

<b>Wage Group 1</b>														
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024*	Current Yearly Medical Premiums (Family)	Option 1 Proposed Monthly Medical Premiums (Family)	Option 1 Current Yearly Medical Premiums (Individual)	Proposed Monthly Medical Premiums (Individual)	
2022	4.00%	\$90,116.00	\$93,720.64	\$3,604.64	\$3,604.64									
2023	4.00%	\$90,116.00	\$97,469.47	\$3,748.83	\$7,353.47					\$433.00	\$441.00	\$165.00	\$168.00	
2024	2.50%	\$90,116.00	\$99,906.20	\$2,436.74	\$9,790.20	\$100,655.50	\$749.30	\$10,539.50	\$749.30	\$433.00	\$460.00	\$165.00	\$176.00	
2025	3.00%	\$90,116.00	\$102,903.39	\$2,997.19	\$12,787.39	\$103,675.16	\$771.78	\$13,559.16		\$433.00	\$484.00	\$165.00	\$185.00	
2026	3.00%	\$90,116.00	\$105,990.49	\$3,087.10	\$15,874.49	\$106,785.42	\$794.93	\$16,669.42		\$433.00	\$510.00	\$165.00	\$195.00	
2027										\$433.00	\$536.00	\$165.00	\$204.00	
<b>Totals</b>		<b>\$450,580.00</b>	<b>\$499,990.19</b>		<b>\$49,410.19</b>		<b>\$2,316.00</b>	<b>\$51,726.19</b>		<b>\$25,980.00</b>	<b>\$29,172.00</b>	<b>\$9,900.00</b>	<b>\$11,136.00</b>	
<b>Gains over 5 Years*</b>		<b>Wage Increase*</b>	<b>\$49,410.19</b>				<b>Wage Increase With Cola*</b>	<b>\$51,726.19</b>	<b>\$52,475.48</b>					
<b>Costs</b>										<b>Increase</b>	<b>\$3,192.00</b>	<b>Increase</b>	<b>\$1,236.00</b>	
<b>Wage Gain *</b>		<b>\$49,410.19</b>					<b>Wage Gains*</b>	<b>\$49,410.19</b>						
<b>Medical Premium Increase Family Plan</b>		<b>\$3,192.00</b>				<b>Family vs Individual</b>	<b>Medical Premium Increase Individual Plan</b>	<b>\$1,236.00</b>						
<b>Total Contractual Economic Gain*</b>		<b>\$46,218.19</b>					<b>Total Contractual Economic Gain*</b>	<b>\$48,174.19</b>						
<b>Total Contractual Economic Gain With Max Cola*</b>		<b>\$49,283.48</b>					<b>Total Contractual Economic Gain With Max Cola*</b>	<b>\$51,239.48</b>						
<b>*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.</b>														

Service Rep														
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024	Current Yearly Medical Premiums (Family)	Option 1 Proposed Monthly Medical Premiums (Family)		Option 1 Current Yearly Medical Premiums (Individual)	Proposed Monthly Medical Premiums (Individual)
2022	4.00%	\$77,870.00	\$80,984.80	\$3,114.80	\$3,114.80									
2023	4.00%	\$77,870.00	\$84,224.19	\$3,239.39	\$6,354.19					\$433.00	\$441.00		\$165.00	\$168.00
2024	2.50%	\$77,870.00	\$86,329.80	\$2,105.60	\$8,459.80	\$86,977.27	\$647.47	\$9,107.27	\$647.47	\$433.00	\$460.00		\$165.00	\$176.00
2025	3.00%	\$77,870.00	\$88,919.69	\$2,589.89	\$11,049.69	\$89,586.59	\$666.90	\$11,716.59		\$433.00	\$484.00		\$165.00	\$185.00
2026	3.00%	\$77,870.00	\$91,587.28	\$2,667.59	\$13,717.28	\$92,274.19	\$686.90	\$14,404.19		\$433.00	\$510.00		\$165.00	\$195.00
2027										\$433.00	\$536.00		\$165.00	\$204.00
Totals		\$389,350.00	\$432,045.76		\$42,695.76		\$2,001.28	\$44,697.04		\$25,980.00	\$29,172.00		\$9,900.00	\$11,136.00
Gains over 5 Years*		Wage Increase*	\$42,695.76				Wage Increase With Cola*	\$44,697.04	\$45,344.51					
Costs										Increase	\$3,192.00		Increase	\$1,236.00
Wage Gain *		\$42,695.76					Wage Gains*	\$42,695.76						
Medical Premium Increase Family Plan		\$3,192.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,236.00						
Total Contractual Economic Gain*		\$39,503.76					Total Contractual Economic Gain*	\$41,459.76						
Total Contractual Economic Gain With Max Cola*		\$42,152.51					Total Contractual Economic Gain With Max Cola*	\$44,108.51						
*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.														

