



STATE OF WISCONSIN  
DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor

Kathy Blumenfeld, Secretary

Richard Rydecki, Administrator

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# State of Wisconsin Contractual Services Annual Report

## Fiscal Year 2024

Department of Administration  
Division of Enterprise Operations  
State Bureau of Procurement

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# **Introduction**

## **Summary**

- ❖ Overall contracting totaled \$1,184,873,124 in FY24.
- ❖ State agency contracting totaled \$923,469,355 in FY24.
- ❖ Universities of Wisconsin Administration (UWSA), including UW Madison, contracting totaled \$261,403,769 in FY24.
- ❖ State Agencies and UWSA produced 271 cost-benefit analyses in FY24.

## **Statutory Background**

### **Contractual Service Procurements**

Wis. Stats. §16.705(8) provides that DOA "shall, annually on or before October 15, submit to the governor, the joint committee on finance, the joint legislative audit committee and the chief clerk of each house of the legislature for distribution to the appropriate standing committees under s. 13.172 (3), a report concerning the number, value and nature of contractual service procurements authorized for each agency during the preceding fiscal year."

### **Cost-Benefit Analyses**

Wis. Stats. §16.705(8) provides that "the report shall also include, with respect to contractual service procurements by agencies for the preceding fiscal year:

- (a) A summary of the cost-benefit analyses completed by agencies in compliance with rules promulgated by the department under sub. (2).
- (b) Recommendations for elimination of unneeded contractual service procurements and for consolidation or re-solicitation of existing contractual service procurements."

### **Division of Legal Services**

Pursuant to Wis. Stats. §16.004 (15)(bm), the DOA Division of Legal Services assists in efforts to reduce the state's use of contracted employees. To meet this mission, the Division of Legal Services meets as needed with the State Bureau of Procurement to review and discuss enterprise-wide contracts and DOA contracts and provides consultation to the State Bureau of Procurement on CBA issues. The Division of Legal Services also provides direct assistance to executive branch agencies on contract matters to help agencies negotiate, amend, consolidate, or terminate contractual services to gain efficiencies and lower state costs.

## **Data Sources**

The contractual services expenditure data was extracted from STAR and uniform account codes are used for all agencies. For UW System campuses, who do not use STAR, information was provided by UW System Administration. Account Code details start on page four.

Report data excludes spending authorized outside of Wis. Stats. §16.75, such as interagency or municipal spend, conservation, fellowships and scholarships, legal settlement fees, services provided in conjunction with building projects (§16.855), road construction projects (Chapter 84), academic research or instructional services (Chapter 36), exempted grant spending and payments made pursuant to statute, and spend covered by other subchapters such as Chapter 40.

## Fiscal Year 2024 Contractual Services by State Agency and UWSA

Fiscal Year 2024 Contractual Services by State Agency and UW System	
Administration, Department of	\$67,476,659
Aging and Long-Term Care, Board on	\$27,371
Agriculture, Trade and Consumer Protection, Department of	\$4,108,185
Child Abuse and Neglect Prevention Board	\$13,328
Children and Families, Department of	\$47,218,762
Circuit Courts	\$35,780
Corrections, Department of	\$108,027,452
Court of Appeals	\$4,712
Educational Communications Board	\$3,718,546
Elections Commission	\$1,033,767
Employee Trust Funds, Department of	\$16,808,723
Employment Relations Commission	\$98,019
Ethics Commission	\$353,116
Financial Institutions, Department of	\$2,028,952
Governor, Office of the	\$34,068
Health Services, Department of	\$396,357,450
Higher Educational Aids Board	\$706,756
Historical Society	\$2,980,010
Insurance, Commissioner of	\$1,514,811
Investment Board	\$0
Judicial Commission	\$17,193
Justice, Department of	\$16,054,214
Kickapoo Reserve Management Board	\$123,193
Labor and Industry Review Commission	\$6,758
Legislative Technology Services Bureau	\$1,342,127
Lieutenant Governor, Office of the	\$0
Lower Wisconsin State Riverway Board	\$600.00
Military Affairs, Department of	\$14,426,577
Natural Resources, Department of	\$38,368,117
People with Developmental Disabilities, Board for	\$143,086
Public Defender Board	\$4,076,023
Public Instruction, Department of	\$39,430,986
Public Lands, Board of Commissioners of	\$107,917
Public Service Commission	\$3,599,265
Revenue, Department of	\$36,189,397
Safety and Professional Services, Department of	\$4,168,798
Secretary of State	\$162
State Fair Park Board	\$9,379,099
State Treasurer	\$0
Supreme Court	\$3,443,496
Tourism, Department of	\$1,814,444
Transportation, Department of	\$48,079,858
Veterans Affairs, Department of	\$25,259,381
Wisconsin Technical College System Board	\$410,829
Workforce Development, Department of	\$24,481,368
<b>Agency Total</b>	<b>\$923,469,355</b>
University of Wisconsin System (excluding UW-Madison)	\$163,294,740
UW Madison	\$98,109,029
<b>University of Wisconsin Total</b>	<b>\$261,403,769</b>
<b>State of Wisconsin Total</b>	<b>\$1,184,873,124</b>

## Fiscal Year 2005-2024 Contractual Services by State Agencies and UWSA

Fiscal Year	Agencies	UW System	Total
2005	\$426,663,505	\$73,577,905	\$500,241,410
2006	\$421,307,149	\$68,507,445	\$489,814,594
2007	\$345,132,639	\$74,516,827	\$419,649,466
2008	\$326,905,585	\$122,708,030	\$449,613,615
2009	\$318,674,752	\$118,722,922	\$437,397,674
2010	\$289,567,282	\$127,590,769	\$417,158,051
2011	\$363,830,063	\$125,158,260	\$488,988,323
2012	\$390,441,589	\$125,377,390	\$515,818,979
2013	\$418,990,656	\$126,419,774	\$545,410,430
2014	\$451,031,852	\$113,914,824	\$564,946,676
2015	\$483,408,738	\$123,747,005	\$607,155,743
2016	\$506,622,299	\$146,335,826	\$652,958,125
2017	\$520,030,749	\$138,815,504	\$658,846,253
2018	\$566,739,532	\$169,879,268	\$736,618,800
2019	\$598,630,584	\$191,987,533	\$790,618,117
2020	\$716,138,650	\$162,715,385	\$878,854,035
2021	\$1,204,472,778	\$144,582,503	\$1,349,055,281
2022	\$1,287,495,486	\$195,166,664	\$1,482,662,150
2023	\$1,044,593,927	\$240,959,284	\$1,285,553,211
2024	\$923,469,355	\$261,403,769	\$1,184,873,124

## Fiscal Year 2024 Contractual Services by Account Code for State Agencies

Account Code	Description	Total
7480000	Housekeeping & Janitorial Serv	\$8,586,498
7480001	Rubbish Removal/Sanitation Services	\$3,092,613
7485000	Maintenance & Repairs - IT Equipment	\$21,334,748
7485001	Maintenance & Repairs - IT Equipment (Cloud)	\$1,690,680
7485100	Maintenance & Repairs - IT Hardware	\$745,868
7486000	Maintenance & Repairs - Software	\$26,110,937
7650000	IT Services Private Companies	\$171,380,882
7650001	IT Services Private Companies (Cloud)	\$2,838,922
7700000	Professional Services - Management Consultant	\$22,339,587
7700300	Professional Services – Interpreter	\$193,371
7720000	Professional Services Medical	\$41,682,614
7720100	Professional Services Medical Onsite Nurse	\$48,608,154
7720101	Professional Services Medical Onsite Physician	\$1,465,677
7720102	Professional Services Medical Optical	\$82,785
7720104	Professional Services Dental	\$342,491
7720106	Professional Services Hospital	\$42,970,784
7730000	Professional Services Laboratory	\$2,658,012
7740000	Professional Services – General	\$475,451,544
7740060	Professional Design Services	\$1,208,884
7740100	Professional Services Court Reporter	\$135,605
7740115	Reproductions Audio/Video/Other	\$65,864
7755000	Collection Agent Fees	\$1,718
7770000	Legal Services – Research	\$19,320
7774000	Legal Services – Collections	\$0
7775000	Legal Services – Consulting	\$37,825
7776000	Legal Services – Other	\$141,349
7805000	Freight & Handling	\$19,995,706
7880000	Miscellaneous Services	\$28,659,221
7880001	Laundry Services	\$126,672
7880059	Transcription Services	\$1,501,024
<b>Total</b>		<b>\$923,469,355</b>

## Fiscal Year 2024 Contractual Services by State Agency and Account Code/Description

### Administration, Department of

7480000	Housekeeping & Janitorial Services	\$2,598,277
7480001	Rubbish Removal/Sanitation Services	\$424,375
7485000	Maintenance & Repairs - IT Equipment	\$15,425,712
7485001	Maintenance & Repairs - IT Equipment (Cloud)	\$45,171
7650000	IT Services Private Companies	\$15,902,187
7650001	IT Services Private Companies (Cloud)	\$871,889
7700000	Professional Services - Management Consultant	\$451,792
7700300	Professional Services – Interpreter	\$7,775
7720000	Professional Services Medical	\$9,260
7740000	Professional Services – General	\$11,042,430
7740060	Professional Design Services	\$384
7740100	Professional Services Court Reporter	\$54,135
7805000	Freight & Handling	\$17,905,055
7880000	Miscellaneous Services	\$2,723,304
7880059	Transcription Services	\$14,913
		<b>\$67,476,659</b>

