

RETIREMENT AND PENSION SYSTEMS ADMINISTRATION

Maryland State Retirement and Pension Systems

Teachers and State Employees Supplemental Retirement Plans

Injured Workers' Insurance Fund

STATE RETIREMENT AGENCY

SUMMARY OF STATE RETIREMENT AGENCY

	2012 Actual	2013 Appropriation	2014 Allowance
Total Number of Authorized Positions.....	187.00	192.00	192.00
Total Number of Contractual Positions.....	14.50	14.50	14.50
Salaries, Wages and Fringe Benefits.....	16,301,481	16,912,227	17,489,059
Technical and Special Fees.....	931,723	895,023	1,060,484
Operating Expenses.....	8,302,228	8,605,015	9,189,246
Special Fund Expenditure.....	25,535,432	3,464,851	3,747,006
Reimbursable Fund Expenditure.....		22,947,414	23,991,783
Total Expenditure.....	<u>25,535,432</u>	<u>26,412,265</u>	<u>27,738,789</u>

MARYLAND STATE RETIREMENT AND PENSION SYSTEMS

G20J01.01 STATE RETIREMENT AGENCY

PROGRAM DESCRIPTION

This program implements the objectives of the State Retirement and Pension System (MSRPS). The Executive Director's Office is responsible for the executive direction of the System including administrative and investment policy, legislation and legal liaison, and financial affairs. The Administrative Division is responsible for the payment of benefits, administration of employee contributions, and individual and group membership counseling. The Finance Division is responsible for accounting and financial reporting, budget administration, and procurement. The Investment Division is responsible for the management, control and investment of the System's Retirement Accumulation and Annuity Savings Funds. The Internal Audit Division ensures Agency compliance with State laws, rules and regulations, as well as ensuring employer compliance with Agency reporting policies. The Information Services Division is responsible for the design and implementation of new automated management information systems and for maintenance and enhancements of existing systems.

MISSION

To administer the survivor, disability, and retirement benefits of the System's participants, and to ensure that sufficient assets are available to fund the benefits when due.

VISION

A state that provides a fully-funded retirement system that is affordable to all participating employees and provides guaranteed adequate disability, survivor, and retirement benefits.

KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

Goal 1. To invest prudently System assets in a well-diversified manner to optimize long-term returns, while controlling risk through excellence in execution of the investment objectives and strategies of the System.

Objective 1.1 By the end of each fiscal year meet the Board of Trustees' absolute return objective of achieving a real rate of return of at least 3.0 percent.

	2011	2012	2013	2014
Performance Measures	Actual	Actual	Estimated	Estimated
Outcome: Difference between the actual rate of return for the composite portfolio and the 10-year rolling average of the annual national inflation rate	2.6%	3.42%	¹	¹

Objective 1.2 By the end of each fiscal year meet the Board of Trustees' absolute return objective of achieving a nominal rate of return that equals or exceeds the actuarial return assumption set by the Board of Trustees.

	2011	2012	2013	2014
Performance Measures	Actual	Actual	Estimated	Estimated
Outcome: Difference between the actual rate of return for the composite portfolio and the actuarial return assumption set by the Board of Trustees over a 10-year rolling average	(2.74)%	(1.86)%	¹	¹

¹ Estimates not available

MARYLAND STATE RETIREMENT AND PENSION SYSTEMS

G20J01.01 STATE RETIREMENT AGENCY (Continued)

Objective 1.3 Over the long term (5-year rolling periods) meet or exceed median peer performance where peers are defined as other public pension funds with assets in excess of \$25 billion.

