

Wage Group 1									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$52 (65x80%) x(52 Weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums x12 (Family)
2017 / 3.00%	\$79,092.00	\$81,464.76	\$2,372.76	\$2,372.76	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$79,092.00	\$83,501.38	\$2,036.62	\$4,409.38	\$2,704.00	\$75.20	\$3,910.31	\$225.00	\$264.00
2019 / 3.00%	\$79,092.00	\$86,006.42	\$2,505.04	\$6,914.42	\$2,704.00	\$77.08	\$4,008.07	\$225.00	\$296.00
2020 / 2.25%	\$79,092.00	\$87,941.56	\$1,935.14	\$8,849.56	\$2,704.00	\$79.39	\$4,128.31	\$225.00	\$330.00
2021 / 2.50%	\$79,092.00	\$90,140.10	\$2,198.54	\$11,048.10	\$2,704.00	\$81.18	\$4,221.20	\$225.00	\$390.00
2022					\$2,704.00	\$83.21	\$4,326.72	\$225.00	\$433.00
Totals	\$395,460.00	\$429,054.23		\$33,594.23	\$13,520.00		\$20,594.60	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$33,594.23				Increase	\$7,074.60		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$41,668.83					Total Gains	\$41,668.83		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$34,612.83					Total Contractual Economic Gain	\$40,072.83		
Base Salary \$79,092	Year 1 3.00% New Base \$81,464	Year 2 2.50% New Base \$83,501	Year 3 3.00% New Base \$86,006	Year 4 2.25% New Base \$87,941	Year 5 2.50% New Base \$90,140	Cumulative Impact of Raise			
2017	\$2,372.76					\$2,372.76			
2018	\$2,372.76	\$2,036.62				\$4,409			
2019	\$2,372.76	\$2,036.62	\$2,505.04			\$6,914			
2020	\$2,372.76	\$2,036.62	\$2,505.04	\$1,935.14		\$8,850			
2021	\$2,372.76	\$2,036.62	\$2,505.04	\$1,935.14	\$2,198.54	\$11,048			
Effect of Raise Over Life of Contract	\$11,863.80	\$8,146.48	\$7,515.12	\$3,870.29	\$2,198.54	\$33,594.23			

TA									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$44 (65x80%) x(52 Weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums x12 (Family)
2017 / 3.00%	\$56,914.00	\$58,621.42	\$1,707.42	\$1,707.42	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$56,914.00	\$60,086.96	\$1,465.54	\$3,172.96	\$2,288.00	\$54.11	\$2,813.83	\$225.00	\$264.00
2019 / 3.00%	\$56,914.00	\$61,889.56	\$1,802.61	\$4,975.56	\$2,288.00	\$55.46	\$2,884.17	\$225.00	\$296.00
2020 / 2.25%	\$56,914.00	\$63,282.08	\$1,392.52	\$6,368.08	\$2,288.00	\$57.13	\$2,970.70	\$225.00	\$330.00
2021 / 2.50%	\$56,914.00	\$64,864.13	\$1,582.05	\$7,950.13	\$2,288.00	\$58.41	\$3,037.54	\$225.00	\$390.00
2022					\$2,288.00	\$59.87	\$3,113.48	\$225.00	\$433.00
Totals	\$284,570.00	\$308,744.15		\$24,174.15	\$11,440.00		\$14,819.72	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$24,174.15				Increase	\$3,379.72		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$28,553.87					Total Gains	\$28,553.87		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$21,497.87					Total Contractual Economic Gain	\$26,957.87		
Base Salary \$56,914	Year 1 3.00% New Base \$58,621	Year 2 2.50% New Base \$60,086	Year 3 3.00% New Base \$61,889	Year 4 2.25% New Base \$63,282	Year 5 2.50% New Base \$64,864	Cumulative Impact of Raise			