### Aging and Long-Term Care, Board on

7650000	IT Services Private Companies	\$26,346
7740000	Professional Services – General	\$1,026
		<b>\$27,371</b>

### Agriculture, Trade and Consumer Protection, Department of

7480000	Housekeeping & Janitorial Services	\$5,972
7485000	Maintenance & Repairs - IT Equipment	\$6,000
7486000	Maintenance & Repairs - Software	\$110,065
7650000	IT Services Private Companies	\$1,807,111
7650001	IT Services Private Companies (Cloud)	\$351,641
7700000	Professional Services - Management Consultant	\$60,149
7700300	Professional Services – Interpreter	\$3,350
7720000	Professional Services Medical	\$327
7740000	Professional Services – General	\$1,548,050
7740115	Reproductions Audio/Video/Other	\$5,000
7805000	Freight & Handling	\$91,164
7880000	Miscellaneous Services	\$114,558
7880001	Laundry Services	\$4,788
7880059	Transcription Services	\$9
		<b>\$4,108,185</b>

### Child Abuse and Neglect Prevention Board

7740000	Professional Services – General	\$13,328
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### Children and Families, Department of

7485000	Maintenance & Repairs - IT Equipment	\$10,383
7486000	Maintenance & Repairs - Software	\$1,726,880
7650000	IT Services Private Companies	\$30,862,352
7700000	Professional Services - Management Consultant	\$680,808
7700300	Professional Services – Interpreter	\$394

7720000	Professional Services Medical	\$11,013
7740000	Professional Services – General	\$13,526,776
7805000	Freight & Handling	\$10,439
7880000	Miscellaneous Services	\$387,644
7880059	Transcription Services	\$2,071
		<b>\$47,218,762</b>

#### **Circuit Courts**

7740000	Professional Services – General	\$4,270
7740100	Professional Services Court Reporter	\$31,510
		<b>\$35,780</b>

#### **Corrections, Department of**

7480000	Housekeeping & Janitorial Services	\$324,375
7480001	Rubbish Removal/Sanitation Services	\$888,618
7485000	Maintenance & Repairs - IT Equipment	\$2,313
7486000	Maintenance & Repairs - Software	\$2,586,022
7650000	IT Services Private Companies	\$13,772,836
7650001	IT Services Private Companies (Cloud)	\$68,044
7700300	Professional Services – Interpreter	\$14,083
7720000	Professional Services Medical	\$11,378,139
7720100	Professional Services Medical Onsite Nurse	\$17,485,709
7720101	Professional Services Medical Onsite Physician	\$1,442,258
7720104	Professional Services Dental	\$274,213
7720106	Professional Services Hospital	\$42,082,603
7730000	Professional Services Laboratory	\$1,917,853
7740000	Professional Services – General	\$6,849,603
7740060	Professional Design Services	\$4,400
7740100	Professional Services Court Reporter	\$3,670
7805000	Freight & Handling	\$1,084,198
7880001	Laundry Services	\$14,406
		<b>\$108,027,452</b>

#### **Court of Appeals**

7740000	Professional Services – General	\$2,555
7805000	Freight & Handling	\$933
7880000	Miscellaneous Services	\$1,223
		<b>\$4,712</b>

#### **Educational Communications Board**

7480000	Housekeeping & Janitorial Services	\$8,909
7480001	Rubbish Removal/Sanitation Services	\$430
7485000	Maintenance & Repairs - IT Equipment	\$23,031
7485100	Maintenance & Repairs - IT Hardware	\$7,000
7486000	Maintenance & Repairs - Software	\$20,766
7650000	IT Services Private Companies	\$39,185
7805000	Freight & Handling	\$1,795
7880000	Miscellaneous Services	\$1,874
		<b>\$3,718,546</b>

#### **Elections Commission**

7650000	IT Services Private Companies	\$908,004
7650001	IT Services Private Companies (Cloud)	\$106,100
7700300	Professional Services – Interpreter	\$900

7740000	Professional Services – General	\$8,368
7776000	Legal Services – Other	\$2,855
7805000	Freight & Handling	\$3,910
7880059	Transcription Services	\$30
		<b>\$1,033,767</b>

#### **Employee Trust Funds, Department of**

7485000	Maintenance & Repairs - IT Equipment	\$882
7485001	Maintenance & Repairs - IT Equipment (Cloud)	\$26,298
7486000	Maintenance & Repairs - Software	\$866,599
7650000	IT Services Private Companies	\$12,377,382
7700000	Professional Services - Management Consultant	\$268,315
7720000	Professional Services Medical	\$1,695
7740000	Professional Services – General	\$3,239,922
7740115	Reproductions Audio/Video/Other	\$2,938
7805000	Freight & Handling	\$20,504
7880000	Miscellaneous Services	\$1,098
		<b>\$16,808,723</b>

#### **Employment Relations Commission**

7486000	Maintenance & Repairs - Software	\$3,206
7740000	Professional Services – General	\$87,936
7740100	Professional Services Court Reporter	\$900
7770000	Legal Services – Research	\$3,120
7880000	Miscellaneous Services	\$2,505
7880059	Transcription Services	\$352
		<b>\$98,019</b>

#### **Ethics Commission**

7650000	IT Services Private Companies	\$351,388
7776000	Legal Services – Other	\$534
7805000	Freight & Handling	\$796
7880000	Miscellaneous Services	\$398
		<b>\$353,116</b>

#### **Financial Institutions, Department of**

7650000	IT Services Private Companies	\$1,723,006
7700300	Professional Services – Interpreter	\$28
7740100	Professional Services Court Reporter	\$12,531
7805000	Freight & Handling	\$57
7880000	Miscellaneous Services	\$84,480
		<b>\$2,028,952</b>

#### **Governor, Office of the**

7485000	Maintenance & Repairs - IT Equipment	\$19,219
7700300	Professional Services – Interpreter	\$815
7880000	Miscellaneous Services	\$178
		<b>\$34,068</b>

#### **Health Services, Department of**

7480000	Housekeeping & Janitorial Services	\$305,143
7480001	Rubbish Removal/Sanitation Services	\$323,939
7485000	Maintenance & Repairs - IT Equipment	\$171,484
7486000	Maintenance & Repairs - Software	\$5,987,595

7650000	IT Services Private Companies	\$5,040,031
7650001	IT Services Private Companies (Cloud)	\$258,019
7700000	Professional Services - Management Consultant	\$18,396,252
7700300	Professional Services – Interpreter	\$37,295
7720000	Professional Services Medical	\$28,737,979
7720100	Professional Services Medical Onsite Nurse	\$20,746,941
7720101	Professional Services Medical Onsite Physician	\$9,821
7720102	Professional Services Medical Optical	\$78,248
7720104	Professional Services Dental	\$59,305
7720106	Professional Services Hospital	\$888,182
7730000	Professional Services Laboratory	\$239,401
7740000	Professional Services – General	\$314,556,836
7775000	Legal Services – Consulting	\$35,035
7776000	Legal Services – Other	\$30,005
7805000	Freight & Handling	\$225,151
7880000	Miscellaneous Services	\$230,786
		<b>\$396,357,450</b>

#### **Higher Educational Aids Board**

7650000	IT Services Private Companies	\$706,538
7880000	Miscellaneous Services	\$219
		<b>\$706,756</b>

#### **Historical Society**

7480000	Housekeeping & Janitorial Services	\$81,056
7480001	Rubbish Removal/Sanitation Services	\$41,819
7485000	Maintenance & Repairs - IT Equipment	\$4,004
7485001	Maintenance & Repairs - IT Equipment (Cloud)	\$68,757
7650000	IT Services Private Companies	\$661,875
7650001	IT Services Private Companies (Cloud)	\$42,889
7730000	Professional Services Laboratory	\$176
7740000	Professional Services – General	\$862,005
7740060	Professional Design Services	\$1,174,746
7805000	Freight & Handling	\$474
7880000	Miscellaneous Services	\$42,209
		<b>\$2,980,010</b>

#### **Insurance, Commissioner of**

7700000	Professional Services - Management Consultant	\$1,000
7740000	Professional Services – General	\$1,491,880
7770000	Legal Services – Research	\$12,600
7805000	Freight & Handling	\$249
7880000	Miscellaneous Services	\$8,524
7880059	Transcription Services	\$559
		<b>\$1,514,811</b>

#### **Judicial Commission**

7740000	Professional Services – General	\$17,193.25
		<b>\$17,193</b>

#### **Justice, Department of**

7480000	Housekeeping & Janitorial Services	\$36,723
7480001	Rubbish Removal/Sanitation Services	\$2,396
7485000	Maintenance & Repairs - IT Equipment	\$627,760

7485001	Maintenance & Repairs - IT Equipment (Cloud)	\$1,054,537
7485100	Maintenance & Repairs - IT Hardware	\$46,864
7486000	Maintenance & Repairs - Software	\$5,699,919
7650000	IT Services Private Companies	\$6,747,502
7650001	IT Services Private Companies (Cloud)	\$58,436
7700000	Professional Services - Management Consultant	\$32,055
7700300	Professional Services – Interpreter	\$6,429
7720000	Professional Services Medical	\$71,104
7730000	Professional Services Laboratory	\$414,140
7740000	Professional Services – General	\$784,306
7740100	Professional Services Court Reporter	\$8,397
7776000	Legal Services – Other	\$97,866
7805000	Freight & Handling	\$64,299
7880000	Miscellaneous Services	\$1,387
7880001	Laundry Services	\$14,619
7880059	Transcription Services	\$285,477
		<b>\$16,054,214</b>

#### **Kickapoo Reserve Management Board**

7480000	Housekeeping & Janitorial Services	\$37,083
7485000	Maintenance & Repairs - IT Equipment	\$1,530
7740000	Professional Services – General	\$76,653
7740115	Reproductions Audio/Video/Other	\$7,927
		<b>\$123,193</b>

