

Date: January 13, 2016
To: Board of Directors
From: Neil McFarlane 
Subject: Mid-Year Move Ahead Compensation ("MAC Money") for Non-Union Employees

Attached is a memo and spreadsheet detailing the implementation of the one-time Move Ahead Compensation ("MAC Money") adjustment for eligible non-union employees who are performing well and whose salary is below midpoint.

Here is a summary of the basis, implementation and impact for this adjustment:

1) Basis

Overall concern about non-union personnel are positioned relative to the market resulting from salary freezes imposed during the Great Recession.

- As unemployment falls, we are susceptible to flight risk.
 - Non-Union turnover has been rising steadily since 2011
 - Ended calendar year 2015 with non-union turnover at about 13.5%.
- Non-union employee concerns about compensation stand out in the 2015 employee survey.
 - Compensation category ranked dead last in relation to the other survey categories
 - Also ranked very low in absolute terms.
- Concerned about how the non-union workforce is positioned to the market compared to the union workforce.
 - Despite a market adjustment for certain non-union transportation and maintenance operations positions during the last fiscal year, salary compression between union employees and first-level non-union supervisors remains an issue
 - Salary compression makes it difficult to recruit out of the union ranks to fill non-union supervisor positions.

2) Implementation and Impact

- Effective the first full payroll period in January 2016; salary expense for the MAC Money adjustments is approximately \$261,571.
- 242 employees out of the 425 total non-union employees are eligible.
- Can be funded out of the current-year fiscal appropriation for personnel expense.
- 2015 performance ratings and employees' comparatios were used (salary as a % of salary range).
- \$261,571 is enough to increase the average comparatio of eligible employees from 91.43% to 92.70%.
- The base annual salary adjustment is \$310 for full-time employees, which is then increased by formula taking into account relative performance and salary as a percent of midpoint so that the largest individual annual salary increase is \$3,231.

MEMORANDUM

TO: Compensation File

FROM: Randy Stedman 

COPY: Neil McFarlane

SUBJ.: Mid-Year Move Ahead Compensation ("MAC Money") for Non-Union Employees

DATE: January 11, 2016

Management has determined that it is in the best interests of the District to implement a one-time Move Ahead Compensation adjustment ("MAC Money") for eligible non-union employees. Salary adjustments for eligible individuals will be effective the first full payroll period in January 2016, which begins January 3. The salary expense for the MAC Money adjustments is approximately \$261,571, and the fully burdened expense with benefits is expected to be approximately \$350,000. This mid-year adjustment is a one-time adjustment for reasons more fully described below and can be funded out of the current-year fiscal appropriation for personnel expense.

The MAC Money adjustments stem from an overall concern about how the District's non-union personnel are positioned relative to the market, resulting from salary freezes and other salary constraints imposed during the Great Recession. Many highly experienced and high-performing employees are well below their salary range midpoints, which are set at the market average.

As unemployment falls, we are susceptible to flight risk. Non-Union turnover has been rising steadily since 2011, and we ended calendar year 2015 with non-union turnover of about 13.5%. Some of that is attributable to PMLR positions ending, but voluntary resignations are about double what they were in 2010 and 2011.

Non-union employee concerns about compensation also stand out in the 2015 employee survey. The compensation category ranked dead last in relation to the other survey categories; it also ranked very low in absolute terms.

Finally, we are concerned about how the non-union workforce is positioned to the market compared to the union workforce. Despite a market adjustment for certain non-union transportation and maintenance operations positions during the last fiscal year, salary compression between union employees and first-level non-union supervisors remains an issue. Salary compression makes it difficult to recruit out of the union ranks to fill non-union supervisor positions.

Eligibility for MAC Money is limited to employees currently below the salary range midpoint who are performing at a high level. We used 2015 performance ratings and employees' comparatios (salary as a % of salary range midpoint) as the eligibility criteria. A non-union employee is eligible for MAC Money if his/her comparatio is less than 100% (midpoint) and if their 2015 "Performance" and "Value Added" performance ratings total 7, or higher, when added together.¹ Using these criteria (more fully fleshed out below), 242 employees out of the 425 total non-union employees are eligible.

An employee's combined performance rating and comparatio are used to determine multipliers that are used to calculate individual MAC Money awards. Using the first chart below, a multiplier is selected based upon an employee's comparatio and applied to the employee's base salary. For example, the base salary of an employee with a comparatio of 99% is multiplied by 1%. As comparatio decreases by

¹ Both "Performance" and "Value Added" ratings use a 5-point scale; 5 is high.

each 1 percentage point, the multiplier is increased by a 1/10th of a percentage point, up to 3%. Thus, if the comparatio is 85%, then the first multiplier is 2.4%.

The second multiplier is based upon an employee's combined performance rating. As shown in the second chart below, if an employee's combined performance rating is 7, then the second multiplier is 70%, and the employee receives 70% of amount produced by the first multiplier. For each one point increase in the combined performance rating, the second multiplier is increased by 10% percentage points, up to 100%. Thus, for example, if an employee's combined performance rating is 8, then the second multiplier is 80%. The only exception is for employees hired in 2015 who did not receive a performance review. For those employees, we assumed the base performance rating is 7, so the second multiplier is 70%.

Using this formula, a \$261,571 MAC Money allocation is enough to increase the average comparatio of eligible employees from 91.43% to 92.70% – a modest, but meaningful amount. The lowest base annual salary adjustment for all eligible non-union employees is \$312 for full-time employees², which is then increased, as described above, so that the largest individual annual salary increase is \$3,231.

Comparatio	1 st Multiplier
99%	1.00%
98%	1.10%
97%	1.20%
96%	1.30%
95%	1.40%
94%	1.50%
93%	1.60%
92%	1.70%
91%	1.80%
90%	1.90%
89%	2.00%
88%	2.10%
87%	2.20%
86%	2.30%
85%	2.40%
84%	2.50%
83%	2.60%
82%	2.70%
81%	2.80%
80%	2.90%
<80%	3.00%

Combined Performance Rating	2 nd Multiplier
7	70%
8	80%
9	90%
10	100%

Attached is the final spreadsheet showing the eligible employees and the amount of the salary increase recommended using this methodology.

² There are two part-time employees with pro-rated increases of less than \$310.

