

Implementation Scenarios

Option 1 - Move to Minimum, if Below					
	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	576	\$ 28,662,822.24	\$30,160,830.45	\$1,498,008.21	5.2%
Employees Below Minimum	290	\$11,094,287.48	\$12,592,295.69	\$1,498,008.21	13.5%
Employees Within Range	226	\$14,173,409.00	\$14,173,409.00	\$0.00	0.0%
Employees Above Maximum	55	\$3,395,125.76	\$3,395,125.76	\$0.00	0.0%

Option 2 - Greater of Minimum or 2%					
	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	576	\$ 28,662,822.24	\$ 30,448,255.48	\$ 1,785,433.24	6.2%
Employees Below Minimum	290	\$ 11,094,287.48	\$ 12,601,373.30	\$ 1,507,085.82	13.6%
Employees Within Range	226	\$ 14,173,409.00	\$ 14,451,756.43	\$ 278,347.43	2.0%
Employees Above Maximum	55	\$ 3,395,125.76	\$ 3,395,125.76	\$ -	0.0%

Option 3 - Minimum if Below + .5% per YOS					
	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	576	\$ 28,662,822.24	\$ 30,647,181.86	\$ 1,984,359.62	6.9%
Employees Below Minimum	290	\$ 11,094,287.48	\$ 12,736,943.47	\$ 1,642,655.99	14.8%
Employees Within Range	226	\$ 14,173,409.00	\$ 14,515,112.63	\$ 341,703.63	2.4%
Employees Above Maximum	55	\$ 3,395,125.76	\$ 3,395,125.76	\$ -	0.0%