#### **Labor and Industry Review Commission**

7880059	Transcription Services	\$6,758
		<b>\$6,758</b>

#### **Legislative Technology Services Bureau**

7485000	Maintenance & Repairs - IT Equipment	\$58,119
7485100	Maintenance & Repairs - IT Hardware	\$258,317
7486000	Maintenance & Repairs - Software	\$996,053
7650000	IT Services Private Companies	\$24,310
7740000	Professional Services – General	\$543
7880000	Miscellaneous Services	\$4,786
		<b>\$1,342,127</b>

#### **Lower Wisconsin State Riverway Board**

7480000	Housekeeping & Janitorial Services	\$600
		<b>\$600</b>

#### **Military Affairs, Department of**

7480000	Housekeeping & Janitorial Services	\$1,379,827
7480001	Rubbish Removal/Sanitation Services	\$367,439
7485000	Maintenance & Repairs - IT Equipment	\$8,202
7486000	Maintenance & Repairs - Software	\$20,680
7650000	IT Services Private Companies	\$733,815
7700000	Professional Services - Management Consultant	\$14,000
7720000	Professional Services Medical	\$42,630
7740000	Professional Services – General	\$10,936,923
7776000	Legal Services – Other	\$2,743
7805000	Freight & Handling	\$10,231

7880000	Miscellaneous Services	\$885,275
7880001	Laundry Services	\$24,812
		<b>\$14,426,577</b>

**Natural Resources, Department of**

7480000	Housekeeping & Janitorial Services	\$1,518,861
7480001	Rubbish Removal/Sanitation Services	\$309,146
7485000	Maintenance & Repairs - IT Equipment	\$310,285
7650000	IT Services Private Companies	\$7,630,500
7650001	IT Services Private Companies (Cloud)	\$190,425
7700000	Professional Services - Management Consultant	\$1,803,623
7700300	Professional Services – Interpreter	\$1,392
7720000	Professional Services Medical	\$25,745
7730000	Professional Services Laboratory	\$60,309
7740000	Professional Services – General	\$21,324,010
7740060	Professional Design Services	\$4,282
7740115	Reproductions Audio/Video/Other	\$49,999
7755000	Collection Agent Fees	\$1,718
7805000	Freight & Handling	\$316,854
7880000	Miscellaneous Services	\$4,791,843
7880001	Laundry Services	\$26,390
7880059	Transcription Services	\$2,733
		<b>\$38,368,117</b>

**People with Developmental Disabilities, Board for**

7650000	IT Services Private Companies	\$4,921
7700300	Professional Services – Interpreter	\$11,311
7740000	Professional Services – General	\$126,853
		<b>\$143,086</b>

**Public Defender Board**

7480000	Housekeeping & Janitorial Services	\$32,290
7650000	IT Services Private Companies	\$318,290
7740000	Professional Services – General	\$2,345,645
7776000	Legal Services – Other	\$420
7805000	Freight & Handling	\$46,204
7880000	Miscellaneous Services	\$157,988
7880059	Transcription Services	\$1,175,186
		<b>\$4,076,023</b>

**Public Instruction, Department of**

7480001	Rubbish Removal/Sanitation Services	\$28,912
7485000	Maintenance & Repairs - IT Equipment	\$60,744
7485100	Maintenance & Repairs - IT Hardware	\$1,962
7486000	Maintenance & Repairs - Software	\$576,597
7650000	IT Services Private Companies	\$6,407,633
7700000	Professional Services - Management Consultant	\$15,000
7700300	Professional Services – Interpreter	\$25,800
7720000	Professional Services Medical	\$8,527
7740000	Professional Services – General	\$22,947,366
7775000	Legal Services – Consulting	\$2,790
7805000	Freight & Handling	\$22,540

7880000	Miscellaneous Services	\$9,333,114
		<b>\$39,430,986</b>

**Public Lands, Board of Commissioners of**

7480001	Rubbish Removal/Sanitation Services	\$1,156
7740000	Professional Services – General	\$96,964
7805000	Freight & Handling	\$1,908
7880000	Miscellaneous Services	\$7,888
		<b>\$107,917</b>

**Public Service Commission**

7485000	Maintenance & Repairs - IT Equipment	\$463
7485100	Maintenance & Repairs - IT Hardware	\$42,473
7486000	Maintenance & Repairs - Software	\$20,625
7700300	Professional Services – Interpreter	\$12,958
7740000	Professional Services – General	\$3,514,907
7740060	Professional Design Services	\$525
7805000	Freight & Handling	\$204
7880000	Miscellaneous Services	\$331
7880059	Transcription Services	\$6,779
		<b>\$3,599,265</b>

**Revenue, Department of**

7480000	Housekeeping & Janitorial Services	\$6,478
7485000	Maintenance & Repairs - IT Equipment	\$18,222
7485100	Maintenance & Repairs - IT Hardware	\$64,331
7486000	Maintenance & Repairs - Software	\$4,901,711
7650000	IT Services Private Companies	\$28,997,396
7650001	IT Services Private Companies (Cloud)	\$276,254
7700300	Professional Services – Interpreter	\$241
7740000	Professional Services – General	\$1,658,490
7740100	Professional Services Court Reporter	\$18,771
7805000	Freight & Handling	\$43,489
7880000	Miscellaneous Services	\$204,016
		<b>\$36,189,397</b>

**Safety and Professional Services, Department of**

7486000	Maintenance & Repairs - Software	\$54,656
7650000	IT Services Private Companies	\$1,470,711
7650001	IT Services Private Companies (Cloud)	\$603,040
7700300	Professional Services – Interpreter	\$2,192
7740000	Professional Services – General	\$2,016,180
7805000	Freight & Handling	\$7,712
7880000	Miscellaneous Services	\$14,308
		<b>\$4,168,798</b>

**Secretary of State**

7805000	Freight & Handling	\$142
7880000	Miscellaneous Services	\$20
		<b>\$162</b>

**State Fair Park Board**

7480000	Housekeeping & Janitorial Services	\$809,452
7480001	Rubbish Removal/Sanitation Services	\$489,769
7485000	Maintenance & Repairs - IT Equipment	\$142,085

7650000	IT Services Private Companies	\$16,347
7720000	Professional Services Medical	\$21,657
7740000	Professional Services – General	\$7,710,471
7740060	Professional Design Services	\$1,984
7805000	Freight & Handling	\$8,630
7880000	Miscellaneous Services	\$178,705
		<b>\$9,379,099</b>

#### **Supreme Court**

7480000	Housekeeping & Janitorial Services	\$11,960
7485000	Maintenance & Repairs - IT Equipment	\$519,853
7485001	Maintenance & Repairs - IT Equipment (Cloud)	\$495,918
7485100	Maintenance & Repairs - IT Hardware	\$292,236
7486000	Maintenance & Repairs - Software	\$1,007,842
7650000	IT Services Private Companies	\$618,900
7650001	IT Services Private Companies (Cloud)	\$10,560
7700000	Professional Services - Management Consultant	\$3,707
7700300	Professional Services – Interpreter	\$2,154
7740000	Professional Services – General	\$410,180
7740100	Professional Services Court Reporter	\$5,471
7776000	Legal Services – Other	\$3,724
7805000	Freight & Handling	\$43,085
7880000	Miscellaneous Services	\$12,089
7880059	Transcription Services	\$5,816
		<b>\$3,443,496</b>

#### **Tourism, Department of**

7650000	IT Services Private Companies	\$265,692
7740000	Professional Services – General	\$1,531,952
7880000	Miscellaneous Services	\$16,800
		<b>\$1,814,444</b>

#### **Transportation, Department of**

7480000	Housekeeping & Janitorial Services	\$1,233,773
7480001	Rubbish Removal/Sanitation Services	\$81,206
7485000	Maintenance & Repairs - IT Equipment	\$3,878,854
7485100	Maintenance & Repairs - IT Hardware	\$22,656
7486000	Maintenance & Repairs - Software	\$553,900
7650000	IT Services Private Companies	\$15,636,641
7700000	Professional Services - Management Consultant	\$166,582
7720000	Professional Services Medical	\$49,787
7730000	Professional Services Laboratory	\$6,241
7740000	Professional Services – General	\$26,180,083
7740100	Professional Services Court Reporter	\$220
7805000	Freight & Handling	\$53,089
7880000	Miscellaneous Services	\$198,919
7880001	Laundry Services	\$17,906
		<b>\$48,079,858</b>

#### **Veterans Affairs, Department of**

7480000	Housekeeping & Janitorial Services	\$162,995
7480001	Rubbish Removal/Sanitation Services	\$133,409
7485000	Maintenance & Repairs - IT Equipment	\$40,627

7485100	Maintenance & Repairs - IT Hardware	\$10,030
7486000	Maintenance & Repairs - Software	\$101,852
7650000	IT Services Private Companies	\$1,168
7720000	Professional Services Medical	\$1,266,315
7720100	Professional Services Medical Onsite Nurse	\$10,375,504
7720101	Professional Services Medical Onsite Physician	\$13,598
7720102	Professional Services Medical Optical	\$4,537
7720104	Professional Services Dental	\$8,972
7730000	Professional Services Laboratory	\$19,893
7740000	Professional Services – General	\$12,483,642
7740060	Professional Design Services	\$22,562
7805000	Freight & Handling	\$1,110
7880000	Miscellaneous Services	\$589,418
7880001	Laundry Services	\$23,750
		<b>\$25,259,381</b>

#### **Wisconsin Technical College System Board**

7650000	IT Services Private Companies	\$324,957
7740000	Professional Services – General	\$45,345
7880000	Miscellaneous Services	\$40,527
		<b>\$410,829</b>

#### **Workforce Development, Department of**

7480000	Housekeeping & Janitorial Services	\$32,724
7485000	Maintenance & Repairs - IT Equipment	\$4,975
7486000	Maintenance & Repairs - Software	\$875,968
7650000	IT Services Private Companies	\$18,003,858
7650001	IT Services Private Companies (Cloud)	\$1,625
7700000	Professional Services - Management Consultant	\$446,303
7700300	Professional Services – Interpreter	\$66,254
7720000	Professional Services Medical	\$58,437
7740000	Professional Services – General	\$4,170,591
7776000	Legal Services – Other	\$111
7805000	Freight & Handling	\$31,482
7880000	Miscellaneous Services	\$788,698
7880059	Transcription Services	\$341
		<b>\$24,481,368</b>

# Summary of Fiscal Year 2024 Cost-Benefit Analyses and Recommendations

## Background

Wis. Stats. §16.705(2)(a) requires agencies, including the Universities of Wisconsin Administration, to conduct a uniform cost-benefit analysis of each proposed contractual service procurement involving an estimated expenditure of more than \$50,000 in accordance with standards prescribed by rule. As such, DOA published administrative rules: Wis. Admin. Code Chapter 10.035, 10.037, 10.038, that specify the manner and form of cost-benefit analyses (CBA) that must be conducted by agencies prior to entering into service contracts greater than \$50,000.

