

Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Minimum	\$ 30,482.52	8	\$ 3,810.32	1.2%
Class Parity	\$ 63,152.38	8	\$ 7,894.05	2.5%
Tenure Parity	\$ 85,959.28	12	\$ 7,163.27	3.4%
Hybrid Parity	\$ 73,832.70	10	\$ 7,383.27	2.9%
Range Placement	\$ 280,418.58	31	\$ 9,045.76	10.9%

Projected Implementation Date	Min. % Increase (COLA)	Parity Length	% Increase Cap	\$ Increase Cap	Salary Range Cap
10/1/2025	0.0%	30.0	0.0%	\$ -	100.0%