Move Ahead Compensation (MAC Money)

Final Calculations

Employee Full Name	Div.	Position	Start dt	Grade	Grade Midpoint	Annualized Pay	Comratio	Tier	P + VA	1st Multiplier (comparab)	2nd Multiplier (perf.)	New Comparab	Suggested IMAC Money Increase
McHugh, Timothy J	GM	Chief Information Officer	14-Sep-07	24	\$188,028	\$163,185	0.87	1	9	2.20%	90.00%	0.89	\$3,231.06
VanHagen, Erik	Legal	Deputy General Counsel Senior	12-Mar-08	20	\$136,794	\$116,000	0.85	2	10	2.40%	100.00%	0.87	\$2,784.00
Vannatra, JC	PA	Director Communications & Marketing	18-Jan-11	20	\$136,794	\$116,262	0.85	3	9	2.40%	100.00%	0.87	\$2,511.27
Sosnovske, Daniel A	CP	Director, Building Projects	12-May-08	19	\$116,000	\$110,000	0.87	1	10	2.20%	100.00%	0.89	\$2,410.00
Banks, Robert N Jr	CP	Electrical Engineer Signals & Train Control	18-Mar-05	20	\$136,794	\$111,747	0.82	1	8	2.70%	80.00%	0.83	\$2,413.74
Fandrich, Amy L	CP	Manager, Design-Southwest Corridor	6-Jul-08	19	\$116,000	\$108,000	0.86	1	9	2.30%	90.00%	0.87	\$1,235.60
Baker, Lori M	Finance	Director Financial Services	20-Nov-06	21	\$148,301	\$135,475	0.91	2	9	1.80%	90.00%	0.93	\$2,194.70
Grohs, Jason	CP	Engineer IV - Rail Vehicle Engineer	7-Mar-07	18	\$116,140	\$105,000	0.90	2	10	1.90%	100.00%	0.92	\$1,995.00
Hu, William Y	IT	Senior Software Engineer / Architect	30-Jul-99	18	\$116,140	\$104,833	0.90	1	10	1.90%	100.00%	0.92	\$1,991.83
Luiternan, Tom F	IT	Senior ITs Eng/Architect IV-Vehicle Technologies	27-Jan-86	17	\$106,892	\$94,070	0.88	1	9	2.10%	100.00%	0.90	\$1,975.47
Bettendorge, Kelly D	PA	Manager Capital Planning	30-Jun-05	16	\$98,299	\$90,756	0.82	2	9	2.70%	90.00%	0.84	\$1,962.36
Church, Herbert	CP	Engineer IV	14-Feb-00	18	\$116,140	\$91,533	0.79	1	7	3.00%	70.00%	0.80	\$1,972.19
Gilligan, Michael P (Mike)	IT	Senior Software Engineer / Architect	22-Oct-03	18	\$116,140	\$105,994	0.91	1	10	1.80%	100.00%	0.93	\$1,907.89
Rodriguez, Scott	CP	Manager, Stations	4-Dec-06	17	\$106,892	\$95,000	0.89	2	10	2.00%	100.00%	0.91	\$1,900.00
Ruddell, Amy	CP	Engineer III	21-May-12	15	\$90,344	\$72,000	0.80	3	9	2.90%	90.00%	0.82	\$1,879.20
Banks, James A (Andrew)	LRHR	Analyst Senior HRIS	23-Jul-12	16	\$98,299	\$82,802	0.84	3	9	2.50%	90.00%	0.86	\$1,863.05
Jackson, Jay M	Trans	Director Operations Command Center & Field Ops	1-Jun-99	18	\$116,140	\$103,043	0.89	1	9	2.00%	90.00%	0.90	\$1,854.77
Sewell, Kimberly A	Legal	Director legal Services	26-Aug-02	22	\$160,626	\$134,102	0.86	1	9	1.30%	90.00%	0.97	\$1,802.99
Skullman, Gregory E	Legal	Deputy General Counsel Senior	3-Jan-12	20	\$136,794	\$125,044	0.91	3	9	1.80%	90.00%	0.93	\$1,800.63
Kirkbride, JoAnne M	Trans	Assistant Manager Transportation	28-Oct-13	15	\$90,344	\$74,085	0.82	3	9	2.70%	80.00%	0.84	\$1,800.26
Van Dyke, Denis R	Trans	Director Operations Support	4-Apr-80	18	\$116,140	\$101,184	0.87	1	8	2.20%	80.00%	0.89	\$1,780.83
Kiser, Michael J	CP	Engineer III	16-Jan-12	15	\$90,344	\$75,000	0.83	3	9	2.60%	90.00%	0.85	\$1,755.00
Anderson, Jason R	CP	Engineer III	17-Oct-11	15	\$90,344	\$74,725	0.83	3	9	2.60%	90.00%	0.85	\$1,748.57
Bartels, Robert A	CP	Manager, Powell Division	13-Mar-07	17	\$106,892	\$95,000	0.89	2	9	2.00%	90.00%	0.90	\$1,710.00
Purcell, Frank W	IT	Senior Software Engineer / Architect	24-Oct-05	18	\$116,140	\$105,371	0.91	2	9	1.80%	90.00%	0.92	\$1,707.01
Doran, Lebediah A	CP	Engineer IV-Resident	6-Mar-06	17	\$106,892	\$97,000	0.81	2	7	2.80%	70.00%	0.83	\$1,705.20
Kandle, Cynthia NLW	LRHR	Senior Representative Labor Relations	21-Mar-91	15	\$90,344	\$77,000	0.85	1	9	2.40%	90.00%	0.87	\$1,665.20
