



City of Milwaukee
Employees' Retirement System

Bernard J. Allen
Executive Director

David M. Silber, CFA, CAIA
Chief Investment Officer

Melody Johnson
Deputy Director

April 12, 2019

Mr. Jim Owczarski
City Clerk
Room 205, City Hall

Dear Mr. Owczarski:

Please be advised that an Administration & Operations (A&O) Committee Meeting of the Annuity and Pension Board has been scheduled for **Thursday, April 18, 2019 at 9:00 a.m. in the Employees' Retirement System Conference Room at 789 N. Water Street, Suite 300.** If a quorum of the Board is present, this meeting will convene as a Special Board Meeting. The agenda is as follows:

Please be advised that the Administration & Operations Committee may vote to convene in closed session of the following item (I.), as provided in Section 19.85 (1)(c), for considering employment, promotion, compensation or performance evaluation data of any public employe over which the governmental body has jurisdiction or exercises responsibility and in Section 19.85 (1)(f), when considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations. The Administration & Operations Committee may then vote to reconvene in open session following the closed session.

I. Baker Tilly Financial Audit.

Please be advised that the Administration & Operations Committee may vote to convene in closed session on the following item (II.) as provided in Section 19.85(1)(i), Wisconsin State Statutes, for considering all matters related to acts by businesses under s. 560.15 which, if discussed in public could adversely affect the business, its employees or former employees. The Committee may then vote to reconvene in open session following the closed session.

II. Experis Internal Audit Reports.

III. Draft ERS 2020 City Budget Request.

IV. IT Projects Portfolio.

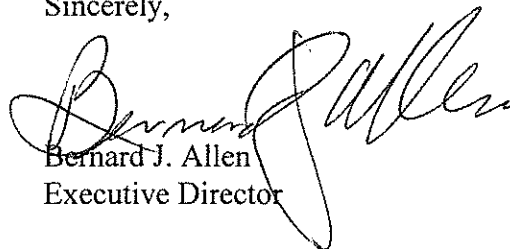


V. Organizational/Personnel Update.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (VI.), as provided in Section 19.85(1)(e), Wisconsin State Statutes, to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Board may then vote to reconvene in open session following the closed session.

VI. Discussion of Spectrum Fiber Optic Cable Contract.

Sincerely,



Bernard J. Allen
Executive Director

BJA:jmw



City of Milwaukee –Employees’ Retirement System (ERS)

Business Issue Follow-up Review

DECEMBER 19, 2018

**EXPERIS FINANCE
RISK ADVISORY SERVICES
WISCONSIN OFFICE**

This report is intended solely for the use of City of Milwaukee Employees’ Retirement System and is not intended to be and should not be used by any other parties without the prior written consent of Experis Finance.

TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
Background	3
Review Scope and Objectives	3
Overall Assessment	3
PROCEDURES PERFORMED	4

EXECUTIVE SUMMARY

Background

At the close of an audit, the City of Milwaukee Employees' Retirement System (CMERS or ERS) management provides a corrective action plan in the audit report for all Business Issues noted during the audit. The report also contains the anticipated date that corrective action will be completed.

Review Scope and Objectives

In December of 2018, a follow-up review was conducted to confirm that management completed the corrective actions for the Accounting and Financial internal audit performed in December 2017 as this area was not scheduled to have an audit in fiscal year 2018. Two issues were identified in last year's Accounting and Financial Report Internal Audit that required management corrective action plans:

- Key financial reporting workbooks maintained by the Pension Accountant were found to have financial errors within them. These errors created inaccuracies within the 2015 financial statements. These errors, individually or collectively, did not represent a material misstatement in the 2015 Financial Statements. Management's corrective action plan included performing a review of the primary spreadsheet used to create the financial papers and considering spreadsheet control enhancements.
- Several Accounting and Financial Reporting Standard Procedural Instructions (SPIs) were found to be out of date and inaccurate. Management's corrective action plan included reviewing all Financial Reporting SPIs. On an on-going basis, all SPIs for the reporting area will be reviewed by management during the internal control review process.

Inquiry, observation and document examination procedures were performed to determine corrective actions were appropriately incorporated. Detailed procedures performed are listed in the next section of this report. When controls had been changed or established, walk-throughs were performed to determine the controls were designed properly.

Overall Assessment

Based on the results of this review, the resolution of issues and reported completion of corrective action to the Administration and Operations (A&O) Committee is considered adequate and accurate as the key financials workbook and Standard Procedural Instructions (SPIs) corrective actions from last year's internal audit reports were incorporated as stated.

