



***Additional Appointments Review
Summary Report
for the
Public Employees' Retirement System
May 2013***

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Summary Report – Public Employees’ Retirement System May 2013

California Department of Human Resources (CalHR) reviewed the documentation Public Employees’ Retirement System (CalPERS) provided. In conducting the review, CalHR requested and reviewed the following documentation provided by CalPERS and the State Controller’s Office (SCO): 1) employment and pay history; 2) duty statements; 3) organizational charts; and 4) timesheets. CalHR held discussions with CalPERS to clarify specific individual employee appointments. At times, these discussions resulted in additional documentation clarifying the appointments.

The review found that as of January 11, 2013, CalPERS had 56 managers or supervisors who held an additional appointment in a rank-and-file position. CalHR reviewed the proper use of these additional appointments and the accuracy of the salary paid.

In addition, CalHR also reviewed employees who are exempt from the Fair Labor Standards Act’s (FLSA) overtime requirements in their primary position to determine whether their status as exempt employees was altered by the additional appointment.

CalHR’s review of CalPERS’ additional positions is now complete. On May 8, 2013, a meeting was held with CalPERS to explain and discuss CalHR’s initial findings and recommendations. A copy of CalHR’s draft report and a detailed list of the additional appointments was provided to CalPERS, a copy of which is also attached to this report.

CalPERS was given 24 hours to identify any of their concerns with the draft report and to provide any supplemental information for CalHR’s consideration prior to CalHR finalizing the report. Over the next sixty (60) days, CalHR will continue to work with CalPERS on their corrective action plan that is described in further detail below.

Summary of General Findings

The following is a summary of CalHR’s findings incorporating CalPERS’ responses to the proper use of positions and pay inconsistencies as of January 2013:

- CalPERS’ justification for the additional appointments is that they primarily utilized additional appointments to address critical organizational needs essential to the success of CalPERS’ technology project during periods of development, launch and implementation. These positions required unique and specialized skills, including experience with CalPERS 49 legacy computer systems, familiarity with the new system, and the technical experience to perform the necessary technology development and testing functions, and the expertise needed to clear backlogs in retirement applications, death benefits, and service credit requests.

Summary Report – Public Employees Retirement System
May 2013

While this may be true and viable for rank-and-file to work overtime in their current classification, it is improper for a supervisor or manager to have an additional appointment within the classification that reports to that manager or within the same division or class series. As FLSA exempt employees, managers and supervisors can be expected to work additional hours within their current classification in order to meet the extra workload without additional compensation.

- 56 employees in additional appointments were improper because the employees' primary positions were supervisory and the additional positions were to perform duties of their subordinate staff or within the same division or class series. On January 19, 2013, CalPERS proactively and voluntarily discontinued the use of all additional appointments.
 - Personnel Management Policy and Procedures Manual (PMPPM) Section 350 states, additional appointments must be made to a distinctly different employment situation than the employee's initial appointment; typically, this would involve appointment to a different class, department or State facility.
- 10 employees did not work in their additional position in 2012.
- 11 employees in additional positions were accurately paid.
- 35 employees were paid incorrectly which resulted in the employees either being overpaid or underpaid.
 - The total gross estimated amount of overpayments is: \$3,829.49. Where there have been overpayments, CalPERS will begin collecting the monies from the employees.
 - Example: Clerical errors that resulted in compensating employees for more hours than actually worked.
 - The total gross estimated amount of underpayments is: \$10,534.45. CalPERS will issue warrants to employees for the amount owed to employees.
 - Example: PLP was deducted from the employees' additional appointment when it should only be deducted from the primary position or clerical errors that resulted in compensating employees for less hours than actually worked.
- The employees who are exempt from the overtime requirements of the FLSA in their primary position retained their status as exempt employees.

A detailed list of the additional appointments reviewed can be found in Attachment A.

Corrective Action Plan

On May 16, 2013, CalPERS was also provided a copy of CalHR's final report. A detailed list of the additional appointments reviewed was also provided to CalPERS and is attached to this report.

CalPERS was reminded to adhere to PMLs 2013-007 and 2013-015 and that CalPERS is not authorized to make any additional appointments for managers and supervisors. Further, CalPERS was instructed to continue not working managers and supervisors in additional positions they may currently hold. CalPERS discontinued working supervisory and managerial staff in all additional appointments on January 19, 2013.