Unsworth, David J	CP	Director Project Development & Permittings	17-Oct-11	15	\$90,344	\$77,000	0.85	1	9	2.40%	90.00%	0.87	\$1,665.20
Err, Lance B	Legal	Director Real Property	7-Oct-02	21	\$148,301	\$141,650	0.96	2	9	1.30%	90.00%	0.97	\$1,657.31
Collon, Binney	Legal	Deputy General Counsel Senior	16-Aug-06	20	\$136,794	\$130,000	0.95	1	9	1.40%	90.00%	0.96	\$1,632.00
Poulson, Mark C	Trans	Assistant Manager Transportation	15-Mar-12	15	\$90,344	\$77,500	0.93	2	8	1.60%	80.00%	0.94	\$1,606.55
Stewart, Nicholas	CP	Manager Real Property	30-Oct-06	16	\$98,299	\$89,109	0.91	2	10	1.80%	100.00%	0.92	\$1,603.56
Spitler, Lester F	Finance	Manager Contracts	14-Sep-15	17	\$106,892	\$90,000	0.84	3	0	2.50%	70.00%	0.86	\$1,575.00
Hill, Mary L	Trans	Assistant Manager Transportation	3-Nov-03	15	\$90,344	\$78,389	0.87	2	9	2.70%	90.00%	0.88	\$1,551.00
Lehto, Alan T	PA	Director Policy & Planning	23-Jun-99	20	\$136,794	\$131,743	0.96	1	9	1.50%	90.00%	0.97	\$1,541.39
Szekely, Robert I	Maint	Senior Manager Maintenance	28-May-74	18	\$116,140	\$106,080	0.91	1	8	1.80%	80.00%	0.86	\$1,524.11
Lambert, Leonard W	Trans	Assistant Manager Transportation	10-Sep-01	15	\$90,344	\$76,205	0.84	1	8	2.50%	80.00%	0.85	\$1,527.55
White, Patrick G	Trans	Assistant Manager Transportation	28-Oct-13	15	\$90,344	\$75,701	0.84	3	8	2.50%	80.00%	0.86	\$1,524.11
Guillermo, Celso	IT	ITS Software Systems Engineer III-Rail	28-Jul-14	16	\$98,299	\$85,880	0.87	3	8	2.20%	80.00%	0.85	\$1,514.03
Becker, Kaitlin (Kait)	LRHR	Candidate Sourcer	2-Dec-13	12	\$69,767	\$58,038	0.83	3	10	2.60%	80.00%	0.85	\$1,511.48
Koziar, Jennifer	CP	Manager Community Affairs	20-Aug-02	15	\$90,344	\$79,637	0.89	1	7	2.10%	90.00%	0.90	\$1,509.00
Brennan, Josh	CP	Engineer III	11-Jun-12	15	\$90,344	\$71,000	0.79	3	7	3.00%	70.00%	0.80	\$1,505.13
Landon, Herbert W	IT	Database Architect Oracle	1-Jan-03	19	\$126,100	\$122,204	0.97	1	10	1.20%	100.00%	0.94	\$1,491.00
Wallace, Michael S	IT	Oracle Applications Developer IV	29-May-84	18	\$116,140	\$107,252	0.92	1	8	1.70%	80.00%	0.98	\$1,466.44
Thiel, Gaetano G	IT	Senior Software Engineer / Architect	4-Jan-99	18	\$116,140	\$111,754	0.96	1	10	1.30%	100.00%	0.94	\$1,458.62
Whipple, Dave L	PA	Manager Marketing & Rider Communications	24-Jun-02	15	\$90,344	\$78,073	0.86	1	8	2.30%	80.00%	0.88	\$1,436.54
Varvoda, Pavel N	IT	Supervisor Technical Support	1-Jun-99	14	\$82,942	\$73,350	0.87	1	9	2.20%	90.00%	0.89	\$1,432.53
Epinoia, Sarah	CP	Engineer III	2-May-13	15	\$90,344	\$73,000	0.81	3	7	2.80%	70.00%	0.82	\$1,430.80
Acar, Mustafa	IT	Oracle Applications Developer V	13-Nov-06	19	\$126,100	\$118,815	0.94	2	8	1.50%	80.00%	0.95	\$1,425.78
Comstock, Joseph R	Maint	Coordinator Facilities Project	28-Oct-13	13	\$76,098	\$61,251	0.80	3	10	2.90%	80.00%	0.82	\$1,421.16
Everly, Daneen F	CP	Engineer V Program Schedule	9-Jan-95	17	\$106,892	\$101,251	0.95	1	8	1.40%	100.00%	0.96	\$1,417.52
Issigave, Yoael Medhin	Safety	Engineer II	12-Mar-07	13	\$76,098	\$61,954	0.85	2	9	2.40%	90.00%	0.87	\$1,403.00
Loebjenga, Kai A	CP	Engineer IV	2-Jun-87	18	\$116,140	\$105,000	0.90	1	7	1.90%	70.00%	0.92	\$1,396.50
Panta, Joanna M	Legal	Paralegal Investigator	17-Aug-05	13	\$76,098	\$61,485	0.81	2	8	2.80%	80.00%	0.83	\$1,372.80
Romo, Robert R	Trans	Manager Transportation	7-Jan-08	16	\$98,299	\$90,005	0.92	2	9	1.70%	90.00%	0.93	\$1,377.07
Humphries, Grant N	PA	Analyst GIS Data	18-Feb-11	12	\$69,767	\$59,854	0.86	3	10	2.30%	100.00%	0.88	\$1,376.64
Vass, Heidi A	LRHR	Manager Benefits	14-Apr-14	17	\$106,892	\$100,060	0.94	3	9	1.50%	90.00%	0.95	\$1,350.81