2017	\$1,707.42					\$1,707.42			
2018	\$1,707.42	\$1,465.54				\$3,173			
2019	\$1,707.42	\$1,465.54	\$1,802.61			\$4,976			
2020	\$1,707.42	\$1,465.54	\$1,802.61	\$1,392.52		\$6,368			
2021	\$1,707.42	\$1,465.54	\$1,802.61	\$1,392.52	\$1,582.05	\$7,950			
Effect of Raise Over Life of Contract	\$8,537.10	\$5,862.14	\$5,407.83	\$2,785.03	\$1,582.05	\$24,174.15			

Service Rep									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$52 (65x80%) x(52 Weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiumsx12 (Family)
2017 / 3.00%	\$68,328.00	\$70,377.84	\$2,049.84	\$2,049.84	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$68,328.00	\$72,137.29	\$1,759.45	\$3,809.29	\$2,704.00	\$64.96	\$3,378.14	\$225.00	\$264.00
2019 / 3.00%	\$68,328.00	\$74,301.40	\$2,164.12	\$5,973.40	\$2,704.00	\$66.59	\$3,462.59	\$225.00	\$296.00
2020 / 2.25%	\$68,328.00	\$75,973.19	\$1,671.78	\$7,645.19	\$2,704.00	\$68.59	\$3,566.47	\$225.00	\$330.00
2021 / 2.50%	\$68,328.00	\$77,872.52	\$1,899.33	\$9,544.52	\$2,704.00	\$70.13	\$3,646.71	\$225.00	\$390.00
2022					\$2,704.00	\$71.88	\$3,737.88	\$225.00	\$433.00
Totals	\$341,640.00	\$370,662.23		\$29,022.23	\$13,520.00		\$17,791.79	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$29,022.23				Increase	\$4,271.79		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$34,294.02					Total Gains	\$34,294.02		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$27,238.02					Total Contractual Economic Gain	\$32,698.02		
Base Salary \$68,328	Year 1 3.00% New Base \$70,377	Year 2 2.50% New Base \$72,137	Year 3 3.00% New Base \$74,301	Year 4 2.25% New Base \$75,973	Year 5 2.50% New Base \$77,872	Cumulative Impact of Raise			
2017	\$2,049.84					\$2,049.84			
2018	\$2,049.84	\$1,759.45				\$3,809			
2019	\$2,049.84	\$1,759.45	\$2,164.12			\$5,973			
2020	\$2,049.84	\$1,759.45	\$2,164.12	\$1,671.78		\$7,645			
2021	\$2,049.84	\$1,759.45	\$2,164.12	\$1,671.78	\$1,899.33	\$9,545			
Effect of Raise Over Life of Contract	\$10,249.20	\$7,037.78	\$6,492.36	\$3,343.56	\$1,899.33	\$29,022.23			

MA									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$52 (65x80%) x(52 Weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums x12 (Family)
2017 / 3.00%	\$68,614.00	\$70,672.42	\$2,058.42	\$2,058.42	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$68,614.00	\$72,439.23	\$1,766.81	\$3,825.23	\$2,704.00	\$65.24	\$3,392.28	\$225.00	\$264.00
2019 / 3.00%	\$68,614.00	\$74,612.41	\$2,173.18	\$5,998.41	\$2,704.00	\$66.87	\$3,477.08	\$225.00	\$296.00
2020 / 2.25%	\$68,614.00	\$76,291.19	\$1,678.78	\$7,677.19	\$2,704.00	\$68.87	\$3,581.40	\$225.00	\$330.00
2021 / 2.50%	\$68,614.00	\$78,198.47	\$1,907.28	\$9,584.47	\$2,704.00	\$70.42	\$3,661.98	\$225.00	\$390.00
2022					\$2,704.00	\$72.18	\$3,753.53	\$225.00	\$433.00