<b>CAS</b>														
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024*	Current Yearly Medical Premiums (Family)	Option 1 Proposed Monthly Medical Premiums (Family)	Option 1 Current Yearly Medical Premiums (Individual)	Proposed Monthly Medical Premiums (Individual)	
2022	4.00%	\$76,778.00	\$79,849.12	\$3,071.12	\$3,071.12									
2023	4.00%	\$76,778.00	\$83,043.08	\$3,193.96	\$6,265.08					\$433.00	\$441.00	\$165.00	\$168.00	
2024	2.50%	\$76,778.00	\$85,119.16	\$2,076.08	\$8,341.16	\$85,757.56	\$638.39	\$8,979.56	\$638.39	\$433.00	\$460.00	\$165.00	\$176.00	
2025	3.00%	\$76,778.00	\$87,672.74	\$2,553.57	\$10,894.74	\$88,330.28	\$657.55	\$11,552.28		\$433.00	\$484.00	\$165.00	\$185.00	
2026	3.00%	\$76,778.00	\$90,302.92	\$2,630.18	\$13,524.92	\$90,980.19	\$677.27	\$14,202.19		\$433.00	\$510.00	\$165.00	\$195.00	
2027										\$433.00	\$536.00	\$165.00	\$204.00	
<b>Totals</b>		<b>\$383,890.00</b>	<b>\$425,987.02</b>		<b>\$42,097.02</b>		<b>\$1,973.21</b>	<b>\$44,070.23</b>		<b>\$25,980.00</b>	<b>\$29,172.00</b>	<b>\$9,900.00</b>	<b>\$11,136.00</b>	
<b>Gains over 5 Years*</b>		<b>Wage Increase*</b>	<b>\$42,097.02</b>				<b>Wage Increase With Cola*</b>	<b>\$44,070.23</b>	<b>\$44,708.63</b>					
<b>Costs</b>										<b>Increase</b>	<b>\$3,192.00</b>	<b>Increase</b>	<b>\$1,236.00</b>	
<b>Wage Gain *</b>		<b>\$42,097.02</b>					<b>Wage Gains*</b>	<b>\$42,097.02</b>						
<b>Medical Premium Increase Family Plan</b>		<b>\$3,192.00</b>				<b>Family vs Individual</b>	<b>Medical Premium Increase Individual Plan</b>	<b>\$1,236.00</b>						
<b>Total Contractual Economic Gain*</b>		<b>\$38,905.02</b>					<b>Total Contractual Economic Gain*</b>	<b>\$40,861.02</b>						
<b>Total Contractual Economic Gain With Max Cola*</b>		<b>\$41,516.63</b>					<b>Total Contractual Economic Gain With Max Cola*</b>	<b>\$43,472.63</b>						
<b>*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.</b>														

Marketing Suprt Spec														
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024*	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums (Family)	Option 1	Option 1	Option 1
2022	4.00%	\$80,574.00	\$83,796.96	\$3,222.96	\$3,222.96									
2023	4.00%	\$80,574.00	\$87,148.84	\$3,351.88	\$6,574.84					\$433.00	\$441.00		\$165.00	\$168.00
2024	2.50%	\$80,574.00	\$89,327.56	\$2,178.72	\$8,753.56	\$89,997.52	\$669.96	\$9,423.52	\$669.96	\$433.00	\$460.00		\$165.00	\$176.00
2025	3.00%	\$80,574.00	\$92,007.39	\$2,679.83	\$11,433.39	\$92,697.44	\$690.06	\$12,123.44		\$433.00	\$484.00		\$165.00	\$185.00
2026	3.00%	\$80,574.00	\$94,767.61	\$2,760.22	\$14,193.61	\$95,478.36	\$710.76	\$14,904.36		\$433.00	\$510.00		\$165.00	\$195.00
2027										\$433.00	\$536.00		\$165.00	\$204.00
Totals		\$402,870.00	\$447,048.35		\$44,178.35		\$2,070.77	\$46,249.12		\$25,980.00	\$29,172.00		\$9,900.00	\$11,136.00
Gains over 5 Years*		Wage Increase*	\$44,178.35				Wage Increase With Cola*	\$46,249.12	\$46,919.08					
Costs										Increase	\$3,192.00		Increase	\$1,236.00
Wage Gain*		\$44,178.35					Wage Gains*	\$44,178.35						
Medical Premium Increase Family Plan		\$3,192.00				Family vs Individual	Medical Premium Increase Individual Plan	\$1,236.00						
Total Contractual Economic Gain*		\$40,986.35					Total Contractual Economic Gain*	\$42,942.35						
Total Contractual Economic Gain With Max Cola*		\$43,727.08					Total Contractual Economic Gain With Max Cola*	\$45,683.08						
*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.														