Move Ahead Compensation (MAC Money)
 Final Calculations

Polsky, Frederick	IT	Senior ITS Software Systems Eng/Architect IV-Rail	4-Sep-03	17	\$106,692	\$102,573	0.96	2	10	1.30%	100.00%	0.97	\$1,333.45
McCoy, Curtis D.	IT	IT Systems Analyst	10-Sep-07	14	\$82,942	\$73,863	0.89	2	9	1.00%	90.00%	0.91	\$1,329.53
Noren, Donna	CP	Supervisor Cost	23-Jul-12	13	\$76,098	\$68,529	0.90	3	10	1.90%	100.00%	0.92	\$1,302.04
Flowers, Meshawn M	Finance	Senior Financial Analyst III - Grants	10-Sep-12	13	\$76,098	\$68,289	0.90	3	10	1.90%	100.00%	0.91	\$1,297.50
Wood, Todd M	Trans	Assistant Manager Rail Transportation	4-Aug-03	15	\$90,344	\$80,833	0.89	2	8	2.00%	80.00%	0.91	\$1,293.38
Merrill, Eric R	IT	Analyst IT Systems	30-Jul-14	14	\$82,942	\$72,516	0.87	3	8	2.00%	80.00%	0.89	\$1,276.29
Becklund, Marilyn Ann (Ann)	CP	Director Community Affairs	6-Apr-92	19	\$125,300	\$125,893	1.00	2	7	1.00%	100.00%	1.01	\$1,258.93
Tardiff, Michael J	CP	Engineer III	30-Jul-06	15	\$90,344	\$78,056	0.86	2	10	2.00%	70.00%	0.88	\$1,256.70
Baldwin, Benjamin L (Ben)	CP	Coordinator Operating Projects	10-Aug-92	14	\$82,942	\$68,487	0.83	1	7	2.60%	70.00%	0.84	\$1,246.47
Scott, Rockchild	Maint	Director Facilities Management	13-Aug-75	19	\$126,100	\$118,223	0.94	1	7	1.50%	70.00%	0.95	\$1,241.34
Donawon, Gregory	Trans	Assistant Manager Rail Transportation	3-Apr-95	15	\$90,344	\$80,933	0.90	1	8	1.90%	80.00%	0.91	\$1,230.19
Matthews, Kathleen Go	IT	Software Engineer - Web Applications	5-Jun-06	16	\$98,299	\$90,233	0.92	2	8	1.70%	80.00%	0.93	\$1,227.17
Periera, Lyle P	Trans	Manager Transportation	18-Dec-06	16	\$98,299	\$90,077	0.92	2	8	1.70%	80.00%	0.93	\$1,225.05
Mooney, Abraham A	CP	Engineer II Systems	11-Nov-12	14	\$82,942	\$70,000	0.84	3	7	2.50%	70.00%	0.86	\$1,225.00
Hixon, Laura D	CP	Engineer II Systems	21-Jan-13	14	\$82,942	\$70,000	0.84	3	7	2.50%	70.00%	0.86	\$1,225.00
Bradley, Sandra W	CP	Director Program Management	1-Mar-91	20	\$136,794	\$135,371	0.99	1	9	1.00%	90.00%	1.00	\$1,218.34
Boyd, Joshua - New Hire	IT	Web Application Software Engineer	31-Dec-15	16	\$98,299	\$87,000	0.89	3	0	2.00%	70.00%	0.90	\$1,218.00
Southerland, Adam H	CP	Engineer II	15-Apr-13	13	\$76,098	\$62,000	0.81	3	7	2.80%	70.00%	0.83	\$1,215.20
Lynnan, Jennifer C	CP	Engineer III Right of Way	5-Apr-09	15	\$90,344	\$78,738	0.87	2	7	2.00%	70.00%	0.88	\$1,212.56
Hendryx, Jonathan R	PA	Designer Web/Developer	21-Aug-08	11	\$63,911	\$53,683	0.84	2	9	2.50%	90.00%	0.86	\$1,207.87
Gastineau, Darlene C	CP	Manager Internal Audit	13-Mar-06	18	\$116,140	\$107,738	0.93	2	7	1.60%	70.00%	0.94	\$1,206.67
Fall, John A	GM	Manager Project Communications	3-Dec-07	15	\$90,344	\$85,870	0.95	2	10	1.40%	100.00%	0.96	\$1,202.18
Holmann, Jamie	LRHR	Administrator Benefits	16-Dec-13	12	\$69,767	\$63,005	0.90	3	10	1.90%	100.00%	0.92	\$1,197.10
Akimoto, Kimberlee A	Legal	Manager Records Governance	31-Jan-01	14	\$82,942	\$74,000	0.89	1	8	2.00%	80.00%	0.91	\$1,184.00
Traver, Michelle R	CP	Coordinator Public Arts	7-Sep-05	14	\$82,942	\$73,915	0.89	2	8	2.00%	80.00%	0.91	\$1,182.64
Deats, Aaron	PA	Manager Governmental Affairs	1-Nov-06	15	\$90,344	\$81,928	0.91	2	8	1.80%	80.00%	0.92	\$1,179.76
Margraf, Thomas B (Tom)	PA	Director Public Affairs	6-Jul-15	19	\$126,100	\$120,000	0.95	3	0	1.40%	70.00%	0.96	\$1,176.00
Sanders, DeAnn L	PA	Manager Employees Communications	31-Mar-03	15	\$90,344	\$79,800	0.88	1	7	2.10%	70.00%	0.90	\$1,173.06
Warren, Evelyn L	Trans	Manager Transportation	14-Apr-86	16	\$98,299	\$91,571	0.93	1	8	1.60%	80.00%	0.94	\$1,172.11
Vu, Vincent K	IT	ITS Software Systems Eng III - CAD/AVL	1-Sep-87	16	\$98,299	\$90,943	0.93	1	8	1.60%	80.00%	0.94	\$1,164.07
