

Estimated Cost of Raises

| | Proposed Cost of Raise | Employer Ins Contribution | Total |
|------------------|-----------------------------------|--------------------------------------|---------------|
| Monthly Salary* | 11,411,200 | 7,351,740 | 18,762,940 |
| Monthly Hourly** | 2,988,934 | 2,924,460 | 5,913,394 |
| Bi-Weekly** | 4,098,655 | 2,760,120 | 6,858,775 |
| Total | \$ 18,498,788 | \$ 13,036,320 | \$ 31,535,108 |

* 3% of midpoint (inclusive of step) plus an additional \$400 for steps 5 and above

** \$1 above current hourly rate