

1 Year Implementation Options	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll	Projected Implementation Date	Min. % Increase (COLA)	Year 2 Min. % Increase (COLA)	Parity Length	% Increase Cap	\$ Increase Cap	Salary Range Cap	1 Year / 2 Year toggle
Bring to Min	\$ -	0	#DIV/0!	0.0%	1/1/2025	0.0%	0.0%	30.0	0.0%	\$ 8,000.00	100.0%	2 Year
Half Tenure Year Parity	\$ 349,890.19	95	\$ 3,683.05	1.8%								
Tenure Parity	\$ 499,877.63	115	\$ 4,346.76	2.6%								
2 Year Implementation Options	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll								
Year 1 Adjustment	\$ -	0	#DIV/0!	0.0%								
Bring to Min Year 2	\$ 516,672.31	122	\$ 4,235.02	2.6%								
Half Tenure Year Parity Year 2	\$ 748,208.07	155	\$ 4,827.15	3.8%								
Tenure Parity Year 2	\$ 917,903.55	183	\$ 5,015.87	4.7%								
Original Costs prior to class adjustments												
Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll								
Bring to Min	\$ 579,211.59	129	\$ 4,490.01	3.4%								
Half Tenure Year Parity	\$ 792,257.10	151	\$ 5,246.74	4.7%								
Tenure Parity	\$ 1,012,369.77	175	\$ 5,784.97	6.0%								