Higgins, Elizabeth Florence (Liz)	CP	Engineer III	4-Dec-06	15	\$90,344	\$79,083	0.88	2	7	2.10%	70.00%	0.89	\$1,162.52
Lawrence, David P	Trans	Coordinator Lift Eligibility	25-Jun-07	15	\$90,344	\$84,859	0.94	2	9	1.50%	90.00%	0.95	\$1,145.60
Stevens, Christine L	LRHR	Senior Manager Labor Relations	10-May-04	17	\$106,892	\$102,000	0.95	2	9	2.30%	90.00%	0.96	\$1,142.47
Zurcher, Kimberly A	Trans	Coordinator Lift Eligibility	24-May-93	15	\$90,344	\$84,859	0.94	2	9	1.40%	80.00%	0.88	\$1,142.40
Miller, Kathleen A	Trans	Manager Lift Eligibility & Community Relations	25-Sep-06	11	\$63,911	\$54,225	0.86	2	9	2.30%	90.00%	0.87	\$1,132.04
Michichols, Denise M	Trans	Coordinator Lift Eligibility	3-Dec-07	11	\$63,911	\$54,656	0.86	2	9	1.70%	80.00%	0.93	\$1,131.87
Lee, Justin J	CP	Engineer III Systems	10-Jun-02	16	\$98,299	\$89,776	0.91	1	7	1.80%	70.00%	0.92	\$1,131.17
Marchand, Daniel D	PA	Planner III	2-Feb-98	13	\$76,098	\$67,108	0.88	1	8	2.10%	80.00%	0.90	\$1,127.41
Kliens, David	CP	Engineer II	15-May-23	13	\$76,098	\$67,000	0.88	3	8	2.10%	80.00%	0.90	\$1,125.60
Dompier, Andrew D New Hire	IT	Systems Engineer III, Server	19-Oct-15	15	\$90,344	\$80,000	0.89	3	0	2.00%	70.00%	0.90	\$1,120.00
Edmonds, Corey	LRHR	Senior Representative Labor Relations	8-Sep-15	15	\$90,344	\$80,000	0.89	3	0	2.00%	70.00%	0.90	\$1,120.00
Young, Nancy I	Finance	Director Budget & Grants	2-Mar-15	21	\$148,301	\$145,393	0.98	3	0	1.10%	70.00%	0.99	\$1,120.00
Wright, Michael	CP	Cost Estimator	17-Dec-12	12	\$69,767	\$61,755	0.89	3	8	2.00%	90.00%	0.90	\$1,107.40
Owen, Jeffrey S	CP	Planner II - Active Transportation	23-Jul-12	12	\$69,767	\$60,078	0.86	3	8	2.30%	80.00%	0.88	\$1,105.43
Jorgenson, Karen	CP	Specialist Project Control	1-Jun-11	12	\$69,767	\$59,843	0.86	3	8	2.30%	80.00%	0.87	\$1,101.11
Johnson, Jeff	CP	Engineer II	14-Jun-99	13	\$76,098	\$65,000	0.85	1	7	2.40%	70.00%	0.87	\$1,092.00
O'Neill, Dan (Danny) - New Hire	OPs	Analyst Operations (REM)	9-Nov-15	12	\$69,767	\$57,488	0.82	3	0	2.70%	70.00%	0.84	\$1,086.53
Hanson, Lora A - Union Promotion/No Review	Trans	Manager Scheduling Systems & Production	13-Aug-07	15	\$90,344	\$81,277	0.90	1	9	1.90%	70.00%	0.91	\$1,081.60
Vlastelica, Karen K	Legal	Specialist Litigation	25-Apr-89	13	\$76,098	\$67,534	0.89	2	8	2.00%	80.00%	0.90	\$1,081.60
Webber, Kimaine A	OPs	Analyst Operations	12-May-03	12	\$69,767	\$62,534	0.90	2	8	1.90%	90.00%	0.91	\$1,069.32
Conrad, Bernard L	Maint	Supervisor Maintenance	3-Nov-14	14	\$82,942	\$76,569	0.92	3	8	1.70%	80.00%	0.94	\$1,041.34
Maertlein, Debra A	IT	Manager Enterprise Systems	24-Aug-78	18	\$116,140	\$115,542	0.99	1	9	1.00%	90.00%	1.00	\$1,039.88
Fouts, Matthew R	IT	Manager Technical Services	13-Feb-95	18	\$116,140	\$115,487	0.99	1	9	1.00%	90.00%	1.00	\$1,039.88
Stone, Daniel A - New Hire	Maint	Supervisor Rail Maintenance	4-Jan-16	14	\$82,942	\$73,995	0.89	3	0	2.00%	70.00%	0.90	\$1,039.38
Snyder, Gwen A	GM	Executive Administrative Assistant	1-Nov-08	11	\$63,911	\$57,158	0.89	2	9	1.20%	90.00%	0.91	\$1,039.38
Bledsoe, James Joel	Maint	Manager Rail Equipment Maintenance	1-Nov-08	11	\$63,911	\$57,158	0.89	2	9	1.20%	90.00%	0.91	\$1,039.38
Wilkinson, Kurt J	Safety	Director Safety Mgmt Systems & Environmental Svcs	8-Jan-01	19	\$126,100	\$122,000	0.97	1	7	1.20%	70.00%	0.98	\$1,026.00
Hesse, Eric W	PA	Coordinator Strategic Planning	30-Oct-06	13	\$76,098	\$70,998	0.93	2	9	1.60%	90.00%	0.95	\$1,024.80
Griffin, Nathan F	Maint	Manager Stores & Warranty Programs	1-Jun-15	16	\$98,299	\$91,000	0.93	3	0	1.60%	70.00%	0.94	\$1,019.20
Mills, Thomas B (Tom)	PA	Planner III	11-Oct-99	13	\$76,098	\$70,549	0.93	1	9	1.60%	90.00%	0.94	\$1,015.90