	2011 Actual	2012 Actual	2013 Estimated	2014 Estimated
Performance Measures				
Outcome: Difference between the nominal rate of return for the composite portfolio and the nominal median peer return over a 5-year rolling period	(0.77)%	(0.75)%	2	2
MSRPS nominal rate of return over a 5-year rolling period	4.03%	0.78%	2	2
Fair value of investment portfolio at fiscal year-end (\$000s)	37,592,752	37,178,726	2	2
Net investment income earned during the fiscal year (\$000s)	6,273,337	104,084	2	2

Goal 2. To effectively communicate with all retirement plan participants to inform them about the benefits provided by the System and to educate them about planning and preparing for all aspects of their defined benefit system.

Objective 2.1 By the end of fiscal year 2013, 95 percent of new retirees and active plan participants should feel that they received adequate information to make informed decisions regarding their defined benefit retirement options.

	2011 Actual	2012 Actual	2013 Estimated	2014 Estimated
Performance Measures				
Quality: The percentage of new retirees and active plan participants who respond favorably to a customer survey regarding the retirement process and adequacy of information disseminated through individual counseling and through telephone inquiry	93.8%	95.33%	95.0%	95.0%

Objective 2.2 By the end of fiscal year 2013, no more than 6 percent of incoming telephone calls will be abandoned by the phone system and waiting time for calls to be answered will be less than 1:45 minutes.

	2011 Actual	2012 Actual	2013 Estimated	2014 Estimated
Performance Measures				
Quality: Percentage of incoming telephone calls abandoned by the automated telephone system ³	8.06%	3.01%	6.00%	6.00%
Average telephone waiting time in minutes and seconds ³	2:41	0:56	1:30	1:30

Goal 3. To accurately and timely pay all retirement allowances provided by State pension law to the System's retirees and their beneficiaries.

Objective 3.1 On an ongoing basis, 98 percent of retirement allowances will be processed timely.

	2011 Actual	2012 Actual	2013 Estimated	2014 Estimated
Performance Measures				
Quality: Percentage of retirement applications processed within the stated time frame	99.9%	100%	100%	100%

Objective 3.2 On an ongoing basis, 100 percent of retirement allowances paid will be accurately computed in accordance with the State Pension Law.

	2011 Actual	2012 Actual	2013 Estimated	2014 Estimated
Performance Measures				
Outcome: Percentage of retirement benefit payments accurately computed	99.99%	99.99%	99.99%	99.99%

² Estimates not available.

³ Decreased performance in fiscal year 2011 is partially due to increased call volumes as a result of joint IRS/MSRPS mailing to 30,000 former members.

STATE RETIREMENT AGENCY

G20J01.01 STATE RETIREMENT AGENCY

Appropriation Statement:

	2012 Actual	2013 Appropriation	2014 Allowance
Number of Authorized Positions	187.00	192.00	192.00
Number of Contractual Positions.....	14.50	14.50	14.50
01 Salaries, Wages and Fringe Benefits.....	16,301,481	16,912,227	17,489,059
02 Technical and Special Fees.....	931,723	895,023	1,060,484
03 Communication.....	478,384	452,896	456,777
04 Travel.....	125,738	182,131	165,237
07 Motor Vehicle Operation and Maintenance	157,282	154,650	155,520
08 Contractual Services.....	4,810,353	5,067,433	5,345,747
09 Supplies and Materials.....	174,813	174,083	188,406
10 Equipment—Replacement.....	54,219	64,950	345,451
11 Equipment—Additional.....	29,896	44,600	141,973
12 Grants, Subsidies and Contributions.....	362,839	382,426	382,426
13 Fixed Charges.....	1,839,932	2,081,846	2,007,709
Total Operating Expenses.....	<u>8,033,456</u>	<u>8,605,015</u>	<u>9,189,246</u>
Total Expenditure.....	<u>25,266,660</u>	<u>26,412,265</u>	<u>27,738,789</u>
Special Fund Expenditure.....	25,266,660	3,464,851	3,747,006
Reimbursable Fund Expenditure	<u>22,947,414</u>	<u>22,947,414</u>	<u>23,991,783</u>
Total Expenditure	<u>25,266,660</u>	<u>26,412,265</u>	<u>27,738,789</u>
Special Fund Income:			
G20301 Investment Income.....	25,266,660		
G20302 Admin Cost Allocation-Participating Governments .		3,464,851	3,747,006
Total	<u>25,266,660</u>	<u>3,464,851</u>	<u>3,747,006</u>
Reimbursable Fund Income:			
G20901 Admin Cost Allocation-State Agencies.....		22,947,414	23,991,783