Delivery Driver											Option 1		Option 1	
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024*	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums (Family)		Current Yearly Medical Premiums (Individual)	Proposed Monthly Medical Premiums (Individual)
2022	4.00%	\$78,000.00	\$81,120.00	\$3,120.00	\$3,120.00									
2023	4.00%	\$78,000.00	\$84,364.80	\$3,244.80	\$6,364.80					\$433.00	\$441.00		\$165.00	\$168.00
2024	2.50%	\$78,000.00	\$86,473.92	\$2,109.12	\$8,473.92	\$87,122.47	\$648.55	\$9,122.47	\$648.55	\$433.00	\$460.00		\$165.00	\$176.00
2025	3.00%	\$78,000.00	\$89,068.14	\$2,594.22	\$11,068.14	\$89,736.15	\$668.01	\$11,736.15		\$433.00	\$484.00		\$165.00	\$185.00
2026	3.00%	\$78,000.00	\$91,740.18	\$2,672.04	\$13,740.18	\$92,428.23	\$688.05	\$14,428.23		\$433.00	\$510.00		\$165.00	\$195.00
2027										\$433.00	\$536.00		\$165.00	\$204.00
<b>Totals</b>		<b>\$390,000.00</b>	<b>\$432,767.04</b>		<b>\$42,767.04</b>		<b>\$2,004.62</b>	<b>\$44,771.66</b>		<b>\$25,980.00</b>	<b>\$29,172.00</b>		<b>\$9,900.00</b>	<b>\$11,136.00</b>
<b>Gains over 5 Years*</b>		<b>Wage Increase*</b>	<b>\$42,767.04</b>				<b>Wage Increase With Cola*</b>	<b>\$44,771.66</b>	<b>\$45,420.21</b>					
<b>Costs</b>										<b>Increase</b>	<b>\$3,192.00</b>		<b>Increase</b>	<b>\$1,236.00</b>
<b>Wage Gain*</b>		<b>\$42,767.04</b>					<b>Wage Gains*</b>	<b>\$42,767.04</b>						
<b>Medical Premium Increase Family Plan</b>		<b>\$3,192.00</b>			<b>Family vs Individual</b>		<b>Medical Premium Increase Individual Plan</b>	<b>\$1,236.00</b>						
<b>Total Contractual Economic Gain*</b>		<b>\$39,575.04</b>					<b>Total Contractual Economic Gain*</b>	<b>\$41,531.04</b>						
<b>Total Contractual Economic Gain With Max Cola*</b>		<b>\$42,228.21</b>					<b>Total Contractual Economic Gain With Max Cola*</b>	<b>\$44,184.21</b>						
*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.														