Reviews are only one part of a comprehensive risk management and control program. Recommendations are provided with the objective to assist the Board, A&O Committee and management in the effort to eliminate, reduce or mitigate overall risks. The procedures performed, findings and recommendations, including management's written response, are included in the following sections of the report.

PROCEDURES PERFORMED

The Business Issue Follow-up procedures performed included the following:

Accuracy of Key Financial Reporting Workbooks

- Examined the 2017 Consolidated Financial Reporting Spreadsheet.
- Verified that no erroneous adjustments or formulas had been introduced into the spreadsheet or its supporting tabs.

Accounting and Financial Reporting SPI's

- Reviewed and walked-through each of the SPI's that were identified as having been not reviewed and inaccurate during the 2017 internal audit.
- Determined that each of these SPI's has been updated and were procedurally accurate.



City of Milwaukee Employees' Retirement Services

Contributions Audit

DECEMBER 2018

EXPERIS FINANCE
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TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
Background	3
Audit Scope & Objectives	3
Overall Assessment	3
Procedures Performed.....	4

EXECUTIVE SUMMARY

Background

At the direction of the Administration and Operations (A&O) Committee, a Contributions Audit was performed during the period November 13 – December 21, 2018. The City of Milwaukee Employees' Retirement System (ERS) has the responsibility of administering the benefits of its member constituency, which is comprised of employees and retirees of the City of Milwaukee and its related agencies.

The ERS pension trust fund is a defined benefit pension plan that provides a monthly benefit to eligible retirees. ERS serves as the fiduciary agent in collecting pension amounts from seven agencies outside ERS, but within the City of Milwaukee. Bi-weekly contributions are sent to ERS by these agencies for retirement and disability benefits.

Audit Scope & Objectives

The objective of the Contributions audit encompassed the review of processes and controls related to the following:

- Verification of completeness and accuracy of contributions recorded, and account reconciliations performed
- Review of the risks inherent within the contributions process, and the adequacy of control design to mitigate those risks
- Testing of key process controls to determine operating effectiveness.
- Validating user security access to MERITS

Various audit techniques were used to assess and examine the effectiveness of the ERS internal control environment. Audit techniques included conducting interviews with ERS personnel, observation of performance of required procedures and controls, and examination of related documentation.

Overall Assessment

ERS management has implemented a solid internal control environment for its Contributions process. Based on the results of our review, **no internal control deficiencies** were noted.

Audits are only one part of a comprehensive risk management and control program. Recommendations are provided with the objective to assist the Board, A&O Committee and management in the effort to eliminate, reduce or mitigate overall risks. The procedures performed are included in the next section of the report.

Procedures Performed

The following procedures were performed during the audit.

- Reviewed existing documented procedures for process updates related to the contributions process.
- Tested controls over suspended member records. Tested six agency "reject-edit" reports to determine if suspended member records were resolved accurately and timely.
- Tested the accuracy of six pay periods of agency reconciliations and determined the number of records and dollar amounts posted to the MERITS system for each contribution cycle agreed to the agency reports.
- Tested six pay periods of agency contributions to verify wire transfer deposits were accurately and completely recorded in the MERITS system and in Northern Trust.
- Determined that management oversight procedures used to identify participant contribution rate changes in MERITS were operating effectively.
- Tested the Contribution rates for 14 employees to determine that the contribution rates used in MERITS were in agreement with the rates directed by Chapter 36 of the Milwaukee City Charter.
- Determined that management regularly evaluates personnel assigned to manage the Contributions process.
- Assessed physical and system controls over sensitive member information.
- Reviewed approved contract changes for member contributions and determined they are accurately entered into MERITS.



City of Milwaukee Employees' Retirement Services

Benefit Payroll Audit

JANUARY 2019

EXPERIS FINANCE
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TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
Background	3
Audit Scope & Objectives	3
Overall Assessment	3
Procedures Performed.....	4

EXECUTIVE SUMMARY

Background

At the direction of the Administration and Operations (A&O) Committee, a Benefit Payroll Audit was performed during the period November 28, 2018 – January 31, 2019. The City of Milwaukee Employees' Retirement System (ERS) has the responsibility of administering the benefits of its member constituency, which is comprised of employees and retirees of the City of Milwaukee and its related agencies.