STATE RETIREMENT AGENCY

G20J01.02 MAJOR INFORMATION TECHNOLOGY DEVELOPMENT PROJECTS

Program Description:

This program identifies defined, current Major Information Technology Development Projects.

Appropriation Statement:

	2012 Actual	2013 Appropriation	2014 Allowance
08 Contractual Services.....	268,772		
Total Operating Expenses.....	268,772		
Total Expenditure.....	268,772		
Special Fund Expenditure.....	268,772		
Special Fund Income:			
G20301 Investment Income.....	268,772		

TEACHERS AND STATE EMPLOYEES SUPPLEMENTAL RETIREMENT PLANS

G50L00.01 MARYLAND SUPPLEMENTAL RETIREMENT PLAN BOARD AND STAFF

PROGRAM DESCRIPTION

Title 35 of the State Personnel and Pension Article establishes the Teachers and State Employees Supplemental Retirement Plans and a Board of Trustees to administer them. Operating expenses are provided from an assessment against the managed assets of participants. As a reform component for the State Employees' Pension System, an optional defined contribution system was established effective July 1, 1999. That system, under Title 32 of the State Personnel and Pension Article, authorizes employer matching contributions for State Employees' Pension System members who elect to contribute to the supplemental retirement plans. The Match Plan receives dollar-for-dollar matching contributions in eligible participant accounts up to a statutory maximum amount of \$600 per fiscal year as provided in the State Budget.

MISSION

To enable State employees and teachers to participate in voluntary tax sheltered income deferral, tax deferred annuity, and profit sharing and salary reduction savings plans that offer members tax advantages as provided in the Internal Revenue Code.

VISION

A State that sponsors productive voluntary retirement savings programs for all its employees to secure economic stability for themselves and their families in later years.

KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

Goal 1. To provide clear and complete information about the plans to employees and cultivate informed decisions about participation.

Objective 1.1 To encourage 85 percent of eligible employees to participate in the plans.

Performance Measures	2011 Actual	2012 Actual	2013 Estimated	2014 Estimated
Output: Deferred Compensation (457b) Plan members	29,684	29,467	29,300	29,300
Tax Deferred Annuity (403b) Plan members	938	917	900	900
Savings and Investment (401k) Plan members	35,459	34,821	34,100	34,100
Members with multiple Plan accounts ¹	(7,088)	(7,084)	(7,000)	(6,900)
Outcome: All Plans members	58,993	58,121	57,300	57,400
Plan members as percent of eligible employees	75%	76%	74%	74%
All Plans contributing members	36,184	35,263	34,100	34,100
Contributors as percent of eligible employees	46%	46%	44%	44%

Goal 2. To provide effective, long-term investment opportunities for participants.

Objective 2.1 To maintain plan asset growth illustrative of market performance and prudent participant selections.

Annual Rates of Return as of June 30, 2012	1 Year	3 Years	5 Years	10 Years
Outcome: Average Returns for all Investment Options	-0.7%	13.4%	1.5%	7.1%
Average of all Investment Indices	0.6%	13.2%	0.9%	6.0%

Performance Measures	2011 Actual	2012 Actual	2013 Estimated	2014 Estimated
Output: All plans				
Net total assets ² (millions)	\$2,644.3	\$2,646.3	\$2,729.7	\$2,816.5
Invested assets (millions)	\$2,619.3	\$2,623.0	\$2,706.5	\$2,795.2
Outcome: Change over previous fiscal year	17%	0%	3%	3%

¹ Plan member data are unduplicated counts of participant individuals, some with retirement savings in more than one plan.