Technical Specialist														
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024*	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums (Family)	Current Yearly Medical Premiums (Individual)	Proposed Monthly Medical Premiums (Individual)	
2022	4.00%	\$69,134.00	\$71,899.36	\$2,765.36	\$2,765.36									
2023	4.00%	\$69,134.00	\$74,775.33	\$2,875.97	\$5,641.33					\$433.00	\$441.00	\$165.00	\$168.00	
2024	2.50%	\$69,134.00	\$76,644.72	\$1,869.38	\$7,510.72	\$77,219.55	\$574.84	\$8,085.55	\$574.84	\$433.00	\$460.00	\$165.00	\$176.00	
2025	3.00%	\$69,134.00	\$78,944.06	\$2,299.34	\$9,810.06	\$79,536.14	\$592.08	\$10,402.14		\$433.00	\$484.00	\$165.00	\$185.00	
2026	3.00%	\$69,134.00	\$81,312.38	\$2,368.32	\$12,178.38	\$81,922.22	\$609.84	\$12,788.22		\$433.00	\$510.00	\$165.00	\$195.00	
2027										\$433.00	\$536.00	\$165.00	\$204.00	
<b>Totals</b>		<b>\$345,670.00</b>	<b>\$383,575.85</b>		<b>\$37,905.85</b>		<b>\$1,776.76</b>	<b>\$39,682.61</b>		<b>\$25,980.00</b>	<b>\$29,172.00</b>	<b>\$9,900.00</b>	<b>\$11,136.00</b>	
<b>Gains over 5 Years*</b>		<b>Wage Increase*</b>	<b>\$37,905.85</b>				<b>Wage Increase With Cola*</b>	<b>\$39,682.61</b>	<b>\$40,257.45</b>					
<b>Costs</b>										<b>Increase</b>	<b>\$3,192.00</b>	<b>Increase</b>	<b>\$1,236.00</b>	
<b>Wage Gain*</b>		<b>\$37,905.85</b>				<b>Wage Gains*</b>	<b>\$37,905.85</b>							
<b>Medical Premium Increase Family Plan</b>		<b>\$3,192.00</b>		<b>Family vs Individual</b>		<b>Medical Premium Increase Individual Plan</b>	<b>\$1,236.00</b>							
<b>Total Contractual Economic Gain*</b>		<b>\$34,713.85</b>				<b>Total Contractual Economic Gain*</b>	<b>\$36,669.85</b>							
<b>Total Contractual Economic Gain With Max Cola*</b>		<b>\$37,065.45</b>				<b>Total Contractual Economic Gain With Max Cola*</b>	<b>\$39,021.45</b>							
*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.														

Technical Associate														
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024*	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums (Family)	Current Yearly Medical Premiums (Individual)	Proposed Monthly Medical Premiums (Individual)	
2022	4.00%	\$64,870.00	\$67,464.80	\$2,594.80	\$2,594.80									
2023	4.00%	\$64,870.00	\$70,163.39	\$2,698.59	\$5,293.39					\$433.00	\$441.00	\$165.00	\$168.00	
2024	2.50%	\$64,870.00	\$71,917.48	\$1,754.08	\$7,047.48	\$72,456.86	\$539.38	\$7,586.86	\$539.38	\$433.00	\$460.00	\$165.00	\$176.00	
2025	3.00%	\$64,870.00	\$74,075.00	\$2,157.52	\$9,205.00	\$74,630.56	\$555.56	\$9,760.56		\$433.00	\$484.00	\$165.00	\$185.00	
2026	3.00%	\$64,870.00	\$76,297.25	\$2,222.25	\$11,427.25	\$76,869.48	\$572.23	\$11,999.48		\$433.00	\$510.00	\$165.00	\$195.00	
2027										\$433.00	\$536.00	\$165.00	\$204.00	
Totals		\$324,350.00	\$359,917.92		\$35,567.92		\$1,667.17	\$37,235.09		\$25,980.00	\$29,172.00	\$9,900.00	\$11,136.00	
Gains over 5 Years*		Wage Increase*	\$35,567.92				Wage Increase With Cola*	\$37,235.09	\$37,774.48					
Costs										Increase	\$3,192.00	Increase	\$1,236.00	
Wage Gain*		\$35,567.92				Wage Gains*	\$35,567.92							
Medical Premium Increase Family Plan		\$3,192.00		Family vs Individual		Medical Premium Increase Individual Plan	\$1,236.00							
Total Contractual Economic Gain*		\$32,375.92				Total Contractual Economic Gain*	\$34,331.92							
Total Contractual Economic Gain With Max Cola*		\$34,582.48				Total Contractual Economic Gain With Max Cola*	\$36,538.48							
*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.														

