



# Operating Budget 2014 - 2015





Teachers' Retirement System of Louisiana

www.trsl.org
225.925.6446
225.925.4779
web.master@trsl.org/
Post Office Box 94123
Baton Rouge LA 70804-9123

MEMORANDUM

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To: Board of Trustees
From: Maureen H. Westgard, Director
Date: October 25, 2013
Re: 2014-2015 Operating Budget

Handwritten signature of Maureen H. Westgard

Attached is a copy of the proposed 2014-2015 Operating Budget for your review and approval. The operating budget contains two major categories - administrative expenses and investment related expenses.

The administrative portion of the budget, which includes all budget categories except investments, reflects a \$1,169,000, or 6.45 percent, increase from the 2013-2014 budget. The increase in administrative expense reflects increased personnel expense related to previous salary increases, as well as merit increases budgeted for 2014-2015. Merit increases will only be paid in accordance with Civil Service Commission rules and with further Board approval. Increased computer maintenance and postage costs resulted in a \$109,000 increase in operating expenses.

The investment portion of the budget has increased \$2,582,000, or 6.99%, due to anticipated investment portfolio growth.

The overall budget, including investment expenses, reflects a total increase of \$3,751,000, or 6.82 percent, from 2013-2014. The following chart shows the total budget for 2013-2014, changes by major category, and the resulting 2014-2015 budget.

Table with 2 columns: Category and Amount. Rows include Total Approved Operating Budget for 2013-2014 (\$55,039,000), Change in: Personnel Services (841,000), Travel (0), Operating Services (109,000), Supplies (0), Professional Services (30,000), Other charges (0), Interagency Transfers (4,000), Acquisitions-Capital Outlay (185,000), Subtotal Administrative changes (1,169,000), Investment Expenses (2,582,000), and Total Proposed Operating Budget for 2014-2015 (\$58,790,000).

Toll free (outside the Baton Rouge area): 1.877.ASK.TRSL (1.877.275.8775)

Teachers' Retirement System of Louisiana is an equal opportunity employer and complies with Americans with Disabilities Act.

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**Teachers' Retirement System of Louisiana  
Four-Year Budget Comparison  
for Fiscal Years 2011-12 Through 2014-15**

	Budget 2011-2012	Budget 2012-2013	ACTUAL 2012-2013	Budget 2013-2014	Budget Request 2014-2015	% Increase/ Decrease	2013-14 TO 2014-15 Variance
<b>ADMINISTRATIVE EXPENSES</b>							
<b>Personnel Services:</b>							
Salaries (staff)	\$ 9,407,600	\$ 9,430,390	\$ 9,046,339	\$ 9,417,000	\$ 9,975,000	5.93%	\$558,000
Overtime	15,000	15,000	11,781	125,000	75,000	-40.00%	(50,000)
Termination/Temporary Wages	25,000	98,286	122,547	95,000	82,000	-13.68%	(13,000)
Student labor	70,000	70,000	45,349	70,000	70,000	0.00%	0
Per Diem - Board Members	21,000	21,000	18,375	21,000	21,000	0.00%	0
Related benefits	3,845,400	4,160,324	3,618,565	4,374,000	4,720,000	7.91%	346,000
<b>Total Personnel Services</b>	<b>\$13,384,000</b>	<b>\$13,795,000</b>	<b>\$12,862,956</b>	<b>\$14,102,000</b>	<b>\$14,943,000</b>	<b>5.96%</b>	<b>\$841,000</b>
# of Positions	159	159	159	159	159	0.00%	
<b>Travel Expenses</b>	<b>\$ 109,000</b>	<b>\$ 109,000</b>	<b>\$ 85,811</b>	<b>\$ 109,000</b>	<b>\$ 109,000</b>	<b>0.00%</b>	<b>\$ 0</b>
<b>Operating Services:</b>							
Advertising	\$ 11,000	\$ 7,000	\$ 7,488	\$ 5,000	\$ 7,000	40.00%	\$ 2,000
Printing	159,000	126,800	88,671	84,000	81,000	-3.57%	(3,000)
Insurance	71,000	52,000	49,828	51,000	51,000	0.00%	0
Automotive repairs	4,000	5,000	3,275	4,000	4,000	0.00%	0
Maintenance - Equipment/Computer	556,000	428,000	428,853	480,000	535,000	11.46%	55,000
Rentals-building	824,000	834,000	834,000	834,000	834,000	0.00%	0
Rentals-equipment	96,000	89,000	64,249	87,500	98,000	12.00%	10,500
Rentals-data storage	98,000	92,000	88,965	92,000	92,000	0.00%	0
Rentals-Meeting Rooms	5,000	5,000	1,030	2,500	2,000	-20.00%	(500)
Dues and subscriptions	75,000	74,000	68,777	73,000	73,000	0.00%	0
Postage	675,000	583,200	439,592	496,000	541,000	9.07%	45,000
Telephone	90,000	109,000	73,003	87,000	87,000	0.00%	0
Bank Charges, Other Chgs., Mail Svcs.	180,000	180,000	158,313	178,000	178,000	0.00%	0
<b>Total Operating Services</b>	<b>\$ 2,844,000</b>	<b>\$ 2,585,000</b>	<b>\$ 2,306,043</b>	<b>\$ 2,474,000</b>	<b>\$ 2,583,000</b>	<b>4.41%</b>	<b>\$109,000</b>

**Teachers' Retirement System of Louisiana  
Four-Year Budget Comparison  
for Fiscal Years 2011-12 Through 2014-15**

	Budget 2011-2012	Budget 2012-2013	ACTUAL 2012-2013	Budget 2013-2014	Budget Request 2014-2015	% Increase/ Decrease	2013-14 TO 2014-15 Variance
Supplies	\$ 108,000	\$ 101,000	\$ 73,563	\$ 89,000	\$ 89,000	0.00%	\$ 0
Professional Services:							
Accounting and Auditing	72,000	67,000	73,890	88,000	90,000	2.27%	2,000
Management & Consulting	40,000	30,000	15,023	50,000	47,000	-6.00%	(3,000)
Actuarial	201,000	251,000	249,680	292,000	312,000	6.85%	20,000
Legal	120,000	317,000	88,878	297,000	277,000	-6.73%	(20,000)
Medical	70,000	82,000	82,063	82,000	93,000	13.41%	11,000
Professional travel	6,000	4,000	2,511	4,000	4,000	0.00%	0
Other Professional Services	305,000	283,000	187,367	261,000	281,000	7.66%	20,000
<b>Total Professional Services</b>	<b>\$ 814,000</b>	<b>\$ 1,034,000</b>	<b>\$ 699,411</b>	<b>\$ 1,074,000</b>	<b>\$ 1,104,000</b>	<b>2.79%</b>	<b>\$ 30,000</b>
Other Charges:							
Educational expense/Educational supplies	\$ 72,000	\$ 40,000	\$ 10,836	\$ 20,000	\$ 20,000	0.00%	\$ 0
Miscellaneous expense/Recruitment expenses	1,000	1,000	0	1,000	1,000	0.00%	0
<b>Total Other Charges</b>	<b>\$ 73,000</b>	<b>\$ 41,000</b>	<b>\$ 10,836</b>	<b>\$ 21,000</b>	<b>\$ 21,000</b>	<b>0.00%</b>	<b>\$ 0</b>
Interagency Transfers:							
Department of Civil Service	\$ 38,000	\$ 36,000	\$ 41,551	\$ 41,000	\$ 46,000	12.20%	\$ 5,000
Miscellaneous Interagency Transfers	0	3,000	720	3,000	2,000	N/A	(1,000)
<b>Total Interagency Transfers</b>	<b>\$ 38,000</b>	<b>\$ 39,000</b>	<b>\$ 42,271</b>	<b>\$ 44,000</b>	<b>\$ 48,000</b>	<b>9.09%</b>	<b>\$ 4,000</b>
<b>TOTAL ADMINISTRATIVE EXPENSES</b>	<b>\$17,370,000</b>	<b>\$17,704,000</b>	<b>\$16,080,890</b>	<b>\$17,913,000</b>	<b>\$18,897,000</b>	<b>5.49%</b>	<b>\$ 984,000</b>
Acquisitions-Capital Outlays	\$ 241,000	\$ 253,000	\$ 247,968	\$ 208,000	\$ 393,000	88.94%	\$ 185,000
<b>TOTAL BEFORE INVESTMENT EXPENSES</b>	<b>\$17,611,000</b>	<b>\$17,957,000</b>	<b>\$16,328,859</b>	<b>\$18,121,000</b>	<b>\$19,290,000</b>	<b>6.45%</b>	<b>\$1,169,000</b>
<b>INVESTMENT EXPENSES</b>							
Custodian (Global)	\$ 460,000	\$ 440,000	\$ 432,046	\$ 440,000	\$ 440,000	0.00%	\$ 0
Investment Advisors (Domestic, Int'l, Global)	32,990,000	34,470,000	32,476,075	35,500,000	38,100,000	7.32%	2,600,000
Investment Performance Consultants	470,000	630,000	494,202	663,000	660,000	-0.45%	(3,000)
Investment Monitoring & Compliance	307,000	311,000	265,353	315,000	300,000	-4.76%	(15,000)
<b>Total Investment Expenses</b>	<b>\$34,227,000</b>	<b>\$35,851,000</b>	<b>\$33,667,675</b>	<b>\$36,918,000</b>	<b>\$39,500,000</b>	<b>6.99%</b>	<b>\$2,582,000</b>
<b>TOTAL OPERATING EXPENSES</b>	<b>\$51,838,000</b>	<b>\$53,808,000</b>	<b>\$49,996,534</b>	<b>\$55,039,000</b>	<b>\$58,790,000</b>	<b>6.82%</b>	<b>\$3,751,000</b>

**Teachers' Retirement System of Louisiana  
Personnel Services  
2014-2015 Budget Supplemental Data**



**Exhibit A**

<b>Permanent Staff</b>	TRSL will fund 159 positions for 2014-2015. Merit increases of 4% are included.	\$ 9,975,000
<b>Overtime</b>	Legislation implementation, increased retirements due to employer layoffs, and disaster recovery.	75,000
<b>Termination</b>	Payout to employees for accrued leave when they retire or separate from service.	82,000
<b>Student Labor</b>	Includes positions classified as undergraduate, graduate and Cooperative Office Education high school students.	70,000
<b>Per Diem - Board</b>	Per diem payments for trustees' monthly committee and board meetings.	21,000
<b>Related Benefits</b>	Health and life insurance employer rates, employer pension contributions, etc.	4,720,000
<b>TOTAL PERSONNEL SERVICES</b>		<b><u>\$14,943,000</u></b>