² Net Total Assets includes assets such as the cash value of life insurance and annuity reserves recorded in the 457(b) Plan in addition to Invested Assets.

TEACHERS AND STATE EMPLOYEES SUPPLEMENTAL RETIREMENT PLANS

G50L00.01 MARYLAND SUPPLEMENTAL RETIREMENT PLAN BOARD AND STAFF

Appropriation Statement:

	2012	2013	2014
	Actual	Appropriation	Allowance
Number of Authorized Positions	13.00	13.00	13.00
01 Salaries, Wages and Fringe Benefits	<u>1,035,681</u>	<u>1,068,757</u>	<u>1,093,634</u>
02 Technical and Special Fees	<u>630</u>	<u>1,500</u>	<u>1,500</u>
03 Communication	27,924	22,087	20,410
04 Travel	20,447	14,000	9,000
07 Motor Vehicle Operation and Maintenance	9,701	11,760	11,760
08 Contractual Services	229,351	252,904	254,212
09 Supplies and Materials	11,563	6,000	11,000
10 Equipment—Replacement		4,500	2,500
11 Equipment—Additional	26,981	2,250	1,000
13 Fixed Charges	<u>120,279</u>	<u>120,755</u>	<u>123,670</u>
Total Operating Expenses	<u>446,246</u>	<u>434,256</u>	<u>433,552</u>
Total Expenditure	<u>1,482,557</u>	<u>1,504,513</u>	<u>1,528,686</u>
Special Fund Expenditure	<u>1,482,557</u>	<u>1,504,513</u>	<u>1,528,686</u>
Special Fund Income:			
G50301 Participant Charges	<u>1,482,557</u>	<u>1,504,513</u>	<u>1,528,686</u>

INJURED WORKERS' INSURANCE FUND

PROGRAM DESCRIPTION

The Injured Worker's Insurance Fund (IWIF) is a non-budgeted, independent entity. IWIF is governed by a Board of nine directors (appointed by the Governor to 5-year terms), which approves the operating and capital budgets. By law, IWIF's calendar year 2013 budget is submitted to the General Assembly for informational purposes only. The primary purpose of IWIF is to provide workers compensation insurance to Maryland-based businesses. IWIF provides workers compensation insurance to employers who do not wish, or are not allowed, to self-insure. The goal of IWIF is to provide insurance coverage and to pay benefits promptly to injured workers and dependents. Financing for IWIF is derived solely from its premium and investment income.

MISSION

To provide Maryland businesses with a readily available source of workers' compensation insurance that features high quality products and services at a fair price; and to protect workers and employers by championing workplace safety.

VISION

To be the best "niche" workers' compensation insurance carrier.

KEY GOALS

- Ensure financial stability through surplus growth.
- Emphasis on employee development and continuous learning.
- Improve loss ratio through operational objectives in controlling costs.
- Invest in technology, business intelligence, and predictive analytics to guide decision-making to meet financial objectives.
- Penetrate target markets (emerging industries, geography, demographics and agents).

INJURED WORKERS' INSURANCE FUND

SUMMARY OF INJURED WORKERS' INSURANCE FUND

	2012 Estimated	2013 Estimated	2014 Estimated
Number of Authorized Positions	386.00	396.00	
01 Salaries, Wages and Fringe Benefits	<u>38,637,000</u>	<u>41,026,000</u>	
02 Technical and Special Fees	<u>685,000</u>	<u>765,000</u>	
03 Communication	1,187,000	1,106,000	
04 Travel	316,000	412,000	
06 Fuel and Utilities	151,000	154,000	
07 Motor Vehicle Operation and Maintenance	70,000	78,000	
08 Contractual Services	3,775,000	2,936,000	
09 Supplies and Materials	928,000	772,000	
10 Equipment—Replacement	220,000	223,000	
11 Equipment—Additional	6,000	7,000	
13 Fixed Charges	930,000	869,000	
14 Land and Structures	<u>2,180,000</u>	<u>2,554,000</u>	
Total Operating Expenses	<u>9,763,000</u>	<u>9,111,000</u>	
Total Expenditure	<u><u>49,085,000</u></u>	<u><u>50,902,000</u></u>	
 Non-budgeted Fund Income:			
G99701 Premium and Investment Income	<u>49,085,000</u>	<u>50,902,000</u>	

