

Illustration of an equalized Cost of Living Adjustment

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|--|----------------------|
| Total # of COLA Eligible Employees (Full Time Equivalent) | 13.0 |
| Annual Wage Basis (All Eligible Employees) | \$ 807,290.00 |

| % Increase | Total Wage Basis Increase | Per Hour | Per Year (FTE) | Amount Per Bi-Weekly Payperiod (FTE) |
|-------------------|----------------------------------|-----------------|-----------------------|---|
| 1.0% | \$ 8,072.90 | \$ 0.30 | \$ 624.00 | \$ 24.00 |
| 1.5% | \$ 12,109.35 | \$ 0.45 | \$ 936.00 | \$ 36.00 |
| 2.0% | \$ 16,145.80 | \$ 0.60 | \$ 1,248.00 | \$ 48.00 |
| 2.5% | \$ 20,182.25 | \$ 0.75 | \$ 1,560.00 | \$ 60.00 |
| 3.0% | \$ 24,218.70 | \$ 0.90 | \$ 1,872.00 | \$ 72.00 |
| 3.5% | \$ 28,255.15 | \$ 1.04 | \$ 2,163.20 | \$ 83.20 |
| 4.0% | \$ 32,291.60 | \$ 1.19 | \$ 2,475.20 | \$ 95.20 |
| 4.5% | \$ 36,328.05 | \$ 1.34 | \$ 2,787.20 | \$ 107.20 |
| 5.0% | \$ 40,364.50 | \$ 1.49 | \$ 3,099.20 | \$ 119.20 |
| 5.5% | \$ 44,400.95 | \$ 1.64 | \$ 3,411.20 | \$ 131.20 |
| 6.0% | \$ 48,437.40 | \$ 1.79 | \$ 3,723.20 | \$ 143.20 |
| 6.5% | \$ 52,473.85 | \$ 1.94 | \$ 4,035.20 | \$ 155.20 |