

YRS	AVG		MCS	DIFF	# STAFF	COST	38.10% of cost	38.10% of Diff	NEW SAL	DIFF FROM
	BACH	MCS								
0	33788	34,071	\$283	21					\$34,071	\$283
1	34148	34,459	\$311	19					\$34,459	\$311
2	34568	34,847	\$279	24					\$34,847	\$279
3	34990	35,238	\$248	14					\$35,238	\$248
4	35451	35,625	\$174	15					\$35,625	\$174
5	35910	36,014	\$104	14					\$36,014	\$104
6	36423	36,405	\$18	12	\$214	\$81	\$7		\$36,412	\$11
7	36898	36,794	\$104	15	\$1,557	\$593	\$40		\$36,834	\$64
8	37412	37,184	\$228	12	\$2,734	\$1,042	\$87		\$37,271	\$141
9	37993	37,799	\$194	11	\$2,132	\$812	\$74		\$37,873	\$120
10	38622	38,410	\$212	10	\$2,118	\$807	\$81		\$38,491	\$131
11	39337	39,023	\$314	18	\$5,648	\$2,152	\$120		\$39,143	\$194
12	39995	39,654	\$341	12	\$4,090	\$1,558	\$130		\$39,784	\$211
13	40636	40,304	\$332	15	\$4,977	\$1,896	\$126		\$40,431	\$205
14	41033	40,304	\$729	7	\$5,102	\$1,944	\$278		\$40,582	\$451
15	41386	40,304	\$1,082	13	\$14,063	\$5,358	\$412		\$40,716	\$670
16	42048	40,974	\$1,074	15	\$16,107	\$6,137	\$409		\$41,383	\$665
17	42412	40,974	\$1,438	9	\$12,940	\$4,930	\$548		\$41,522	\$890
18	42789	40,974	\$1,815	13	\$23,592	\$8,989	\$691		\$41,666	\$1,123
19	43563	41,664	\$1,899	11	\$20,887	\$7,958	\$723		\$42,388	\$1,175
20	43988	41,664	\$2,324	8	\$18,590	\$7,083	\$885		\$42,550	\$1,438
21	44421	41,664	\$2,757	6	\$16,541	\$6,302	\$1,050		\$42,715	\$1,706
22	45187	42,375	\$2,812	3	\$8,435	\$3,214	\$1,071		\$43,446	\$1,741
23	45585	42,375	\$3,210	8	\$25,678	\$9,783	\$1,223		\$43,598	\$1,987
24	46036	42,375	\$3,661	5	\$18,304	\$6,974	\$1,395		\$43,770	\$2,266
25 & UP	47026	43,107	\$3,919	35	\$137,158	\$52,257	\$1,493		\$44,600	\$2,426