Move Ahead Compensation (MAC Money)

Final Calculations

CP	Estimator Senior	9-Jan-12	15	590,344	586,756	0.96	3	9	1.30%	90.00%	0.97	\$1,015.04
Priester, Mary	Manager Public Arts Programs	4-Oct-94	15	590,344	\$82,827	0.92	1	9	1.70%	90.00%	0.93	\$1,013.80
Davidson, Susan	Coordinator Lift Eligibility	1-Apr-23	11	\$63,911	\$55,061	0.86	3	8	2.30%	80.00%	0.88	\$1,013.12
Ohana, Heather New Hire	Electronic Survey Developer & Analyst	9-Nov-15	14	\$82,942	\$75,000	0.90	3	0	1.90%	70.00%	0.92	\$997.50
Ayres-Palanuk, Kerry	Manager Service Planning	6-Jan-97	16	\$98,299	\$93,569	0.95	1	8	1.40%	90.00%	0.96	\$995.57
Recher, Joseph D	Coordinator Environmental Permits	19-Nov-07	14	\$81,942	\$78,921	0.95	2	9	1.40%	80.00%	0.96	\$994.40
Reynolds, Thomas L - Union Promotion/No Review	Supervisor Rail Maintenance	6-Jul-15	15	\$90,344	\$83,500	0.92	3	0	1.70%	70.00%	0.94	\$993.63
Crumley, Miles	Analyst Operations	1-Mar-13	14	\$84,942	\$74,665	0.89	3	0	1.90%	70.00%	0.91	\$993.05
Touey, Sarah D	Engineer MOV Projects	29-Jul-13	12	\$69,767	\$62,044	0.89	3	8	2.00%	80.00%	0.90	\$992.71
Iov, Linda L	Contract Administrator III	2-Dec-13	14	\$81,942	\$74,528	0.90	3	7	1.90%	70.00%	0.91	\$991.22
Cohn, Neil	Engineer III	30-Dec-91	13	\$76,098	\$67,326	0.88	1	7	2.10%	70.00%	0.90	\$989.70
Sheets, Michael	Specialist System Safety	28-Apr-08	15	\$90,344	\$83,000	0.92	2	7	1.70%	70.00%	0.93	\$989.70
McIntire, Donald R	Manager Fare Equipment Maintenance	3-Dec-07	13	\$76,098	\$71,880	0.94	2	9	1.50%	90.00%	0.95	\$979.37
Tucker, Christopher R (Chris)	Director Revenue Operations	28-Sep-92	15	\$90,344	\$85,789	0.95	1	8	1.40%	80.00%	0.96	\$970.82
Antonson, Michael A	Manager Workforce Utilization	4-Jun-07	17	\$106,831	\$105,858	0.99	2	9	1.00%	90.00%	1.00	\$970.11
Kovalenko, Vitaliy S	Systems Engineer Desktop	1-Mar-93	15	\$90,344	\$86,047	0.97	1	9	1.20%	90.00%	0.99	\$950.91
Taylor, Ricky S (Rick)	Supervisor Rail Maintenance	3-Aug-98	13	\$76,098	\$69,860	0.92	1	8	1.70%	70.00%	0.93	\$950.10
Boyd, Thomas James	Systems Engineer III-Exchange Server	11-Aug-14	14	\$82,942	\$75,215	0.91	3	7	1.80%	70.00%	0.92	\$945.95
Ericsson, Scott L	Recruiter Operations	2-Mar-15	15	\$90,344	\$84,460	0.93	3	0	1.60%	70.00%	0.95	\$945.00
Isbell, Pennie M	Executive Administrative Assistant	1-Aug-14	11	\$63,911	\$54,000	0.84	3	7	2.50%	70.00%	0.86	\$937.41
Schlupp, Paige	Engineer III	1-Feb-06	11	\$63,911	\$55,931	0.86	2	8	2.10%	80.00%	0.89	\$936.00
Tillman, Jonathan E	Manager Facilities Services	25-Jun-07	15	\$90,344	\$83,697	0.93	3	7	1.60%	70.00%	0.94	\$937.41
Ridgway, Jessica	Coordinator Web & Social Media	20-Oct-11	16	\$98,299	\$93,630	0.95	3	7	1.40%	70.00%	0.96	\$937.41
Braem, Mary P (Pauline)	Senior Internal Auditor	17-Nov-14	11	\$63,911	\$54,378	0.85	3	7	2.40%	70.00%	0.87	\$913.55
Callas, Steven C	Supervisor Maintenance	21-Jul-08	13	\$76,098	\$72,452	0.95	2	9	1.40%	90.00%	0.96	\$912.04
Slaney, Charles W (Chuck) - Union Promotion/No Review	Manager Service Performance & Analysis	16-Jun-97	16	\$88,299	\$95,004	0.97	1	8	1.20%	80.00%	0.98	\$912.04
Herron, Kristin	Coordinator Project	12-Aug-13	14	\$82,942	\$76,411	0.92	0	7	1.70%	70.00%	0.93	\$909.29
Bennson, Roland E Jr	Assistant Manager Training & NRV Operations	26-Feb-07	13	\$76,098	\$68,340	0.90	2	7	1.90%	70.00%	0.91	\$908.92
Wegscheid, William F III (Bill)	Supervisor Maintenance	26-Jul-93	15	\$90,344	\$85,000	0.94	1	7	1.50%	70.00%	0.95	\$892.50
Fachas, Ludwig E	Supervisor Rail Maintenance	9-Apr-90	14	\$82,942	\$79,062	0.95	1	8	1.40%	80.00%	0.96	\$885.50
King, David	Systems Engineer II-CCTV	28-Jan-13	15	\$90,344	\$86,648	0.96	3	9	1.10%	90.00%	0.99	\$877.61
Woodhull, Jeanette M	Engineer III - Environmental Permits	3-Feb-09	15	\$90,344	\$88,672	0.98	2	9	1.10%	90.00%	0.99	\$877.61
Warr, Jacob (Jake)	Coordinator Safety & Security	28-Mar-11	15	\$90,344	\$88,569	0.98	3	9	1.10%	90.00%	0.99	\$877.61
McBride, John H	Senior Cad Specialist	22-Aug-11	11	\$63,911	\$57,574	0.90	3	8	1.90%	80.00%	0.91	\$875.12
Park, Young H	Manager, In-Street Projects	5-Aug-13	11	\$63,911	\$57,221	0.90	3	8	1.90%	80.00%	0.91	\$875.12
Post, Timothy	Engineer II - Lift Inspector	3-Sep-95	13	\$76,098	\$68,881	0.91	1	7	1.80%	70.00%	0.92	\$867.90
Fiorino, Susan E	Manager Lift Service Delivery	11-Apr-11	13	\$106,892	\$103,161	0.97	1	7	1.20%	70.00%	0.97	\$867.90
Shank, Virginia	Analyst Research Senior	26-Jul-99	16	\$98,299	\$94,018	0.96	1	8	1.50%	80.00%	0.97	\$866.55
DeHaan, Laura K	Coordinator Lift Administration	13-Sep-99	13	\$76,098	\$70,674	0.92	3	8	1.70%	70.00%	0.94	\$841.67
Taylor, Brooke P	Administrator Drug & Alcohol Testing Program	7-Apr-14	10	\$58,514	\$52,250	0.89	3	8	2.00%	80.00%	0.91	\$837.25
Nance, Scott J	Specialist Communications	12-Aug-96	12	\$69,767	\$65,124	0.93	1	8	1.60%	80.00%	0.95	\$837.25
Snyder, Scott W	Technical Support Specialist II	3-Jun-13	10	\$58,514	\$51,813	0.89	3	8	2.00%	80.00%	0.90	\$832.00
Lentini, Mark C	Supervisor Rail MOV	7-Jul-08	10	\$58,514	\$54,080	0.92	2	9	1.70%	90.00%	0.94	\$832.00
Wyffel, Michelle L	Specialist Community Affairs	26-Aug-14	14	\$59,514	\$53,987	0.92	1	8	1.30%	80.00%	0.97	\$827.15
Candler, Dawn M	Analyst IT Systems	11-Sep-00	14	\$82,942	\$82,336	0.99	1	9	1.70%	90.00%	0.94	\$826.00
Smith, Scott T	Supervisor Maintenance	7-Dec-15	11	\$63,911	\$56,000	0.88	3	10	1.00%	100.00%	1.00	\$826.00
McHugh, Bibiana Kamler	Manager IT GIS & Location Based Services	22-Oct-12	14	\$82,942	\$77,983	0.94	2	7	1.50%	70.00%	0.89	\$823.36
Vitko, Inessa M	Manager Customer Information	8-Aug-97	18	\$116,140	\$115,330	0.99	1	7	1.00%	70.00%	0.95	\$818.82
Warr, Jesse Joseph Ruben Pouw	Sr. ITS Software Systems Engineer, Elfare	3-Apr-06	13	\$76,098	\$72,047	0.95	2	8	1.40%	80.00%	0.96	\$807.31
Parra, Christopher A	HR Business Partner	27-Apr-15	17	\$106,892	\$104,796	0.98	3	0	1.10%	70.00%	0.99	\$806.93
Sarna, Eric W	HR Business Partner	30-Mar-15	17	\$106,892	\$104,796	0.98	3	0	1.10%	70.00%	0.99	\$806.93
Chrest Delahanty, Stacy	HR Business Partner	30-Mar-15	17	\$106,892	\$104,796	0.98	3	0	1.10%	70.00%	0.99	\$806.93
Lee, Jung H	Designer Web/Developer	18-Jun-12	17	\$106,892	\$104,350	0.98	3	7	1.10%	70.00%	0.98	\$803.49
Brew, Jana L	Administrative Specialist	2-Mar-15	11	\$63,911	\$56,888	0.89	3	0	2.00%	70.00%	0.90	\$796.43
Metcalf, Margaret J	Senior Eligibility Specialist	16-Apr-01	9	\$53,511	\$48,651	0.91	1	9	1.80%	90.00%	0.92	\$790.40
Lafawc, Gregory D (Greg)	Fare Systems Analyst	9-Dec-96	12	\$69,767	\$66,738	0.96	1	9	1.30%	90.00%	0.97	\$780.83
		20-Jul-15	14	\$82,942	\$79,000	0.95	3	0	1.40%	70.00%	0.96	\$774.20