*NOTE: Refer to detailed salary report on pages 23-30*

**Teachers' Retirement System of Louisiana  
In-State Travel  
2014-2015 Budget Supplemental Data**

**Exhibit B**

<b>Division</b>	<b>Description</b>	<b>Cost</b>
<b>In-State Travel &amp; Training</b>		
Board of Trustees	Travel to attend board meetings and LAPERS	\$34,000
Executive	Routine travel and in-state travel and training	5,600
Legal	Legal staff related travel and training	1,000
Investments	Investment staff related travel and training	1,000
Accounting	Accounting staff related travel and training	1,000
Retirement	Retirement staff related travel and training	900
Audit	Audit staff continuing professional education	1,200
Public Information	Public Information staff related travel	1,000
Human Resources	Human Resources staff related training	500
	<b>Total In-State Travel &amp; Training</b>	<b>\$46,200</b>
<b>In-State Field Travel</b>		
Employer Support	Employer Training	6,000
Accounting	Miscellaneous	100
Retirement	Miscellaneous	500
Public Information	Membership counseling and various trainings and workshops	26,450
Information Technology	Travel to disaster recovery site	1,000
	<b>Total In-State Field Travel</b>	<b><u>\$34,050</u></b>
	<b>TOTAL IN-STATE TRAVEL</b>	<b><u>\$80,250</u></b>

**Teachers' Retirement System of Louisiana  
Out-of-State Travel  
2014-2015 Budget Supplemental Data**

**Exhibit C**

<b>Division</b>	<b>Description</b>	<b>Cost</b>
<b>Out-of-State Travel</b>		
Board of Trustees	Due diligence investment-related travel	\$ 4,000
Executive	NCTR	4,000
Legal	NAPPA	3,300
Investments	Due diligence investment-related travel, Financial Analyst Review, Style Advisors, Risk Metrics Annual Conference, NASIO, NASIP, Hamilton Lane Client Conference	9,300
Accounting	CORBA, GFOA, P2F2	2,500
Retirement	CEM	650
Public Information	NPEA	1,000
Audit	Out-of-state Investment Audits	4,000
<b>TOTAL OUT-OF-STATE TRAVEL</b>		<b><u>\$28,750</u></b>

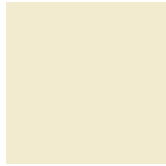


**Teachers' Retirement System of Louisiana  
Dues and Subscriptions  
2014-2015 Budget Supplemental Data**

**Exhibit D**

<b>Executive Department</b>	LAPERS, LCPA, NCTR, NASRA, NIRS, Wall Street Journal, BR Business Report, Pension Benefits, Pension & Investments, LA Register, GAAFR Review Newsletter	\$18,610
<b>Legal</b>	NAPPA, LASBA, LADB Assessment, US District Court, BR Bar Association, BR Family Law, Legiscon, Westlaw Services, LA Legal Directory, Bound Acts of the Legislature, Public Affairs Research Council of LA Inc, Baton Rouge Business Report	27,165
<b>Investments</b>	CAIA, CFA, ILPA, Pensions Fund Data Exchange, Financial Times	6,750
<b>Accounting</b>	P2F2, Southern Financial Exchange, GFOA, GASB Comprehensive Plan, APA Guide to Payroll, GFOA Certification Review, (CAFR & PAFR), Payroll Managers Letter	3,105
<b>Retirement</b>	InFRE, AICPA	915
<b>Information Technology</b>	Experts Exchange	100
<b>Audit</b>	APPFA, IIA, ISACA	1,815
<b>Public Information</b>	NPEA, PRAL, Metro Press Clipping, Stock Photography, SMC, The Advocate, GoToMeeting	9,250
<b>Human Resources</b>	IPMA-HR, LASPC, M. Lee Smith Publishers - HR Laws, Prospera, G-Neil Poster Guard	5,040
<b>Administrative Services</b>	PCCGBR, LaPRIMA, Official Mail Guide	250
<b>TOTAL DUES &amp; SUBSCRIPTIONS</b>		<b><u>\$73,000</u></b>

**Teachers' Retirement System of Louisiana  
Professional Services  
2014-2015 Budget Supplemental Data**



**Exhibit E**

<b>Executive Department</b>	Hall Actuarial Associates, Foster & Foster Actuaries & Consultants, CEM Administration Benchmarking, Inc., Fiduciary Services, Member Statements	\$ 426,000
<b>Legal</b>	Ice Miller - LLC Tax Law, Avant & Falcon - Employment Law, Attorney General's Office, Klausner & Kaufman, Investor Responsibility Support Services, Inc. - Proxy Voting, Legal Remediation Settlements	302,000
<b>Accounting</b>	Hawthorn, Waymouth & Carroll, LLP, Sage Accounting System Support, Lexus Nexus, Postlethwaite & Netterville	80,650
<b>Retirement</b>	Medical Services, Pension Benefit Information, Inc.	100,350
<b>Information Technology</b>	Disaster Recovery Vendors, Data Integrity (IDS MONITORING RMJ), Prosource Data Center, NET IT Training - Momentum, Bowen ECM Solutions	72,000
<b>Audit</b>	Investment Audits, ACL Audit Support	15,000
<b>Administrative Services</b>	Sign Language Services	6,000
<b>Public Information</b>	VR Election Services, Inc., Modiphy, Inc., EMMA (electronic news service)	100,000
<b>Human Resources</b>	SECON, Kroll Background America, Inc.	2,000
<b>TOTAL PROFESSIONAL SERVICES AND RELATED TRAVEL</b>		<b><u>\$1,104,000</u></b>

**Teachers' Retirement System of Louisiana  
Investment-Related Expenses  
2014-2015 Budget Supplemental Data**



**Exhibit F**

<b>Investment Manager Fees</b>	
Domestic Small Cap Equity	\$ 5,200,000
International Large Cap & Emerging Equity	11,000,000
Domestic Large/Mid Cap Equity	7,200,000
International Small Cap Equity	2,700,000
Domestic Fixed Income	2,500,000
Core Real Estate	4,500,000
Alternative Investment Manager	1,700,000
Global Fixed Income	3,300,000
<b>Investment Custodian</b>	<b>\$ 440,000</b>
<b>Investment Performance Consultants</b>	<b>\$ 516,000</b>
CEM Investments Benchmarking, Inc.	
Hewitt EnnisKnupp	
<b>ORP Investment Performance Consultants</b>	<b>\$ 144,000</b>
Hewitt EnnisKnupp	
<b>Investment Monitoring &amp; Compliance</b>	<b>\$ 300,000</b>
Bloomberg	
Wilshire	
NYSE	
Risk Metrics	
MSCI/BARRA	
Broadridge	
Zephyr Associates	
<b>TOTAL INVESTMENT RELATED EXPENSES</b>	<b><u>\$39,500,000</u></b>

Teachers' Retirement System of Louisiana  
 Capital Outlays  
 2014-2015 Budget Supplemental Data



Exhibit G

Division	Description	Cost
Information Technology	Network Servers/Personal Computers, PC Printer Refreshment Plan, Network Devices Refreshment Plan, Systems Development Software Licenses	\$360,000
	<b>Total Capital Outlay-Computer</b>	<b><u>\$360,000</u></b>
Administrative Services	Furniture and fixtures replacement	\$ 5,000
	<b>Total Capital Outlay - Other</b>	<b><u>\$ 5,000</u></b>
	Automobile - To replace the 2007 model used for Retirement seminar travel	\$ 28,000
	<b>Total Capital Outlay - Automobile</b>	<b><u>\$ 28,000</u></b>
<b>TOTAL CAPITAL OUTLAYS</b>		<b><u>\$393,000</u></b>

**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**



<b>BOARD OF TRUSTEES</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES - PER DIEM	\$18,375	\$21,000	\$21,000	\$21,000
TRAVEL	31,745	38,000	38,000	38,000
OPERATING SERVICES	0	200	0	0
SUPPLIES	353	500	500	500
PROFESSIONAL SERVICES	0	0	0	0
OTHER CHARGES	0	0	0	0
INTERAGENCY TRANSFERS	0	0	0	0
ACQUISITIONS	0	0	0	0
INVESTMENT EXPENSES	0	0	0	0
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$50,473</u></b>	<b><u>\$59,700</u></b>	<b><u>\$59,500</u></b>	<b><u>\$59,500</u></b>

**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**

<b>EXECUTIVE</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES	\$1,315,065	\$1,287,888	\$1,319,787	\$1,428,938
TRAVEL	27,276	17,850	20,900	15,600
OPERATING SERVICES	24,279	40,076	38,471	29,162
SUPPLIES	8,924	8,000	7,500	8,000
PROFESSIONAL SERVICES	309,601	365,000	406,000	426,000
OTHER CHARGES	0	0	0	0
INTERAGENCY TRANSFERS	0	0	0	0
ACQUISITIONS	0	0	0	0
INVESTMENT EXPENSES	0	0	0	0
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$1,685,144</u></b>	<b><u>\$1,718,814</u></b>	<b><u>\$1,792,658</u></b>	<b><u>\$1,907,700</u></b>

**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**

<b>LEGAL</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES	\$679,764	\$599,558	\$734,700	\$ 799,013
TRAVEL	2,951	4,900	3,900	4,300
OPERATING SERVICES	29,415	27,064	27,104	28,089
SUPPLIES	270	500	500	500
PROFESSIONAL SERVICES	113,878	342,000	322,000	302,000
OTHER CHARGES	0	0	0	0
INTERAGENCY TRANSFERS	0	0	0	0
ACQUISITIONS	0	0	0	0
INVESTMENT EXPENSES	0	0	0	0
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$826,278</u></b>	<b><u>\$974,022</u></b>	<b><u>\$1,088,204</u></b>	<b><u>\$1,133,902</u></b>

**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**

<b>INVESTMENTS</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES	\$ 1,115,839	\$ 1,121,125	\$ 1,158,941	\$ 1,304,386
TRAVEL	3,979	11,900	10,600	10,300
OPERATING SERVICES	15,220	10,178	8,583	9,875
SUPPLIES	156	1,000	1,000	500
PROFESSIONAL SERVICES	0	0	0	0
OTHER CHARGES	0	0	0	0
INTERAGENCY TRANSFERS	0	0	0	0
ACQUISITIONS	0	0	0	0
INVESTMENT EXPENSES	33,667,675	35,851,000	36,918,000	39,500,000
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$34,802,870</u></b>	<b><u>\$36,995,203</u></b>	<b><u>\$38,097,124</u></b>	<b><u>\$40,825,061</u></b>



**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**

<b>ACCOUNTING</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES	\$2,544,913	\$2,904,169	\$2,815,945	\$2,708,361
TRAVEL	5,871	1,500	3,000	3,600
OPERATING SERVICES	1,025,790	1,069,184	1,046,568	1,115,505
SUPPLIES	4,640	4,000	3,500	3,500
PROFESSIONAL SERVICES	75,323	68,500	73,650	80,650
OTHER CHARGES	0	0	0	0
INTERAGENCY TRANSFERS	0	1,000	1,000	1,000
ACQUISITIONS	0	0	0	0
INVESTMENT EXPENSES	0	0	0	0
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$3,656,538</u></b>	<b><u>\$4,048,353</u></b>	<b><u>\$3,943,663</u></b>	<b><u>\$3,912,616</u></b>