Options for CalPERS to consider include:

- For extended periods of time and if specific conditions are met, Arduous Pay may be considered for supervisors and managers if the situation is covered in Pay Differential 62. Arduous pay – Pay Differential 62 provides compensation to FLSA exempt excluded employees who meet specific conditions and upon approval of the appointing authority (See PML 2013-006).
- Mandatory overtime when funding permits for rank-and-file employees in the appropriate classifications.
- Limited-term appointments when there is a management need to address backlogs and funding is available.
- Temporary reassignments when employees in similar classifications may be reassigned to perform work in different program areas.
- Training and development (T&D) assignments may be considered when there is a management need to address work backlog and existing staffing is inadequate to meet the needs. T&D assignments require that the new assignment be outside of the employee's current promotional path. T&D assignments are limited to 2 years.
- Acting assignments may be authorized pursuant to State Personnel Board (SPB) Rule 302.3 to make emergency appointments on an acting basis to established positions for 20 to 60 working days. These appointments shall meet a specific and reasonable operational need and involve a substantial change in duties.

CalPERS is to process personnel employment history and payroll documentation to correct underpayments or overpayments. In addition, CalPERS is to ensure that salary

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May 2013

payments for time worked in the additional appointment and overtime are made according to salary rules, the FLSA, and in accordance with attendance and payroll processing procedures.

To minimize the error rates for appointments and payment of employees in the future, CalPERS' Chief of Human Resources is to ensure that all staff are adequately trained and provided with periodic refresher training. CalPERS is to develop and implement internal audit programs to ensure standardized methods of personnel processing are used within their department.

In addition, CalHR will continue to work with CalPERS to correct the current additional positions and pay inconsistencies outlined in the attached list and will provide training as necessary. CalPERS is reminded to utilize all available resources to ensure proper appointments are made according to civil service laws, rules and policies.

Suggested training topics include:

- Attendance Timesheet Documentation, Processing and Auditing
- Employment History Documentation and Processing
- Payroll Documentation and Processing

All corrective actions as discussed with CalPERS and outlined in the attached listing are due to be completed by CalPERS and reported to CalHR within 60 calendar days from the date of this report.

Conclusion

CalHR would like to express our thanks to all of CalPERS staff for your cooperation.

Questions and all responses regarding this report should be directed to CalHR Personnel Services Branch, Kim Herlache at kim.herlache@calhr.ca.gov or at 916-324-9411.

Attachment A – Additional Appointments Review Findings

CIVIL SERVICE EMPLOYEES WITH ADDITIONAL POSITIONS IN THE SAME DEPARTMENT, WHERE THE PRIMARY POSITION IS NOT RANK AND FILE

SORTED BY DEPARTMENT, PRIMARY POSITION

DATA AS OF 1/11/2013

AUDIT FINDINGS AS OF 4/15/2013

DEPARTMENT NAME	PSN SEQ	TIME BASE	APPT TENURE	CBID	WWG	PRIMARY PSN	POSITION NUMBER	CLASS TITLE	MONTHLY SALARY TOTAL	HOURLY RATE TOTAL	Proper Use of Additional Appointment	Why the Additional Appointment was properly or improperly used?	DID NOT WORK IN 2012	NO PAY DISCREPANCIES	PAY DISCREPANCIES - ESTIMATED GROSS UNDER PAYMENTS	PAY DISCREPANCIES - ESTIMATED GROSS OVER PAYMENTS
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-430-4800-006	STAFF SVS MANGER I	\$5,623.60							
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-164-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.				\$77.10
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-482-4800-001	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-164-5188-920	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$107.94	\$84.81
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-190-4800-013	STAFF SVS MANGER I	\$5,086.62							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$30.77	No	Additional position of supervisor to rank/file position in same division.				\$115.35
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-410-4800-006	STAFF SVS MANGER I	\$5,627.42							
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-164-5188-920	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.				\$46.27
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	E48	E	Y	275-105-4800-007	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	06	INT	T	R01	2		275-105-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	01	FT	L	S01	E	Y	275-812-1384-015	DATA PROC MGR	\$7,119.16							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-157-1312-910	ST INFO SYS AN/SP		\$37.30	No	Additional position of supervisor to rank/file position in same division.			\$223.80	\$130.55
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-090-4800-001	STAFF SVS MANGER I	\$5,608.34							

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PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-090-5188-910	RET PROG SP II/TEC		\$29.35	No	Additional position of supervisor to rank/file position in same division.			\$12.78	
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-104-4800-003	STAFF SVS MANGER I	\$5,341.28							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-104-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-420-4800-001	STAFF SVS MANGER I	\$5,584.50							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-164-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-330-4800-012	STAFF SVS MANGER I ASO	\$5,358.45							
PUBLIC EMPL'S RETIREMENT SYS	04	INT	T	R01	2		275-330-5142-910	PERSONNE L ANLT		\$30.85	No	Additional position in same class series and division.			\$61.68	
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-192-4800-910	STAFF SVS MANGER I	\$4,844.35							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$29.30	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	01	00100 2	P	S01	E	Y	275-090-4800-002	STAFF SVS MANGER I	\$2,674.50							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-090-5188-910	RET PROG SP II/TEC		\$28.03	No	Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-430-4800-008	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-164-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.		X		