Move Ahead Compensation (MAC Money) Final Calculations

Glisch, Terry - New Hire	Maint	Supervisor, Rail MOW	14-Dec-15	14	\$82,942	\$79,000	0.95	3	0	1.40%	70.00%	0.96	\$774.20
Bell, Fredrik [Freik]	Trans	Assistant Manager Operations Command Center	15-Jul-13	14	\$82,942	\$80,188	0.97	3	8	1.20%	80.00%	0.98	\$769.80
Tandberg, Janet D	IT	Telecommunications Eng III-Voice Systems	30-Jun-00	14	\$82,942	\$78,434	0.95	1	7	1.40%	70.00%	0.95	\$768.66
Bryn, Jacquelyn W [Jackie]	Finance	Contract Administrator III	15-Jan-07	13	\$76,098	\$72,942	0.96	2	8	1.30%	80.00%	0.97	\$758.80
Woodburn, Michael J	Maint	Supervisor Engineering Training	9-Mar-15	13	\$76,098	\$71,573	0.94	3	0	1.50%	70.00%	0.95	\$751.52
Ripplinger, Kayla D	CP	Executive Administrative Assistant	14-Aug-12	11	\$63,911	\$61,963	0.97	3	10	1.20%	100.00%	0.98	\$748.80
Graham, Don A	Trans	Administrator ADA Compliance	19-Mar-12	15	\$90,344	\$88,000	0.97	2	7	1.20%	70.00%	0.98	\$739.20
Demmitt, Eric J	Maint	Manager Warranty Programs	21-Jun-06	15	\$90,344	\$87,767	0.97	3	7	1.20%	70.00%	0.98	\$737.24
Al Shaf, Ali	CP	Engineer I	24-Aug-15	11	\$63,911	\$58,000	0.91	3	0	1.80%	70.00%	0.92	\$730.80
Romanati, Robert [Bobby]	IT	Technical Support Specialist II	23-Jul-14	10	\$58,514	\$53,664	0.92	3	8	1.70%	80.00%	0.93	\$728.00
Lyman, Kathryn M [Kate]	PA	Planner II	27-Jan-14	12	\$69,767	\$67,350	0.97	3	9	1.20%	90.00%	0.98	\$727.38
Garrison, Anna Marie	Safety	Coordinator Enclosures	3-May-95	10	\$58,514	\$51,938	0.89	1	7	2.00%	70.00%	0.90	\$728.00
Martin, Janice H	PA	Representative Transportation Options	16-Oct-03	10	\$58,514	\$51,868	0.89	2	7	2.00%	70.00%	0.90	\$726.15
Riehl, Matthew J - Union Promotion/No Review	Maint	Supervisor Rail Maintenance	2-Feb-09	14	\$82,942	\$79,782	0.96	2	0	1.50%	70.00%	0.97	\$726.02
Reusser, W Bradley	Maint	Supervisor Maintenance	17-May-81	14	\$82,942	\$80,875	0.98	1	8	1.10%	80.00%	0.98	\$711.70
Rose, Bryan R	Trans	Planner III	27-Sep-93	13	\$76,098	\$72,599	0.95	1	7	1.40%	70.00%	0.96	\$711.47
Daniels, Kathleen L	Trans	Assistant Manager Lift Service Delivery	2-Dec-98	13	\$76,098	\$73,756	0.97	1	8	1.20%	60.00%	0.98	\$708.06
Austin, Carl Jamal [Jamal]	Trans	Supervisor Document Services	13-May-92	9	\$53,515	\$48,630	0.91	1	8	1.80%	70.00%	0.92	\$707.20
Owens, Leanne M	Trans	Coordinator Employee Programs	23-Jul-01	10	\$58,514	\$54,454	0.93	1	8	1.60%	80.00%	0.94	\$697.20
Johnson, Monica R	GIA	Representative Diversity and Transit Equity	29-Dec-98	12	\$69,767	\$66,676	0.96	1	8	1.30%	80.00%	0.97	\$693.43
DeMauro, Justine N	PA	Associate Transportation Options	28-Jan-13	8	\$46,916	\$42,037	0.86	3	7	2.30%	70.00%	0.87	\$675.24
Dumbolt, Gary L	Maint	Supervisor Rail Maintenance	26-Jul-93	14	\$82,942	\$80,386	0.97	1	7	1.20%	70.00%	0.98	\$674.82
Baugh, Janni	CP	Specialist Property Acquisition & Relocation	1-Nov-06	13	\$76,098	\$74,980	0.99	2	9	1.00%	90.00%	0.99	\$674.58
Gonzalez, Martin M	PA	Manager Multicultural Programs	1-Oct-07	14	\$82,942	\$80,308	0.97	2	7	1.20%	70.00%	0.98	\$665.60
Langleit, Ruth	CP	Administrative Specialist	9-Oct-12	9	\$53,515	\$47,507	0.89	3	7	2.00%	70.00%	0.90	\$665.60
Fender, Sheila	Trans	Assistant AIP	5-Dec-11	7	\$44,671	\$40,685	0.91	3	9	1.80%	90.00%	0.93	\$652.71
Egnew, Coral R	CP	Representative Community Affairs	31-Jul-01	12	\$69,767	\$67,991	0.97	1	8	1.20%	80.00%	0.98	\$650.75
Hellif, Becky L	Finance	Coordinator Claims	28-Jul-08	12	\$69,767	\$67,786	0.97	2	8	1.20%	80.00%	0.98	\$644.80
Baty, Colleen L	PA	Specialist Transportation Options	7-Mar-05	9	\$53,515	\$48,235	0.90	1	7	1.90%	70.00%	0.91	\$630.00
Stelert, Brandon	Maint	Coordinator Warranty Programs	20-Apr-15	11	\$63,911	\$60,000	0.94	3	0	1.50%	70.00%	0.95	\$624.71
Cecilian, John Roger	Maint	Assistant Manager MOW Operations	9-Aug-93	15	\$90,344	\$89,584	0.99	1	7	1.00%	70.00%	1.00	\$623.85