\$129,870

\$340,867

345

TOTAL COST TO IMPLEMENT \$1,113,383
 AMT AVAIL. \$424,235
 % IMPLEMENTATION POSSIBLE 38.10%

YRS	AVG		# STAFF	COST	38.10% of cost	38.10% of Diff	DIFF	MCS	NEW SAL	DIFF FROM AVERAGE
	MASTER	MCS								
0	\$35,093	\$34,459	3	\$1,901.40	\$724.43	\$241	\$634	\$34,701	\$392	
1	\$35,483	\$34,847	4	\$2,543.20	\$968.96	\$242	\$636	\$35,089	\$394	
2	\$35,925	\$35,238	6	\$4,120.80	\$1,570.02	\$262	\$687	\$35,500	\$425	
3	\$36,372	\$35,625	6	\$4,480.80	\$1,707.18	\$285	\$747	\$35,910	\$462	
4	\$36,848	\$36,014	4	\$3,335.20	\$1,270.71	\$318	\$834	\$36,332	\$516	
5	\$37,411	\$36,600	9	\$7,297.20	\$2,780.23	\$309	\$811	\$36,909	\$502	
6	\$38,045	\$37,184	9	\$7,747.20	\$2,951.68	\$328	\$861	\$37,512	\$533	
7	\$38,636	\$37,799	7	\$5,857.60	\$2,231.75	\$319	\$837	\$38,118	\$518	
8	\$39,264	\$38,410	1	\$853.80	\$325.30	\$325	\$854	\$38,735	\$529	
9	\$39,861	\$39,022	3	\$2,516.40	\$958.75	\$320	\$839	\$39,342	\$519	
10	\$40,507	\$39,634	1	\$872.80	\$332.54	\$333	\$873	\$39,967	\$540	
11	\$41,251	\$40,246	6	\$6,028.80	\$2,296.97	\$383	\$1,005	\$40,629	\$622	
12	\$41,941	\$40,914	3	\$3,080.40	\$1,173.63	\$391	\$1,027	\$41,305	\$636	
13	\$42,637	\$41,603	8	\$8,270.40	\$3,151.02	\$394	\$1,034	\$41,997	\$640	
14	\$43,044	\$41,603	6	\$8,644.80	\$3,293.67	\$549	\$1,441	\$42,152	\$892	
15	\$43,414	\$41,603	6	\$10,864.80	\$4,139.49	\$690	\$1,811	\$42,293	\$1,121	
16	\$44,109	\$42,312	3	\$5,390.40	\$2,053.74	\$685	\$1,797	\$42,997	\$1,112	
17	\$44,489	\$42,312	4	\$8,707.20	\$3,317.44	\$829	\$2,177	\$43,142	\$1,347	
18	\$44,883	\$42,312	4	\$10,283.20	\$3,917.90	\$979	\$2,571	\$43,292	\$1,591	
19	\$45,658	\$43,042	7	\$18,312.00	\$6,976.87	\$997	\$2,616	\$44,039	\$1,619	
20	\$46,101	\$43,042	13	\$39,764.40	\$15,150.24	\$1,165	\$3,059	\$44,208	\$1,893	
21	\$46,603	\$43,042	5	\$17,804.00	\$6,783.32	\$1,357	\$3,561	\$44,399	\$2,204	
22	\$47,406	\$43,792	3	\$10,841.40	\$4,130.57	\$1,377	\$3,614	\$45,169	\$2,237	
23	\$47,822	\$43,792	4	\$16,119.20	\$6,141.42	\$1,535	\$4,030	\$45,328	\$2,494	
24	\$48,293	\$43,792	6	\$27,004.80	\$10,288.83	\$1,715	\$4,501	\$45,507	\$2,786	
25 & UP	\$49,362	\$44,568	36	\$172,576.80	\$65,751.76	\$1,826	\$4,794	\$46,395	\$2,967	

167 \$405,219 \$154,388

YRS	AVG		MCS	DIFF	# STAFF	COST	38.10% of cost	38.10% of Diff	NEW SAL	DIFF FROI
	MASTER +30	INCREASE								
0	\$35,535	\$34,459	\$1,076	0	\$0.00	\$0.00	\$410	\$34,869	\$666	
1	\$35,927	\$34,847	\$1,080	0	\$0.00	\$0.00	\$411	\$35,259	\$668	
2	\$36,371	\$35,238	\$1,133	0	\$0.00	\$0.00	\$432	\$35,670	\$701	
3	\$36,820	\$35,625	\$1,195	1	\$1,194.80	\$455.22	\$455	\$36,080	\$740	
4	\$37,298	\$36,014	\$1,284	0	\$0.00	\$0.00	\$489	\$36,503	\$795	
5	\$37,904	\$36,694	\$1,210	1	\$1,209.80	\$460.93	\$461	\$37,155	\$749	
6	\$38,597	\$37,387	\$1,210	1	\$1,209.80	\$460.93	\$461	\$37,848	\$749	
7	\$39,234	\$38,104	\$1,130	2	\$2,259.60	\$860.91	\$430	\$38,535	\$699	
8	\$39,908	\$38,818	\$1,090	1	\$1,089.80	\$415.21	\$415	\$39,233	\$675	
9	\$40,551	\$39,531	\$1,020	1	\$1,019.80	\$388.54	\$389	\$39,920	\$631	
10	\$41,244	\$40,246	\$998	1	\$997.80	\$380.16	\$380	\$40,626	\$618	
11	\$42,034	\$40,962	\$1,072	1	\$1,071.80	\$408.36	\$408	\$41,371	\$663	
12	\$42,703	\$41,678	\$1,025	3	\$3,074.40	\$1,171.35	\$390	\$42,069	\$634	
13	\$43,410	\$42,390	\$1,020	3	\$3,059.40	\$1,165.63	\$389	\$42,779	\$631	
14	\$43,820	\$42,390	\$1,430	1	\$1,429.80	\$544.75	\$545	\$42,935	\$885	
15	\$44,193	\$42,390	\$1,803	2	\$3,605.60	\$1,373.73	\$687	\$43,077	\$1,116	
16	\$44,901	\$43,123	\$1,778	4	\$7,111.20	\$2,709.37	\$677	\$43,801	\$1,100	
17	\$45,282	\$43,123	\$2,159	3	\$6,476.40	\$2,467.51	\$823	\$43,946	\$1,336	
18	\$45,679	\$43,123	\$2,556	5	\$12,779.00	\$4,868.80	\$974	\$44,097	\$1,582	
19	\$46,468	\$43,876	\$2,592	4	\$10,367.20	\$3,949.90	\$987	\$44,864	\$1,604	
20	\$46,915	\$43,876	\$3,039	3	\$9,116.40	\$3,473.35	\$1,158	\$45,034	\$1,881	
21	\$47,421	\$43,876	\$3,545	2	\$7,089.60	\$2,701.14	\$1,351	\$45,227	\$2,194	
22	\$48,241	\$44,654	\$3,587	3	\$10,760.40	\$4,099.71	\$1,367	\$46,021	\$2,220	
23	\$48,661	\$44,654	\$4,007	3	\$12,020.40	\$4,579.77	\$1,527	\$46,181	\$2,480	
24	\$49,137	\$44,654	\$4,483	8	\$35,862.40	\$13,663.57	\$1,708	\$46,362	\$2,775	
25 & UP	\$50,222	\$45,453	\$4,769	44	\$209,827.20	\$79,944.16	\$1,817	\$47,270	\$2,952	