ERS manages the benefits of City of Milwaukee workers in accordance with legislative guidance and contractual obligations. A database of monthly benefits is maintained for over 13,000 retired and/or disabled City workers. ERS uses the MERITS application to calculate and prepare monthly pay checks for each member or surviving beneficiary, as applicable. The prepared benefit payroll file from MERITS must be transferred to the Planet Press application for proper print format and to have check printing initiated. A third-party vendor (UMS) is used to stuff the monthly checks, ACH notices and newsletters into envelopes. UMS also delivers the envelopes to the post office for metering and mailing. Standard Practice Instructions (SPIs) are maintained to document individual processes.

Audit Scope & Objectives

The objective of the Benefit Payroll audit encompassed the review of processes and controls related to the following:

- Verification of completeness and accuracy of Benefit Payroll recorded and account reconciliations performed
- Review of the risks inherent within the benefit payroll process, and the adequacy of control design to mitigate those risks
- Testing of key process controls to determine operating effectiveness.
- Validating User security access to MERITS

Various audit techniques were used to assess and examine the effectiveness of the ERS internal control environment. Audit techniques included conducting interviews with ERS personnel, observation of performance of required procedures and controls, and examination of related documentation.

Overall Assessment

ERS management has implemented a solid internal control environment for its Benefit Payroll process. Based on the results of our review, **no internal control deficiencies** were noted.

Audits are only one part of a comprehensive risk management and control program. Recommendations are provided with the objective to assist the Board, A&O Committee and management in the effort to eliminate, reduce or mitigate overall risks. The procedures performed are included in the next section of the report.

Procedures Performed

The following procedures were performed during the audit.

- Reviewed existing documented procedures for process updates related to the benefit process.
- Tested three months of Fund Transfers to determine that the monthly benefit payroll payments made to its participants were accurately and completely recorded in the MERITS system. Reviewed and agreed participant direct deposit and check records to their proper inclusion in the monthly distribution.
- Selected a sample of three months for testing and examined evidence that all changes made to benefit payroll data were independently reviewed and verified for accuracy and validity.
- Evaluated access to MERITS and relevant bank applications for propriety and potential segregation of duties concerns.
- Selected a sample of three months and verified MERITS pay totals to monthly bank transfers.
- Assessed physical and system controls over sensitive member information.
 - Determined that User Access to systems used by ERS was regularly reviewed and approved by management.
 - Through direct physical observation, noted that employee workstations were clear of sensitive member information at the end of the day and were in compliance with ERS policy.
- Reviewed internal controls over receivables created through the death of a member.
- Reviewed Cost of Living Adjustment (COLA) table/schedule used in MERITS and determined that the COLA table/schedule was properly supported and calculated.
 - Noted that the COLA table/schedule was reviewed and approved by another person who was independent and knowledgeable of the process.
- Reviewed and agreed Federal and State Tax withholding tables/schedules used within MERITS.
 - Determined that all rates within the system were reviewed and approved by another person who was independent and knowledgeable of the process.
- Determined that management regularly evaluates personnel assigned to manage the Benefit Payroll process.



City of Milwaukee Employees' Retirement Services

Investments Audit

JULY 28, 2018

EXPERIS FINANCE
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TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
Background	3
Audit Scope & Objectives	3
Overall Assessment	3

EXECUTIVE SUMMARY

Background

At the direction of the Administration and Operations Committee, an Investments Audit was performed during the period June 13 – July 18, 2018. The City of Milwaukee Employees' Retirement System (ERS) has the responsibility of administering the benefits of its member constituency, which is comprised of employees and retirees of the City of Milwaukee and its related agencies.

ERS manages its investments in accordance with the prudent investor rule, ERS Statement of Investment policy, and legislative statutes. ERS utilizes third party investment managers to allocate assets, and also uses an investment consultant and custodian.

Audit Scope & Objectives

The objective of the Investment audit encompassed the review of processes and controls related to the following:

- Oversight of investment manager performance
- Administration of contractual provisions between ERS and third party investment managers, custodian, and investment consultant
- Monitoring for compliance with the ERS Statement of Investment Policy
- Reconciliation of investment reporting between the custodian and investment managers
- Calculation, approval, and payment of investment manager and other third party fees

Various audit techniques were used to assess and examine the effectiveness of the ERS internal control environment. Audit techniques included conducting interviews with ERS personnel, observation of performance of required procedures and controls, and examination of related documentation.