In addition to requiring the completion of CBAs, statutes require DOA to report certain information as part of its annual contractual services report to the Legislature. Specifically:

- §16.705(8)(a) requires that DOA submit a “summary of the cost–benefit analyses completed by agencies in compliance with rules promulgated by the department.”
- §16.705(8)(b) requires that DOA provide “recommendations for elimination of unneeded contractual service procurements and for consolidation or re-solicitation of existing contractual service procurements.”

Act 89 CBAs are used by agencies to compare the estimated costs of contracting for services with the estimated costs of using state employees to perform a specific task. Agencies complete CBAs prior to contracting for services. In some cases, agencies have used CBA results to determine it is not appropriate to contract out. As such, the reader is cautioned that the production of a CBA does not mean a contract was eventually issued for the contemplated service.

## Summary and Analysis of FY24 Cost-Benefit Analyses

Agencies completed 271 CBAs and 297 continued appropriateness analyses (CA) during FY24. The Department of Employee Trust Funds (56), Department of Transportation (45), and the Department of Children and Families (40) produced the highest volumes of CBAs. A complete listing of FY24 CBAs including agency, estimated total state cost, and estimated total contractor cost appears on page 20. A listing of CAs by agency appears on page 26. Readers should contact the agency responsible for the CBA or CA for more information.

By statute, CBAs include narrative descriptions of quality, technical expertise, and timeliness considerations. CBAs also provide total estimated costs of service delivery through state employees and contractors. Estimated state employee costs include estimated wage and salary, fringe benefits, administrative overhead, and other operating costs. Estimated contracting costs include estimated contract price, contract development and monitoring and one-time conversion costs. Statutes do not require agencies to complete a CBA for the following contractual services:

- Services that federal or state law requires to be performed by contract.
- Services that must be provided per a contract, license, or warranty, by the original equipment manufacturer or publisher.

- Services that cannot be performed by state employees because the state lacks the required infrastructure.
- Web-based software application services that are delivered and managed remotely.

The following table provides dollar ranges of the listed amounts of state employee and contracting costs for all FY24 CBAs:

FY24 Cost-Benefit Analyses by Dollar Range		
	Estimated State Employee Costs	Estimated Contractor Costs
\$0 or n/a	0	0
\$1 - \$24,999	0	0
\$25,000 - \$49,999	1	1
\$50,000 - \$74,999	1	4
\$75,000 - \$99,999	6	6
\$100,000 - \$199,999	22	29
\$200,000 - \$299,999	69	38
\$300,000 - \$399,999	24	46
\$400,000 - \$499,999	70	48
\$500,000 - \$599,999	16	31
\$600,000 - \$699,999	13	23
\$700,000 - \$799,999	18	12
\$800,000 - \$899,999	10	7
\$900,000 - \$999,999	1	4
\$1,000,000 - \$1,999,999	7	14
\$2,000,000 - \$2,999,999	6	3
\$3,000,000 +	7	5
<b>Total</b>	<b>271</b>	<b>271</b>

Common services sought among agencies included information technology initiatives, health, environmental and social services. In most cases, however, services were related to the particular mission of an agency or campus.

## Recommendations

1. **Information Technology Services Provider Contract.** Agencies should continue to examine the availability of state employees before contracting for information technology services providers. The State Bureau of Procurement will continue to examine the appropriateness and breadth of services available on information technology services provider contracts.
2. **Inter-Agency Solicitations.** FY24 CBA data indicates that agencies tend to contract for services that advance their individual missions. However, agencies are encouraged to examine the data to determine whether other agencies are contracting for similar services. Significant cost savings may be available by combining volume. The State Bureau of Procurement is available to advise on or, in some cases, lead solicitations that cross multiple agencies.

3. Intra-Agency Solicitations. Large agencies should determine whether similar service solicitations will be issued by different programs within the agency. In those cases, effort should be undertaken to issue a single solicitation to combine volume and generate optimum cost savings.

## Fiscal Year 2024 Cost-Benefit Analyses

Date	Agency	Nature	State	Contractor
2/6/2023	DCF	DCF DMS BITS Child Care .NET Web Developer II	\$159,095	\$152,880
2/14/2023	DCF	DMS BITS FESTS (.NET WEB DEVELOPER III - FESTS42)	\$185,214	\$166,600
3/9/2023	DCF	BITS/Technical Services	\$185,079	\$217,800
4/14/2023	DCF	Bureau of Information Technology Services, Technical Services Section	\$333,540	\$274,560
4/21/2023	DCF	Project Management 111	\$370,158	\$411,757
5/1/2023	DCF	Bureau of Information Technology Services, Technical Services Section	\$754,196	\$969,540
5/3/2023	DPI	Business Analyst/Consultant IV	\$302,435	\$275,600
5/4/2023	DCF	COBOL Mainframe Programmer IV (FESTS41, FESTS50)	\$667,210	\$603,366
5/8/2023	DOT	Systems Analyst IV	\$215,958	\$283,460
5/11/2023	DOC	Project Manager III - POS-19	\$684,866	\$955,300
5/15/2023	DFI	Certified .Net Web Developer IV	\$399,898	\$558,000
5/15/2023	DHS	Certified Project Manager IV/Sr.	\$868,982	\$1,189,760
5/15/2023	DHS	CRM Integration Architect III	\$834,334	\$1,178,944
5/15/2023	DHS	Project Manager III	\$868,982	\$1,092,416
5/15/2023	DHS	Quality Assurance Analyst IV	\$766,352	\$648,960
5/15/2023	DHS	Systems Architect 1	\$868,982	\$735,488
5/16/2023	DFI	Certified .Net Web Developer IV	\$399,898	\$516,000
5/18/2023	DHS	Computer Security Incident Response Team (CSIRT) Analyst Tier I	\$705,070	\$616,512
5/18/2023	DHS	Computer Security Incident Response Team (CSIRT) Analyst Tier II	\$823,680	\$767,936
5/18/2023	DHS	Computer Security Incident Response Team (CSIRT) Team Lead	\$889,574	\$767,936
5/18/2023	DHS	Information Security Program - Program Integration Liaison	\$823,680	\$767,936
5/18/2023	DHS	Information Security Program - Program Integration Liaison	\$823,680	\$767,936
5/18/2023	DOT	IT Ops - EETE - SharePoint Systems Administrator IV	\$308,844	\$329,344
5/18/2023	Ethics	IT Applications Development and Support	\$708,554	\$887,218
5/19/2023	DHS	Business Intelligence Lead II	\$677,889	\$919,360
5/19/2023	DNR	System Services Section	\$1,260,419	\$1,189,422
5/19/2023	DOC	Business Analyst Consultant III - POS-40	\$400,092	\$361,796
5/19/2023	DOC	DevOps Engineer III - POS-31	\$750,408	\$833,488
5/26/2023	DOT	Programmer Analyst IV	\$279,329	\$294,660
5/30/2023	DPI	Help Desk III	\$270,321	\$152,986
6/2/2023	DOC	Applications Architect III - POS-3	\$750,408	\$1,197,100
6/2/2023	DOC	Project Manager III - POS-2	\$750,408	\$1,062,000
6/2/2023	DOT	OBOEC IT Contractor	\$288,834	\$307,140
6/7/2023	DCF	Child Welfare Transformation and Family First Project Oversight and Management, Evaluation and Oversight	\$203,761	\$392,000
6/7/2023	DWD	ASD/BITS .Net Web Developer III	\$426,248	\$439,542
6/13/2023	DOT	Weather Program Manager	\$772,879	\$800,000
6/15/2023	DFI	Database Administrator IV	\$346,376	\$462,000
6/19/2023	DWD	ASD/BITS/WC-ER-ES SharePoint Systems Administrator II	\$410,675	\$398,176
6/21/2023	DOT	Java Developer IV	\$271,934	\$385,940
6/21/2023	DOT	Java Developer IV	\$271,934	\$385,940
6/21/2023	DOT	Java Developer IV	\$271,934	\$385,940
6/21/2023	DOT	Java Developer IV	\$271,934	\$385,940
6/21/2023	DOT	Java Developer IV	\$271,934	\$385,940
6/28/2023	DOA	STAR Office Operations ADM-02	\$444,598	\$667,692
6/28/2023	DOA	STAR Office Operations ADM-03	\$444,598	\$667,692
6/28/2023	DOA	STAR Office Operations DEV-01	\$444,598	\$568,268
6/28/2023	DOA	STAR Office Operations DEV-02	\$444,598	\$582,412