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SORTED BY DEPARTMENT, PRIMARY POSITION

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PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-440-4800-005	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-164-5188-920	RET PROG SP II/TEC B P		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$46.26	\$30.84
PUBLIC EMPL'S RETIREMENT SYS	04	INT	T	R04	2		275-164-6410-910	SP/CALPER S		\$18.51	No	Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-190-4800-014	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-104-4801-002	STF SVS MGR	\$6,416.21							
PUBLIC EMPL'S RETIREMENT SYS	04	INT	T	R01	2		275-104-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$362.40	\$61.68
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-192-4800-910	STAFF SVS MANGER I	\$4,858.66							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$29.39	No	Additional position of supervisor to rank/file position in same division.				\$251.87
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-713-4801-001	STF SVS MGR	\$6,416.21							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-713-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$871.34	\$293.02
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-190-4800-020	STAFF SVS MANGER I	\$5,627.42							
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-430-4800-009	STAFF SVS MANGER I	\$5,843.93							

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PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-164-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.				\$38.55
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-190-4800-015	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$34.69	\$96.37
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	M01	E	Y	275-713-4802-001	STAFF SVS MGR III	\$7,128.70							
PUBLIC EMPL'S RETIREMENT SYS	04	INT	T	R01	2		275-713-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$15.42	\$123.36
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-481-4800-001	STAFF SVS MANGER I	\$5,627.42							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-164-5188-920	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$123.00	\$169.65
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-640-4800-003	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-102-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-102-4801-002	STF SVS MGR	\$6,135.80							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-720-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-410-4800-007	STAFF SVS MANGER I	\$5,584.50							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-164-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.		X		

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PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-713-4800-003	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-714-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$123.40	\$524.28
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-105-4800-008	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-105-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-713-4801-002	STF SVS MGR	\$6,416.21							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-713-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.			\$3,795.68	
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	2	Y	275-440-5201-005	RET PROG SP II/SUP B P	\$5,318.39							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R04	2		275-481-6410-910	SP/CALPER S		\$18.51	No	Additional position of supervisor to rank/file position in same division.			\$23.15	\$140.31
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-713-4800-004	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	04	INT	T	R01	2		275-713-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-101-4800-003	STAFF SVS MANGER I	\$5,341.28							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-104-5188-910	RET PROG SP II/TEC		\$29.35	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-101-5188-910	RET PROG SP II/TEC		\$29.35	No	Additional position of supervisor to rank/file position in same division.	X			

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PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-105-4801-001	STF SVS MGR	\$6,416.21							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-105-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$416.48	
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-190-4800-017	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$23.13	
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-430-4800-004	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-164-5188-910	RET PROG SP II/TEC		\$30.85	No	No-Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	2	Y	275-440-5201-007	RET PROG SP II/SUP B P SP/CALPER S	\$4,408.46							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R04	2		275-481-6410-910			\$18.51	No	Additional work is not distinctly different			\$873.64	
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-713-4800-009	STAFF SVS MANGER I	\$5,359.40							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-713-5203-910	RET PROG SP I		\$24.46	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-713-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.				\$146.49
PUBLIC EMPL'S RETIREMENT SYS	01	FT	L	M01	E	Y	275-815-1393-014	DATA PROC MGR	\$7,848.82							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-157-1312-910	ST INFO SYS AN/SP		\$37.30	No	Additional position in same class series and division.			\$111.90	

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SORTED BY DEPARTMENT, PRIMARY POSITION

DATA AS OF 1/11/2013

AUDIT FINDINGS AS OF 4/15/2013

DEPARTMENT NAME	PSN SEQ	TIME BASE	APPT TENURE	CBID	WWG	PRIMARY PSN	POSITION NUMBER	CLASS TITLE	MONTHLY SALARY TOTAL	HOURLY RATE TOTAL	Proper Use of Additional Appointment	Why the Additional Appointment was properly or improperly used?	DID NOT WORK IN 2012	NO PAY DISCREPANCIES	PAY DISCREPANCIES - ESTIMATED GROSS UNDER PAYMENTS	PAY DISCREPANCIES - ESTIMATED GROSS OVER PAYMENTS
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-190-4800-024	STAFF SVS MANGER I	\$5,341.28							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$30.77	No	Additional position of supervisor to rank/file position in same division.				\$103.82
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-510-4800-005	STAFF SVS MANGER I AS INFO	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-157-1470-910	SYS AN/SP		\$34.02	Yes	Different class series and divisions.			\$136.08	
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-480-4800-002	STAFF SVS MANGER I RET PROG	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-164-5188-920	SP II/TEC B P		\$30.85	No	Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R04	2		275-164-6410-910	SP/CALPER S		\$18.51	No	Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-191-4801-001	STF SVS MGR	\$6,416.21							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.			\$1,663.42	\$111.80
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-105-4800-005	STAFF SVS MANGER I	\$5,608.34							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-105-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-410-4800-005	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-164-5188-920	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.				\$61.69
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-190-4800-011	STAFF SVS MANGER I	\$5,843.93							