PERSONNEL DETAIL

Retirement and Pension Systems Administration

Classification Title	FY 2012 Positions	FY 2012 Expenditure	FY 2013 Positions	FY 2013 Appropriation	FY 2014 Positions	FY 2014 Allowance	Symbol
g20j01 State Retirement Agency							
g20j0101 State Retirement Agency							
state retirement administrator	1.00	133,350	1.00	135,252	1.00	135,252	
exec dir state retirement agenc	1.00	144,020	1.00	146,136	1.00	146,136	
div dir ofc atty general	1.00	121,755	1.00	123,426	1.00	123,426	
prgm mgr senior iv	1.00	114,985	1.00	116,520	1.00	116,520	
prgm mgr senior iii	1.00	118,501	1.00	120,107	1.00	120,107	
asst attorney general viii	2.00	198,673	2.00	200,686	2.00	200,686	
prgm mgr senior ii	8.00	804,490	9.00	877,817	9.00	877,817	
asst attorney general vii	1.00	46,565	1.00	81,609	1.00	81,609	
it asst director iv	1.00	100,207	1.00	101,447	1.00	101,447	
prgm mgr senior i	1.00	94,884	1.00	95,811	1.00	95,811	
administrator vii	.00	0	2.00	122,992	2.00	122,992	
administrator vii	9.00	771,381	9.00	834,055	9.00	834,055	
asst attorney general vi	3.00	242,312	3.00	271,268	3.00	271,268	
designated admin mgr iv	1.00	87,684	1.00	88,105	1.00	88,105	
prgm mgr iv	4.00	362,641	4.00	366,836	4.00	366,836	
admin prog mgr iii	1.00	87,976	1.00	90,785	1.00	90,785	
administrator vi	2.00	157,972	2.00	159,087	2.00	159,087	
it asst director ii	2.00	173,608	2.00	179,932	2.00	179,932	
prgm mgr iii	4.00	298,870	4.00	325,351	4.00	325,351	
administrator v	1.00	76,664	1.00	77,433	1.00	77,433	
prgm mgr ii	1.00	57,956	1.00	58,225	1.00	58,225	
administrator iv	1.00	80,443	1.00	81,287	1.00	81,287	
administrator iv	2.00	141,171	2.00	142,974	2.00	142,974	
prgm mgr i	2.00	137,864	2.00	139,092	2.00	139,092	
administrator iii	1.00	31,892	1.00	58,348	1.00	58,348	
chief investment officer msrp	1.00	197,705	1.00	244,800	1.00	244,800	
accountant manager ii	3.00	207,923	3.00	209,159	3.00	209,159	
computer network spec mgr	1.00	82,790	1.00	83,502	1.00	83,502	
computer network spec mgr	.00	5,760	.00	0	.00	0	
it systems technical spec super	1.00	78,275	1.00	78,907	1.00	78,907	
computer network spec supr	1.00	57,157	1.00	64,689	1.00	64,689	
it programmer analyst superviso	1.00	77,500	1.00	78,285	1.00	78,285	
it programmer analyst superviso	1.00	63,055	1.00	76,827	1.00	76,827	
accountant supervisor ii	5.00	311,579	5.00	313,654	5.00	313,654	
internal auditor super	1.00	68,662	1.00	69,271	1.00	69,271	
it functional analyst superviso	.00	42,898	1.00	65,412	1.00	65,412	
it functional analyst superviso	2.00	69,974	1.00	70,609	1.00	70,609	
it programmer analyst lead/adva	1.00	68,662	1.00	69,271	1.00	69,271	
it technical support spec ii	1.00	35,310	1.00	71,974	1.00	71,974	
ret benefits specialist supv	3.00	170,069	3.00	156,765	3.00	156,765	
accountant lead specialized	1.00	61,989	1.00	62,464	1.00	62,464	
accountant supervisor i	2.00	111,860	2.00	99,283	2.00	99,283	
administrator ii	5.00	289,433	5.00	292,479	5.00	292,479	
administrator ii	3.00	175,642	3.00	177,275	3.00	177,275	