6/28/2023	DOA	STAR Office Operations DEV-03	\$444,598	\$582,412
6/28/2023	DOA	STAR Office Operations FIN-02	\$445,369	\$622,348
6/28/2023	DOA	STAR Office Operations HCM-01	\$444,598	\$582,412
6/28/2023	DOA	STAR Office Operations HCM-04	\$444,598	\$582,380
6/28/2023	DOA	STAR Office Operations PRO 02	\$444,598	\$568,268
6/30/2023	DOA	STAR Office Operations	\$446,071	\$619,229
6/30/2023	DOA	STAR Office Operations ADM-01	\$444,598	\$667,692
6/30/2023	DOA	STAR Office Operations DEV-04	\$444,598	\$622,348
6/30/2023	DOA	STAR Office Operations DEV-07	\$445,836	\$582,412
6/30/2023	DOA	STAR Office Operations HCM-05	\$444,936	\$582,412
6/30/2023	DOA	STAR Office Operations PRO-03	\$445,836	\$582,412
7/1/2023	DNR	DNR IT ITC Section: Desktop Support IV Contractor	\$104,998	\$52,499
7/1/2023	DOC	DevOps Support Engineer - POS-107	\$750,408	\$1,074,352
7/1/2023	DOC	JAVA Developer IV - POS-64	\$654,556	\$888,300
7/1/2023	DOT	Cloud Services and Systems Engineering Unit - Web Infrastructure Support	\$737,190	\$1,040,000
7/1/2023	DOT	Cloud Services and Systems Engineering Unit - Web Infrastructure Support	\$737,190	\$725,200
7/1/2023	DOT	IT Contractor OBOEC/Project Manager	\$288,831	\$307,140
7/1/2023	DOT	IT Operations Desktop Support	\$245,326	\$163,072
7/1/2023	DOT	IT Operations Help Desk III	\$238,845	\$164,640
7/1/2023	DOT	IT Ops - EETE - SharePoint Systems Administrator IV	\$765,183	\$823,360
7/1/2023	DOT	Program Analyst IV	\$279,329	\$294,660
7/1/2023	DOT	Technical Architect III	\$314,040	\$395,460
7/1/2023	ETF	Application Architect II	\$440,897	\$513,200
7/1/2023	ETF	Java Developer III	\$409,183	\$439,760
7/1/2023	WHS	IT Services Transition Support Help Desk II	\$212,718	\$155,750
7/3/2023	ETF	Desktop Support IV	\$352,530	\$289,760
7/7/2023	DOA	STAR Office Operations DEV-06	\$445,836	\$582,412
7/10/2023	DCF	Enterprise and Data Architecture Solutions Analyst	\$166,803	\$142,688
7/10/2023	DPI	Desktop Support IV	\$372,247	\$303,245
7/14/2023	DCF	DCF DMS BITS Child Care	\$1,871,382	\$1,818,253
7/17/2023	ETF	Java Developer IV	\$451,304	\$481,760
7/17/2023	ETF	Java Developer IV	\$451,304	\$481,760
7/18/2023	DCF	Statewide Child Care Pre-Licensing Training and Technical Assistance	\$668,572	\$330,000
7/18/2023	DNR	Standards Oversight Council	\$438,910	\$132,000
7/20/2023	DCF	Electronic Benefit Transfer	\$7,219,157	\$2,403,946
7/21/2023	DCF	DMS Enterprise Application Architect	\$185,079	\$264,992
7/24/2023	DWD	ASD/BITS .Net Web Developer III	\$270,726	\$280,256
7/26/2023	DVA	Marketing and Communications Services, WI Veterans Museum	\$358,869	\$80,000
7/31/2023	DCF	Improving and Increasing Responses for Youth who have Experienced Human Trafficking	\$5,649,791	\$3,200,000
7/31/2023	ETF	BI Technical Lead	\$407,757	\$607,760
7/31/2023	ETF	Data Warehouse Developer III	\$462,896	\$517,760
7/31/2023	ETF	Data Warehouse Developer III	\$462,896	\$517,760
8/1/2023	DOT	Geospatial Solutions Developer Sr. II	\$279,798	\$419,460
8/3/2023	DCF	Lived Experiences Stakeholder Support & Engagement	\$1,924,905	\$1,300,000
8/3/2023	DWD	ASD/BITS COBOL Mainframe Programmer V	\$198,932	\$303,808
8/4/2023	OCI	State Life Insurance Fund Actuarial Services	\$935,523	\$238,472
8/8/2023	DOA	DET Project Management/Project Manager II	\$279,068	\$317,406
8/8/2023	DWD	Project Manager III	\$434,231	\$513,197
8/9/2023	DOA	DET Network Security/Network Engineer III	\$314,492	\$361,726
8/10/2023	DOA	DET Network Security/Network Engineer III	\$314,492	\$375,646
8/10/2023	DOA	DET Network Security/Network Engineer III	\$314,492	\$375,646

8/10/2023	DOT	Geospatial Solutions Developer Sr. II	\$277,407	\$419,460
8/10/2023	DOT	Geospatial Solutions Developer Sr. II	\$277,407	\$419,460
8/10/2023	DOT	Geospatial Solutions Developer Sr. II	\$279,798	\$419,460
8/10/2023	DOT	Project Manager III	\$277,407	\$423,620
8/10/2023	DOT	Project Manager III	\$277,407	\$423,620
8/10/2023	DOT	Project Manager III	\$277,407	\$423,620
8/10/2023	DOT	Project Manager III	\$277,407	\$423,620
8/14/2023	ETF	Database Admin III	\$481,291	\$429,135
8/14/2023	ETF	Java Developer IV	\$451,304	\$481,760
8/14/2023	ETF	Java Developer IV	\$451,304	\$481,760
8/14/2023	ETF	Java Developer IV	\$451,304	\$481,760
8/16/2023	DOA	DA IT/Project Manager II	\$279,068	\$305,726
8/16/2023	DPI	System Engineer III	\$170,656	\$164,550
8/22/2023	DCF	PDG Accountant - Senior	\$285,485	\$357,283
8/25/2023	DOA	DET Bureau of DA IT/Certified MS.Net Developer II	\$243,451	\$265,726
8/25/2023	DOA	DET Bureau of DA IT/Certified MS.Net Developer III	\$279,068	\$313,726
8/25/2023	DOA	DET Bureau of DA IT/Sr Internal Business Systems Analyst II	\$314,492	\$321,726
8/25/2023	DOA	FY24 DET Client Engineering/Help Desk II	\$279,068	\$157,726
8/28/2023	DOA	DET Enterprise Service Desk/Help Desk II	\$243,451	\$139,726
8/28/2023	ETF	Project Manager III	\$415,694	\$457,760
8/28/2023	ETF	Security Analyst II	\$424,201	\$364,169
8/28/2023	ETF	Systems Architect II	\$470,291	\$453,135
8/28/2023	ETF	Systems Architect II	\$470,291	\$453,135
9/11/2023	ETF	Business Analyst/Consultant IV	\$423,872	\$397,760
9/11/2023	ETF	Security Analyst IV	\$415,694	\$488,240
9/15/2023	DCF	DMS Enterprise .NET Web Developer	\$328,594	\$359,974
9/19/2023	DHS	Quality Assurance Analyst I	\$1,414,165	\$34,503
9/20/2023	DCF	Bureau of Information Technology Services, Technical Services Section Cyber Security	\$654,156	\$570,600
9/20/2023	DCF	DCF DMS BITS CCCW	\$583,507	\$366,912
9/25/2023	ETF	Business Intelligence Technical Lead IV	\$629,065	\$687,135
9/25/2023	ETF	Certified Project Manager IV/SR	\$629,065	\$627,135
9/25/2023	ETF	COBOL Mainframe Programmer IV	\$500,324	\$441,135
9/25/2023	ETF	Java Developer III	\$557,330	\$447,135
9/25/2023	ETF	Java Developer III	\$557,330	\$435,135
9/25/2023	ETF	Java Developer III	\$557,330	\$453,135
9/25/2023	ETF	Java Developer III	\$557,330	\$453,135
9/25/2023	ETF	Network Engineer	\$470,291	\$411,135
9/25/2023	ETF	Systems Administrator III	\$472,078	\$415,760
9/27/2023	DCF	BITS Enterprise Project Manager III BITS Enterprise Security Analyst	\$702,201	\$737,901
10/2/2023	ETF	Professional Services for Training Compatible with Online Platforms	\$262,170	\$817,760
10/9/2023	DCF	Wendy's Wonderful Kids	\$365,643	\$156,978
10/9/2023	DPI	Help Desk II	\$370,870	\$256,365
10/9/2023	ETF	Security Analyst IV	\$470,291	\$459,135
10/23/2023	ETF	Business Analyst/Consultant IV	\$544,417	\$399,135
10/23/2023	ETF	Data Warehouse Developer III	\$470,291	\$519,132
10/26/2023	DCF	Project and Portfolio Management	\$1,297,823	\$1,372,000
10/31/2023	DWD	DET/ITC Security Analyst I	\$247,337	\$155,716
11/1/2023	DOT	COBOL Mainframe Programmer VI	\$648,877	\$1,027,850
11/2/2023	DOT	Project Manager II	\$296,713	\$306,628
11/2/2023	DOT	Project Manager II	\$296,713	\$306,628
11/6/2023	ETF	Data Warehouse Developer III	\$470,291	\$507,135
11/6/2023	ETF	Project Manager III	\$544,417	\$549,135
11/6/2023	WHS	IT Services Transition Support Database Administrator II	\$231,461	\$194,880
11/9/2023	WHS	IT Services Transition Support Systems Administrator II	\$240,746	\$195,686