**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**

<b>ADMINISTRATIVE SERVICES</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES	\$ 394,103	\$ 413,839	\$ 421,910	\$ 444,297
TRAVEL	75	600	600	0
OPERATING SERVICES	551,578	702,118	632,510	733,249
SUPPLIES	38,687	46,500	46,500	46,000
PROFESSIONAL SERVICES	1,778	4,000	4,000	3,000
OTHER CHARGES	0	0	0	0
INTERAGENCY TRANSFERS	0	0	0	0
ACQUISITIONS	24,879	30,000	5,000	28,000
INVESTMENT EXPENSES	0	0	0	0
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$1,011,100</u></b>	<b><u>\$1,197,057</u></b>	<b><u>\$1,110,520</u></b>	<b><u>\$1,254,546</u></b>

**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**



<b>AUDIT</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES	\$411,075	\$527,534	\$505,687	\$485,607
TRAVEL	20	1,200	1,200	5,200
OPERATING SERVICES	1,220	2,730	1,520	1,815
SUPPLIES	0	1,000	500	1,000
PROFESSIONAL SERVICES	0	10,000	20,000	15,000
OTHER CHARGES	0	0	0	0
INTERAGENCY TRANSFERS	0	0	0	0
ACQUISITIONS	0	0	0	0
INVESTMENT EXPENSES	0	0	0	0
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$412,315</u></b>	<b><u>\$542,464</u></b>	<b><u>\$528,907</u></b>	<b><u>\$508,622</u></b>

**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**

<b>HUMAN RESOURCES</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES*	\$705,475	\$819,350	\$911,430	\$883,913
TRAVEL	617	500	500	500
OPERATING SERVICES	5,201	5,390	5,440	5,540
SUPPLIES	631	1,000	1,000	1,000
PROFESSIONAL SERVICES	691	2,000	1,000	2,000
OTHER CHARGES	10,836	41,000	21,000	21,000
INTERAGENCY TRANSFERS	42,271	37,000	42,000	46,000
ACQUISITIONS	0	0	0	0
INVESTMENT EXPENSES	0	0	0	0
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$765,721</u></b>	<b><u>\$906,240</u></b>	<b><u>\$982,370</u></b>	<b><u>\$959,953</u></b>

*\*Included in this category is TRSL retiree health insurance, which is \$472,444 for 2014-2015 up from \$451,448 in 2013-14*

**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**

<b>INFORMATION TECHNOLOGY</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES	\$2,558,400	\$2,643,980	\$2,738,063	\$2,742,557
TRAVEL	320	5,000	1,000	1,000
OPERATING SERVICES	559,788	581,100	619,200	590,600
SUPPLIES	18,403	32,000	22,000	22,000
PROFESSIONAL SERVICES	37,776	56,000	79,000	75,000
OTHER CHARGES	0	0	0	0
INTERAGENCY TRANSFERS	0	0	0	0
ACQUISITIONS	223,089	223,000	203,000	360,000
INVESTMENT EXPENSES	0	0	0	0
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$3,397,777</u></b>	<b><u>\$3,541,080</u></b>	<b><u>\$3,662,263</u></b>	<b><u>\$3,791,157</u></b>

**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**

<b>PUBLIC INFORMATION</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES	\$443,072	\$510,079	\$513,632	\$514,344
TRAVEL	12,616	25,500	27,250	28,450
OPERATING SERVICES	86,386	139,401	87,150	68,250
SUPPLIES	62	3,500	2,000	2,000
PROFESSIONAL SERVICES	71,135	97,000	80,000	100,000
OTHER CHARGES	0	0	0	0
INTERAGENCY TRANSFERS	0	0	0	0
ACQUISITIONS	0	0	0	0
INVESTMENT EXPENSES	0	0	0	0
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$613,272</u></b>	<b><u>\$775,480</u></b>	<b><u>\$710,032</u></b>	<b><u>\$713,044</u></b>

**Teachers' Retirement System of Louisiana  
Budget by Department at Category Level  
2014-2015 Budget Supplemental Data**

<b>RETIREMENT</b>	<b>PRIOR YEAR ACTUAL 2012-13</b>	<b>PRIOR YEAR OPERATING BUDGET 2012-13</b>	<b>EXISTING OPERATING BUDGET 2013-14</b>	<b>TOTAL REQUEST 2014-15</b>
PERSONNEL SERVICES	\$2,676,874	\$2,946,478	\$2,960,905	\$3,615,584
TRAVEL	341	2,050	2,050	2,050
OPERATING SERVICES	7,165	7,559	7,454	915
SUPPLIES	1,437	3,000	4,000	4,000
PROFESSIONAL SERVICES	89,230	89,500	88,350	100,350
OTHER CHARGES	0	0	0	0
INTERAGENCY TRANSFERS	0	1,000	1,000	1,000
ACQUISITIONS	0	0	0	0
INVESTMENT EXPENSES	0	0	0	0
<b>TOTAL EXPENDITURES &amp; REQUEST</b>	<b><u>\$2,775,046</u></b>	<b><u>\$3,049,587</u></b>	<b><u>\$3,063,759</u></b>	<b><u>\$3,723,899</u></b>

**Teachers' Retirement System of Louisiana  
Personnel Budget for Fiscal Year 2014-2015**

Employee Name	Position Number	Position Title	AS/TS Level	Annual Salary as of 06/30/2014	Increase/Decrease after 06/30/2014	Projected Salary for 2014-15
<b>Executive Department</b>						
Barousse, Elizabeth F.	50382436	Executive Staff Officer	AS616	\$ 71,618	\$ 2,140	\$ 73,758
Rhodes, Paula C.	50397821	Executive Management Officer 2	AS620	86,840	2,596	89,436
Westgard, Maureen H.	52750	Director (U/C)		250,000		250,000
<b>Subtotal</b>			<b>3</b>	<b>408,458</b>	<b>4,736</b>	<b>413,194</b>
<b>Operations Division</b>						
Cagle, Jr., Arthur S.	50371150	Deputy Director (U/C)		158,371	4,752	163,123
Farrar, Kyle S.	50383032	Executive Management Officer 2	AS620	91,747	2,741	94,488
Haltom, Dana L.	52762	Administrative Assistant 6	AS614	59,195	1,769	60,964
Lachney, Sharon A.	163812	Retirement Benefits Specialist	AS617	52,826	1,579	54,405
<b>Subtotal</b>			<b>4</b>	<b>362,139</b>	<b>10,841</b>	<b>372,980</b>
<b>Members Services Division</b>						
Vicknair, Dana L.	50317481	Assistant Director (U/C)		147,534	4,426	151,960
Walker, Brenda J.	52777	Administrative Assistant 5	AS613	52,785	1,577	54,362
<b>Subtotal</b>			<b>2</b>	<b>200,319</b>	<b>6,003</b>	<b>206,322</b>
<b>Accounting Department</b>						
Ackerman, Donna Caver	50341732	Accountant 3	AS615	66,941	2,001	68,942
Ardoin-Ursin, Ella Marie	50380340	Accountant 3	AS615	53,620	1,602	55,222
Brown, Sharhonda J.	52776	Administrative Assistant 4	AS611	29,503	883	30,386
Burke, Marlene C.	50359676	Accountant Supervisor 2	AS617	61,784	1,847	63,631
Campbell, Beverly A. Martin	189279	Accountant Manager 1	AS618	73,414	2,194	75,608
Cassidy, Laurie Anne L.	50339797	Accounting Technician	AS611	34,243	1,023	35,266
Chenevert, Darrel James	50313172	Accountant Manager 1	AS618	73,644	2,201	75,845
Christopher, Taymekian T.	50362824	Accountant 3	AS615	55,770	1,667	57,437
Clark, Venetia	50363694	Accountant Manager 1	AS618	68,319	2,042	70,361



**Teachers' Retirement System of Louisiana  
Personnel Budget for Fiscal Year 2014-2015**

<b>Employee Name</b>	<b>Position Number</b>	<b>Position Title</b>	<b>AS/TS Level</b>	<b>Annual Salary as of 06/30/2014</b>	<b>Increase/Decrease after 06/30/2014</b>	<b>Projected Salary for 2014-15</b>
<b>Accounting Department (cont)</b>						
Crochet, Peggy J.	50380333	Accountant 3	AS615	\$ 51,553	\$ 1,540	\$ 53,093
Edwards, Leslie Martina	50362823	Accountant 3	AS615	55,770	1,667	57,437
Fekete, Jr., Gene R.	52774	Accountant Manager 3	AS621	83,374	2,491	85,865
Fekete, Jodi Lynn	50343301	Accountant 3	AS615	55,770	1,667	57,437
Fisher, Jacqueline D.	50339798	Accountant Manager 1	AS618	66,127	1,976	68,103
Foster, IV, Ben D.	50414126	Accountant Manager 4	AS622	102,124	3,052	105,176
Guilbeau, Stacey Kelley	52767	Accountant 3	AS615	66,941	2,001	68,942
Hall, Frances D.	189835	Administrative Assistant 3	AS609	25,432	760	26,192
He, Ling	50352451	Accountant 3	AS615	40,583	1,213	41,796
Henderson, Karla K.	50380335	Accountant 3	AS615	53,620	1,602	55,222
Johnson, Karissa L.	201254	Accountant 3	AS615	57,754	1,726	59,480
Johnson, Vicki M.	50344507	Accountant Manager 1	AS618	66,294	1,981	68,275
LeBlanc, Lisa M.	50332605	Accountant 3	AS615	46,061	1,377	47,438
Miller, Sylvia Guidry	52766	Accountant Manager 3	AS621	77,340	2,311	79,651
Nelson, Wesley	50332604	Accountant Manager 1	AS618	60,489	1,808	62,297
Rome, Joanna S.	52726	Accountant Manager 2	AS619	83,771	2,503	86,274
Stone, LaTrina	50361945	Accountant 2	AS613	35,445	1,949	37,394
Warner, Jessica	50341733	Accountant 2	AS613	43,119	1,470	44,589
Wilson, Charlene T.	52769	Accountant Administrator 4	AS623	99,264	2,966	102,230
Young, Latasha L.	50339793	Accountant 3	AS615	55,770	1,667	57,437
Vacant	52739	Accountant 3	AS615	40,586	1,212	41,798
Vacant	50313171	Accountant 3	AS615	40,586	1,212	41,798
Vacant	50411285	Accountant 4	AS617	46,468	1,390	47,858
Turnover Savings (Salaries)					(90,304)	(90,304)
<b>Subtotal</b>			<b>32</b>	<b>1,871,479</b>	<b>(33,303)</b>	<b>1,838,176</b>

