

Employee: Burke, Susan

FTE 0.8

Year	Range	Step	Step Date	Years of Service	Current System (Longevity Increases August 1)					New System (Effective Jan 11, 2009)					Estimated Difference		
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Pro-rated Longevity (/mo)	Pro-rated Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)		Total Wage (/hr)	Estimated Annual Wages
2009	25	13		20	\$19.11	\$100.00	\$0.72	\$80.00	\$0.58	\$19.83		\$19.11	\$91.52	\$0.66	\$19.77	\$32,896.65	
				21	\$19.11	\$105.00	\$0.76	\$84.00	\$0.61	\$19.87	\$33,024.85						
2010	25	13		21	\$19.64	\$105.00	\$0.76	\$84.00	\$0.61	\$20.40		\$19.64	\$94.29	\$0.68	\$20.32		
				22	\$19.64	\$110.00	\$0.79	\$88.00	\$0.63	\$20.43	\$33,966.40	\$19.64	\$112.32	\$0.81	\$20.45	\$33,901.96	-\$64.44
2011	25	14		22	\$20.38	\$110.00	\$0.79	\$88.00	\$0.63	\$21.17		\$20.38	\$115.09	\$0.83	\$21.21	\$35,292.76	
				23	\$20.38	\$115.00	\$0.83	\$92.00	\$0.66	\$21.21	\$35,254.61						
2012	25	14		23	\$21.15	\$115.00	\$0.83	\$92.00	\$0.66	\$21.98		\$21.15	\$117.86	\$0.85	\$22.00	\$36,607.30	
				24	\$21.15	\$120.00	\$0.87	\$96.00	\$0.69	\$22.02	\$36,602.45						

Next Step Date 8/1/2013

Employee: Porter, Wendy M.

FTE 0.9

Year	Range	Step	Step Date	Years of Service	Current System (Longevity increases April 1)					New System (Effective Jan 11, 2009)					Estimated Difference		
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Pro-rated Longevity (/mo)	Pro-rated Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)		Total Wage (/hr)	Estimated Annual Wages
2009	25	13		19	\$19.11	\$95.00	\$0.61	\$85.50	\$0.55	\$19.72		\$19.11	\$102.96	\$0.66	\$19.77	\$37,009.44	
				20	\$19.11	\$100.00	\$0.64	\$90.00	\$0.58	\$19.75	\$36,957.96						
2010	25	13		20	\$19.64	\$100.00	\$0.64	\$90.00	\$0.58	\$20.28		\$19.64	\$106.08	\$0.68	\$20.32	\$38,039.04	
				21	\$19.64	\$105.00	\$0.67	\$94.50	\$0.61	\$20.31	\$38,006.28						
2011	25	13	4/1/2011	21	\$20.38	\$105.00	\$0.67	\$94.50	\$0.61	\$21.05		\$20.38	\$109.20	\$0.70	\$21.08		
				22	\$20.38	\$110.00	\$0.71	\$99.00	\$0.63	\$21.09	\$39,461.76		\$20.38	\$129.48	\$0.83	\$21.21	\$39,644.28
2012	25	14		22	\$21.15	\$110.00	\$0.71	\$99.00	\$0.63	\$21.86		\$21.15	\$132.60	\$0.85	\$22.00	\$41,184.00	
				23	\$21.15	\$115.00	\$0.74	\$103.50	\$0.66	\$21.89	\$40,964.04						

Next Step Date 4/1/2014

Employee: Williams, Allison M.

FTE 1.0

Year	Range	Step	Step Date	Years of Service	Current System (Longevity increases July 1)					New System (Effective Jan 11, 2009)					Estimated Difference
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	
2009	25	12		17	\$19.11	\$85.00	\$0.49	\$19.60		\$19.11	\$91.87	\$0.53	\$19.64	\$40,851.20	
				18	\$19.11	\$90.00	\$0.52	\$19.63	\$40,799.20						\$52.00
2010	25	12	7/1/2010	18	\$19.64	\$90.00	\$0.52	\$20.16		\$19.64	\$93.60	\$0.54	\$20.18		
		13		\$19.64	\$95.00	\$0.55	\$20.19	\$41,964.00	\$19.64	\$117.87	\$0.68	\$20.32	\$42,120.00	\$156.00	
2011	25	13		19	\$20.38	\$95.00	\$0.55	\$20.93		\$20.38	\$121.33	\$0.70	\$21.08	\$43,846.40	
				20	\$20.38	\$100.00	\$0.58	\$20.96	\$43,565.60					\$280.80	
2012	25	13		20	\$21.15	\$100.00	\$0.58	\$21.73		\$21.15	\$124.80	\$0.72	\$21.87	\$45,489.60	
				21	\$21.15	\$105.00	\$0.61	\$21.76	\$45,229.60					\$260.00	