PERSONNEL DETAIL

Retirement and Pension Systems Administration

Classification Title	FY 2012 Positions	FY 2012 Expenditure	FY 2013 Positions	FY 2013 Appropriation	FY 2014 Positions	FY 2014 Allowance	Symbol

g20j01 State Retirement Agency							
g20j0101 State Retirement Agency							
agency procurement spec supv	1.00	55,385	1.00	55,728	1.00	55,728	
computer network spec ii	1.00	57,095	1.00	58,997	1.00	58,997	
computer network spec ii	1.00	59,826	1.00	60,128	1.00	60,128	
it staff specialist	1.00	58,839	1.00	58,997	1.00	58,997	
ret benefits specialist ld	2.00	116,453	2.00	117,013	2.00	117,013	
accountant advanced	6.00	266,221	6.00	308,150	6.00	308,150	
accountant lead	3.00	160,088	3.00	160,767	3.00	160,767	
administrator i	3.00	152,619	3.00	153,274	3.00	153,274	
computer network spec i	1.00	37,248	1.00	58,534	1.00	58,534	
internal auditor ii	2.00	87,443	2.00	101,553	2.00	101,553	
ret benefits specialist iii	12.00	598,259	12.00	601,089	12.00	601,089	
accountant ii	12.00	551,145	14.00	661,384	14.00	661,384	
admin officer iii	1.00	57,680	1.00	58,069	1.00	58,069	
agency procurement spec ii	1.00	47,960	1.00	47,194	1.00	47,194	
it functional analyst i	3.00	138,669	3.00	139,149	3.00	139,149	
personnel officer ii	1.00	55,677	1.00	55,906	1.00	55,906	
accountant i	3.00	91,305	2.00	74,012	2.00	74,012	
admin officer ii	3.00	139,437	3.00	139,727	3.00	139,727	
management specialist iii	1.00	24,539	1.00	37,006	1.00	37,006	
personnel officer i	1.00	47,519	1.00	47,705	1.00	47,705	
ret benefits specialist ii	1.00	46,811	2.00	76,767	2.00	76,767	
admin officer i	5.00	236,006	5.00	236,356	5.00	236,356	
admin officer i	1.00	51,828	1.00	51,988	1.00	51,988	
ret benefits specialist i	3.00	117,105	2.00	88,777	2.00	88,777	
admin spec iii	14.00	573,867	15.00	615,713	15.00	615,713	
admin spec ii	9.00	353,330	9.00	338,423	9.00	338,423	
it production control spec lead	1.00	44,331	1.00	44,453	1.00	44,453	
it production control spec ii	1.00	42,128	1.00	42,206	1.00	42,206	
fiscal accounts technician supv	2.00	90,341	2.00	90,517	2.00	90,517	
fiscal accounts technician ii	2.00	82,639	2.00	82,762	2.00	82,762	
exec assoc iii	1.00	65,597	1.00	66,144	1.00	66,144	
exec assoc ii	2.00	107,218	2.00	107,834	2.00	107,834	
management assoc	1.00	46,200	1.00	46,472	1.00	46,472	