**Teachers' Retirement System of Louisiana  
Personnel Budget for Fiscal Year 2014-2015**

Employee Name	Position Number	Position Title	AS/TS Level	Annual Salary as of 06/30/2014	Increase/Decrease after 06/30/2014	Projected Salary for 2014-15
<b>Administrative Services Dept.</b>						
Brown, Tanya A.	50351671	Administrative Supervisor 2	AS611	\$ 31,654	\$ 946	\$ 32,600
Ennis, Sharon S.	50346920	Administrative Supervisor 2	AS611	51,072	1,527	52,599
Hillhouse, Brenda J.	198697	Administrative Coordinator 2	AS607	26,893	805	27,698
Mazie, Ronnie D.	166102	Administrative Program Manager 1	AS614	40,090	1,198	41,288
McAlister, Rebecca M.	181224	Administrative Coordinator 3	AS609	23,490	702	24,192
Portier, J. Shane	50346921	Administrative Coordinator 4	AS611	28,125	841	28,966
Ross, Tynia Patrice	204778	Administrative Coordinator 2	AS607	23,720	708	24,428
Schroeder, Krystal A.	52720	Administrative Coordinator 2	AS607	21,256	635	21,891
Venable, Brad D.	202417	Administrative Coordinator 3	AS609	26,893	805	27,698
Vacant	50328602	Administrative Coordinator 2	AS607	22,321	666	22,987
	<b>Subtotal</b>		<b>10</b>	<b>295,514</b>	<b>8,833</b>	<b>304,347</b>
<b>Audit Department</b>						
Branagan, Edward	50339616	Audit Manager	AS621	67,296	2,011	69,307
Castro, Leigh Ann	127271	Auditor 3	AS617	56,752	1,696	58,448
LaCour, Jeffrey A.	146291	Audit Director 2	AS623	105,089	3,140	108,229
Mitchell, Marlies	146951	Auditor 3	AS617	46,470	1,389	47,859
Pereira, Ryan	50464986	Auditor 2	AS615	40,578	1,552	42,130
	<b>Subtotal</b>		<b>5</b>	<b>316,185</b>	<b>9,788</b>	<b>325,973</b>
<b>Human Resources Department</b>						
Dardeau, Tammy Sheree	50385472	Human Resource Specialist	AS617	51,782	1,548	53,330
Jones, Alicia Marie	184579	Human Resource Analyst C	AS615	44,057	1,317	45,374
Rabalais, Dionne B.	52747	Human Resource Director A	AS619	70,929	2,120	73,049
	<b>Subtotal</b>		<b>3</b>	<b>166,768</b>	<b>4,985</b>	<b>171,753</b>

**Teachers' Retirement System of Louisiana  
Personnel Budget for Fiscal Year 2014-2015**

<b>Employee Name</b>	<b>Position Number</b>	<b>Position Title</b>	<b>AS/TS Level</b>	<b>Annual Salary as of 06/30/2014</b>	<b>Increase/Decrease after 06/30/2014</b>	<b>Projected Salary for 2014-15</b>
<b>Info Technology Department</b>						
Antonova, Krassimira Marinova	50327801	Information Technology Appl Prog/Analyst 2	TS312	\$ 57,399	\$ 1,716	\$ 59,115
Blanchard, Robert J.	50381758	Information Technology Mgmt Consultant 1	TS314	69,322	2,072	71,394
Cautrell, Heidi Allison	174908	Information Technology Appl Prog/Analyst 2	TS312	46,020	1,375	47,395
Daigle, Stephanie Storey	50327764	Information Technology Tech Support Supervisor	TS315	80,054	2,393	82,447
Diebold, Gregory L.	50314332	Information Technology Appl Prog/Analyst 2	TS312	67,171	2,008	69,179
Fischer, Jay	174945	Information Technology Appl Prog/Analyst 2	TS312	49,052	1,466	50,518
Gu, Ying	52722	Information Technology Appl Prog/Analyst 2	TS312	55,374	1,655	57,029
Hodges, Mark Ray	144726	Information Technology Appl Project Leader	TS314	60,594	1,811	62,405
Howell, Shannon	50464479	Information Technology Appl Prog/Analyst 2	TS312	49,052	1,466	50,518
Huang, Chi-jen Jan	52807	Information Technology Appl Prog/Analyst 2	TS312	71,618	2,140	73,758
James, Eric Charles	187240	Information Technology Supp Analyst 2	TS309	39,756	1,187	40,943
Jungk, Steven J.	50381759	Information Technology Mgmt Consultant 1	TS314	89,596	2,677	92,273
Labat, Sean	144728	Information Technology Mgmt Consultant 1	TS314	73,315	2,191	75,506
LaSalle, Dant P.	185358	Information Technology Appl Manager 2	TS316	102,563	3,064	105,627
Marangos, Steven	52721	Information Technology Director 3	TS320	103,690	3,098	106,788
Marshall, Desiree Penton	174907	Information Technology Office Specialist 2	TS304	31,383	938	32,321
Milner, Donald S.	50305736	Information Technology Tech Supp Specialist 3	TS313	66,273	1,981	68,254
O'Rourke, Shawn	50314331	Information Technology Appl Prog/Analyst 2	TS312	49,052	1,466	50,518
Otken, Bahar Malia	52811	Administrative Assistant 4	AS611	44,537	1,331	45,868
Rayburn, Mark A.	50339617	Information Technology Tech Support Supervisor	TS315	78,676	2,351	81,027
Schroeder, Debra F.	52724	Information Technology Appl Prog/Analyst 1	TS310	54,372	1,624	55,996
Sewell, Shawn K.	52781	Information Technology Appl Prog/Analyst 2	TS312	65,396	1,955	67,351
Street, Kirsten Odden	50327763	Information Technology Appl Project Leader	TS314	64,749	1,935	66,684
Troyer, Kety M.	50396313	Information Technology Mgmt Consultant 2-DCL	TS315	83,896	2,507	86,403
Valsaraj, Nisha	50381760	Information Technology Mgmt Consultant Supv	TS316	72,600	2,170	74,770

**Teachers' Retirement System of Louisiana  
Personnel Budget for Fiscal Year 2014-2015**

<b>Employee Name</b>	<b>Position Number</b>	<b>Position Title</b>	<b>AS/TS Level</b>	<b>Annual Salary as of 06/30/2014</b>	<b>Increase/Decrease after 06/30/2014</b>	<b>Projected Salary for 2014-15</b>
<b>Info Technology Dept. (cont)</b>						
Washington, Genett	50339619	Information Technology Office Specialist 3	TS305	\$ 34,222	\$ 1,023	\$ 35,245
Woodall, Peggy Ann	50339618	Information Technology Tech Supp Specialist 3	TS313	60,844	1,819	62,663
Woods, Melvin L.	52756	Information Technology Equipment Operator 3	TS305	28,292	846	29,138
Young, Pamela Ann	50359927	Information Technology Office Specialist 2	TS304	29,357	878	30,235
Vacant	50445905	Information Technology Deputy Director 1	TS317	68,800	2,056	70,856
Vacant	50467632	Information Technology Program Analyst 2	TS312	49,052	1,466	50,518
<b>Subtotal</b>			<b>31</b>	<b>1,896,077</b>	<b>56,665</b>	<b>1,952,742</b>
<b>Investments Department</b>						
Bezard, Paula M.	201251	Investments Officer 3	AS620	81,745	2,443	84,188
Britt, Michelle	50351952	Investments Officer 2	AS618	64,018	1,913	65,931
Brown, Dana T.	50391478	Investment Director of Public Markets (U/C)		107,515	3,225	110,740
Coleman, Maurice J.	50391448	Investment Director of Alternatives (U/C)		135,013	4,050	139,063
Creoli, Arlene Marie	201252	Investments Officer 3	AS620	64,686	1,933	66,619
Edmonson, Patricia H.	52778	Investments Officer 2	AS618	65,730	1,964	67,694
Griffith, Philip M.	179550	Chief Investment Officer (U/C)		190,008	5,700	195,708
Prestigiacomio, Rosena M.	164023	Investments Officer 3	AS620	78,258	2,339	80,597
Ventress, Melissa Anne	93768	Administrative Assistant 5	AS613	49,548	1,481	51,029
Vacant	50346419	Investments Officer 2	AS618	55,207	1,649	56,856
<b>Subtotal</b>			<b>10</b>	<b>891,728</b>	<b>26,697</b>	<b>918,425</b>
<b>Legal Department</b>						
Jenkins-King, Robyn	50393606	Policy Planner 3	AS617	66,837	1,997	68,834
Mills, Marion D.	135834	Administrative Assistant 5	AS613	48,212	1,441	49,653
Mongrue, Jr., Roy A.	50364834	Executive Counsel (U/C)		160,638	4,819	165,457
Stone, Ill, John L.	140376	Attorney 4	AS621	78,112	2,334	80,446
Tessier, Matthew G.	50446027	Attorney 3	AS620	69,238	2,069	71,307
Whitney, Katherine M.	50413880	Attorney-Deputy General Counsel 1	AS623	104,024	3,109	107,133
<b>Subtotal</b>			<b>6</b>	<b>527,061</b>	<b>15,769</b>	<b>542,830</b>

**Teachers' Retirement System of Louisiana  
Personnel Budget for Fiscal Year 2014-2015**

Employee Name	Position Number	Position Title	AS/TS Level	Annual Salary as of 06/30/2014	Increase/Decrease after 06/30/2014	Projected Salary for 2014-15
<b>Public Information Department</b>						
Courtney, Jill	50374782	Public Information Officer 3	AS615	\$ 47,961	\$ 1,434	\$ 49,395
Deville, Melanie Antoinette	183046	Administrative Assistant 4	AS611	31,236	934	32,170
Honore, Lisa Robinson	136720	Public Information Director 3	AS621	94,774	2,833	97,607
Horn, Clifton	50331995	Public Information Officer 3	AS615	48,400	1,446	49,846
Hyer, Kaitlyn	52810	Public Information Officer 3	AS615	40,586	1,212	41,798
Landry, Heather M.	50326647	Public Information Officer 3	AS615	45,665	1,364	47,029
Vacant	52732	Retirement Education Consultant	AS616	43,430	1,298	44,728
<b>Subtotal</b>			<b>7</b>	<b>352,052</b>	<b>10,521</b>	<b>362,573</b>
<b>Retirement Department</b>						
Bagby, Jennifer R.	50336204	Retirement Benefits Specialist	AS617	52,826	1,579	54,405
Beeson, Jennifer	166735	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Breeden, Laurie Allison	50464683	Retirement Benefits Analyst 1	AS612	37,668	3,111	40,779
Broussard, Kelly Koger	114100	Retirement Benefits Supervisor	AS618	56,522	1,689	58,211
Brown, Consuello A.	140676	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Buras, James	185963	Retirement Benefits Administrator	AS622	100,997	3,017	104,014
Butler, Jason E.	171587	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Coco, Megan	50380382	Retirement Benefits Specialist	AS617	52,826	1,579	54,405
Ficklin, Michael A.	171588	Retirement Benefits Analyst 3	AS615	47,084	1,407	48,491
Freeman, Deborah H.	50328604	Retirement Benefits Analyst 3	AS615	64,979	1,941	66,920
Fry, Lynette C.	136241	Retirement Benefits Analyst 3	AS615	63,433	1,897	65,330
Furlong, Marilyn L.	50337695	Retirement Benefits Analyst 3	AS615	55,436	1,657	57,093
George, Jeffrey A.	50396341	Retirement Benefits Supervisor	AS618	62,891	1,879	64,770
George, Jennifer L.	50347937	Retirement Benefits Supervisor	AS618	56,522	1,689	58,211
Hale, Carla Elizabeth	50317483	Retirement Benefits Analyst 3	AS615	57,879	1,730	59,609
Harrison, Kelli Anne	52780	Retirement Benefits Supervisor	AS618	57,629	1,722	59,351