Next Step Date 7/1/2013

Employee: Kriger, Margaret L.^

FTE 0.9

Year	Range	Step	Adjusted Step Date	Years of Service	Current System (using 5/1 step date, 10/1 longevity date)					New System (using 2/1 step date, effective Jan 11, 2009)					Estimated Difference		
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Pro-rated Longevity (/mo)	Pro-rated Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)		Total Wage (/hr)	Estimated Annual Wages
2009	40A	4		9	\$24.56	\$45.00	\$0.29	\$40.50	\$0.26	\$24.85		\$24.56		\$24.56			
		5	2/1/2009	9	\$25.48	\$45.00	\$0.29	\$40.50	\$0.26	\$25.77		\$25.48		\$25.48	\$47,555.04		
		5		10	\$25.48	\$50.00	\$0.32	\$45.00	\$0.29	\$25.80	\$47,681.40					-\$126.36	
2010	40A	5		10	\$26.18	\$50.00	\$0.32	\$45.00	\$0.29	\$26.50		\$26.18		\$26.18			
		6	2/1/2010	10	\$27.18	\$50.00	\$0.32	\$45.00	\$0.29	\$27.50		\$27.18		\$27.18	\$50,724.96		
		6		11	\$27.18	\$55.00	\$0.35	\$49.50	\$0.32	\$27.53	\$50,870.04					-\$145.08	
2011	40A	6		11	\$27.93	\$55.00	\$0.35	\$49.50	\$0.32	\$28.28		\$27.93		\$27.93			
		10	2/1/2011	11	\$29.01	\$55.00	\$0.35	\$49.50	\$0.32	\$29.36		\$29.01	\$57.72	\$0.37	\$29.38	\$54,773.16	
		10		12	\$29.01	\$60.00	\$0.38	\$54.00	\$0.35	\$29.39	\$54,302.04					\$471.12	
2012	40A	10		12	\$30.41	\$60.00	\$0.38	\$54.00	\$0.35	\$30.79		\$30.41	\$59.28	\$0.38	\$30.79		
		10		12	\$30.41	\$60.00	\$0.38	\$54.00	\$0.35	\$30.79		\$30.41	\$59.28	\$0.38	\$30.79	\$57,638.88	
		10		13	\$30.41	\$65.00	\$0.42	\$58.50	\$0.38	\$30.83	\$57,657.60					-\$18.72	

NOTE: Step date corrected from 6/1/09 to 5/1/09.

Next Step Date 2/1/2013

Employee: Pernotto, Elizabeth M.

FTE 0.8

Year	Range	Step	Step Date	Years of Service	Current System (Longevity increases Feb 1)					New System (Effective Jan 11, 2009)					Estimated Difference		
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Pro-rated Longevity (/mo)	Pro-rated Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)		Total Wage (/hr)	Estimated Annual Wages
2009	44A	12		16	\$29.68	\$80.00	\$0.58	\$64.00	\$0.46	\$30.26		\$29.68	\$73.49	\$0.53	\$30.21	\$50,269.44	
		12		17	\$29.68	\$85.00	\$0.61	\$68.00	\$0.49	\$30.29	\$50,398.40						
2010	44A	12		17	\$30.80	\$85.00	\$0.61	\$68.00	\$0.49	\$31.41		\$30.80	\$74.88	\$0.54	\$31.34	\$52,149.76	
		12		18	\$30.80	\$90.00	\$0.65	\$72.00	\$0.52	\$31.45	\$52,327.25						
2011	44A	12		18	\$31.97	\$90.00	\$0.65	\$72.00	\$0.52	\$32.62		\$31.97	\$76.27	\$0.55	\$32.52		
		13	2/1/2011	19	\$31.97	\$95.00	\$0.69	\$76.00	\$0.55	\$32.66	\$54,340.69		\$31.97	\$97.07	\$0.70	\$32.67	\$54,342.08
2012	44A	13		19	\$33.18	\$95.00	\$0.69	\$76.00	\$0.55	\$33.87		\$33.18	\$99.84	\$0.72	\$33.90	\$56,409.60	
		13		20	\$33.18	\$100.00	\$0.72	\$80.00	\$0.58	\$33.90	\$56,405.44						

