14

## Legal Appropriations

Legal Appropriations include legal staff salaries and benefits, professional non-investment legal services, and operational services and supplies for the legal department.

Annual Budget Summary Non-Administrative Budget Legal Appropriations 2024-2025 Annual Budget						
	FY 24/25	FY 23/24	FY 23/24			
	Approved Budget with Amendments <sup>1</sup>	Approved Budget	Actual	Increase/ (Decrease) over FY 23/24 Budget	Change over FY 23/24 Budget	Share of Non- Admin Budget
<b>Legal Appropriations</b>						
<b>Personnel Costs</b>						
Staff Salaries and Benefits	\$ 1,687,500	\$ 1,540,000	\$ 1,434,343	\$ 147,500	10%	64%
<b>Total Personnel Costs</b>	<b>1,687,500</b>	<b>1,540,000</b>	<b>1,434,343</b>	<b>147,500</b>	<b>10%</b>	<b>64%</b>
<b>Professional Services</b>						
Attorney Fees	705,000	320,000	704,186	385,000	120%	27%
<b>Total Professional Services</b>	<b>705,000</b>	<b>320,000</b>	<b>704,186</b>	<b>385,000</b>	<b>120%</b>	<b>27%</b>
<b>Operational Services and Supplies</b>						
Employee Engagement	1,150	1,650	342	(500)	-30%	0%
Memberships	28,450	28,000	21,476	450	2%	1%
Non-Capital Projects	5,000	5,000	-	-	0%	0%
Office Expense	6,350	2,850	(3,161)	3,500	123%	0%
Software & Services	57,000	24,000	45,309	33,000	138%	2%
Training & Travel	45,000	44,500	26,645	500	1%	2%
<b>Total Operational Services and Supplies</b>	<b>142,950</b>	<b>106,000</b>	<b>90,611</b>	<b>36,950</b>	<b>35%</b>	<b>5%</b>
<b>Capital Expenditures</b>	<b>100,000</b>	<b>100,000</b>	-	-	<b>0%</b>	<b>4%</b>
<b>Total Legal Appropriations</b>	<b>\$ 2,635,450</b>	<b>\$ 2,066,000</b>	<b>\$ 2,229,140</b>	<b>\$ 569,450</b>	<b>28%</b>	<b>14%</b>

1) See Schedule of Amendments on page 4. Amounts marked in blue have been approved previously but were not part of the original budget. Items and amounts marked in green are proposed as part of this Board item.

# Exhibit A: Page 15

## Investment Appropriations

Investment Appropriations include investment staff salaries and benefits, professional investment legal services, custodian fees, investment consultants, and operational services and supplies for the investment department.

Annual Budget Summary Non-Administrative Budget Investment Appropriations 2024-2025 Annual Budget						
	FY 24/25	FY 23/24	FY 23/24	Increase/ (Decrease) over FY 23/24 Budget	Change over FY 23/24 Budget	Share of Non- Admin Budget
	Approved Budget with Amendments <sup>1</sup>	Approved Budget	Actual			
<b>Investment Appropriations</b>						
<b>Personnel Costs</b>						
Staff Salaries and Benefits	\$ 3,524,100	\$ 3,154,900	\$ 2,984,916	\$ 369,200	12%	41%
<b>Total Personnel Costs</b>	<b>3,524,100</b>	<b>3,154,900</b>	<b>2,984,916</b>	<b>369,200</b>	<b>12%</b>	<b>41%</b>
<b>Professional Services</b>						
Attorney Fees	380,000	200,000	333,554	180,000	90%	4%
Consulting	3,032,000	2,913,500	2,487,050	118,500	4%	35%
Custodial Services	1,100,000	1,045,000	1,432,133	55,000	5%	13%
<b>Total Professional Services</b>	<b>4,512,000</b>	<b>4,158,500</b>	<b>4,252,737</b>	<b>353,500</b>	<b>9%</b>	<b>53%</b>
<b>Operational Services and Supplies</b>						
Building Rent	150,000	150,000	109,814	-	0%	2%
Employee Engagement	500	500	47	-	0%	0%
General Maintenance	2,500	3,000	-	(500)	-17%	0%
Memberships	8,000	9,500	9,896	(1,500)	-16%	0%
Non-Capital Projects	5,000	5,000	-	-	0%	0%
Office Expense	18,000	16,000	6,049	2,000	13%	0%
Software & Services	196,000	87,000	65,100	109,000	125%	2%
Training & Travel	107,500	96,500	34,157	11,000	11%	1%
<b>Total Operational Services and Supplies</b>	<b>487,500</b>	<b>367,500</b>	<b>225,063</b>	<b>120,000</b>	<b>33%</b>	<b>6%</b>
<b>Capital Expenditures</b>	<b>25,000</b>	<b>125,000</b>	<b>77,800</b>	<b>(100,000)</b>	<b>-80%</b>	<b>0%</b>
<b>Total Investment Appropriations</b>	<b>\$ 8,548,600</b>	<b>\$ 7,805,900</b>	<b>\$ 7,540,516</b>	<b>\$ 742,700</b>	<b>10%</b>	<b>46%</b>

