

<b>Pay Equity/Market Summary</b>	
2018 Total	163,507.18
Pay Equity	50,349.00
Market/COLA	113,158.18
	163,507.18
<b>2018 Implementation Costs</b>	
2018 - May (8/12)	
Pay Equity	33,566.00
Market/COLA	75,438.79
Total	109,004.79
Plus Benefits	31,611.39
Total Implementation Cost	140,616.17
Total (2018 - 2022)	
2018	163,507.18
2019	100,701.02
2020	48,305.79
2021	37,414.62
2022	14,331.70
Total*	364,260.31
*Without benefits, OT and COLA for 2019 on	