**Teachers' Retirement System of Louisiana  
Personnel Budget for Fiscal Year 2014-2015**

Employee Name	Position Number	Position Title	AS/TS Level	Annual Salary as of 06/30/2014	Increase/Decrease after 06/30/2014	Projected Salary for 2014-15
<b>Retirement Department (cont)</b>						
Harrison, Randall Sylvest	52729	Retirement Benefits Manager	AS619	\$ 60,479	\$ 1,808	\$ 62,287
Hart, Aricka G.	151568	Retirement Benefits Analyst 3	AS615	54,246	1,621	55,867
Haymer, LaCara Broussard	50342713	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Johnson, Linnie D.	198573	Retirement Benefits Supervisor	AS618	56,522	1,689	58,211
Landry, Chantelle	50337698	Retirement Benefits Analyst 2	AS613	40,304	3,650	43,954
Landry, Philip	140675	Retirement Benefits Analyst 3	AS615	46,142	1,379	47,521
Landry, Theresa Benoit	116584	Administrative Coordinator 2	AS607	26,497	791	27,288
McCray, Lationa	151576	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Oatley, Shannon	50393251	Retirement Benefits Specialist	AS617	52,826	1,579	54,405
Ourso, Candice	52772	Retirement Benefits Specialist	AS617	52,826	1,579	54,405
Ourso, Lucille R.	50328615	Retirement Benefits Analyst 3	AS615	55,395	1,655	57,050
Parker, Sharon Denay	86293	Retirement Benefits Analyst 3	AS615	48,567	1,451	50,018
Powell, Gregory T.	161723	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Radecker, Eric	50342437	Retirement Benefits Analyst 1	AS612	37,668	3,131	40,799
Reese, Linda G.	114101	Retirement Benefits Supervisor	AS618	56,522	1,689	58,211
Roberson, Julius	136240	Retirement Benefits Analyst 2	AS613	40,304	4,302	44,606
Rosa, Martha K.	50336203	Retirement Benefits Specialist	AS617	53,870	1,610	55,480
Rose, Dara Fontaine	92487	Administrative Assistant 4	AS611	41,901	1,253	43,154
Runnels, Jessica S.	52804	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Russell, Brandi	141698	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Savignol, Sharon Ann	50337697	Retirement Benefits Analyst 3	AS615	60,072	1,795	61,867
Smith, Kacy L.	50342436	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Soileau, Melanie	198586	Retirement Benefits Analyst 3	AS615	46,142	1,379	47,521
Watts, Pamela Villar	50317484	Retirement Benefits Analyst 3	AS615	60,615	1,811	62,426
Worthen, Mary Beth	50347913	Retirement Benefits Analyst 1	AS612	37,668	3,184	40,852
Wright, Laurie Ganaway	50316283	Retirement Benefits Assistant Administrator	AS620	76,296	2,279	78,575

**Teachers' Retirement System of Louisiana  
Personnel Budget for Fiscal Year 2014-2015**

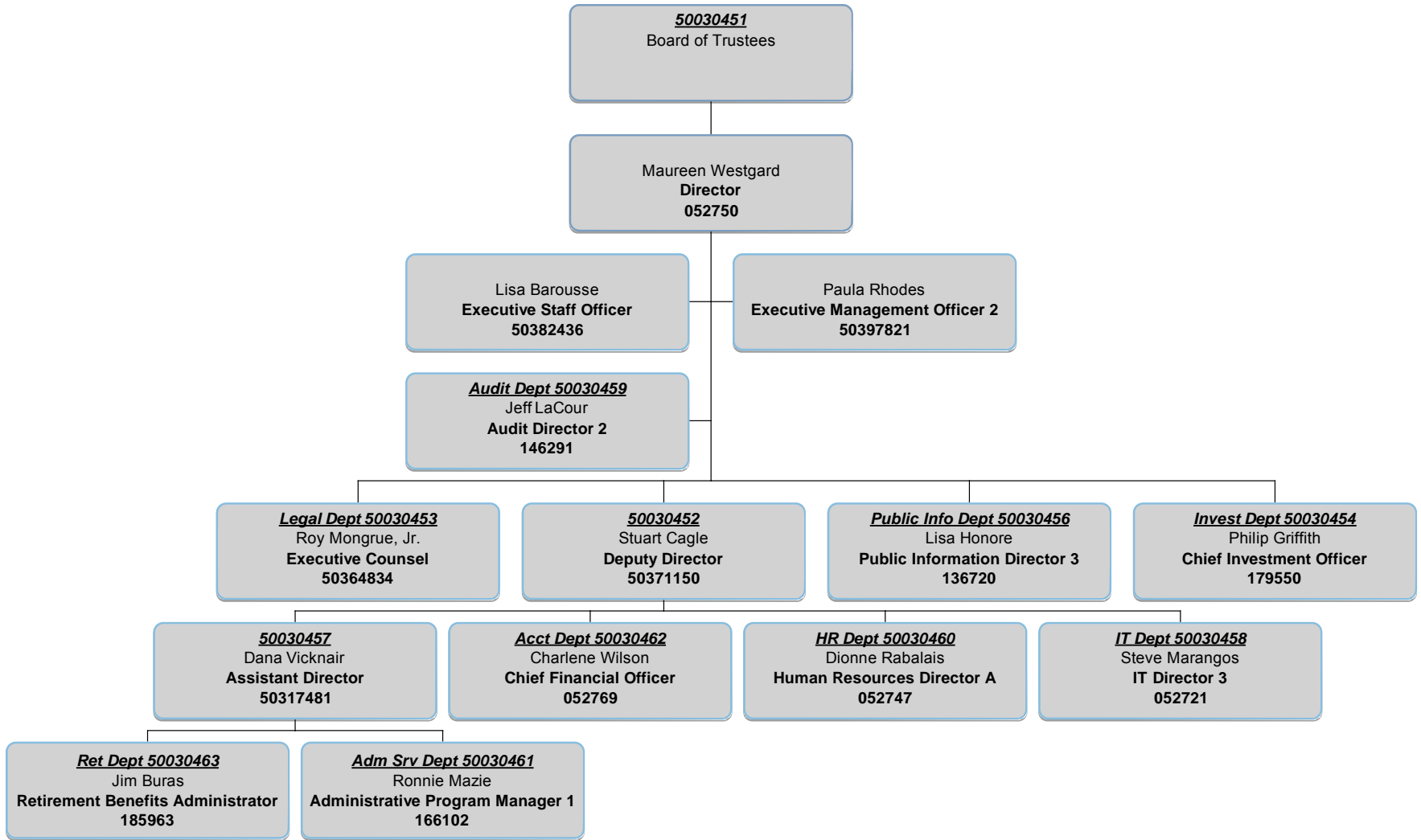


Employee Name	Position Number	Position Title	AS/TS Level	Annual Salary as of 06/30/2014	Increase/Decrease after 06/30/2014	Projected Salary for 2014-15
<b>Retirement Department (cont)</b>						
Zeringue, Anthony P.	176669	Retirement Benefits Analyst 3	AS615	\$ 66,252	\$ 1,980	\$ 68,232
Vacant	52773	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Vacant	50316281	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Vacant	50464687	Retirement Benefits Analyst 3	AS615	46,134	1,379	47,513
Premium Pay for 17 positions				0	69,195	0
<b>Subtotal</b>			<b>46</b>	<b>2,391,414</b>	<b>152,255</b>	<b>2,474,474</b>
<b>TRSL'S TOTAL SALARIES EXCLUDING STUDENT/INTERN WAGES</b>				<b><u>\$9,679,194</u></b>	<b><u>\$273,790</u></b>	<b><u>\$9,952,984</u></b>



# Teachers' Retirement System of Louisiana

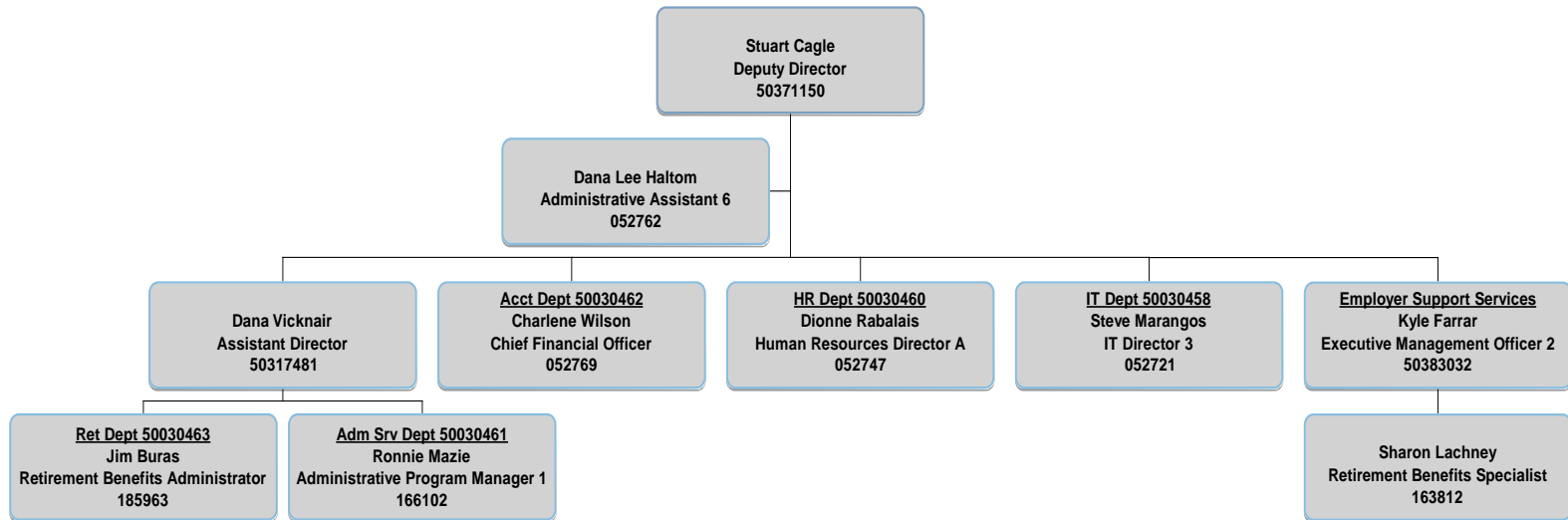
152 classified • 7 unclassified • 6 students • 1 MBA intern