Totals	\$343,070.00	\$372,213.71		\$29,143.71	\$13,520.00		\$17,866.26	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$29,143.71				Increase	\$4,346.26		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$34,489.97					Total Gains	\$34,489.97		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$27,433.97					Total Contractual Economic Gain	\$32,893.97		
Base Salary \$68,614	Year 1 3.00% New Base \$70,672	Year 2 2.50% New Base \$72,439	Year 3 3.00% New Base \$74,612	Year 4 2.25% New Base \$76,291	Year 5 2.50% New Base \$78,198	Cumulative Impact of Raise			
2017	\$2,058.42					\$2,058.42			
2018	\$2,058.42	\$1,766.81				\$3,825			
2019	\$2,058.42	\$1,766.81	\$2,173.18			\$5,998			
2020	\$2,058.42	\$1,766.81	\$2,173.18	\$1,678.78		\$7,677			
2021	\$2,058.42	\$1,766.81	\$2,173.18	\$1,678.78	\$1,907.28	\$9,584			
Effect of Raise Over Life of Contract	\$10,292.10	\$7,067.24	\$6,519.53	\$3,357.56	\$1,907.28	\$29,143.71			

CAS									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$52 (65x80%) x(52 Weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums x12 (Family)
2017 / 3.00%	\$67,366.00	\$69,386.98	\$2,020.98	\$2,020.98	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$67,366.00	\$71,121.65	\$1,734.67	\$3,755.65	\$2,704.00	\$64.05	\$3,330.58	\$225.00	\$264.00
2019 / 3.00%	\$67,366.00	\$73,255.30	\$2,133.65	\$5,889.30	\$2,704.00	\$65.65	\$3,413.84	\$225.00	\$296.00
2020 / 2.25%	\$67,366.00	\$74,903.55	\$1,648.24	\$7,537.55	\$2,704.00	\$67.62	\$3,516.25	\$225.00	\$330.00
2021 / 2.50%	\$67,366.00	\$76,776.14	\$1,872.59	\$9,410.14	\$2,704.00	\$69.14	\$3,595.37	\$225.00	\$390.00
2022					\$2,704.00	\$70.87	\$3,685.25	\$225.00	\$433.00
Totals	\$336,830.00	\$365,443.62		\$28,613.62	\$13,520.00		\$17,541.29	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$28,613.62				Increase	\$4,021.29		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$33,634.92					Total Gains	\$33,634.92		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$26,578.92					Total Contractual Economic Gain	\$32,038.92		
Base Salary \$67,366	Year 1 3.00% New Base \$69,386	Year 2 2.50% New Base \$71,121	Year 3 3.00% New Base \$73,255	Year 4 2.25% New Base \$74,903	Year 5 2.50% New Base \$76,776	Cumulative Impact of Raise			
2017	\$2,020.98					\$2,020.98			
2018	\$2,020.98	\$1,734.67				\$3,756			
2019	\$2,020.98	\$1,734.67	\$2,133.65			\$5,889			
2020	\$2,020.98	\$1,734.67	\$2,133.65	\$1,648.24		\$7,538			
2021	\$2,020.98	\$1,734.67	\$2,133.65	\$1,648.24	\$1,872.59	\$9,410			
Effect of Raise Over Life of Contract	\$10,104.90	\$6,938.70	\$6,400.95	\$3,296.49	\$1,872.59	\$28,613.62			

Marketing Suprt Spec									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$52 (65x80%) x(52 Weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums x12 (Family)
2017 / 3.00%	\$70,668.00	\$72,788.04	\$2,120.04	\$2,120.04	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$70,668.00	\$74,607.74	\$1,819.70	\$3,939.74	\$2,704.00	\$67.19	\$3,493.83	\$225.00	\$264.00