Overall Assessment

ERS management has implemented a solid internal control environment for its Investment Management process. Based on the results of our review, **no internal control deficiencies** were noted.

Audits are only one part of a comprehensive risk management and control program. Recommendations are provided with the objective to assist the Board, Administration and Operations Committee and management in the effort to eliminate, reduce or mitigate overall risks. The procedures performed are included in the next section of the report.

Procedures Performed

The following procedures were performed during the audit.

- Obtained the contract for the investment manager AQR that had been executed since the last audit was performed in 2016. Reviewed contractual provisions including fees and insurance requirements, and verified contracts were signed by the investment managers/consultant and appropriate ERS representative(s).
- Reviewed ERS BOD reporting packages and determined that the data being reported to the BOD was accurate and properly supported by the records maintained by Northern Trust.
- Obtained and reviewed the quarterly performance reporting packages for a sample of 21 investment managers. Reviewed ERS calculated manager returns, benchmarking index returns, and values of holdings against those reported by the investment consultant and custodian for accuracy on a sample basis.
- Verified that quarterly investment manager holdings statements are reconciled to the Northern Trust custodian reporting statement.
- Obtained the SSAE 18 SOC-1 report from Northern Trust to confirm that the custodian maintains adequate internal controls over trades and movements, and that ERS reviews.
- Confirmed that sufficient position backup and cross training occurs in the investment area and is supported with supervisory review.
- Reviewed the process to monitor investment manager compliance with the ERS Statement of Investment Policy through the use of the Northern Trust Compliance Analyst application.
- Reviewed investment manager due diligence schedule and a sample of seven due diligence reports to confirm the biennial review process.
- Reviewed custodian Northern Trust contract and amendments to compare the securities lending fees stipulated by these agreements to those being charged.
- Obtained invoicing for a sample of 10 investment managers and obtained private equity partnership financial statements to verify that ERS is being charged in accordance with the terms of the agreements with these third parties.



City of Milwaukee Employees' Retirement Services

Vendor Management Audit

JULY 28, 2018

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TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
Background	3
Audit Scope & Objectives	3
Overall Assessment	3
Procedures Performed.....	4

EXECUTIVE SUMMARY

Background

At the direction of the Administration and Operations Committee, a Vendor Management Audit was performed during the period June 13 – July 18, 2018. The City of Milwaukee Employees' Retirement System (ERS) has the responsibility of administering the benefits of its member constituency, which is comprised of employees and retirees of the City of Milwaukee and its related agencies.

Audit Scope & Objectives

The objective of the Vendor Management audit was to determine whether ERS has a Vendor Management process that assesses the risk of its vendor relationships and requires appropriate efforts to monitor and mitigate those risks.

The scope of the audit included:

- Vendor contracts' compliance with the City of Milwaukee ERS Vendor Management Guide V.04 (Guide).
- Vendor selection process, including due diligence efforts

Overall Assessment

ERS management has implemented a solid internal control environment for its Vendor Management Approval Process. Based on the results of our review, **no internal control deficiencies** were noted.

Audits are only one part of a comprehensive risk management and control program. Recommendations are provided with the objective to assist the Board, Administration and Operations Committee and management in the effort to eliminate, reduce or mitigate overall risks. A description of the procedures performed are included in the next section of the report.

Procedures Performed

During the course of the audit the following procedures were performed:

- Reviewed and analyzed 11 of the highest paid vendors in fiscal year 2017.
- Verified that each vendor was properly evaluated during the due diligence process prior to them being utilized.
 - Determined that the ERS verification process considered the importance and criticality of the function to be provided and the Vendor's financial and operational competence.
- Reviewed various ERS Contracts for the following:
 - Contracts complied with the provisions of the Vendor Management Policy.
 - Contracts were properly reviewed by the City Attorney's office or Legal Counsel.
 - Once approved by Legal, contracts were properly approved and executed by ERS management.
- Reviewed the current Vendor Management Policy in order determine that the procedures defined in the policy were being followed and that they were relevant to the current operational environment.



City of Milwaukee
Employees' Retirement System

Bernard J. Allen
Executive Director

David M. Silber, CFA, CAIA
Chief Investment Officer

Melody Johnson
Deputy Director

April 11, 2019

Members of the Administration & Operations Committee
Annuity and Pension Board
789 North Water Street, Suite 300
Milwaukee WI 53202

Dear Committee Members:

Re: 2020 Draft City Budget Request

The ERS is required to submit the 2020 budget request to the City by May 14, 2019. We have completed estimating these needs for 2020 and have drafted details for your consideration.