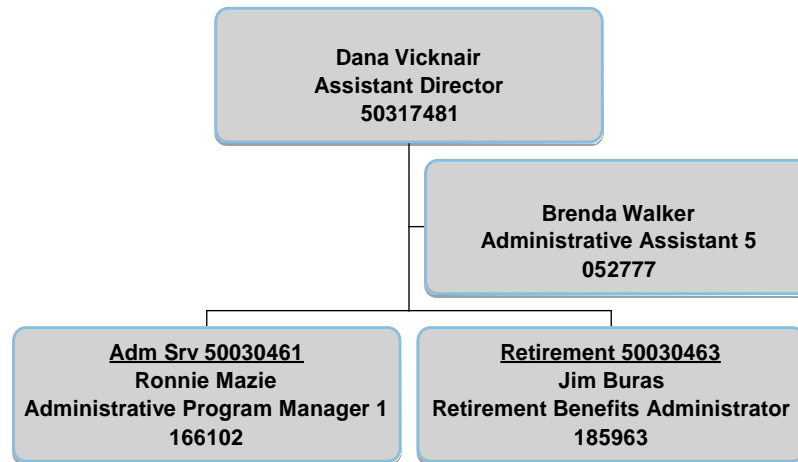


Teachers' Retirement System of Louisiana  
Operations Division  
130 classified • 2 unclassified • 4 students



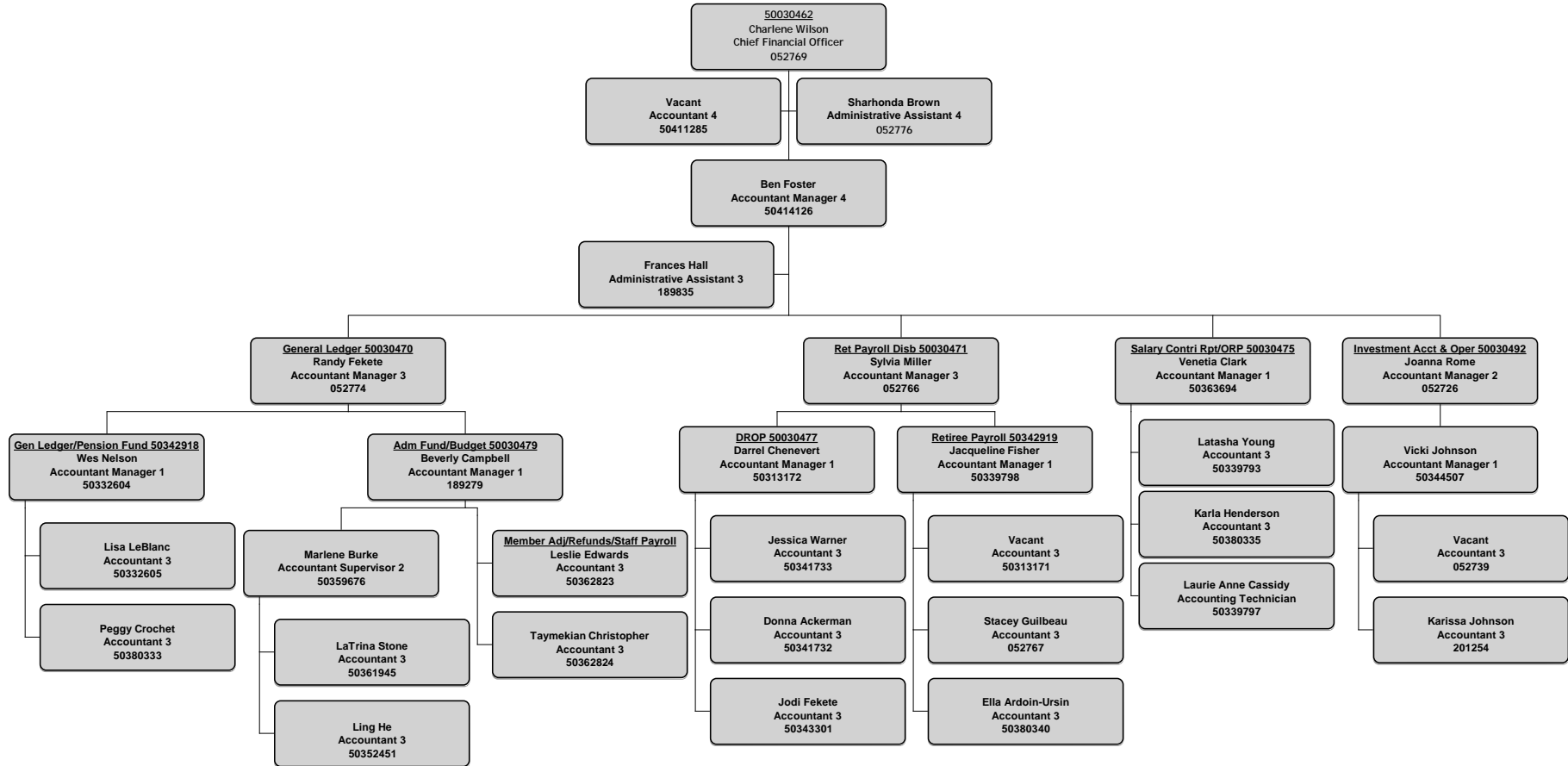


Teachers' Retirement System of Louisiana  
Member Services Division  
58 classified • 1 unclassified • 3 students



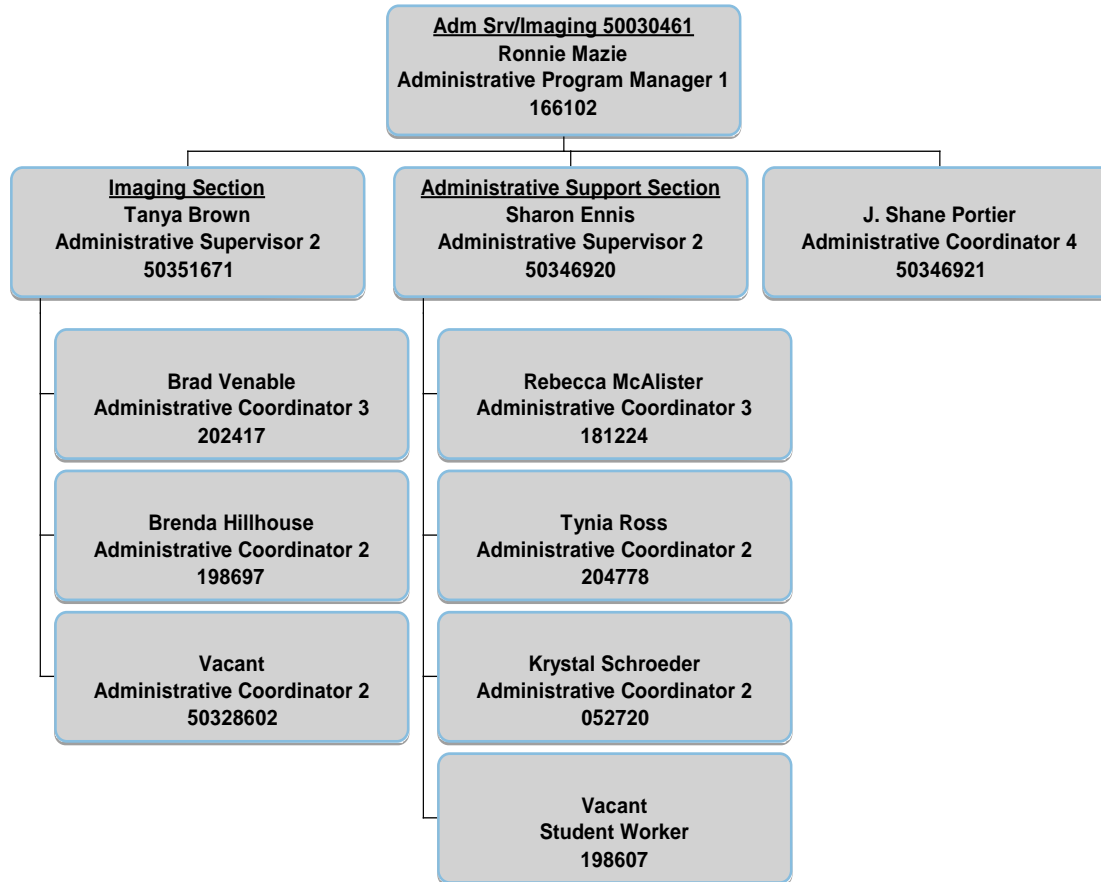


Teachers' Retirement System of Louisiana  
 Accounting Department  
 32 classified



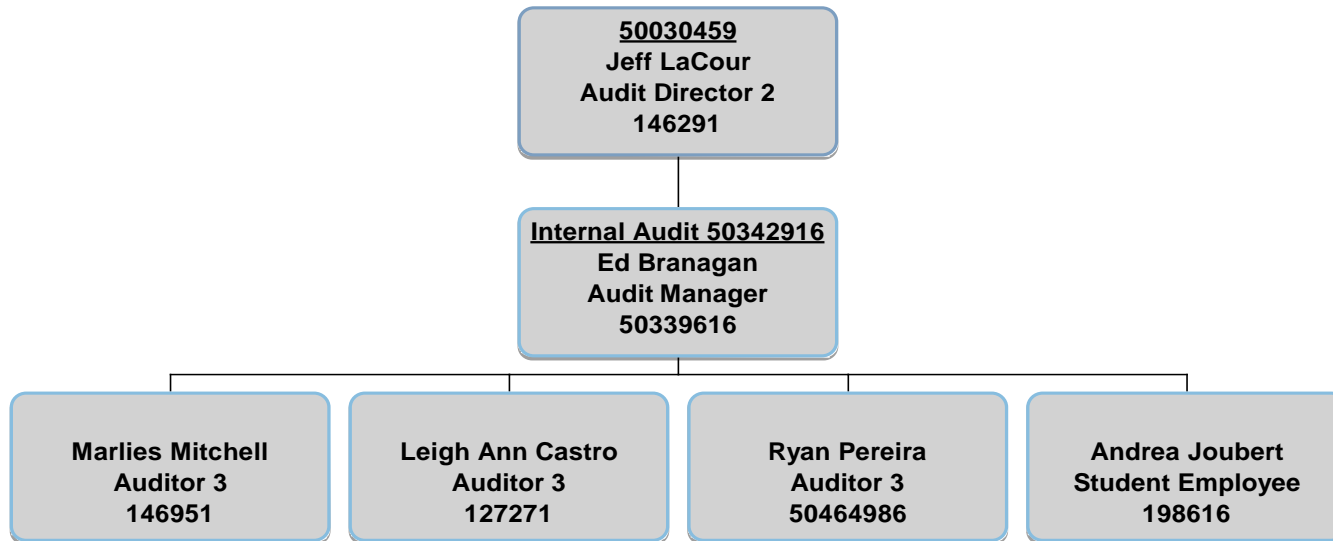


Teachers' Retirement System of Louisiana  
Administrative Services Department  
10 classified • 1 student