2019 / 3.00%	\$70,668.00	\$76,845.97	\$2,238.23	\$6,177.97	\$2,704.00	\$68.87	\$3,581.17	\$225.00	\$296.00
2020 / 2.25%	\$70,668.00	\$78,575.01	\$1,729.03	\$7,907.01	\$2,704.00	\$70.93	\$3,688.61	\$225.00	\$330.00
2021 / 2.50%	\$70,668.00	\$80,539.38	\$1,964.38	\$9,871.38	\$2,704.00	\$72.53	\$3,771.60	\$225.00	\$390.00
2022					\$2,704.00	\$74.34	\$3,865.89	\$225.00	\$433.00
Totals	\$353,340.00	\$383,356.14		\$30,016.14	\$13,520.00		\$18,401.09	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$30,016.14				Increase	\$4,881.09		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$35,897.24					Total Gains	\$35,897.24		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$28,841.24					Total Contractual Economic Gain	\$34,301.24		
Base Salary \$70,668	Year 1 3.00% New Base \$72,788	Year 2 2.50% New Base \$74,607	Year 3 3.00% New Base \$76,845	Year 4 2.25% New Base \$78,575	Year 5 2.50% New Base \$80,539	Cumulative Impact of Raise			
2017	\$2,120.04					\$2,120.04			
2018	\$2,120.04	\$1,819.70				\$3,940			
2019	\$2,120.04	\$1,819.70	\$2,238.23			\$6,178			
2020	\$2,120.04	\$1,819.70	\$2,238.23	\$1,729.03		\$7,907			
2021	\$2,120.04	\$1,819.70	\$2,238.23	\$1,729.03	\$1,964.38	\$9,871			
Effect of Raise Over Life of Contract	\$10,600.20	\$7,278.80	\$6,714.70	\$3,458.07	\$1,964.38	\$30,016.14			

Delivery Driver									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$52 (65x80%) x 52(weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premium x12 (Family)
2017 / 3.00%	\$68,458.00	\$70,511.74	\$2,053.74	\$2,053.74	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$68,458.00	\$72,274.53	\$1,762.79	\$3,816.53	\$2,704.00	\$65.09	\$3,384.56	\$225.00	\$264.00
2019 / 3.00%	\$68,458.00	\$74,442.77	\$2,168.24	\$5,984.77	\$2,704.00	\$66.71	\$3,469.18	\$225.00	\$296.00
2020 / 2.25%	\$68,458.00	\$76,117.73	\$1,674.96	\$7,659.73	\$2,704.00	\$68.72	\$3,573.25	\$225.00	\$330.00
2021 / 2.50%	\$68,458.00	\$78,020.68	\$1,902.94	\$9,562.68	\$2,704.00	\$70.26	\$3,653.65	\$225.00	\$390.00
2022					\$2,704.00	\$72.02	\$3,744.99	\$225.00	\$433.00
Totals	\$342,290.00	\$371,367.45		\$29,077.45	\$13,520.00		\$17,825.64	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$29,077.45				Increase	\$4,305.64		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$34,383.09					Total Gains	\$34,383.09		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$27,327.09					Total Contractual Economic Gain	\$32,787.09		
Base Salary \$68,458	Year 1 3.00% New Base \$70,511	Year 2 2.50% New Base \$72,274	Year 3 3.00% New Base \$74,442	Year 4 2.25% New Base \$76,117	Year 5 2.50% New Base \$78,020	Cumulative Impact of Raise			
2017	\$2,053.74					\$2,053.74			
2018	\$2,053.74	\$1,762.79				\$3,817			
2019	\$2,053.74	\$1,762.79	\$2,168.24			\$5,985			
2020	\$2,053.74	\$1,762.79	\$2,168.24	\$1,674.96		\$7,660			
2021	\$2,053.74	\$1,762.79	\$2,168.24	\$1,674.96	\$1,902.94	\$9,563			
Effect of Raise Over Life of Contract	\$10,268.70	\$7,051.17	\$6,504.71	\$3,349.92	\$1,902.94	\$29,077.45			