97 342632.6 \$130,543

YRS	AVG		# STAFF	COST	38.10% of cost	38.10% of Diff	NEW SAL	DIFF FROI
	SPEC	MCS						
0	\$36,059	\$35,044	0	\$0.00	\$0.00	\$387	\$35,431	\$628
1	\$36,456	\$35,431	0	\$0.00	\$0.00	\$391	\$35,822	\$634
2	\$36,907	\$35,822	0	\$0.00	\$0.00	\$413	\$36,235	\$672
3	\$37,362	\$36,208	0	\$0.00	\$0.00	\$440	\$36,648	\$714
4	\$37,849	\$36,600	1	\$1,249.00	\$475.87	\$476	\$37,076	\$773
5	\$38,461	\$37,287	0	\$0.00	\$0.00	\$447	\$37,734	\$727
6	\$39,179	\$38,000	1	\$1,179.00	\$449.20	\$449	\$38,449	\$730
7	\$39,819	\$38,716	0	\$0.00	\$0.00	\$420	\$39,136	\$683
8	\$40,498	\$39,429	0	\$0.00	\$0.00	\$407	\$39,836	\$662
9	\$41,148	\$40,146	0	\$0.00	\$0.00	\$382	\$40,528	\$620
10	\$41,842	\$40,859	0	\$0.00	\$0.00	\$375	\$41,234	\$608
11	\$42,639	\$41,573	1	\$1,066.00	\$406.15	\$406	\$41,979	\$660
12	\$43,313	\$42,285	0	\$0.00	\$0.00	\$392	\$42,677	\$636
13	\$44,033	\$43,014	0	\$0.00	\$0.00	\$388	\$43,402	\$631
14	\$44,450	\$43,014	1	\$1,436.00	\$547.12	\$547	\$43,561	\$889
15	\$44,829	\$43,014	0	\$0.00	\$0.00	\$692	\$43,706	\$1,123
16	\$45,550	\$43,766	2	\$3,568.00	\$1,359.41	\$680	\$44,446	\$1,104
17	\$45,937	\$43,766	0	\$0.00	\$0.00	\$827	\$44,593	\$1,344
18	\$46,341	\$43,766	0	\$0.00	\$0.00	\$981	\$44,747	\$1,594
19	\$47,145	\$44,540	0	\$0.00	\$0.00	\$993	\$45,533	\$1,612
20	\$47,600	\$44,540	0	\$0.00	\$0.00	\$1,166	\$45,706	\$1,894
21	\$48,113	\$44,540	0	\$0.00	\$0.00	\$1,361	\$45,901	\$2,212
22	\$48,948	\$45,366	0	\$0.00	\$0.00	\$1,365	\$46,731	\$2,217
23	\$49,376	\$45,366	0	\$0.00	\$0.00	\$1,528	\$46,894	\$2,482
24	\$49,830	\$45,366	0	\$0.00	\$0.00	\$1,701	\$47,067	\$2,763
25 & UP	\$50,960	\$46,157	2	\$9,606.00	\$3,659.89	\$1,830	\$47,987	\$2,973