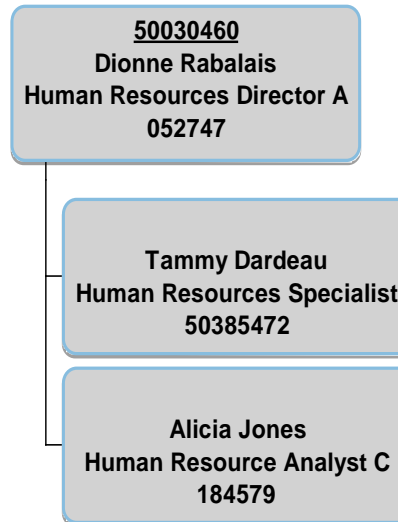


Teachers' Retirement System of Louisiana  
Auditing Department  
5 classified • 1 student



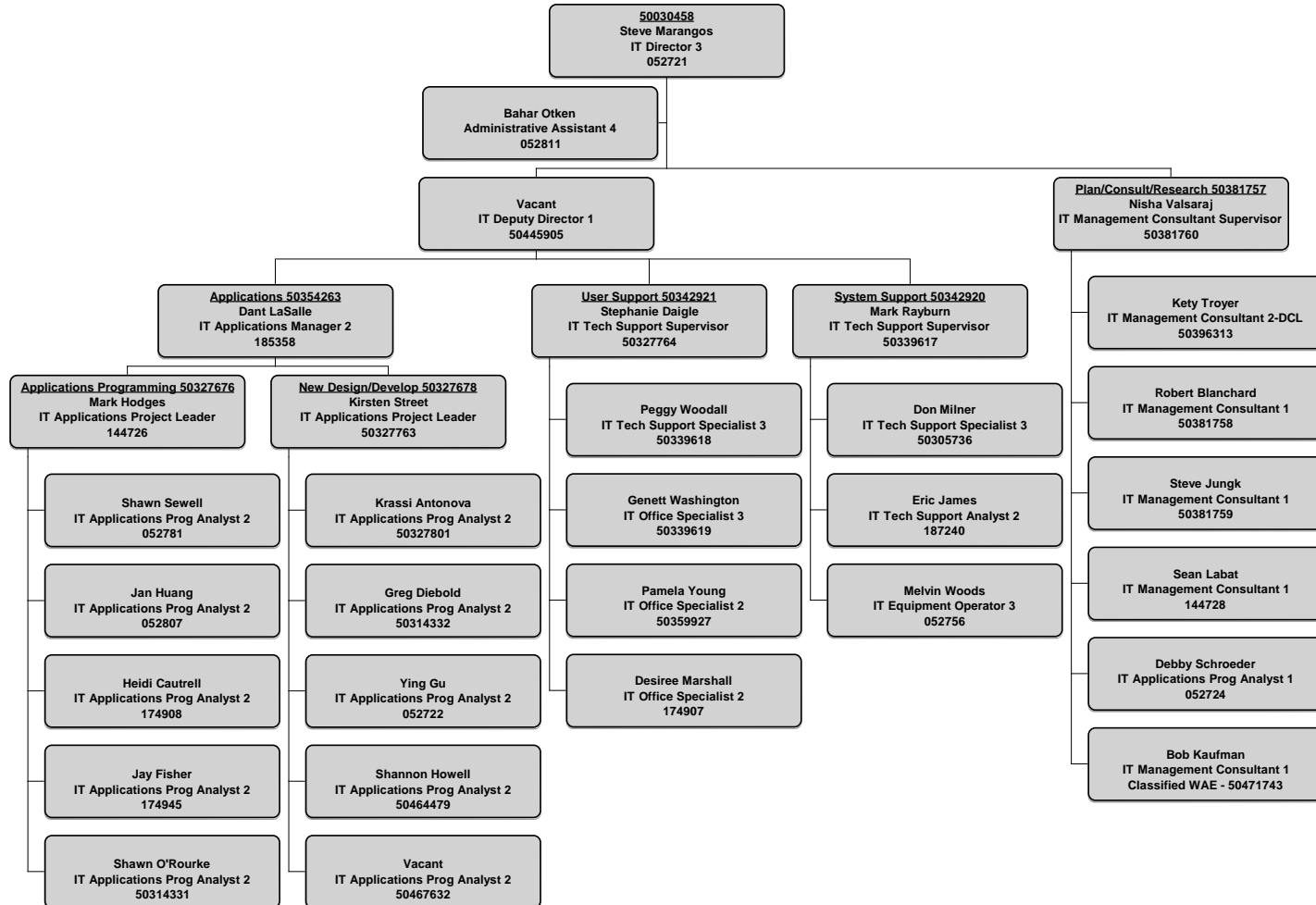


Teachers' Retirement System of Louisiana  
Human Resources Department  
3 classified



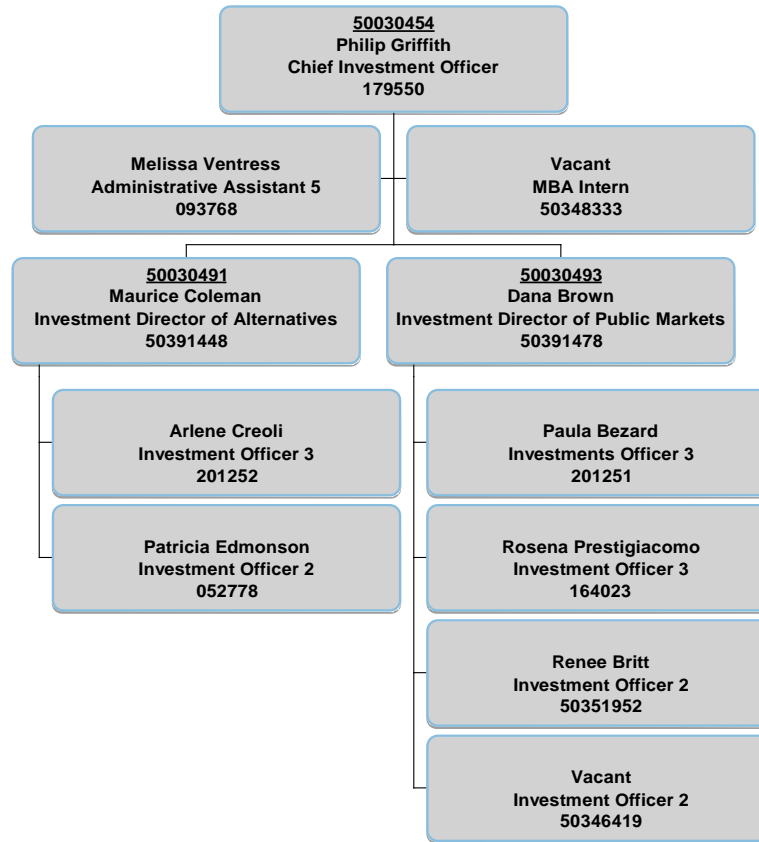


Teachers' Retirement System of Louisiana  
 Information Technology Department  
 31 classified





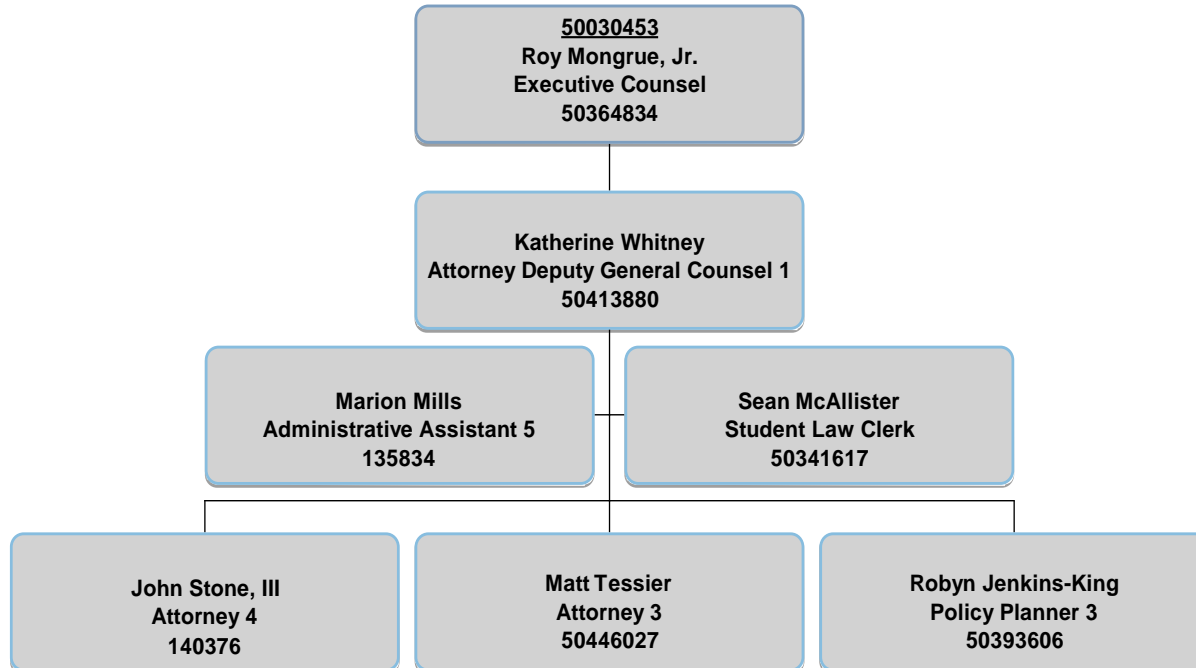
Teachers' Retirement System of Louisiana  
Investment Department  
7 classified • 3 unclassified • 1 MBA intern