Technical Specialist									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$48 x 52(weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums x12 (Family)
2017 / 3.00%	\$60,658.00	\$62,477.74	\$1,819.74	\$1,819.74	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$60,658.00	\$64,039.68	\$1,561.94	\$3,381.68	\$2,496.00	\$57.67	\$2,998.93	\$225.00	\$264.00
2019 / 3.00%	\$60,658.00	\$65,960.87	\$1,921.19	\$5,302.87	\$2,496.00	\$59.11	\$3,073.90	\$225.00	\$296.00
2020 / 2.25%	\$60,658.00	\$67,444.99	\$1,484.12	\$6,786.99	\$2,496.00	\$60.89	\$3,166.12	\$225.00	\$330.00
2021 / 2.50%	\$60,658.00	\$69,131.12	\$1,686.12	\$8,473.12	\$2,496.00	\$62.26	\$3,237.36	\$225.00	\$390.00
2022					\$2,496.00	\$63.81	\$3,318.29	\$225.00	\$433.00
Totals	\$303,290.00	\$329,054.41		\$25,764.41	\$12,480.00		\$15,794.61	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$25,764.41				Increase	\$3,314.61		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$30,079.02					Total Gains	\$30,079.02		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$23,023.02					Total Contractual Economic Gain	\$28,483.02		
Base Salary \$60,658	Year 1 3.00% New Base \$62,477	Year 2 2.50% New Base \$64,039	Year 3 3.00% New Base \$65,960	Year 4 2.25% New Base \$67,444	Year 5 2.50% New Base \$69,131	Cumulative Impact of Raise			
2017	\$1,819.74					\$1,819.74			
2018	\$1,819.74	\$1,561.94				\$3,382			
2019	\$1,819.74	\$1,561.94	\$1,921.19			\$5,303			
2020	\$1,819.74	\$1,561.94	\$1,921.19	\$1,484.12		\$6,787			
2021	\$1,819.74	\$1,561.94	\$1,921.19	\$1,484.12	\$1,686.12	\$8,473			
Effect of Raise Over Life of Contract	\$9,098.70	\$6,247.77	\$5,763.57	\$2,968.24	\$1,686.12	\$25,764.41			

Sales Consultant-Cons									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$37.82 x 52(weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums x12 (Family)
2017 / 3.00%	\$40,976.00	\$42,205.28	\$1,229.28	\$1,229.28	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$40,976.00	\$43,260.41	\$1,055.13	\$2,284.41	\$1,966.64	\$38.96	\$2,025.85	\$225.00	\$264.00
2019 / 3.00%	\$40,976.00	\$44,558.22	\$1,297.81	\$3,582.22	\$1,966.64	\$39.93	\$2,076.50	\$225.00	\$296.00
2020 / 2.25%	\$40,976.00	\$45,560.78	\$1,002.56	\$4,584.78	\$1,966.64	\$41.13	\$2,138.79	\$225.00	\$330.00
2021 / 2.50%	\$40,976.00	\$46,699.80	\$1,139.02	\$5,723.80	\$1,966.64	\$42.06	\$2,186.92	\$225.00	\$390.00
2022					\$1,966.64	\$43.11	\$2,241.59	\$225.00	\$433.00
Totals	\$204,880.00	\$222,284.50		\$17,404.50	\$9,833.20		\$10,669.66	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$17,404.50				Increase	\$836.46		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$19,240.96				Total Gains	\$19,240.96			
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual		Medical Premium Increase Individual Plan	\$1,596.00			
Total Contractual Economic Gain	\$12,184.96				Total Contractual Economic Gain	\$17,644.96			
