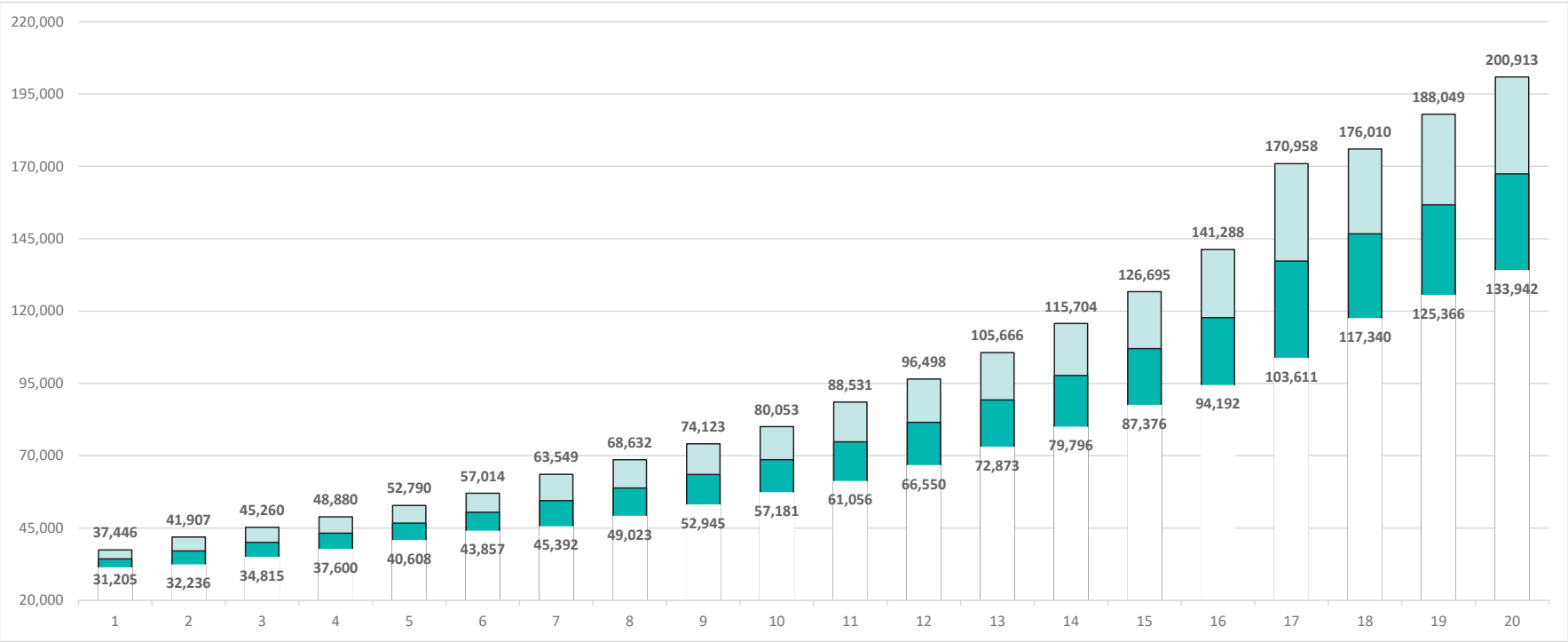


Pay Plan - Proposed

Annual					
Grade	Minimum	Midpoint	Maximum	Range Spread	Mid Diff
1	\$31,205	\$34,325	\$37,446	20%	8.00%
2	\$32,236	\$37,071	\$41,907	30%	8.00%
3	\$34,815	\$40,037	\$45,260	30%	8.00%
4	\$37,600	\$43,240	\$48,880	30%	8.00%
5	\$40,608	\$46,699	\$52,790	30%	8.00%
6	\$43,857	\$50,435	\$57,014	30%	8.00%
7	\$45,392	\$54,470	\$63,549	40%	8.00%
8	\$49,023	\$58,828	\$68,632	40%	8.00%
9	\$52,945	\$63,534	\$74,123	40%	8.00%
10	\$57,181	\$68,617	\$80,053	40%	8.00%
11	\$61,056	\$74,793	\$88,531	45%	9.00%
12	\$66,550	\$81,524	\$96,498	45%	9.00%
13	\$72,873	\$89,269	\$105,666	45%	9.50%
14	\$79,796	\$97,750	\$115,704	45%	9.50%
15	\$87,376	\$107,036	\$126,695	45%	9.50%
16	\$94,192	\$117,740	\$141,288	50%	10.00%
17	\$103,611	\$137,285	\$170,958	65%	10.00%
18	\$117,340	\$146,675	\$176,010	50%	6.84%
19	\$125,366	\$156,708	\$188,049	50%	6.84%
20	\$133,942	\$167,427	\$200,913	50%	6.84%

Hourly		
Minimum	Midpoint	Maximum
\$15.00	\$16.50	\$18.00
\$15.50	\$17.82	\$20.15
\$16.74	\$19.25	\$21.76
\$18.08	\$20.79	\$23.50
\$19.52	\$22.45	\$25.38
\$21.09	\$24.25	\$27.41
\$21.82	\$26.19	\$30.55
\$23.57	\$28.28	\$33.00
\$25.45	\$30.55	\$35.64
\$27.49	\$32.99	\$38.49
\$29.35	\$35.96	\$42.56
\$32.00	\$39.19	\$46.39
\$35.04	\$42.92	\$50.80
\$38.36	\$47.00	\$55.63
\$42.01	\$51.46	\$60.91
\$45.28	\$56.61	\$67.93
\$49.81	\$66.00	\$82.19
\$56.41	\$70.52	\$84.62
\$60.27	\$75.34	\$90.41
\$64.40	\$80.49	\$96.59

Pay Grades - Proposed



Implementation Scenarios

Option 1 - Move to Minimum, if Below

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	576	\$ 28,662,822.24	\$29,837,694.05	\$1,174,871.81	4.1%
Employees Below Minimum	273	\$10,192,620.88	\$11,367,492.69	\$1,174,871.81	11.5%
Employees Within Range	230	\$13,954,746.00	\$13,954,746.00	\$0.00	0.0%
Employees Above Maximum	73	\$4,515,455.36	\$4,515,455.36	\$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	\$ 30,122,519.53	\$ 1,459,697.29	5.1%
Employees Below Minimum	273	\$ 10,192,620.88	\$ 11,377,112.33	\$ 1,184,491.45	11.6%
Employees Within Range	230	\$ 13,954,746.00	\$ 14,229,951.84	\$ 275,205.84	2.0%
Employees Above Maximum	73	\$ 4,515,455.36	\$ 4,515,455.36	\$ -	0.0%

Option 3 - Minimum if Below + .5% per YOS

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	576	\$ 28,662,822.24	\$ 30,266,116.58	\$ 1,603,294.34	5.6%
Employees Below Minimum	273	\$ 10,192,620.88	\$ 11,492,590.51	\$ 1,299,969.63	12.8%
Employees Within Range	230	\$ 13,954,746.00	\$ 14,258,070.71	\$ 303,324.71	2.2%
Employees Above Maximum	73	\$ 4,515,455.36	\$ 4,515,455.36	\$ -	0.0%