11/14/2023	DCF	Child Care Pre-Licensing Support Contract Extension	\$294,715	\$56,667
11/14/2023	DOT	IT Operations Desktop Support III	\$238,845	\$163,072
11/17/2023	DOA	DET Bureau of DA IT/Senior Web Designer	\$243,451	\$238,366
11/20/2023	ETF	Systems Architect IV	\$629,065	\$669,135
11/22/2023	DCF	DMS BITS FESTS (.NET Web Developer III - FESTS11)	\$387,053	\$362,835
11/24/2023	DCF	ITS TSS Workstation Support Technician Milwaukee Position	\$148,607	\$92,120
11/24/2023	DOJ	Project Manager III	\$244,546	\$351,700
11/27/2023	UW	Application Architect IV	\$166,571	\$225,085
11/27/2023	UW	Application Architect IV	\$166,571	\$225,085
11/29/2023	DFI	Help Desk IV	\$448,542	\$243,610
11/29/2023	WHS	IT Services Transition Support Software Engineer III	\$229,282	\$172,800
12/4/2023	UW	UW ATP - Workday Report Writer	\$2,343,682	\$2,004,912
12/4/2023	UW	UW ATP - Workday Report Writer	\$2,343,682	\$2,004,912
12/5/2023	DCF	Implementation Coordination Consultant	\$85,894	\$63,534
12/5/2023	DHS	Auditor Senior	\$585,469	\$751,511
12/7/2023	DCF	DMS Enterprise Application Architect	\$364,197	\$395,920
12/12/2023	DOA	Weatherization and Program Services Quality Assurance Inspections	\$4,483,508	\$3,041,565
12/19/2023	DHS	Access and Identity Manager/Security Analyst III	\$719,565	\$624,000
12/22/2023	DWD	ASD/BITS/WC-ER-ES .Net Web Developer III	\$223,670	\$224,317
12/22/2023	DWD	ASD/BITS/WC-ER-ES Project Manager III	\$223,670	\$244,897
12/27/2023	ETF	Project Manager III	\$629,065	\$639,135
12/28/2023	DOT	COBOL Mainframe Programmer V	\$492,629	\$374,449
12/28/2023	WHS	IT Services Transition Support & Digital Asset Management Technician III	\$194,145	\$112,421
1/2/2024	ETF	COBOL Mainframe Programmer IV	\$481,291	\$453,135
1/2/2024	ETF	Project Manager I	\$470,291	\$333,135
1/5/2024	DWD	ASD/BITS/ITPB Enterprise Architect III	\$274,023	\$286,464
1/10/2024	DPI	Certified .NET Developer IV Application Developer	\$232,274	\$313,328
1/12/2024	DCF	BITS, Technical Services Section Staffing TSS034	\$714,396	\$540,042
1/12/2024	DCF	Partner Up Accounting Manager	\$166,555	\$226,482
1/12/2024	DCF	Partner Up Advanced Auditor	\$166,555	\$303,442
1/12/2024	DCF	Partner Up Intermediate Accountant	\$441,475	\$532,242
1/16/2024	DOT	Desktop Support IV	\$119,770	\$92,120
1/16/2024	ETF	Business Intelligence Technical Lead I	\$414,816	\$399,135
1/16/2024	ETF	Security Analyst IV	\$470,291	\$471,135
1/18/2024	DCF	DECE Auditor or Accountant - Intermediate	\$2,391,103	\$3,157,322
1/19/2024	DOA	BOS Security Operations - Security Analyst II	\$120,620	\$125,423
1/19/2024	DWD	ASD/BITS/UI .Net Web Developer III	\$211,130	\$203,840
1/19/2024	DWD	ASD/BITS/UI .Net Web Developer III	\$211,130	\$203,840
1/19/2024	DWD	ASD/BITS/UI .Net Web Developer III	\$211,130	\$203,840
1/19/2024	DWD	ASD/BITS/UI .Net Web Developer III	\$211,130	\$203,840
1/19/2024	DWD	ASD/BITS/UI Application Architect II	\$216,260	\$214,400
1/19/2024	DWD	ASD/BITS/UI Application Architect II	\$216,260	\$214,400
1/22/2024	DPI	Project Manager III	\$227,833	\$256,680
1/24/2024	DVR	Management Services - Special Services, Project Manager III	\$251,102	\$240,078
1/29/2024	DWD	ASD/BITS/SecOps Security Analyst III	\$238,949	\$281,316
1/29/2024	DWD	ASD/BITS/SecOps Security Analyst III	\$238,949	\$281,316
1/29/2024	ETF	Business Analyst/Consultant IV	\$544,417	\$399,135
1/29/2024	ETF	Business Analyst/Consultant IV	\$544,417	\$429,135
1/29/2024	Ethics	IT Applications Development and Support	\$708,554	\$752,018
1/31/2024	DFI	Systems Engineer II	\$326,094	\$318,760
2/1/2024	OCI	Actuarial Services for the Injured Patients and Families Compensation Fund	\$8,118,649	\$150,000
2/6/2024	DOA	DET Bureau of DA IT/DevOps Engineer III	\$279,068	\$359,006

2/7/2024	DCF	DECE WI Shares Auditor or Accountant - Intermediate	\$2,391,103	\$3,157,322
2/9/2024	DCF	Answering Services	\$6,014,508	\$250,000
2/13/2024	DWD	ASD/BITS/BI Data Warehouse Developer III	\$320,510	\$309,521
2/14/2024	UW	Project Manager III	\$85,888	\$104,180
2/14/2024	UW	Project Manager III	\$85,888	\$104,180
2/20/2024	DCF	DMS BITS FESTS (Architect, Project Manager, FESTS43, FESTS44)	\$779,166	\$819,437
2/20/2024	DNR	Continuing Education Training for Certified Operators of Small Public Drinking System Operators	\$690,302	\$446,371
2/22/2024	DFI	Help Desk IV	\$441,292	\$238,418
2/22/2024	UW	Parking Structure Power Washing Service	\$2,729,500	\$505,412
2/22/2024	UW	Parking Structure Power Washing Service	\$2,729,500	\$505,412
2/23/2024	DOA	DET Project Management/Certified Project Manager II - tHRive Effort	\$138,252	\$158,703
2/23/2024	DWD	ASD/BITS/DET-DVR .Net Web Developer II	\$261,985	\$288,041
2/27/2024	DOT	Business Intelligence Technical Lead IV	\$43,378	\$57,116
3/4/2024	DCF	Business Analyst IV	\$343,578	\$290,080
3/4/2024	DPI	Data Warehouse Developer II	\$149,156	\$168,840
3/6/2024	DOC	Certified Project Manager IV/Sr. - POS-101	\$704,601	\$952,308
3/10/2024	ETF	Business Intelligence Technical Lead IV	\$544,417	\$667,635
3/12/2024	DOA	BOS Security Operations-Certified Project Manager III	\$138,252	\$194,063
3/13/2024	DOT	RWIS	\$3,700,724	\$514,550
3/14/2024	DOT	Project Manager II	\$648,877	\$752,665
3/22/2024	DOA	HR Process Mapping Specialist	\$95,582	\$88,510
3/22/2024	DOA	HR Process Mapping Specialist (2)	\$95,582	\$88,510
3/24/2024	DOT	Technical Architect III	\$90,226	\$92,801
3/25/2024	DOA	STAR Office Operations FIN-05	\$320,016	\$441,795
3/25/2024	ETF	BI Technical Lead III	\$470,291	\$609,135
3/26/2024	DOT	Project Manager III	\$252,886	\$423,620
4/3/2024	DCF	DMS BITS FESTS (FESTS 29, 36, 38, 54, 55)	\$1,832,946	\$1,647,027
4/3/2024	DCF	DMS Enterprise .NET Web Developer	\$895,043	\$725,670
4/8/2024	ETF	Business Analyst/Consultant IV	\$544,417	\$429,135
4/8/2024	ETF	Business Analyst/Consultant IV	\$544,417	\$429,135
4/8/2024	ETF	Data Warehouse Developer III	\$470,291	\$543,135
4/11/2024	DOA	BOS-Security Operations - Technical Architect III	\$69,126	\$103,432
4/11/2024	DOA	DET Web Platform Services/Systems Administrator III	\$243,864	\$266,810
4/15/2024	DCF	WisTAF - Updated with Additional Afghan Legal Services & Ukraine Relief	\$14,368,814	\$9,500,638
4/15/2024	DPI	Business Analyst III	\$167,262	\$144,584
4/19/2024	DOC	Business Analyst/Consultant IV - POS-109 & 110	\$1,247,199	\$1,256,987
4/22/2024	ETF	Systems Architect II	\$470,291	\$459,135
5/1/2024	DOT	Business Intelligence Architect III	\$294,647	\$407,680
5/1/2024	DOT	Business Intelligence Technical Lead III	\$294,647	\$399,526
5/1/2024	DOT	Database Architect V	\$294,647	\$407,680
5/1/2024	DOT	OnBase Administrator/Developer IV	\$294,647	\$407,680
5/1/2024	DOT	OnBase Administrator/Developer IV	\$294,647	\$407,680
5/1/2024	DOT	OnBase Administrator/Developer IV	\$294,647	\$407,680
5/1/2024	DOT	OnBase Administrator/Developer IV	\$294,647	\$407,680
5/6/2024	DOT	Help Desk III	\$468,590	\$240,000
5/6/2024	Elections	WisVote Phase II and Upgrade	\$459,802	\$584,940
5/6/2024	Elections	WisVote Phase II and Upgrade	\$459,802	\$656,325
5/6/2024	Elections	WisVote Phase II and Upgrade	\$459,802	\$584,940
5/6/2024	Elections	WisVote Phase II and Upgrade	\$459,802	\$260,023
5/6/2024	Elections	WisVote Phase II and Upgrade	\$459,802	\$234,501
5/6/2024	ETF	Business Analyst/Consultant IV	\$544,417	\$459,135
5/6/2024	ETF	Business Analyst/Consultant IV	\$544,417	\$459,135