Next Step Date 2/1/2014

Employee: Russell-Stear, Jacquelyn

FTE 0.5

Year	Range	Step	Step Date	Years of Service	Current System (Longevity increases Dec 1)					New System (Effective Jan 11, 2009)					Estimated Difference	
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Pro-rated Longevity (/mo)	Pro-rated Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)		Total Wage (/hr)
2009	44A	12		16	\$29.68	\$80.00	\$0.92	\$40.00	\$0.46	\$30.60		\$29.68	\$73.49	\$0.53	\$30.21	
		12		17	\$29.68	\$85.00	\$0.98	\$42.50	\$0.49	\$30.66	\$31,829.20					\$31,418.40
2010	44A	12		17	\$30.80	\$85.00	\$0.98	\$42.50	\$0.49	\$31.78		\$30.80	\$74.88	\$0.54	\$31.34	
		12		18	\$30.80	\$90.00	\$1.04	\$45.00	\$0.52	\$31.84	\$33,056.40					\$32,593.60
2011	44A	12		18	\$31.97	\$90.00	\$1.04	\$45.00	\$0.52	\$33.01		\$31.97	\$76.27	\$0.55	\$32.52	
		13	12/1/2011	19	\$31.97	\$95.00	\$1.10	\$47.50	\$0.55	\$33.07	\$34,335.60		\$31.97	\$97.07	\$0.70	\$32.67
2012	44A	13		19	\$33.18	\$95.00	\$1.10	\$47.50	\$0.55	\$34.28		\$33.18	\$99.84	\$0.72	\$33.90	
		13		20	\$33.18	\$100.00	\$1.15	\$50.00	\$0.58	\$34.33	\$35,655.53					\$35,256.00

Next Step Date 12/1/2014

Employee: Rasmussen, Laurette M.^

FTE 0.9

Year	Range	Step	Adjusted Step Date	Years of Service	Current System (using 4/1 step date, 10/1 longevity date)						New System (Effective Jan 11, 2009)					Estimated Difference	
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Pro-rated Longevity (/mo)	Pro-rated Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)		Estimated Annual Wages
2009	44B	6		8	\$28.86	\$40.00	\$0.26	\$36.00	\$0.23	\$29.12		\$28.86			\$28.86		
		8	4/1/2009	8	\$29.68	\$40.00	\$0.26	\$36.00	\$0.23	\$29.94		\$29.68	\$34.67	\$0.25	\$29.93	\$55,528.20	
		8		9	\$29.68	\$45.00	\$0.29	\$40.50	\$0.26	\$29.97	\$55,677.96						
2010	44B	8		9	\$30.80	\$45.00	\$0.29	\$40.50	\$0.26	\$31.09		\$30.80	\$36.05	\$0.26	\$31.06		
		9	4/1/2010	9	\$30.80	\$45.00	\$0.29	\$40.50	\$0.26	\$31.09		\$30.80	\$40.21	\$0.29	\$31.09	\$58,186.44	
		9		10	\$30.80	\$50.00	\$0.32	\$45.00	\$0.29	\$31.12	\$58,214.52						
2011	44B	9		10	\$31.97	\$50.00	\$0.32	\$45.00	\$0.29	\$32.29		\$31.97	\$46.80	\$0.30	\$32.27		
		10	4/1/2011	10	\$31.97	\$50.00	\$0.32	\$45.00	\$0.29	\$32.29		\$31.97	\$57.72	\$0.37	\$32.34	\$60,507.72	
		10		11	\$31.97	\$55.00	\$0.35	\$49.50	\$0.32	\$32.32	\$60,460.92						
2012	44B	10		11	\$33.18	\$55.00	\$0.35	\$49.50	\$0.32	\$33.53		\$33.18	\$59.28	\$0.38	\$33.56		
		10		11	\$33.18	\$55.00	\$0.35	\$49.50	\$0.32	\$33.53		\$33.18	\$59.28	\$0.38	\$33.56	\$62,824.32	
		10		12	\$33.18	\$60.00	\$0.38	\$54.00	\$0.35	\$33.56	\$62,782.20						