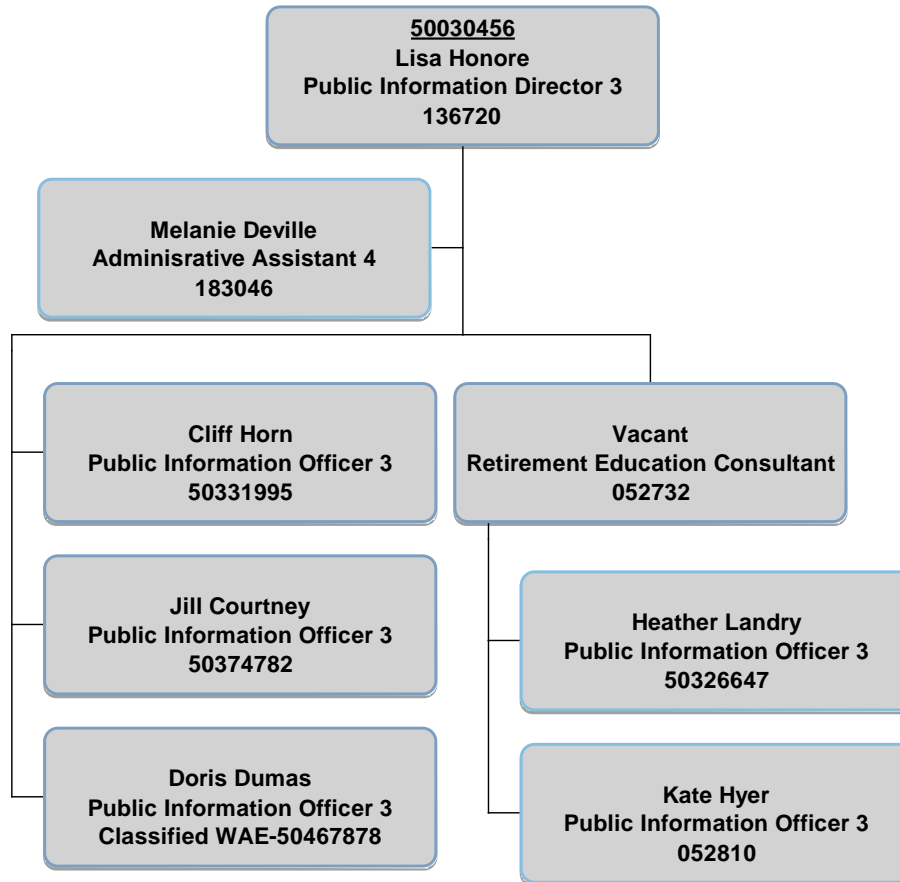


Teachers' Retirement System of Louisiana  
Legal Division  
5 classified • 1 unclassified • 1 student





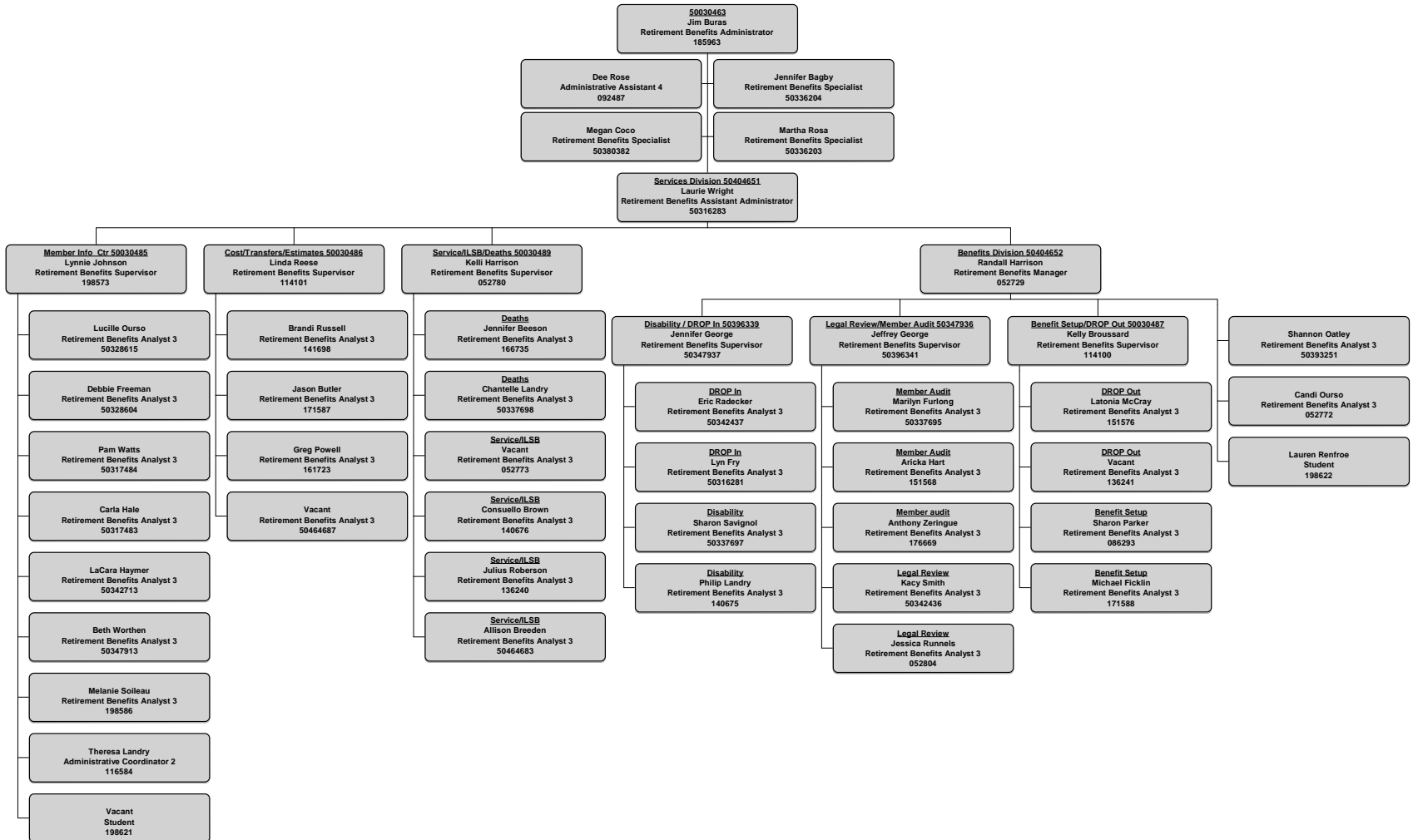
Teachers' Retirement System of Louisiana  
Public Information Department  
7 classified





# Teachers' Retirement System of Louisiana Retirement Department

46 classified • 2 students





## Balanced Scorecard Fiscal Year 2014-2015

### Customer Perspective

*To achieve our mission and vision, how should we appear to our customers?*

- Deliver innovative and convenient services
- Improve service quality
- Increase awareness of trust fund stewardship
- Promote retirement education and communication
- Administer retirement laws timely, accurately, and consistently
- Ensure privacy and security of customer data

### Internal Processes

*At what internal processes must we excel?*

- Improve productivity
- Practice effective planning
- Effectively manage projects and initiatives
- Promote effective communication
- Promote data-based decision making
- Create a flexible and responsive infrastructure

### Financial Perspective

*To succeed financially, what must we do to satisfy our financial contributors?*

- Maintain high standards of financial accountability and transparency
- Achieve the long-term actuarial rate of return
- Sustain cost effective administration
- Ensure budget credibility
- Effectively manage contribution processing

### Value and Benefit

*To achieve our mission and vision, what public benefits must we create?*

- Provide retirement security for plan members
- Preserve the long-term sustainability of the trust
- Attract and retain qualified educators
- Deliver responsive and efficient public services
- Raise awareness of the system's economic value

### Learning and Growth

*To achieve our vision, how will we sustain our ability to change and improve?*

- Recruit a diverse and skilled work force
- Employ and retain highly capable employees
- Offer relevant training and development opportunities
- Foster a positive, innovative work environment
- Promote and recognize accountability and results

**Teachers' Retirement System of Louisiana  
Acronym List  
2014-2015 Budget Supplemental Data**

<b>AICPA</b>	American Institute of Certified Public Accountants	<b>LA GFOA</b>	Louisiana Government Finance Officers Association
<b>APA</b>	American Payroll Association	<b>LAPERS</b>	Louisiana Association of Public Employee Retirement Systems
<b>APPFA</b>	Association of Public Pension Fund Auditors	<b>La PRIMA</b>	Louisiana Public Risk Management Association
<b>CAFR</b>	Comprehensive Annual Financial Report	<b>LASBA</b>	Louisiana State Bar Association
<b>CAIA</b>	Chartered Alternative Investment Analyst	<b>LASPC</b>	Louisiana State Personnel Council
<b>CEM</b>	Cost Effective Management	<b>NAPPA</b>	National Association of Public Pension Attorneys
<b>CFA</b>	Chartered Financial Analyst	<b>NASIO</b>	National Association of State Investment Officers
<b>CIA</b>	Certified Internal Auditor	<b>NASIP</b>	National Association of State Investment Professionals
<b>CORBA</b>	Committee on Retirement Benefits Administration	<b>NASRA</b>	National Association of State Retirement Administrators
<b>CPA</b>	Certified Public Accountant	<b>NCTR</b>	National Council on Teachers' Retirement
<b>CPE</b>	Continuing Professional Education	<b>NIRS</b>	National Institute for Retirement Security
<b>DROP</b>	Deferred Retirement Option Plan	<b>NPEA</b>	National Pre-Retirement Education Association
<b>FAR</b>	Financial Analyst Review	<b>NPMA</b>	National Property Management Association
<b>GASB</b>	Government Accounting Standards Board	<b>NYSE</b>	New York Stock Exchange
<b>GAAFR</b>	Government Accounting Auditing Financial Reporting	<b>ORP</b>	Optional Retirement Plan
<b>GFOA</b>	Government Finance Officers Association	<b>PCCGBR</b>	Postal Customer Council of Greater Baton Rouge
<b>HR</b>	Human Resources	<b>P2F2</b>	Public Pension Financial Forum
<b>IIA</b>	Institute of Internal Auditors	<b>PAFR</b>	Popular Annual Financial Report
<b>ILPA</b>	International Limited Partners Association	<b>PPCC</b>	Public Pension Coordinating Council
<b>InFRE</b>	International Foundation for Retirement Education	<b>PRAL</b>	Public Relations Association of Louisiana
<b>INV</b>	Investment(s)	<b>PRIMA</b>	Public Risk Management Association
<b>IPMA-HR</b>	International Public Management Association for Human Resources	<b>RIA</b>	Research Institute of America
<b>ISACA</b>	Information Systems Audit and Control Association	<b>SCTR</b>	Southern Conference on Teachers' Retirement
<b>IT</b>	Information Technology	<b>SHRM</b>	Society for Human Resource Management
<b>LADB</b>	Louisiana Attorney Disciplinary Board	<b>SMC</b>	Survey Monkey
<b>LCPA</b>	Louisiana Certified Public Accountant	<b>TBD</b>	To Be Determined
<b>LADP</b>	Louisiana Disciplinary Board	<b>VR</b>	Voice Retrieval