Base Salary \$40,976	Year 1 3.00% New Base \$42,205	Year 2 2.50% New Base \$43,260	Year 3 3.00% New Base \$44,558	Year 4 2.25% New Base \$45,560	Year 5 2.50% New Base \$46,699	Cumulative Impact of Raise			
2017	\$1,229.28					\$1,229.28			
2018	\$1,229.28	\$1,055.13				\$2,284			
2019	\$1,229.28	\$1,055.13	\$1,297.81			\$3,582			
2020	\$1,229.28	\$1,055.13	\$1,297.81	\$1,002.56		\$4,585			
2021	\$1,229.28	\$1,055.13	\$1,297.81	\$1,002.56	\$1,139.02	\$5,724			
Effect of Raise Over Life of Contract	\$6,146.40	\$4,220.53	\$3,893.44	\$2,005.12	\$1,139.02	\$17,404.50			

Dispatcher 1&2									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$40.32 x52(weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums x12 (Family)
2017 / 3.00%	\$43,680.00	\$44,990.40	\$1,310.40	\$1,310.40	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$43,680.00	\$46,115.16	\$1,124.76	\$2,435.16	\$2,096.64	\$41.53	\$2,159.54	\$225.00	\$264.00
2019 / 3.00%	\$43,680.00	\$47,498.61	\$1,383.45	\$3,818.61	\$2,096.64	\$42.57	\$2,213.53	\$225.00	\$296.00
2020 / 2.25%	\$43,680.00	\$48,567.33	\$1,068.72	\$4,887.33	\$2,096.64	\$43.84	\$2,279.93	\$225.00	\$330.00
2021 / 2.50%	\$43,680.00	\$49,781.52	\$1,214.18	\$6,101.52	\$2,096.64	\$44.83	\$2,331.23	\$225.00	\$390.00
2022					\$2,096.64	\$45.95	\$2,389.51	\$225.00	\$433.00
Totals	\$218,400.00	\$236,953.03		\$18,553.03	\$10,483.20		\$11,373.75	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$18,553.03				Increase	\$890.55		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$20,443.57					Total Gains	\$20,443.57		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$13,387.57					Total Contractual Economic Gain	\$18,847.57		
Base Salary \$43,680	Year 1 3.00% New Base \$44,990	Year 2 2.50% New Base \$46,115	Year 3 3.00% New Base \$47,498	Year 4 2.25% New Base \$48,567	Year 5 2.50% New Base \$49,781	Cumulative Impact of Raise			
2017	\$1,310.40					\$1,310.40			
2018	\$1,310.40	\$1,124.76				\$2,435			
2019	\$1,310.40	\$1,124.76	\$1,383.45			\$3,819			
2020	\$1,310.40	\$1,124.76	\$1,383.45	\$1,068.72		\$4,887			
2021	\$1,310.40	\$1,124.76	\$1,383.45	\$1,068.72	\$1,214.18	\$6,102			
Effect of Raise Over Life of Contract	\$6,552.00	\$4,499.04	\$4,150.36	\$2,137.44	\$1,214.18	\$18,553.03			

Prem Tech 1 & 2									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$50.14 x52(Weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums x12 (Family)
2017 / 3.00%	\$54,314.00	\$55,943.42	\$1,629.42	\$1,629.42	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$54,314.00	\$57,342.01	\$1,398.59	\$3,028.01	\$2,607.28	\$51.64	\$2,685.28	\$225.00	\$264.00
2019 / 3.00%	\$54,314.00	\$59,062.27	\$1,720.26	\$4,748.27	\$2,607.28	\$52.93	\$2,752.42	\$225.00	\$296.00
2020 / 2.25%	\$54,314.00	\$60,391.17	\$1,328.90	\$6,077.17	\$2,607.28	\$54.52	\$2,834.99	\$225.00	\$330.00
2021 / 2.50%	\$54,314.00	\$61,900.95	\$1,509.78	\$7,586.95	\$2,607.28	\$55.75	\$2,898.78	\$225.00	\$390.00