Next Step Date 4/1/2014

Employee: Angel, William Raphael

FTE 1.0

Year	Range	Step	Step Date	Years of Service	Current System (Longevity increases Mar 1)					New System (Effective Jan 11, 2009)					Estimated Difference
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	
2009	44B	10		10	\$29.68	\$50.00	\$0.29	\$29.97		\$29.68	\$48.53	\$0.35	\$30.03	\$62,462.40	
		10		11	\$29.68	\$55.00	\$0.32	\$30.00	\$62,389.60						\$72.80
2010	44B	10		11	\$30.80	\$55.00	\$0.32	\$31.12		\$30.80	\$49.92	\$0.36	\$31.16	\$64,812.80	
		10		12	\$30.80	\$60.00	\$0.35	\$31.15	\$64,781.60						\$31.20
2011	44B	10		12	\$31.97	\$60.00	\$0.35	\$32.32		\$31.97	\$51.31	\$0.37	\$32.34		
		11	3/1/2011	13	\$31.97	\$65.00	\$0.38	\$32.35	\$67,277.60	\$31.97	\$62.40	\$0.45	\$32.42	\$67,405.87	\$128.27
2012	44B	11		13	\$33.18	\$65.00	\$0.38	\$33.56		\$33.18	\$63.79	\$0.46	\$33.64	\$69,971.20	
		11		14	\$33.18	\$70.00	\$0.40	\$33.58	\$69,839.47						\$131.73

Next Step Date 3/1/2014



Employee: Halasz, Edward S.

FTE 1.0

Year	Range	Step	Step Date	Years of Service	Current System (Longevity increases May 1)				New System (Effective Jan 11, 2009)				Estimated Difference		
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)		Total Wage (/hr)	Estimated Annual Wages
2009	44B	10		10	\$29.68	\$50.00	\$0.29	\$29.97		\$29.68	\$48.53	\$0.35	\$30.03	\$62,462.40	
		10		11	\$29.68	\$55.00	\$0.32	\$30.00	\$62,379.20						\$83.20
2010	44B	10		11	\$30.80	\$55.00	\$0.32	\$31.12		\$30.80	\$49.92	\$0.36	\$31.16		
		11	5/1/2010	12	\$30.80	\$60.00	\$0.35	\$31.15	\$64,771.20	\$30.80	\$61.01	\$0.44	\$31.24	\$64,923.73	\$152.53
2011	44B	11		12	\$31.97	\$60.00	\$0.35	\$32.32		\$31.97	\$62.40	\$0.45	\$32.42	\$67,433.60	
		11		13	\$31.97	\$65.00	\$0.38	\$32.35	\$67,267.20						\$166.40
2012	44B	11		13	\$33.18	\$65.00	\$0.38	\$33.56		\$33.18	\$63.79	\$0.46	\$33.64	\$69,971.20	
		11		14	\$33.18	\$70.00	\$0.40	\$33.58	\$69,832.53						\$138.67

Next Step Date 5/1/2013

Employee: Hayes, James B.

FTE 1.0

Year	Range	Step	Step Date	Years of Service	Current System (Longevity increases Apr 1)					New System (Effective Jan 11, 2009)					Estimated Difference
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	
2009	44B	10		12	\$29.68	\$60.00	\$0.35	\$30.03		\$29.68	\$48.53	\$0.35	\$30.03		
		11	4/1/2009	13	\$29.68	\$65.00	\$0.38	\$30.06	\$62,509.20	\$29.68	\$59.63	\$0.43	\$30.11	\$62,587.20	\$78.00
2010	44B	11		13	\$30.80	\$65.00	\$0.38	\$31.18		\$30.80	\$61.01	\$0.44	\$31.24	\$64,979.20	
		11		14	\$30.80	\$70.00	\$0.40	\$31.20	\$64,885.60						\$93.60
2011	44B	11		14	\$31.97	\$70.00	\$0.40	\$32.37		\$31.97	\$62.40	\$0.45	\$32.42	\$67,433.60	
		11		15	\$31.97	\$75.00	\$0.43	\$32.40	\$67,376.40						\$57.20
2012	44B	11		15	\$33.18	\$75.00	\$0.43	\$33.61		\$33.18	\$63.79	\$0.46	\$33.64		
		12	4/1/2012	16	\$33.18	\$80.00	\$0.46	\$33.64	\$69,955.60	\$33.18	\$79.04	\$0.57	\$33.75	\$70,142.80	\$187.20

Next Step Date 4/1/2015

Employee: Phipps, Lee D.