Sales Consultant-Cons											Option 1		Option 1	
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024*	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums (Family)		Current Yearly Medical Premiums (Individual)	Proposed Monthly Medical Premiums (Individual)
2022	4.00%	\$46,722.00	\$48,590.88	\$1,868.88	\$1,868.88									
2023	4.00%	\$46,722.00	\$50,534.52	\$1,943.64	\$3,812.52					\$433.00	\$441.00		\$165.00	\$168.00
2024	2.50%	\$46,722.00	\$51,797.88	\$1,263.36	\$5,075.88	\$52,186.36	\$388.48	\$5,464.36	\$388.48	\$433.00	\$460.00		\$165.00	\$176.00
2025	3.00%	\$46,722.00	\$53,351.81	\$1,553.94	\$6,629.81	\$53,751.95	\$400.14	\$7,029.95		\$433.00	\$484.00		\$165.00	\$185.00
2026	3.00%	\$46,722.00	\$54,952.37	\$1,600.55	\$8,230.37	\$55,364.51	\$412.14	\$8,642.51		\$433.00	\$510.00		\$165.00	\$195.00
2027										\$433.00	\$536.00		\$165.00	\$204.00
Totals		\$233,610.00	\$259,227.46		\$25,617.46		\$1,200.77	\$26,818.22		\$25,980.00	\$29,172.00		\$9,900.00	\$11,136.00
Gains over 5 Years*		Wage Increase*	\$25,617.46				Wage Increase With Cola*	\$26,818.22	\$27,206.71					
Costs										Increase	\$3,192.00		Increase	\$1,236.00
Wage Gain *		\$25,617.46					Wage Gains*	\$25,617.46						
Medical Premium Increase Family Plan		\$3,192.00		Family vs Individual			Medical Premium Increase Individual Plan	\$1,236.00						
Total Contractual Economic Gain*		\$22,425.46					Total Contractual Economic Gain*	\$24,381.46						
Total Contractual Economic Gain With Max Cola*		\$24,014.71					Total Contractual Economic Gain With Max Cola*	\$25,970.71						
*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.														



Dispatcher 1 & 2													Option 1		Option 1	
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024*	Current Yearly Medical Premiums (Family)	Proposed Monthly Medical Premiums (Family)		Current Yearly Medical Premiums (Individual)	Proposed Monthly Medical Premiums (Individual)		
2022	4.00%	\$49,764.00	\$51,754.56	\$1,990.56	\$1,990.56											
2023	4.00%	\$49,764.00	\$53,824.74	\$2,070.18	\$4,060.74					\$433.00	\$441.00		\$165.00	\$168.00		
2024	2.50%	\$49,764.00	\$55,170.36	\$1,345.62	\$5,406.36	\$55,584.14	\$413.78	\$5,820.14	\$413.78	\$433.00	\$460.00		\$165.00	\$176.00		
2025	3.00%	\$49,764.00	\$56,825.47	\$1,655.11	\$7,061.47	\$57,251.66	\$426.19	\$7,487.66		\$433.00	\$484.00		\$165.00	\$185.00		
2026	3.00%	\$49,764.00	\$58,530.24	\$1,704.76	\$8,766.24	\$58,969.21	\$438.98	\$9,205.21		\$433.00	\$510.00		\$165.00	\$195.00		
2027										\$433.00	\$536.00		\$165.00	\$204.00		
Totals		\$248,820.00	\$276,105.37		\$27,285.37		\$1,278.95	\$28,564.32		\$25,980.00	\$29,172.00		\$9,900.00	\$11,136.00		
Gains over 5Years*		Wage Increase*	\$27,285.37				Wage Increase With Cola*	\$28,564.32	\$28,978.09							
Costs										Increase	\$3,192.00		Increase	\$1,236.00		
Wage Gain *		\$27,285.37					Wage Gains*	\$27,285.37								
Medical Premium Increase Family Plan		\$3,192.00				Family vs Individual	Medical Premium Increase Individual Plan	\$1,236.00								
Total Contractual Economic Gain*		\$24,093.37					Total Contractual Economic Gain*	\$26,049.37								
Total Contractual Economic Gain With Max Cola*		\$25,786.09					Total Contractual Economic Gain With Max Cola*	\$27,742.09								
*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.																