CIVIL SERVICE EMPLOYEES WITH ADDITIONAL POSITIONS IN THE SAME DEPARTMENT, WHERE THE PRIMARY POSITION IS NOT RANK AND FILE

SORTED BY DEPARTMENT, PRIMARY POSITION

DATA AS OF 1/11/2013

AUDIT FINDINGS AS OF 4/15/2013

DEPARTMENT NAME	PSN SEQ	TIME BASE	APPT TENURE	CBID	WWG	PRIMARY PSN	POSITION NUMBER	CLASS TITLE	MONTHLY SALARY TOTAL	HOURLY RATE TOTAL	Proper Use of Additional Appointment	Why the Additional Appointment was properly or improperly used?	DID NOT WORK IN 2012	NO PAY DISCREPANCIES	PAY DISCREPANCIES - ESTIMATED GROSS UNDER PAYMENTS	PAY DISCREPANCIES - ESTIMATED GROSS OVER PAYMENTS
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.	X			
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-430-4800-011	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-164-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$154.25	
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-190-4800-022	STAFF SVS MANGER I	\$5,627.42							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-190-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.				\$308.40
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-713-4801-003	STF SVS MGR	\$6,183.49							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-714-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-154-4800-910	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-713-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-920-4801-004	STF SVS MGR	\$6,135.80							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-920-5188-910	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position in same division.		X		
PUBLIC EMPL'S RETIREMENT SYS	02	FT	P	S01	E	Y	275-713-4800-007	STAFF SVS MANGER I	\$5,843.93							
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-713-5203-910	RET PROG SP I		\$24.46	No	Additional position of supervisor to rank/file position in same division.	X			

CIVIL SERVICE EMPLOYEES WITH ADDITIONAL POSITIONS IN THE SAME DEPARTMENT, WHERE THE PRIMARY POSITION IS NOT RANK AND FILE

SORTED BY DEPARTMENT, PRIMARY POSITION

DATA AS OF 1/11/2013

AUDIT FINDINGS AS OF 4/15/2013

DEPARTMENT NAME	PSN SEQ	TIME BASE	APPT TENURE	CBID	WWG	PRIMARY PSN	POSITION NUMBER	CLASS TITLE	MONTHLY SALARY TOTAL	HOURLY RATE TOTAL	Proper Use of Additional Appointment	Why the Additional Appointment was properly or improperly used?	DID NOT WORK IN 2012	NO PAY DISCREPANCIES	PAY DISCREPANCIES - ESTIMATED GROSS UNDER PAYMENTS	PAY DISCREPANCIES - ESTIMATED GROSS OVER PAYMENTS
PUBLIC EMPL'S RETIREMENT SYS	04	INT	T	R01	2		275-713-5188-910	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$7.71	
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-813-1558-003	SYS SFTW SP II/S	\$7,107.72							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-157-1587-910	SYS SF SP I/TECH		\$37.30	No	Additional position in same class series and division.			\$671.40	\$149.20
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-410-4801-001	STF SVS MGR	\$6,416.21							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-164-5188-920	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$61.68	\$632.28
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	M01	E	Y	275-813-1393-003	DATA PROC MGR	\$7,858.36							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-157-1587-910	SYS SF SP I/TECH		\$37.30	No	Additional position of supervisor to rank/file position in same division.			\$559.50	\$93.25
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-440-4801-001	STF SVS MGR	\$6,416.21							
PUBLIC EMPL'S RETIREMENT SYS	03	INT	T	R01	2		275-164-5188-920	RET PROG SP II/TEC		\$30.85	No	Additional position of supervisor to rank/file position in same division.			\$30.84	\$38.55
PUBLIC EMPL'S RETIREMENT SYS	01	FT	P	S01	E	Y	275-482-4801-001	STF SVS MGR	\$6,416.21							
PUBLIC EMPL'S RETIREMENT SYS	02	INT	T	R01	2		275-164-5188-920	RET PROG SP II/TEC		\$29.42	No	Additional position of supervisor to rank/file position.			\$22.88	