TOTAL g20j0101*	187.00	11,422,915	192.00	12,162,001	192.00	12,162,001	
TOTAL g20j01 **	187.00	11,422,915	192.00	12,162,001	192.00	12,162,001	

g50100 Teachers and State Employees Supplemental Retirement Plan							
g5010001 Maryland Supplemental Retirement Plan Board and Staff							
exec vii	1.00	106,060	1.00	107,417	1.00	107,417	
fiscal services admin v	1.00	71,016	1.00	74,313	1.00	74,313	
administrator vi	1.00	86,447	1.00	87,411	1.00	87,411	
administrator iii	1.00	64,879	1.00	65,412	1.00	65,412	
admin officer iii	1.00	52,531	1.00	52,817	1.00	52,817	

PERSONNEL DETAIL

Retirement and Pension Systems Administration

Classification Title	FY 2012 Positions	FY 2012 Expenditure	FY 2013 Positions	FY 2013 Appropriation	FY 2014 Positions	FY 2014 Allowance	Symbol

g50100 Teachers and State Employees Supplemental Retirement Plan							
g5010001 Maryland Supplemental Retirement Plan Board and Staff							
admin officer ii	3.50	170,538	3.50	171,046	3.50	171,046	
obs-accountant-auditor iv	1.00	50,779	1.00	51,016	1.00	51,016	
obs-accountant-auditor iii	1.00	43,539	1.00	43,645	1.00	43,645	
office secy iii	1.50	61,748	1.50	62,165	1.50	62,165	
office secy i	1.00	26,872	1.00	26,645	1.00	26,645	

TOTAL g5010001*	13.00	734,409	13.00	741,887	13.00	741,887	
TOTAL g50100 **	13.00	734,409	13.00	741,887	13.00	741,887	
g99g00 Injured Workers' Insurance Fund							
g99g0001 General Administration							
investments	.00	0	2.00	178,914	.00	0	
attorneys	.00	0	19.00	1,680,058	.00	0	
claims supervisors/managers	.00	0	17.00	1,433,141	.00	0	
nurse case managers	.00	0	21.00	1,439,304	.00	0	
finance/accountants	.00	0	14.00	953,272	.00	0	
internal auditors	.00	0	3.00	193,861	.00	0	
claims adjuster	.00	0	70.00	4,284,873	.00	0	
medical bill supervisor	.00	0	2.00	118,695	.00	0	
legal assistants	.00	0	11.00	574,987	.00	0	
customer service reps	.00	0	14.00	617,231	.00	0	
medical bill processor	.00	0	16.00	627,614	.00	0	
claims & imaging	.00	0	20.00	782,806	.00	0	
board members	.00	0	9.00	207,021	.00	0	
executive team	.00	0	4.00	832,487	.00	0	
vice presidents	.00	0	9.00	1,273,788	.00	0	
directors	.00	0	21.00	2,456,949	.00	0	
programmers/business analysts	.00	0	25.00	2,057,366	.00	0	
hr admin & business partners	.00	0	5.00	401,821	.00	0	
marketing	.00	0	9.00	677,434	.00	0	
siu supervisors	.00	0	2.00	150,308	.00	0	
loss control consultants	.00	0	18.00	1,307,049	.00	0	
underwriters	.00	0	22.00	1,477,853	.00	0	
communications	.00	0	5.00	327,306	.00	0	
premium auditors	.00	0	18.00	1,141,907	.00	0	
help desk	.00	0	14.00	836,873	.00	0	
maintenance	.00	0	2.00	115,039	.00	0	
investigators/examiners	.00	0	9.00	514,569	.00	0	
admin support	.00	0	6.00	322,684	.00	0	
u/w support	.00	0	4.00	195,890	.00	0	
distribution/mail room	.00	0	5.00	207,778	.00	0	

TOTAL g99g0001*	.00	0	396.00	27,388,878	.00	0	
TOTAL g99g00 **	.00	0	396.00	27,388,878	.00	0	