2022					\$2,607.28	\$57.14	\$2,971.25	\$225.00	\$433.00
Totals	\$271,570.00	\$294,639.80		\$23,069.80	\$13,036.40		\$14,142.71	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$23,069.80				Increase	\$1,106.31		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$25,176.11					Total Gains	\$25,176.11		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$18,120.11					Total Contractual Economic Gain	\$23,580.11		
Base Salary \$54,314	Year 1 3.00% New Base \$55,943	Year 2 2.50% New Base \$57,342	Year 3 3.00% New Base \$59,062	Year 4 2.25% New Base \$60,393	Year 5 2.50% New Base \$61,900	Cumulative Impact of Raise			
2017	\$1,629.42					\$1,629.42			
2018	\$1,629.42	\$1,398.59				\$3,028			
2019	\$1,629.42	\$1,398.59	\$1,720.26			\$4,748			
2020	\$1,629.42	\$1,398.59	\$1,720.26	\$1,328.90		\$6,077			
2021	\$1,629.42	\$1,398.59	\$1,720.26	\$1,328.90	\$1,509.78	\$7,587			
Effect of Raise Over Life of Contract	\$8,147.10	\$5,594.34	\$5,160.78	\$2,657.80	\$1,509.78	\$23,069.80			

Prem Tech 3									Option 1
Year/ Percent Increase	Current Annual Salary	Proposed Annual Salary	Annual Dollar Gain	Cumulative Impact of Raise	401K Current Annual Match \$43.75 x52(Weeks)	401K Proposed Match at 6% Contribution	Annual Match (52 Weeks)	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums x12 (Family)
2017 / 3.00%	\$47,398.00	\$48,819.94	\$1,421.94	\$1,421.94	Increases start	in 2018	Increases start	in 2018	
2018 / 2.50%	\$47,398.00	\$50,040.44	\$1,220.50	\$2,642.44	\$2,275.00	\$45.06	\$2,343.36	\$225.00	\$264.00
2019 / 3.00%	\$47,398.00	\$51,541.65	\$1,501.21	\$4,143.65	\$2,275.00	\$46.19	\$2,401.94	\$225.00	\$296.00
2020 / 2.25%	\$47,398.00	\$52,701.34	\$1,159.69	\$5,303.34	\$2,275.00	\$47.58	\$2,474.00	\$225.00	\$330.00
2021 / 2.50%	\$47,398.00	\$54,018.87	\$1,317.53	\$6,620.87	\$2,275.00	\$48.65	\$2,529.66	\$225.00	\$390.00
2022					\$2,275.00	\$49.86	\$2,592.91	\$225.00	\$433.00
Totals	\$236,990.00	\$257,122.24		\$20,132.24	\$11,375.00		\$12,341.87	\$13,500.00	\$20,556.00
Gains over 5 Years	Increase	\$20,132.24				Increase	\$966.87		
Costs								Increase	\$7,056.00
Total Gains = Wages+401K + \$1000 Signing Bonus	\$22,099.11					Total Gains	\$22,099.11		
Medical Premium Increase Family Plan	\$7,056.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,596.00		
Total Contractual Economic Gain	\$15,043.11					Total Contractual Economic Gain	\$20,503.11		
Base Salary \$47,398	Year 1 3.00% New Base \$48,819	Year 2 2.50% New Base \$50,040	Year 3 3.00% New Base \$51,541	Year 4 2.25% New Base \$52,701	Year 5 2.50% New Base \$54,018	Cumulative Impact of Raise			
2017	\$1,421.94					\$1,421.94			
2018	\$1,421.94	\$1,220.50				\$2,642			
2019	\$1,421.94	\$1,220.50	\$1,501.21			\$4,144			
2020	\$1,421.94	\$1,220.50	\$1,501.21	\$1,159.69		\$5,303			
2021	\$1,421.94	\$1,220.50	\$1,501.21	\$1,159.69	\$1,317.53	\$6,621			
Effect of Raise Over Life of Contract	\$7,109.70	\$4,881.99	\$4,503.64	\$2,319.37	\$1,317.53	\$20,132.24			