5/6/2024	ETF	Certified Project Manager IV/Sr.	\$465,796	\$609,135
5/6/2024	ETF	Certified Project Manager IV/Sr.	\$465,796	\$609,135
5/6/2024	ETF	Certified Project Manager IV/Sr.	\$465,796	\$609,135
5/6/2024	ETF	Certified Project Manager IV/Sr.	\$465,796	\$609,135
5/6/2024	ETF	Data Warehouse Developer III	\$470,291	\$537,135
5/13/2024	DPI	Certified Microsoft .Net Developer	\$290,644	\$325,580
5/13/2024	DPI	Sr. Internal Business Systems Analyst II	\$290,644	\$317,580
5/17/2024	DCF	Business Analyst/Consultant III	\$140,572	\$101,920
5/20/2024	ETF	Data Warehouse Developer III	\$470,921	\$519,135
5/20/2024	ETF	Data Warehouse Developer III	\$470,291	\$519,135
6/5/2024	Elections	Electronic Poll Book - Badger Book	\$459,802	\$375,525
6/10/2024	DOJ	Security Services - Security Guard III	\$409,517	\$641,521
6/11/2024	DFI	Certified Microsoft .NET Web Developer IV	\$416,633	\$480,000
6/26/2024	PSC	Contract for Environmental Analysis and Production of Environmental Review Document	\$152,820	\$150,000
9/25/2024	DHS	Computer Security Incident Response Team (CSIRT) Analyst Tier II	\$823,680	\$728,000

## Fiscal Year 2024 Continued Appropriateness Analyses

Date	Agency	Nature
2/20/2023	DCF	DAISEY Homes Visiting Shared Measurement System
6/1/2023	DCF	Anti-Human Trafficking Regional Hub - Region 4
6/1/2023	DCF	Southeast Region Initial Licensing Support
7/1/2023	DCF	CANPB Public Awareness Campaign
7/1/2023	DCF	Child Welfare Quality Review Staffing
7/1/2023	DCF	DAISEY WI Prevention Reporting System
7/1/2023	DCF	DCF BITS - BAR
7/1/2023	DCF	DCF BITS - BCS
7/1/2023	DCF	DCF BITS - BOP
7/1/2023	DCF	DCF BITS - BPM
7/1/2023	DCF	DCF BITS - BWF
7/1/2023	DCF	DCF BITS - CCCW
7/1/2023	DCF	DCF BITS - DSP
7/1/2023	DCF	DCF BITS - ENT
7/1/2023	DCF	DCF BITS - FEST
7/1/2023	DCF	DCF BITS - TSS
7/1/2023	DCF	Licensing Liaisons
7/1/2023	DCF	Management of Statewide Domestic Violence Prevention Program Initiative
7/1/2023	DCF	Placement Unit Referral Services
7/1/2023	DCF	Voluntary and Long-Term Kinship Care Assessment Services
7/1/2023	DFI	Business Analyst III
7/1/2023	DFI	Certified Microsoft .Net Developer III
7/1/2023	DFI	Certified Microsoft .Net Developer IV
7/1/2023	DFI	Certified Microsoft .Net Developer IV
7/1/2023	DFI	Certified Microsoft .Net Developer IV
7/1/2023	DFI	Database Administrator IV
7/1/2023	DFI	Project Manager II
7/1/2023	DFI	Project Manager III
7/1/2023	DFI	Quality Assurance Analyst III
7/1/2023	DFI	Quality Assurance Analyst III
7/1/2023	DFI	Systems Engineer II
7/1/2023	DFI	Systems Engineer III
7/1/2023	DHS	Application Architect III
7/1/2023	DHS	Application Architect III
7/1/2023	DHS	Application Architect IV
7/1/2023	DHS	Application Architect IV
7/1/2023	DHS	Business Analyst/Consultant III
7/1/2023	DHS	Business Analyst/Consultant IV
7/1/2023	DHS	Business Analyst/Consultant IV
7/1/2023	DHS	Business Analyst/Consultant IV
7/1/2023	DHS	Business Analyst/Consultant IV
7/1/2023	DHS	Business Analyst/Consultant IV
7/1/2023	DHS	Business Analyst/Consultant IV
7/1/2023	DHS	Business Intel Architect IV
7/1/2023	DHS	Business Intel Architect IV
7/1/2023	DHS	Business Intel Technical Lead IV
7/1/2023	DHS	Certified Microsoft .NET web Developer IV
7/1/2023	DHS	Certified Microsoft .NET web Developer IV
7/1/2023	DHS	Certified Project Manager IV/Sr.
7/1/2023	DHS	Certified Project Manager IV/Sr.

7/1/2023	DHS	Certified Project Manager IV/Sr.
7/1/2023	DHS	Certified Project Manager IV/Sr.
7/1/2023	DHS	Certified Project Manager IV/Sr.
7/1/2023	DHS	CRM Integration Architect IV
7/1/2023	DHS	CRM Integration Specialist II/Sr.
7/1/2023	DHS	Database Administrator III
7/1/2023	DHS	Database Administrator III
7/1/2023	DHS	Database Architect IV
7/1/2023	DHS	Database Architect IV
7/1/2023	DHS	Desktop Support III
7/1/2023	DHS	Desktop Support III
7/1/2023	DHS	Desktop Support III
7/1/2023	DHS	Desktop Support III
7/1/2023	DHS	Desktop Support IV
7/1/2023	DHS	Desktop Support IV
7/1/2023	DHS	Desktop Support IV
7/1/2023	DHS	Geospatial Solutions Developer Sr
7/1/2023	DHS	Geospatial Solutions Developer Sr II
7/1/2023	DHS	Help Desk II
7/1/2023	DHS	Java Developer IV
7/1/2023	DHS	PeopleSoft Database Analyst V
7/1/2023	DHS	Programmer-Analyst II
7/1/2023	DHS	Programmer-Analyst IV
7/1/2023	DHS	Programmer-Analyst IV
7/1/2023	DHS	Project Manager I
7/1/2023	DHS	Project Manager III
7/1/2023	DHS	Project Manager III
7/1/2023	DHS	Project Manager III
7/1/2023	DHS	Security Analyst III
7/1/2023	DHS	Security Analyst III
7/1/2023	DHS	Security Analyst III
7/1/2023	DHS	SharePoint Systems Administrator III
7/1/2023	DHS	Software Engineer III
7/1/2023	DHS	Software Engineer III
7/1/2023	DHS	Software Engineer III
7/1/2023	DHS	Systems Analyst III
7/1/2023	DHS	Systems Architect I
7/1/2023	DHS	Systems Architect I
7/1/2023	DHS	Systems Architect I
7/1/2023	DHS	Systems Architect I
7/1/2023	DHS	Systems Architect I
7/1/2023	DHS	Systems Architect I
7/1/2023	DHS	Systems Architect I
7/1/2023	DHS	Systems Architect II
7/1/2023	DNR	Natural Heritage Inventory
7/1/2023	DOA	STAR PeopleSoft Analyst IV
7/1/2023	DOA	STAR PeopleSoft Analyst IV
7/1/2023	DOA	STAR PeopleSoft Analyst IV
7/1/2023	DOA	STAR PeopleSoft Database Analyst V
7/1/2023	DOA	STAR PeopleSoft Manager II/Sr.
7/1/2023	DOC	Java Developer III
7/1/2023	DOC	Software Engineer IV
7/1/2023	DOR	Application Architect IV

7/1/2023	DOR	Java Developer II
7/1/2023	DOR	Java Developer III
7/1/2023	DOR	Java Developer IV
7/1/2023	DOR	Net Web Developer II
7/1/2023	DOR	Programmer Analyst IV
7/1/2023	DOR	Project Manager II
7/1/2023	DOR	Project Manager II
7/1/2023	DOR	Project Manager II
7/1/2023	DOR	Project Manager III
7/1/2023	DOR	Sr Internal Business Systems Analyst II
7/1/2023	DOT	Applications Architect III
7/1/2023	DOT	Business Analyst/Consultant IV
7/1/2023	DOT	Certified Project Manager IV/Sr.
7/1/2023	DOT	Database Administrator IV
7/1/2023	DOT	Database Administrator IV
7/1/2023	DOT	Desktop Support III
7/1/2023	DOT	Desktop Support IV
7/1/2023	DOT	Geospatial Solutions Developer Sr. II
7/1/2023	DOT	Geospatial Solutions Developer Sr. II
7/1/2023	DOT	Grant Management System
7/1/2023	DOT	Help Desk IV
7/1/2023	DOT	Integrated Work Management System (IWMS) Software
7/1/2023	DOT	Project Manager II
7/1/2023	DOT	Project Manager III
7/1/2023	DOT	Project Manager III
7/1/2023	DOT	Security Analyst II
7/1/2023	DOT	Software Engineer IV
7/1/2023	DOT	Software Engineer IV
7/1/2023	DOT	Software Engineer IV
7/1/2023	DOT	Software Engineer IV
7/1/2023	DOT	Systems Analyst IV
7/1/2023	DOT	Systems Architect III
7/1/2023	DOT	Systems Architect III
7/1/2023	DOT	Systems Architect III
7/1/2023	DPI	Application Architect III
7/1/2023	DPI	Application Architect III
7/1/2023	DPI	Application Architect III
7/1/2023	DPI	Business Analyst/Consultant III
7/1/2023	DPI	Business Intel Architect III
7/1/2023	DPI	Business Intel Architect III
7/1/2023	DPI	Certified Microsoft .NET web Developer IV
7/1/2023	DPI	Certified Microsoft .NET web Developer IV
7/1/2023	DPI	Certified Project Manager III
7/1/2023	DPI	Certified Project Manager IV/Sr.
7/1/2023	DPI	CRM Integration Specialist
7/1/2023	DPI	Data Warehouse Developer III
7/1/2023	DPI	Data Warehouse Developer III
7/1/2023	DPI	Database Architect IV
7/1/2023	DPI	Enterprise Architect III
7/1/2023	DPI	Enterprise Architect III
7/1/2023	DPI	Help Desk IV
7/1/2023	DPI	Programmer-Analyst IV
7/1/2023	DPI	Programmer-Analyst IV
7/1/2023	DPI	Programmer-Analyst IV
7/1/2023	DPI	Programmer-Analyst IV