Prem Tech 1 & 2														
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024*	Current Yearly Medical Premiums (Family)	Option 1 Proposed Monthly Medical Premiums (Family)		Option 1 Current Yearly Medical Premiums (Individual)	Proposed Monthly Medical Premiums (Individual)
2022	4.00%	\$61,906.00	\$64,382.24	\$2,476.24	\$2,476.24									
2023	4.00%	\$61,906.00	\$66,957.53	\$2,575.29	\$5,051.53					\$433.00	\$441.00		\$165.00	\$168.00
2024	2.50%	\$61,906.00	\$68,631.47	\$1,673.94	\$6,725.47	\$69,146.20	\$514.74	\$7,240.20	\$514.74	\$433.00	\$460.00		\$165.00	\$176.00
2025	3.00%	\$61,906.00	\$70,690.41	\$2,058.94	\$8,784.41	\$71,220.59	\$530.18	\$9,314.59		\$433.00	\$484.00		\$165.00	\$185.00
2026	3.00%	\$61,906.00	\$72,811.12	\$2,120.71	\$10,905.12	\$73,357.21	\$546.08	\$11,451.21		\$433.00	\$510.00		\$165.00	\$195.00
2027										\$433.00	\$536.00		\$165.00	\$204.00
Totals		\$309,530.00	\$343,472.77		\$33,942.77		\$1,591.00	\$35,533.77		\$25,980.00	\$29,172.00		\$9,900.00	\$11,136.00
Gains over 5 Years*		Wage Increase*	\$33,942.77				Wage Increase With Cola*	\$35,533.77	\$36,048.51					
Costs										Increase	\$3,192.00		Increase	\$1,236.00
Wage Gain *		\$33,942.77					Wage Gains*	\$33,942.77						
Medical Premium Increase Family Plan		\$3,192.00				Family vs Individual	Medical Premium Increase Individual Plan	\$1,236.00						
Total Contractual Economic Gain*		\$30,750.77					Total Contractual Economic Gain*	\$32,706.77						
Total Contractual Economic Gain With Max Cola*		\$32,856.51					Total Contractual Economic Gain With Max Cola*	\$34,812.51						
*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.														

<b>Prem Tech 3</b>														
Year	Contractual Raise	Current Annual Salary*	Proposed Annual Salary*	Annual Dollar Gain*	Net Effect*	Max COLA Per Hour Gain (.75) Annual*	Max - COLA Annual Dollar Gain*	Max COLA Net Effect*	COLA Lump Sum Payment(.75) 2-1-2024*	Current Yearly Medical Premiums (Family)	Option 1 Proposed Monthly Medical Premiums (Family)		Option 1 Current Yearly Medical Premiums (Individual)	Proposed Monthly Medical Premiums (Individual)
2022	4.00%	\$54,054.00	\$56,216.16	\$2,162.16	\$2,162.16									
2023	4.00%	\$54,054.00	\$58,464.81	\$2,248.65	\$4,410.81					\$433.00	\$441.00		\$165.00	\$168.00
2024	2.50%	\$54,054.00	\$59,926.43	\$1,461.62	\$5,872.43	\$60,375.87	\$449.45	\$6,321.87	\$449.45	\$433.00	\$460.00		\$165.00	\$176.00
2025	3.00%	\$54,054.00	\$61,724.22	\$1,797.79	\$7,670.22	\$62,187.15	\$462.93	\$8,133.15		\$433.00	\$484.00		\$165.00	\$185.00
2026	3.00%	\$54,054.00	\$63,575.95	\$1,851.73	\$9,521.95	\$64,052.77	\$476.82	\$9,998.77		\$433.00	\$510.00		\$165.00	\$195.00
2027										\$433.00	\$536.00		\$165.00	\$204.00
<b>Totals</b>		<b>\$270,270.00</b>	<b>\$299,907.56</b>		<b>\$29,637.56</b>		<b>\$1,389.20</b>	<b>\$31,026.76</b>		<b>\$25,980.00</b>	<b>\$29,172.00</b>		<b>\$9,900.00</b>	<b>\$11,136.00</b>
<b>Gains over 5 Years*</b>		<b>Wage Increase*</b>	<b>\$29,637.56</b>				<b>Wage Increase With Cola*</b>	<b>\$31,026.76</b>	<b>\$31,476.21</b>					
<b>Costs</b>										<b>Increase</b>	<b>\$3,192.00</b>		<b>Increase</b>	<b>\$1,236.00</b>
<b>Wage Gain*</b>		<b>\$29,637.56</b>					<b>Wage Gains*</b>	<b>\$29,637.56</b>						
<b>Medical Premium Increase Family Plan</b>		<b>\$3,192.00</b>					<b>Family vs Individual</b>							
<b>Medical Premium Increase Individual Plan</b>								<b>\$1,236.00</b>						
<b>Total Contractual Economic Gain*</b>		<b>\$26,445.56</b>						<b>Total Contractual Economic Gain*</b>	<b>\$28,401.56</b>					
<b>Total Contractual Economic Gain With Max Cola*</b>		<b>\$28,284.21</b>						<b>Total Contractual Economic Gain With Max Cola*</b>	<b>\$30,240.21</b>					
<b>*All numbers are approximate because final weekly rate calculations will be rounded to the nearest half dollar.</b>														