

# Chief Administrative Officer Update

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# Agenda

- **Information and Technology Strategic Planning**
- **Benefits and Compensation Preview**

# Information and Technology Strategic Planning

**Why is IT strategic planning important and why is now the right time?**

- Every aspect of PERA's operations is intimately linked with technology
- IT systems have historically been designed to accomplish business processes
- PERA endeavors to deliver IT solutions, not just IT systems

# Information and Technology Strategic Planning

What are the benefits of conducting IT strategic planning?

- PERA has a history of innovation in IT
- Reliance on ever-aging systems increases the technical debt
- Ability to align IT projects with the objectives of the business as communicated in the Board strategic plan



# Information and Technology Strategic Planning

**What are the deliverables for this IT Strategic Planning?**

Create a framework for IT Strategic Planning that is future thinking, yet adaptable to rapid shifts in tactical initiatives.

Create a plan that includes long-term vision and short-term application including alignment with business objectives, staffing plans, budgetary limitations, and monitoring and evaluation.





# Information and Technology Strategic Planning

## What is the plan to develop the IT Strategic Plan?

The IT Strategic Planning process started with interviews of key internal stakeholders from across the organization to identify what is working, what isn't working, and what the business is trying to achieve.

IT leaders conducted assessments of current, known staffing needs.

IT leaders have evaluated infrastructure needs and areas of known technical debt.

# Information and Technology Strategic Planning

## Who is the audience for the IT Strategic Plan?

- The primary audience for the IT Strategic Plan is IT and Application Development
- Investments, Benefits, and Administration understanding of IT Strategic Plan is critical
- Alignment with department leadership to ensure we are in lock-step with the timing of IT, and business objectives will deliver results



# Benefits and Compensation Preview

**PERA's Budget for 2022 is \$98.4 Million**

2022 Budget	
<b>Personnel Budgets:</b>	\$67.85 MM
<b>Operating Budgets:</b>	\$26.71 MM
<b>Capital Budgets:</b>	\$1.31 MM
<b>Contingency Budgets:</b>	\$2.50 MM
<b>Total Budgets:</b>	<b>\$98.37 MM</b>



# Benefits and Compensation Preview

- PERA's FTE count at the end of 2021 was 300.5
- PERA has demonstrated decent employee retention:
  - Turnover Rate – 12.2%
  - Vacancy Rate – 6.3%
- PERA, like other organizations, has struggled to attract candidates for vacant positions
- PERA must continue to remain competitive with the market to ensure continued employee retention and improve attraction of quality candidates.