Curne, Betty Jean	Maint	Supervisor Rail Maintenance	2-Jul-90	14	\$82,942	\$81,131	0.98	1	7	1.10%	70.00%	0.99	\$624.71
McClelland, John A	Maint	Supervisor Rail Maintenance	20-Aug-97	14	\$82,942	\$81,131	0.98	1	7	1.10%	70.00%	0.99	\$624.71
McCaughy, Kevin Lee	Maint	Supervisor Rail MOW	11-Mar-02	14	\$82,942	\$81,020	0.98	1	7	1.10%	70.00%	0.98	\$624.00
Truong, Nghia M	Maint	Technician CAD	26-Jun-89	11	\$63,911	\$62,754	0.98	1	9	1.10%	90.00%	0.99	\$620.37
Ritchie, Hannah	PA	Planner II	8-Oct-12	11	\$63,911	\$62,664	0.98	3	7	1.80%	70.00%	0.92	\$603.20
Bernstein, Max	CP	Administrative Specialist	5-Nov-12	9	\$53,515	\$48,547	0.91	3	7	1.80%	70.00%	0.96	\$607.07
Green, Carl Dwight Jr	OPs	Analyst Operations	26-Jan-15	12	\$69,767	\$66,711	0.96	3	0	1.30%	70.00%	0.89	\$603.20
Montpe, Julie M	PA	Web & Social Media Specialist	5-Jan-15	10	\$58,514	\$56,139	0.96	1	8	1.30%	80.00%	0.97	\$582.40
Lum, Brian K	CP	Coordinator On-Street Customer Service	1-Aug-94	10	\$58,514	\$56,350	0.96	3	7	1.10%	70.00%	0.98	\$561.60
Sharrif, Shabina S	CP	Administrative Assistant	28-Jan-13	7	\$44,671	\$39,478	0.88	3	7	2.10%	70.00%	0.90	\$561.60
Houston, Nichole D	Trans	Assistant AIP	18-Jun-07	7	\$44,671	\$41,933	0.94	2	9	1.50%	90.00%	0.95	\$561.60
Perry, Emma C	Finance	Executive Administrative Assistant	4-Jan-99	11	\$63,911	\$62,858	0.98	1	8	1.10%	80.00%	0.99	\$561.60
Willmott, Susan L	Maint	Coordinator Operations Administrator	7-Aug-06	10	\$58,514	\$55,725	0.94	2	7	1.50%	70.00%	0.95	\$540.80
Frye, Amanda	Maint	Facilities Specialist	3-Jan-11	9	\$53,515	\$51,272	0.96	3	8	1.30%	80.00%	0.97	\$540.80
Eaton, Dianne M	Safety	Assistant Safety & Security - Environmental	8-Sep-14	7	\$44,671	\$40,061	0.90	3	7	1.90%	70.00%	0.91	\$540.80
Eaton, Dianne M	Maint	Executive Administrative Assistant	23-Mar-15	11	\$63,911	\$62,005	0.97	3	0	1.20%	70.00%	0.98	\$520.00
Vissar, Vanessa	PA	Planner I	15-Jul-13	9	\$53,515	\$50,461	0.94	3	7	1.50%	70.00%	0.95	\$520.00
Sannon, Jeffrey	PA	Assistant Administrative	12-Jun-07	7	\$44,671	\$41,122	0.92	2	7	1.70%	70.00%	0.93	\$499.20
Roberts, Charitsha L - New Hire	LHR	Specialist Human Resources	3-Dec-15	8	\$48,916	\$46,010	0.94	3	0	1.50%	70.00%	0.95	\$478.40
Feeback, Stephen W	Safety	Specialist Drug & Alcohol Program	24-Nov-08	9	\$53,515	\$51,584	0.96	2	7	1.30%	70.00%	0.97	\$478.40
Dahl, Patricia M	Finance	Assistant Finance	6-Jul-92	7	\$44,671	\$43,389	0.97	1	8	1.20%	80.00%	0.98	\$478.40
Frank, James J	Finance	Contract Administrator III	1-Jul-13	13	\$76,098	\$71,563	0.94	1	7	1.50%	80.00%	0.95	\$478.40
Coutsens, Anna	IT	Senior Administrative Assistant - IT	13-Jul-15	9	\$53,515	\$52,998	0.99	3	0	1.00%	70.00%	1.00	\$478.40
Barr, Debrah J	CP	Assistant Administrative	22-Aug-11	7	\$44,671	\$44,283	0.99	3	0	1.00%	70.00%	1.00	\$478.40
Eden, JoAnn	PA	Field Outreach & Comm Rel Rep	14-Apr-15	4	\$33,868	\$29,952	0.89	3	8	2.10%	70.00%	0.89	\$478.40
Aschenbrenner, David L	PA	Field Outreach & Comm Rel Rep	9-Jul-15	4	\$33,868	\$29,952	0.89	3	0	2.10%	70.00%	0.89	\$478.40
Spotiweil, Alan R - Union Promotion/No Review	PA	Field Outreach & Comm Rel Rep	8-Sep-08	4	\$33,868	\$29,952	0.89	3	8	2.10%	70.00%	0.89	\$478.40
Haymes, Adam C	PA	Field Outreach & Comm Rel Rep	3-Feb-14	4	\$33,868	\$31,117	0.92	3	8	1.70%	80.00%	0.93	\$478.40
Whitfield, Pamela R	PA	Field Outreach & Comm Rel Rep	23-Aug-12	4	\$33,868	\$31,657	0.93	3	8	1.60%	80.00%	0.94	\$478.40
Wills, Floyd E	CP	Assistant Administrative	31-Aug-00	7	\$44,671	\$44,283	0.99	1	7	1.00%	70.00%	1.00	\$478.40

Move Ahead Compensation (MAC Money)
Final Calculations

PA	Field Contract & Comm Reti Rep	23-Aug-12	4	533,868	511,678	0.94	3	8	1.50%	80.00%	0.94	5291.20
[DHR	Clerk Administrative Services	27-Jul-15	4	533,868	527,934	0.82	3	0	2.70%	70.00%	0.83	5270.40
Total:												261,571.60
# Recipients:												242
91.43%												92.70%