FTE 1.0

Year	Range	Step	Step Date	Years of Service	Current System (Longevity increases Jul 1)				New System (Effective Jan 11, 2009)					Estimated Difference	
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)		Estimated Annual Wages
2009	44B	10		10	\$29.68	\$50.00	\$0.29	\$29.97		\$29.68	\$48.53	\$0.35	\$30.03	\$62,462.40	
		10		11	\$29.68	\$55.00	\$0.32	\$30.00	\$62,368.80						\$93.60
2010	44B	10		11	\$30.80	\$55.00	\$0.32	\$31.12		\$30.80	\$49.92	\$0.36	\$31.16	\$64,812.80	
		10		12	\$30.80	\$60.00	\$0.35	\$31.15	\$64,760.80						\$52.00
2011	44B	10		12	\$31.97	\$60.00	\$0.35	\$32.32		\$31.97	\$51.31	\$0.37	\$32.34		
		11	7/1/2011	13	\$31.97	\$65.00	\$0.38	\$32.35	\$67,256.80	\$31.97	\$62.40	\$0.45	\$32.42	\$67,350.40	\$93.60
2012	44B	11		13	\$33.18	\$65.00	\$0.38	\$33.56		\$33.18	\$63.79	\$0.46	\$33.64	\$69,971.20	
		11		14	\$33.18	\$70.00	\$0.40	\$33.58	\$69,825.60						\$145.60

Next Step Date 7/1/2014

Employee: Bodenmiller-Banko, Gail A.

FTE 0.8

Year	Range	Step	Step Date	Years of Service	Current System (Longevity increases Sep 1)					New System (Effective Jan 11, 2009)					Estimated Difference		
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Pro-rated Longevity (/mo)	Pro-rated Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)		Total Wage (/hr)	Estimated Annual Wages
2009	46A	12		18	\$29.39	\$90.00	\$0.65	\$72.00	\$0.52	\$30.04		\$29.39	\$73.49	\$0.53	\$29.92		
		13	9/1/2009	19	\$29.39	\$95.00	\$0.69	\$76.00	\$0.55	\$30.08	\$50,008.75	\$29.39	\$91.52	\$0.66	\$30.05	\$49,858.99	-\$149.76
2010	46A	13		19	\$30.20	\$95.00	\$0.69	\$76.00	\$0.55	\$30.89		\$30.20	\$94.29	\$0.68	\$30.88	\$51,384.32	
		13		20	\$30.20	\$100.00	\$0.72	\$80.00	\$0.58	\$30.92	\$51,417.60						-\$33.28
2011	46A	13		20	\$31.34	\$100.00	\$0.72	\$80.00	\$0.58	\$32.06		\$31.34	\$97.07	\$0.70	\$32.04	\$53,314.56	
		13		21	\$31.34	\$105.00	\$0.76	\$84.00	\$0.61	\$32.10	\$53,370.03						-\$55.47
2012	46A	13		21	\$32.52	\$105.00	\$0.76	\$84.00	\$0.61	\$33.28		\$32.52	\$99.84	\$0.72	\$33.24		
		14	9/1/2012	22	\$32.52	\$110.00	\$0.79	\$88.00	\$0.63	\$33.31	\$55,394.56	\$32.52	\$117.87	\$0.85	\$33.37	\$55,383.47	-\$11.09

Next Step Date 9/1/2015

Employee: Molaski, Kelly S.

