

UNIVERSITY OF  
WISCONSIN SYSTEM



**LEGISLATIVE AUDIT BUREAU:  
HUMAN RESOURCES SYSTEM  
(HRS)**

# Security Issues

- **LAB identified security issues – HRS access and the program change process – as a material weakness.**
- **UW has identified additional Separation of Duties (SOD) as integral to ensure proper user access and financial controls.**
  - **UW has completed over 60% of the identified security measures and will complete the remaining SOD controls by mid-2014.**

# Health Insurance & WRS Overpayments

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- **LAB documented that state group health insurance overpayments declined from \$12.6 million from May 2011-April 2012 to \$1.2 million from May 2012-April 2013 (90.5% decrease).**
  - **UW has remained current in reconciliations within the 2-month recovery period since October, 2012.**
- **Overpayments for the Wisconsin Retirement System (WRS) declined by 89.7% - from \$17.5 million in 2011 to \$1.8 million in 2012.**
  - **UW has set a benchmark target of \$250,000 for a maximum recoverable variance annually.**

# HRS Implementation Costs

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- **Project cost was \$78.6 million for planning and implementation.**
  - **\$2.8 million below the \$81.4 million budget**
- **LAB noted the following ancillary cost may be largely related to implementation:**
  - **\$972,600 in estimated overtime costs**
  - **\$3.0 million for stabilization projects**
  - **\$6.6 million increase for Service Center operations**