7/1/2023	DPI	Programmer-Analyst IV
7/1/2023	DPI	Project Manager III
7/1/2023	DPI	Quality Assurance Analyst III
7/1/2023	DPI	Quality Assurance Analyst III
7/1/2023	DPI	Quality Assurance Analyst IV
7/1/2023	DPI	Quality Assurance Analyst IV
7/1/2023	DPI	Quality Assurance Analyst IV
7/1/2023	DPI	Quality Assurance Analyst IV
7/1/2023	DPI	Software Engineer III
7/1/2023	DPI	Sr Internal Business Systems Analyst
7/1/2023	DPI	Sr Internal Business Systems Analyst II
7/1/2023	DPI	Sr Internal Business Systems Analyst II
7/1/2023	DPI	Sr Internal Business Systems Analyst II
7/1/2023	DPI	Sr Internal Business Systems Analyst II
7/1/2023	DPI	Sr Internal Business Systems Analyst II
7/1/2023	DPI	Technical Architect III
7/1/2023	DPI	Technical Writer III
7/1/2023	UW-Whitewater	In Person Interpretation Services for American Sign Language (ASL)
7/15/2023	DCF	DECE Customer Support Center
9/1/2023	DCF	Fraud Audit Support
9/1/2023	DOT	Document Management and Workflow Solution
9/19/2023	DOC	Application Architect I
9/19/2023	DOC	Application Architect II
9/19/2023	DOC	Application Architect III
9/19/2023	DOC	Application Architect III
9/19/2023	DOC	Application Architect III
9/19/2023	DOC	Application Architect III
9/19/2023	DOC	BA IV
9/19/2023	DOC	Business Analyst/Consultant I
9/19/2023	DOC	Business Analyst/Consultant IV
9/19/2023	DOC	Business Intelligence Data Modeler III
9/19/2023	DOC	Certified PM IV/SR
9/19/2023	DOC	Data Warehouse Developer III
9/19/2023	DOC	Data Warehouse Developer III
9/19/2023	DOC	Data Warehouse Developer III
9/19/2023	DOC	Data Warehouse Developer III
9/19/2023	DOC	Desktop IV
9/19/2023	DOC	Desktop Support IV
9/19/2023	DOC	Desktop Support IV
9/19/2023	DOC	Desktop Support IV
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9/19/2023	DOC	Desktop Support IV
9/19/2023	DOC	Desktop Support IV

9/19/2023	DOC	Desktop Support IV
9/19/2023	DOC	Desktop Support IV
9/19/2023	DOC	DevOps Engineer III
9/19/2023	DOC	Enterprise Architect IV
9/19/2023	DOC	Help Desk Analyst
9/19/2023	DOC	Help Desk Analyst
9/19/2023	DOC	Help Desk Analyst
9/19/2023	DOC	Help Desk Analyst
9/19/2023	DOC	Help Desk Analyst
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9/19/2023	DOC	Help Desk Analyst
9/19/2023	DOC	Help Desk Analyst
9/19/2023	DOC	Help Desk Analyst
9/19/2023	DOC	Java Developer III
9/19/2023	DOC	Java Developer III
9/19/2023	DOC	Java Developer IV
9/19/2023	DOC	Java Developer IV
9/19/2023	DOC	Java Developer IV
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9/19/2023	DOC	Java Developer IV
9/19/2023	DOC	Java Developer IV
9/19/2023	DOC	Java Developer IV
9/19/2023	DOC	Java Developer IV
9/19/2023	DOC	NetSuite Project Manager/Consultant II/Sr.
9/19/2023	DOC	NetSuite Project Manager/Consultant II/Sr.
9/19/2023	DOC	NetSuite Project Manager/Consultant II/Sr.
9/19/2023	DOC	PM II
9/19/2023	DOC	Programmer IV
9/19/2023	DOC	Programmer IV
9/19/2023	DOC	Project Manager II
9/19/2023	DOC	Project Manager II
9/19/2023	DOC	Project Manager III
9/19/2023	DOC	Project Manager III
9/19/2023	DOC	Quality Assurance Analyst IV
9/19/2023	DOC	Quality Assurance Analyst IV
9/19/2023	DOC	Quality Assurance Analyst IV
9/19/2023	DOC	Security Analyst II
9/19/2023	DOC	Security Analyst II
9/19/2023	DOC	Security Analyst II
9/19/2023	DOC	Security Analyst II
9/19/2023	DOC	Security Analyst II
9/19/2023	DOC	Security Analyst II
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9/19/2023	DOC	Security Analyst II
9/19/2023	DOC	Security Analyst II
9/19/2023	DOC	Security Analyst III
9/19/2023	DOC	Security Analyst III
9/19/2023	DOC	Software Engineer IV
9/19/2023	DOC	Surveillance & Access Control Technician III

9/19/2023	DOC	Surveillance & Access Control Technician III
9/19/2023	DOC	Surveillance & Access Control Technician III
9/19/2023	DOC	Surveillance & Access Control Technician III
9/19/2023	DOC	Surveillance & Access Control Technician III
9/19/2023	DOC	Surveillance & Access Control Technician III
9/19/2023	DOC	Systems Administrator II
9/19/2023	DOC	Systems Administrator III
9/19/2023	DOC	Telecommunication Analyst III
9/19/2023	DOC	Telecommunication Analyst III
9/19/2023	DOC	Telecommunication Analyst III
9/19/2023	DOC	Telecommunication Analyst III
10/1/2023	DCF	Wisconsin Refugee Programs Database
10/1/2023	DNR	Milwaukee Estuary Area of Concern Outreach
10/1/2023	DNR	Technical Assistance for Small Public Drinking Water Systems
10/17/2023	DOT	Next Generation Advanced Traffic Management System (NG ATMS)
10/27/2023	DCF	Family Drug Treatment Court
11/2/2023	DCF	Prevention Services Stronger Families Milwaukee
12/11/2023	DCF	AODA Alcohol and Other Drug Assistance services
12/19/2023	UW	Enterprise Analytics Platform
1/1/2024	DCF	Guardian Ad Litem Services
1/1/2024	DCF	Independent Initial Assessment
1/1/2024	DCF	State Disbursement Unit (SDU) and Debit Card Services
1/31/2024	DHS	Medicaid Management Information System
2/12/2024	DHS	Security Paper
2/29/2024	DOC	Polygraph Examination Services
3/13/2024	DNR	Tree Seedling Lifting and Grading
4/1/2024	DNR	2021-2025 Great Lakes Beach Monitoring and Risk Notification Program

7/1/2023	ETF	Data Warehouse Developer - 3
7/1/2023	ETF	Data Warehouse Developer - 3
7/1/2023	ETF	Data Warehouse Developer - 3
7/1/2023	ETF	Data Warehouse Developer - 3
7/1/2023	ETF	Data Warehouse Developer - 3
7/1/2023	ETF	Data Warehouse Developer - 3
7/1/2023	ETF	Data Warehouse Developer - 3
7/1/2023	ETF	Data Warehouse Developer - 3
7/1/2023	ETF	Desktop Support - 4
7/1/2023	ETF	Desktop Support - 4
7/1/2023	ETF	Enterprise Architect - 4
7/1/2023	ETF	Enterprise Architect - 4
7/1/2023	ETF	Java Developer - 3
7/1/2023	ETF	Java Developer - 3
7/1/2023	ETF	Java Developer - 3
7/1/2023	ETF	Java Developer - 3
7/1/2023	ETF	Java Developer - 4
7/1/2023	ETF	Java Developer - 4
7/1/2023	ETF	Java Developer - 4
7/1/2023	ETF	Java Developer - 4
7/1/2023	ETF	Network Engineer - 2
7/1/2023	ETF	OnBase Admin/Developer - 4
7/1/2023	ETF	Project Manager - 1
7/1/2023	ETF	Project Manager - 1
7/1/2023	ETF	Project Manager - 1
7/1/2023	ETF	Project Manager - 1
7/1/2023	ETF	Project Manager -3
7/1/2023	ETF	Project Manager -3
7/1/2023	ETF	Quality Assurance Analyst - 4
7/1/2023	ETF	Security Analyst - 2
7/1/2023	ETF	Security Analyst - 2
7/1/2023	ETF	Security Analyst - 4
7/1/2023	ETF	Security Analyst - 4
7/1/2023	ETF	Security Analyst - 4
7/1/2023	ETF	Security Analyst - 4
7/1/2023	ETF	Security Analyst - 4
7/1/2023	ETF	Senior Web Designer
7/1/2023	ETF	Senior Web Designer
7/1/2023	ETF	SharePoint Administrator - 3
7/1/2023	ETF	SharePoint Administrator - 3
7/1/2023	ETF	Systems Administrator - 3
7/1/2023	ETF	Systems Administrator - 3
7/1/2023	ETF	Systems Administrator - 3
7/1/2023	ETF	Technical Architect - 3
7/1/2023	ETF	Technical Architect - 3
7/1/2023	ETF	Testing Technician - 2
7/1/2023	ETF	Testing Technician - 2