FTE 0.9

Year	Range	Step	Step Date	Years of Service	Current System (Longevity increases Jan 1)				New System (Effective Jan 11, 2009)				Estimated Difference				
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Pro-rated Longevity (/mo)	Pro-rated Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate		Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages
2009	51	14		24	\$34.57	\$120.00	\$0.77	\$108.00	\$0.69	\$35.34	\$66,156.48	\$34.57	\$109.55	\$0.79	\$35.36	\$66,193.92	\$37.44
2010	51	15	1/1/2010	25	\$35.88	\$125.00	\$0.80	\$112.50	\$0.72	\$36.68	\$68,664.96	\$35.88	\$131.73	\$0.95	\$36.83	\$68,945.76	\$280.80
2011	51	15		26	\$37.24	\$125.00	\$0.80	\$112.50	\$0.72	\$38.04	\$71,210.88	\$37.24	\$135.89	\$0.98	\$38.22	\$71,547.84	\$336.96
2012	51	15		27	\$38.65	\$125.00	\$0.80	\$112.50	\$0.72	\$39.45	\$73,850.40	\$38.65	\$140.05	\$1.01	\$39.66	\$74,243.52	\$393.12

Next Step Date (none)

Employee: Kunesh, Thomas E. ^

FTE 1.0

Year	Range	Step	Adjusted Step Date	Years of Service	Current System (using 11/1 step date, 1/1 longevity date)					New System (using 6/1 step date, effective Jan 11, 2009)					Estimated Difference
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	
2009	51A	4		21	\$31.20	\$105.00	\$0.61	\$31.81		\$31.20			\$31.20		
		5	6/1/2009	21	\$32.39	\$105.00	\$0.61	\$33.00	\$66,371.07	\$32.39			\$32.39	\$66,339.87	-\$31.20
2010	51A	5		22	\$33.28	\$110.00	\$0.63	\$33.91		\$33.28			\$33.28		
		6	6/1/2010	22	\$34.54	\$110.00	\$0.63	\$35.17	\$70,751.20	\$34.54			\$34.54	\$70,751.20	\$0.00
2011	51A	6		23	\$35.49	\$115.00	\$0.66	\$36.15		\$35.49			\$35.49		
		7	6/1/2011	23	\$36.87	\$115.00	\$0.66	\$37.53	\$75,431.20	\$36.87	\$46.80	\$0.27	\$37.14	\$75,821.20	\$390.00
2012	51A	7		24	\$37.88	\$120.00	\$0.69	\$38.57		\$37.88	\$48.53	\$0.28	\$38.16		
		14	6/1/2012	24	\$38.65	\$120.00	\$0.69	\$39.34	\$80,359.07	\$38.65	\$147.33	\$0.85	\$39.50	\$80,998.67	\$639.60

Next Step Date 6/1/2013

Employee: Dodd, Kyle P.^

FTE 1.0

Year	Range	Step	Adjusted Step Date	Years of Service	Current System (using 5/1 step date, 8/1 longevity date)					New System (using 3/1 step date, effective Jan 11, 2009)					Estimated Difference
					Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	Hourly Rate	Longevity (/mo)	Longevity (/hr)	Total Wage (/hr)	Estimated Annual Wages	
2009	51A	5		9	\$32.39	\$45.00	\$0.26	\$32.65		\$32.39			\$32.39		
		6	3/1/2009	9	\$33.62	\$45.00	\$0.26	\$33.88		\$33.62			\$33.62	\$69,503.20	
		6		10	\$33.62	\$50.00	\$0.29	\$33.91	\$69,643.60						-\$140.40
2010	51A	6		10	\$34.54	\$50.00	\$0.29	\$34.83		\$34.54			\$34.54		
		7	3/1/2010	10	\$35.88	\$50.00	\$0.29	\$36.17		\$35.88	\$45.07	\$0.26	\$36.14	\$74,616.53	
		7		11	\$35.88	\$55.00	\$0.32	\$36.20	\$74,330.53						\$286.00
2011	51A	7		11	\$36.87	\$55.00	\$0.32	\$37.19		\$36.87	\$46.80	\$0.27	\$37.14		
		10	3/1/2011	11	\$37.24	\$55.00	\$0.32	\$37.56		\$37.24	\$64.13	\$0.37	\$37.61	\$78,065.87	
		10		12	\$37.24	\$60.00	\$0.35	\$37.59	\$77,894.27						\$171.60
2012	51A	10		12	\$38.65	\$60.00	\$0.35	\$39.00		\$38.65	\$65.87	\$0.38	\$39.03		
		10		12	\$38.65	\$60.00	\$0.35	\$39.00		\$38.65	\$65.87	\$0.38	\$39.03	\$81,182.40	
		10		13	\$38.65	\$65.00	\$0.38	\$39.03	\$81,146.00						\$36.40

Next Step Date 3/1/2013