This budget request was developed by reviewing the 2018 actual experience and the 2019 adopted budget and adjusting for anticipated changes in activity. Salaries were estimated using current and potential rates of pay.

Major approximate changes we anticipate in the O&M Budget in 2020 compared to 2019 can be summarized as follows:

- Decrease of \$143,000 for Fringe Benefits
- Decrease of \$15,000 for Other Operating Supplies – Computer Parts
- Decrease of \$38,000 for Facility Rent & Property Services
- Decrease of \$1,985,000 for Professional Services – Investment Manager Fees
- Decrease of \$169,000 for Equipment
- Increase of \$91,000 for Information Technology Services – Systems Support

Enclosed for your input and approval is a draft of the 2020 budget request for the Employees' Retirement System. We have also enclosed, for your information, a schedule showing the amounts we recommend as requested by the City for non-Trust activity.

Sincerely,

A handwritten signature in black ink, appearing to read "Daniel Gopalan".

Daniel Gopalan, CPA
Chief Financial Officer

Employees' Retirement System - City of Milwaukee
 Summary of 2020 Draft Budget Request as compared to 2019 Adopted Budget and 2018 Actual Expenditures

2018 Actuals	2019 Adopted Budget	2020 Draft Request	Variance with Current Authority	Primary Details Resulting in Variance to the 2019 Adopted Budget
\$ 2,893,590	\$ 3,310,326	\$ 3,360,769	\$ 50,443	Increase due to Pay Progression
\$ 1,302,100	\$ 1,489,647	\$ 1,346,728	\$ (142,919)	Estimated Gross Fringe Benefit Rate decreased
Operating Expenditures				
172,680	221,000	226,000	5,000	Adjustment for inflation
3,214	20,000	5,000	(15,000)	Budget reduced based on actual expenses
518,602	693,000	655,000	(38,000)	Decrease due to change in Fiber provider and reduced building maintenance
21,907	16,000	25,000	9,000	Increase due to higher than expected actual copier maintenance fees in 2018
10,690,416	14,453,000	12,379,000	(2,074,000)	Reduced performance fees on investments
1,230,737	1,493,000	1,584,000	91,000	Expenses for IT Strategic Initiatives previously budgeted as Professional Services
660,676	1,197,000	1,200,000	3,000	Adjustment for inflation
\$ 13,298,234	\$ 18,093,000	\$ 16,074,000	\$ (2,019,000)	
Equipment Purchases				
510,383	313,000	144,000	(169,000)	No major upgrades planned in 2020
\$ 510,383	\$ 313,000	\$ 144,000	\$ (169,000)	
\$ 18,004,307	\$ 23,205,973	\$ 20,925,497	\$ (2,280,476)	
\$ 18,004,307	\$ 23,205,973	\$ 20,925,497	\$ (2,280,476)	

Employees' Retirement System - City of Milwaukee
 2020 Non-Trust Recommendations for City Budget

2018 Actual		2019 Adopted Budget	2020 Draft Request	Recommendation Over (Under) Current Authority
	Non Trust Line Items Estimated by ERS			
-	Policemen's Pension Fund - Employer's Pension Contribution	-	-	-
142,054	PABF Payroll	135,000	111,000	(24,000)
10,000	PABF Lump-Sum Supplement Contribution	10,000	-	(10,000)
78,000,000	Employers' Retirement Fund - Employer's Pension Contribution*	56,600,000	-	(56,600,000)
-	Former Town of Lake - Fireman's Pension Fund	-	-	-
3,053,880	Group Life Insurance Premium	3,000,000	3,050,000	50,000
52,225	Retirees' Benefit Adjustment Fund	60,000	50,000	(10,000)
\$ 81,258,159	Total Non ERS Estimates	\$ 59,805,000	\$ 3,211,000	\$ (56,594,000)

* Pending Actuarial Valuation

IT Projects and Ticket Statistics

- Major Projects/Initiatives:
 - 2018 IT General Controls Audit (Completed)
 - IT Inventory/Digital Media Surplus and Archiving (In Progress)
 - Windows 2016 Server Upgrade (In Progress)
 - Scanning Application Analysis (Completed)
 - FileNet P8 Upgrade & Scanning Application implementation (Started)
 - Struts 2 Upgrade (In Progress)
 - SSRS (SQL Server Reporting Services) Reports Migration (In Progress)
- Application Statistics