1) See Schedule of Amendments on page 4. Amounts marked in blue have been approved previously but were not part of the original budget. Items and amounts marked in green are proposed as part of this Board item.

# NON-ADMINISTRATIVE BUDGET

## Technology Appropriations

Appropriations for computer software, computer hardware, and computer technology consulting services in support of these computer products, including an allocation of personnel expenses, are considered Technology Appropriations except for those technology expenditures specifically allocated to the legal and investment departments.

Annual Budget Summary Non-Administrative Budget Technology Appropriations 2024-2025 Annual Budget						
	FY 24/25	FY 23/24	FY 23/24	Increase/ (Decrease) over FY 23/24 Budget	Change over FY 23/24 Budget	Share of Non- Admin Budget
	Approved Budget with Amendments <sup>1</sup>	Approved Budget	Actual			
<b>Technology Appropriations</b>						
<b>Personnel Costs</b>						
Staff Salaries and Benefits	\$ 2,507,500	\$ 2,413,400	\$ 2,148,918	\$ 94,100	4%	35%
<b>Total Personnel Costs</b>	<b>2,507,500</b>	<b>2,413,400</b>	<b>2,148,918</b>	<b>94,100</b>	<b>4%</b>	<b>35%</b>
<b>Professional Services</b>						
Consulting	460,000	500,000	129,417	(40,000)	-8%	6%
Data Integrity	86,000	99,000	54,836	(13,000)	-13%	1%
<b>Total Professional Services</b>	<b>546,000</b>	<b>599,000</b>	<b>184,253</b>	<b>(53,000)</b>	<b>-9%</b>	<b>8%</b>
<b>Operational Services and Supplies</b>						
Data Communications	65,000	107,000	63,131	(42,000)	-39%	1%
Non-Capital Projects	555,005	460,000	396,507	95,005	21%	8%
Software & Services	2,578,305	2,652,500	1,517,435	(74,195)	-3%	36%
Training & Travel	60,000	80,000	27,955	(20,000)	-25%	1%
<b>Total Operational Services and Supplies</b>	<b>3,258,310</b>	<b>3,299,500</b>	<b>2,005,028</b>	<b>(41,190)</b>	<b>-1%</b>	<b>45%</b>
<b>Capital Expenditures</b>	<b>875,000</b>	<b>100,000</b>	<b>75,063</b>	<b>775,000</b>	<b>775%</b>	<b>12%</b>
<b>Total Technology Appropriations</b>	<b>\$ 7,186,810</b>	<b>\$ 6,411,900</b>	<b>\$ 4,413,262</b>	<b>\$ 774,910</b>	<b>12%</b>	<b>39%</b>

1) See Schedule of Amendments on page 4. Amounts marked in blue have been approved previously but were not part of the original budget. Items and amounts marked in green are proposed as part of this Board item.



# PROJECTED PLAN EXPENDITURES

Based on the estimates for the payments not included in the expenditure budget, the following is the total projected plan expenditures including all amendments for the fiscal year ending June 30, 2024:

