

Today

Cyber Audit

Projected timeframe Jul 1 - Jan 31  
 Goal complete ★ Feb 28

Investment Staff Resources

Projected timeframe Jul 1 - Jun 30  
 Goal complete ★ Sep 11

Facility

Projected timeframe Sep 1 - Aug 31

Performance Validation

Projected Timeframe Oct 1 - Jun 30  
 Goal complete ★ Nov 16

Legislation

Projected timeframe Jan 1 - May 31  
 Goal complete ★ May 13

Funding Policy

Projected timeframe Feb 1 - Sep 30  
 Goal complete ★ Sep 19

Human Resources

Projected Timeframe Mar 1 - May 31  
 Goal complete ★ Apr 4

Incentive Compensation

Projected timeframe Sep 1 - Jun 30  
 Goal complete ★ Jun 20

Succession Planning

Projected timeframe Jan 1 - Dec 31

Customer/Stakeholder Engagement

Projected timeframe Jan 1 - Jul 31

Succession Planning Benefit Auditor

Projected timeframe Apr 1 - Jul 31

2022

2023

2023

Jul Aug Sep Oct Nov Dec Jan Feb

Cyber Audit

**Projected timeframe**



**Goal complete**  
Feb 28

**Post RFP**



Jul 1 - Jul 31

**Award bid**



Aug 1 - Aug 31

**Initiate Review**



Sep 1 - Sep 30

**Receive results**

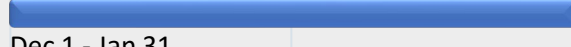


Oct 1 - Oct 31

**Present report to Board**

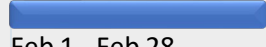
Nov 17

**Develop action items**



Dec 1 - Jan 31

**Submit action plan**



Feb 1 - Feb 28



2022

2023


2023

Jul Sep Nov Jan Mar May Jul Sep

Investment Staff Resources\*

**Projected timeframe**



**Goal complete**  
Sep 11 

**Post positions**



Jul 1 - Jul 31

**Review candidates**



Sep 1 - Sep 30

**Interviews**



Oct 1 - Oct 31

**Make employment offers**



Nov 1 - Nov 30

**New employee onboarding**



Dec 1 - Dec 31



\* Additional FTE positions approved and filled except for one. We are onboarding other approved FTEs first, then affirming the specific need for the last position prior to filling.

2022

2023

2024

2024

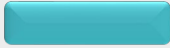
Sep Dec Mar Jun Sep Dec Mar Jun Sep

Today

**Projected timeframe**



**Complete bidding process**



Sep 1 - Oct 31

**Initiate design phase**



Nov 1 - Nov 30

**Review design phase**



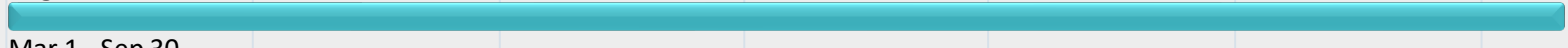
Jan 1 - Jan 31

**Report design options/identify next steps**



Feb 1 - Feb 28

**Begin renovation**



Mar 1 - Sep 30

Facility



2022

2023

2023

Oct Dec Feb Apr Jun Aug Oct

Performance Validation

**Projected timeframe**



**Goal complete** ★  
Nov 16

**Present to audit committee**



Oct 1 - Oct 31

**External audit completed**



Nov 1 - Nov 30

**Audit areas identified**



Mar 1 - Mar 31

**Budget for audit areas**



May 1 - May 31

**Approve budget**



Jun 1 - Jun 30

**Audit in progress**



Jul 1 - Nov 30



2023

2023

Jan

Feb

Mar

Apr

May

Legislation

Projected timeframe

Jan 1 - May 31

★ Legislative session begins  
Jan 1

Legislative session ends ★  
May 31



2023

2024

Feb Apr Jun Aug Oct Dec Feb Apr Jun Aug

2024

Today

**Projected timeframe**

Feb 1 - Sep 30

**Experience study review, policy updated**


Feb 1 - Feb 28

**Finalize policy changes**

Jun 1 - Jun 30

**Valuation report presented**

Sep 1 - Sep 30

**Goal will be complete**  
Sep 19 

Funding Policy



2023

2023

Mar Apr May

Human Resources

**Projected Timeframe**

Mar 1 - May 31

**Goal complete** ★  
Apr 4

**Post position**

Mar 1 - Mar 31

**Review candidates**

Apr 1 - Apr 30

**New hire begins**

May 1 - May 31





2023

2024

Sep Oct Nov Dec Jan Feb Mar Apr May Jun

2024

Today

**Projected timeframe**



**Goal complete** ★  
Jun 20

**Complete bidding process**



Sep 1 - Oct 31

**Initiate study**



Nov 1 - Nov 30

**Report results**



Feb 1 - Feb 29

**Prepare budget**



May 1 - May 31

**Submit/approve budget**



Jun 1 - Jun 30

Incentive Compensation



2024

2025

2025

Jan

Mar

May

Jul

Sep

Nov

Jan

Succession Planning

**Projected timeframe**

Jan 1 - Dec 31

**Launch CIO search**

Jan 1 - Jan 31

**Initial interviews**

Feb 1 - Feb 29

**Final interviews**

May 1 - May 31

**New CIO onboarding**

Nov 1 - Nov 30

**Current CIO retiring**

Jan 1



2025

2025

Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

Customer/Stakeholder Engagement

**Projected timeframe**

Jan 1 - Dec 31

**Review communications policy**

Jan 1 - Jan 31

**Update policy to reflect engagement plans**

Apr 1 - May 31

**Implement policy changes**

Jul 1 - Jul 31

**Monitor plans report results**

Aug 1



2026

2027

2027

Apr Jun Aug Oct Dec Feb Apr Jun

Succession Planning Benefit Auditor

**Projected timeframe**

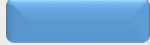
Apr 1 - Jul 31

**Post position**



Apr 1 - Apr 30

**Interviews**



May 1 - May 31

**New employee onboarding**



Jul 1 - Jul 31

**Current benefit audit specialist projected retirement date**

Jul 1