8 \$18,104 \$6,898

YRS	AVG DOC	MCS	DIFF	# STAFF	COST	38.10% of cost	38.10% of DIFF	INCREASE	NEW SAL	MCS	DIFF FROM AVERAGE
0	\$37,293	\$35,822	\$1,471		\$0.00	\$0.00	\$560	\$560	\$36,382	\$36,382	\$911
1	\$37,700	\$36,208	\$1,492	0	\$0.00	\$0.00	\$568	\$568	\$36,776	\$36,776	\$924
2	\$38,161	\$36,600	\$1,561		\$0.00	\$0.00	\$595	\$595	\$37,195	\$37,195	\$966
3	\$38,709	\$37,184	\$1,525		\$0.00	\$0.00	\$581	\$581	\$37,765	\$37,765	\$944
4	\$39,301	\$37,799	\$1,502		\$0.00	\$0.00	\$572	\$572	\$38,371	\$38,371	\$930
5	\$39,891	\$38,410	\$1,481		\$0.00	\$0.00	\$564	\$564	\$38,974	\$38,974	\$917
6	\$40,617	\$39,022	\$1,595		\$0.00	\$0.00	\$608	\$608	\$39,630	\$39,630	\$987
7	\$41,191	\$39,634	\$1,557		\$0.00	\$0.00	\$593	\$593	\$40,227	\$40,227	\$964
8	\$41,836	\$40,246	\$1,590		\$0.00	\$0.00	\$606	\$606	\$40,852	\$40,852	\$984
9	\$42,451	\$40,859	\$1,592		\$0.00	\$0.00	\$607	\$607	\$41,466	\$41,466	\$985
10	\$43,117	\$41,474	\$1,643		\$0.00	\$0.00	\$626	\$626	\$42,100	\$42,100	\$1,017
11	\$43,875	\$42,086	\$1,789		\$0.00	\$0.00	\$682	\$682	\$42,768	\$42,768	\$1,107
12	\$44,505	\$42,666	\$1,839	0	\$0.00	\$0.00	\$701	\$701	\$43,367	\$43,367	\$1,138
13	\$45,239	\$43,406	\$1,833		\$0.00	\$0.00	\$698	\$698	\$44,104	\$44,104	\$1,135
14	\$45,663	\$43,406	\$2,257		\$0.00	\$0.00	\$860	\$860	\$44,266	\$44,266	\$1,397
15	\$46,041	\$43,406	\$2,635	1	\$2,635.00	\$1,003.94	\$1,004	\$1,004	\$44,410	\$44,410	\$1,631
16	\$46,784	\$44,170	\$2,614		\$0.00	\$0.00	\$996	\$996	\$45,166	\$45,166	\$1,618
17	\$47,179	\$44,170	\$3,009		\$0.00	\$0.00	\$1,146	\$1,146	\$45,316	\$45,316	\$1,863
18	\$47,591	\$44,170	\$3,421		\$0.00	\$0.00	\$1,303	\$1,303	\$45,473	\$45,473	\$2,118
19	\$48,413	\$44,955	\$3,458		\$0.00	\$0.00	\$1,317	\$1,317	\$46,272	\$46,272	\$2,141
20	\$48,880	\$44,955	\$3,925	1	\$3,925.00	\$1,495.43	\$1,495	\$1,495	\$46,450	\$46,450	\$2,430
21	\$49,404	\$44,955	\$4,449		\$0.00	\$0.00	\$1,695	\$1,695	\$46,650	\$46,650	\$2,754
22	\$50,269	\$45,765	\$4,504		\$0.00	\$0.00	\$1,716	\$1,716	\$47,481	\$47,481	\$2,788
23	\$49,791	\$45,765	\$4,026		\$0.00	\$0.00	\$1,534	\$1,534	\$47,299	\$47,299	\$2,492
24	\$51,198	\$45,765	\$5,433		\$0.00	\$0.00	\$2,070	\$2,070	\$47,835	\$47,835	\$3,363
25 & UP	\$52,298	\$46,599	\$5,699	0	\$0.00	\$0.00	\$2,171	\$2,171	\$48,770	\$48,770	\$3,528

2 6560 \$2,499