Preliminary Cost of Raises

| | Estimated Cost of Raise |
|------------------|-------------------------|
| Monthly Salary* | 7,100,850 |
| Monthly Hourly** | 3,014,288 |
| Bi-Weekly** | 3,577,217 |
| Total | \$ 13,692,355 |

^{* 3%} of midpoint (inclusive of step)

^{** 5%} of midpoint