

**TEACHERS RETIREMENT SYSTEM (Proposed Market-Based Adjustments as a Result of HCM Market Study - Dec. 2016)**

ID	PIN	Employee Name	Job Code	Job Title	Annual Salary	Current Total Contributory Salary	Market	% Below Market	Proposed Salary	Proposed Total Contributory Salary	Proposed Increase
329289	71500040	Reasor, John	4940	*Application Developer Specialist	\$75,000	\$89,238	\$84,250	-12.33%	\$78,750	\$93,271	5.00%
116889	71500049	Van Liew, Lisa A	9267	*Assistant Chief Financial Officer	\$68,250	\$94,757	\$94,036	-37.78%	\$75,000	\$102,015	9.89%
284348	71500035	Tinker, David	5578	Business Analyst	\$42,000	\$67,135	\$45,968	-9.45%	\$44,100	\$69,393	5.00%
110118	71500017	Stebbins, Kirk D	6398	Chief Investment Officer	\$175,000	\$197,907	\$183,000	-4.57%	\$180,000	\$203,284	2.86%
107970	71500005	Schmitt, Debra B	4933	Client Services Manager (information center)	\$58,380	\$87,759	\$71,835	-23.05%	\$61,299	\$90,897	5.00%
111010	71500029	Rogers, Frances J	4933	Client Services Manager (retirement planning)	\$55,000	\$78,552	\$71,835	-30.61%	\$57,750	\$81,509	5.00%
155528	71500015	Burdine, Shirley D	4935	Data Management Analyst	\$36,500	\$48,755	\$38,184	-4.61%	\$38,184	\$50,565	4.61%
153749	71500002	Phillips, Olga M	4935	Data Management Analyst	\$40,772	\$53,576	\$41,418	-1.58%	\$41,418	\$54,271	1.58%
152612	71500050	Ezell, Julia M	3817	*Deputy Exec Director of Admin/General Counsel	\$99,750	\$130,374	\$118,000	-18.30%	\$118,000	\$149,997	18.30%
108678	71500008	Moody, Dixie L	4934	Director of Client Services	\$79,275	\$96,631	\$85,033	-7.26%	\$83,239	\$100,893	5.00%
111595	71500033	Moore, Sam R	9491	Director of Finance/Chief Financial Officer	\$85,000	\$114,421	\$95,701	-12.59%	\$89,250	\$118,991	5.00%
106571	71500012	Plog, Debra M	4930	Employer Reporting Manager	\$59,000	\$73,849	\$67,167	-13.84%	\$61,950	\$77,021	5.00%
324153	71500021	Bennett, Phyllis A	5789	Executive Assistant	\$47,000	\$59,400	\$51,907	-10.44%	\$49,350	\$61,927	5.00%
213993	71500013	Malloy, Jessica L	3144	Financial Accountant (receipting) - Level I	\$42,000	\$58,925	\$48,323	-15.05%	\$44,100	\$61,183	5.00%
280519	71500037	Jones, Kaleb P	3144	Financial Accountant - Level II	\$46,000	\$58,514	\$54,666	-18.84%	\$50,000	\$62,815	8.70%
108414	71500004	Bold, Kim D	4948	Human Resources Director	\$68,250	\$98,587	\$71,835	-5.25%	\$71,663	\$102,256	5.00%
280950	71500011	Kempkes, Melissa B	4942	Investment Analyst	\$60,000	\$73,567	\$69,000	-15.00%	\$63,000	\$76,793	5.00%
291234	71500047	Hall, Tracy D	4943	Retirement Planning Consultant - Level I	\$38,090	\$52,786	\$42,071	-10.45%	\$39,995	\$54,834	5.00%
329327	71500022	Hale, Liz	4943	Retirement Planning Consultant - Level I	\$38,090	\$49,550	\$42,071	-10.45%	\$39,995	\$51,598	5.00%
325872	71500031	Size, Melissa D	4943	Retirement Planning Consultant - Level I	\$38,090	\$52,786	\$42,071	-10.45%	\$39,995	\$54,834	5.00%
291235	71500042	Varghese, Nidhi M	4943	Retirement Planning Consultant - Level I	\$38,090	\$49,819	\$42,071	-10.45%	\$39,995	\$51,867	5.00%
269683	71500001	Lewis, Amanda L	4943	Retirement Planning Consultant - Level I	\$38,090	\$58,676	\$42,071	-10.45%	\$39,995	\$60,724	5.00%
215671	71500010	Giddens, Terri L	4943	Retirement Planning Consultant - Level I	\$40,665	\$61,445	\$42,071	-3.46%	\$42,071	\$62,957	3.46%
197768	71500007	Latham, Dennis C	4943	Retirement Planning Consultant - Level I	\$41,000	\$53,352	\$42,071	-2.61%	\$42,071	\$54,504	2.61%
116508	71500027	Lambert-Miller, Tamara	4943	Retirement Planning Consultant - Level I	\$42,000	\$66,733	\$42,071	-0.17%	\$42,071	\$66,810	0.17%
164637	71500043	Hasty, James Craig	4943	Retirement Planning Consultant - Level I	\$44,699	\$70,951	\$42,071	5.88%	\$44,699	\$70,951	0.00%
172671	71500046	Bernard, Brandi Cas	4943	Retirement Planning Consultant - Level II	\$46,500	\$72,647	\$53,568	-15.20%	\$48,825	\$75,147	5.00%
289704	71500028	Miranda, Lisa M	4943	Retirement Planning Consultant - Level II	\$44,100	\$69,851	\$53,568	-21.47%	\$46,305	\$72,222	5.00%
107372	71500014	Conrad, Debora E	4943	Retirement Planning Consultant - Level II	\$46,500	\$68,605	\$53,568	-15.20%	\$48,825	\$71,105	5.00%
106111	71500023	Henderson, Nita C	4943	Retirement Planning Consultant - Level II	\$46,500	\$60,206	\$53,568	-15.20%	\$48,825	\$62,706	5.00%
102380	71500009	Thornton, Kristen D	4943	Retirement Planning Consultant - Level II	\$46,500	\$60,959	\$53,568	-15.20%	\$48,825	\$63,459	5.00%
147588	71500041	Nguyen, D Teresa	4943	Retirement Planning Consultant - Level II	\$42,000	\$60,282	\$53,568	-27.54%	\$44,100	\$62,540	5.00%
108234	71500048	Kenney, Sherrie A	4945	Senior Retirement Planning Consultant	\$48,355	\$62,631	\$55,310	-14.38%	\$50,773	\$65,231	5.00%
<b>TOTALS</b>					<b>\$1,816,446</b>	<b>\$2,453,227</b>	<b>\$2,047,515</b>	<b>-12.72%</b>	<b>\$1,914,415</b>	<b>\$2,558,569</b>	<b>5.39%</b>

DIFFERENCE IN SALARY: \$97,969

DIFFERENCE IN CONTRIBUTORY SALARY: \$105,342

THIS WAS REVISED 7/17/2017 (Teresa Nguyen's salaries were incorrect.)

(\*positions evaluated by HCM 7/3/2017 after 2016 market study was completed.)