Category	High Priority	Low Priority	Total
Current Inventory	5	0	5
PIR's	2	0	2
L&F CCR's	0	0	0
Other CCR's	3	0	3
Pending/Hold	0	0	0
Deployed(Awaiting Next stage) /Ready for Production	0	0	0
Net Current Inventory	5	0	5

Portfolio as of April 1, 2019

Project Health	% Complete	Project Priority	Complexity (S / M / L)	Project Name	Project Mgr	Description	Strategic Goal	Status	External Vendor Required: Y/N	Actual Start Date	Target Completion Date	Estimates (Hours)	Actuals (Hours)	Hours Variance = Estimates - Actuals	Hardware/Software & External Labor Budget (\$)	Actual Spent-to-Date on Hardware / Software & External Labor (\$)	Estimate to Completion (ETC) (of Hardware / Software & External Labor Costs)
G	24%	1	M	Server Upgrade to Windows 2016	Zampino	Upgrading all servers from 2012 to 2016, where possible	1	IP	N	12/12/18	7/3/19	510	121	389	\$43,575	\$43,575	\$0
G	55%	2	M	Desktop Imaging Upgrade	Zampino	Improve imaging process by using Microsoft Deployment Toolkit	2,5	IP	N	2/6/19	5/8/19	288	48	240	\$0	\$0	\$0
G	1%	3	L	SSRS Report Migration	Manchu	Replacing our discontinued reporting software with SSRS	1	IP	Y	3/6/19	4/26/21	11,884	276	11,608	\$483,417	\$27,824	\$455,593
G	99%	4	L	Struts 2 Upgrade (functional areas besides MAM)	Manchu	Software development upgrade all functional areas but MAM.	1	IP	Y	10/17/16	8/15/19	11,438	8,998	2,440	\$436,150	\$393,226	\$42,924

Pipeline Projects

- Social Engineering Audit
- Scanning Application Implementation
- Vulnerability Audit

- Green =** On Target - No Significant Issues
- Yellow =** On Watch List – Issues Being Addressed
- Red =** Project cannot move forward as planned without management attention or approval.

NS = Not Started OH = On Hold @ = Activity (no charter)
 IP = In Process C = Completed

Special Note: Struts 2 Upgrade costs are part of the 3-year HP maintenance contract.

Completed Projects & Tasks in Last 12 Months	Finished	Hours / \$ Spent
Video Conferencing Options @ (John)	3/21/2018	55.3 hours / \$10,152
OSC Optimization (Manchu)	4/9/2018	975.25 hours / \$75,444
IT Vulnerability Audit @ (Reid)	5/11/2018	100 hours / \$33,800
2018 Network Replacement (Benedict)	6/13/2018	578 hours / \$425,011
MERITS Code Deployment Process Review@ (Manchu)	6/28/2018	47 hours / \$3,174
Phone System Enhancements (Zaffiro/Dugan)	7/31/2018	387 hours / \$54,851
Phone System Integration with MERITS @ (Manchu)	8/17/2018	32 hours / \$3,560
VMware Upgrade @ (Raynal)	8/22/2018	53.75 hours / \$5,375
WebSphere SQL Server and Windows Upgrade (Manchu)	8/30/2018	778.25 hours / \$45,351

	Finished	Hours / \$ Spent
SAN Upgrade (Raynal)	9/21/2018	63 hours / \$435,132
Electronic Signature (DocuSign) Implementation (Siddiqui)	10/2/2018	56 hours / \$10,516
Upgrade Backup Exec and Agents @ (Raynal)	10/9/2018	18 hours / \$1,800
2018 Desktop Rotation (Powell)	10/5/2018	174.5 hours / \$41,075
CAD, CAR & GL - Optimization (Manchu)	10/26/2018	1,033.25 hours / \$86,783
Upgrade MS Exchange Servers and Tools @ (Raynal)	11/13/2018	61 hours / \$6,100
Update SQL Express @ (John)	12/19/2018	20.5 hours / \$2,050
Scanning Application Analysis (Manchu)	3/28/2019	150 hours / \$24,756
General Controls Audit @ (Siddiqui)	3/29/2019	100.25 hours / \$17,800

Organizational/Personnel Update

Administration and Operations Committee

Thursday, April 18, 2019

- ERS is working with DER to fill the following vacancies:

Accounting Assistant II
Network Administrator

- Anthony Lubarsky accepted the Pension Investment Analyst – Sr. position.