

City of Gunnison - Non Exempt

City of Gunnison Exempt Positions	Employee	Date of Hire	Date in Position as of 2016	Length of Service (Years)	2015 Budgeted Pay	2015 Current Pay	Current Compa Ratio	Step based on years of service	Dollars to Step	Dollars to % of Step	Minimum Increase (\$804)		2016 % Increase without Cap	Max Increase (% to Step)	100%	Capped Increase is below entry level	Capped at Maximum	\$ to Appropriate Step	Spread of 35%													
											2016 Increase	2016 % Increase								New Salary	New Compa Ratio	New Step										
																			2016 Adjusted Average	2015 Adjusted Average	Increase in Survey data from 2015 Midpoint											
Administrative Assist-PW	Starkebaum, Lisa	12/7/2004	12/7/2004	11.07	\$53,682	\$53,682	114%	10	\$318	\$318	\$804	1.50%	0.59%	\$54,486	116%	10+	\$46,970	\$47,208	-0.5%	Increase in Survey data from 2015 Midpoint												
																			Recreation Coordinator		Annual Amount Steps	\$41,500	\$43,325	\$45,150	\$46,975	\$48,800	\$50,017	\$51,233	\$52,450	\$53,667	\$54,883	\$56,100
																			Entry	1	2	3	4	5	6	7	8	9	10			
																			\$ spread btwn steps	\$1,825	\$1,825	\$1,825	\$1,825	\$1,217	\$1,217	\$1,217	\$1,217	\$1,217	\$1,217			
																			% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%			
																			2016 Adjusted Average	\$48,840	Increase in Survey data from 2015 Midpoint											
																			2015 Adjusted Average	\$47,700	Increase in Survey data from 2015 Midpoint											
Recreation Coordinator	Leonard, Kyla	2/6/2006	2/6/2006	9.91	\$51,803	\$51,803	106%	9	\$3,081	\$3,081	\$3,081	5.95%	5.95%	\$54,883	112%	9	\$48,840	\$47,700	2.4%	Increase in Survey data from 2015 Midpoint												
																			HR Technician		Annual Amount Steps	\$41,700	\$43,525	\$45,350	\$47,175	\$49,000	\$50,217	\$51,433	\$52,650	\$53,867	\$55,083	\$56,300
																			Entry	1	2	3	4	5	6	7	8	9	10			
																			\$ spread btwn steps	\$1,825	\$1,825	\$1,825	\$1,825	\$1,217	\$1,217	\$1,217	\$1,217	\$1,217	\$1,217			
																			% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%			
																			2016 Adjusted Average	\$49,009	Increase in Survey data from 2015 Midpoint											
																			2015 Adjusted Average	\$47,723	Increase in Survey data from 2015 Midpoint											
Human Resource Tech	Shelaf, Tammy	5/2/2011	5/2/2011	4.67	\$45,343	\$45,343	93%	4	\$3,658	\$3,658	\$3,658	8.07%	8.07%	\$49,000	100%	4	\$49,009	\$47,723	2.7%	Increase in Survey data from 2015 Midpoint												
																			Assistant Facility Supervisor		Annual Amount Steps	\$41,900	\$43,725	\$45,550	\$47,375	\$49,200	\$50,417	\$51,633	\$52,850	\$54,067	\$55,283	\$56,500
																			Entry	1	2	3	4	5	6	7	8	9	10			
																			\$ spread btwn steps	\$1,825	\$1,825	\$1,825	\$1,825	\$1,217	\$1,217	\$1,217	\$1,217	\$1,217	\$1,217			
																			% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%			
																			2016 Adjusted Average	\$49,236	Increase in Survey data from 2015 Midpoint											
																			2015 Adjusted Average	\$48,303	Increase in Survey data from 2015 Midpoint											
Assistant Facility Supervisor	White, Trish	8/27/1990	8/27/1990	25.36	\$55,320	\$55,320	112%	10	\$1,180	\$1,180	\$1,180	2.13%	2.13%	\$56,500	115%	10	\$49,236	\$48,303	1.9%	Increase in Survey data from 2015 Midpoint												
																			Water Crew Leader		Annual Amount Steps	\$42,800	\$44,675	\$46,550	\$48,425	\$50,300	\$51,550	\$52,800	\$54,050	\$55,300	\$56,550	\$57,800
																			Entry	1	2	3	4	5	6	7	8	9	10			
																			\$ spread btwn steps	\$1,875	\$1,875	\$1,875	\$1,875	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250			
																			% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%			
																			2016 Adjusted Average	\$50,251	Increase in Survey data from 2015 Midpoint											
																			2015 Adjusted Average	\$49,077	Increase in Survey data from 2015 Midpoint											
Crew Leader - Water	Yadauga, Jim	4/19/1999	8/14/2006	11.39	\$56,203	\$56,203	112%	10	\$1,597	\$1,597	\$1,597	2.84%	2.84%	\$57,800	115%	10	\$50,251	\$49,077	2.4%	Increase in Survey data from 2015 Midpoint												
																			Mechanic/Welder		Annual Amount Steps	\$41,600	\$43,425	\$45,250	\$47,075	\$48,900	\$50,117	\$51,333	\$52,550	\$53,767	\$54,983	\$56,200
																			Entry	1	2	3	4	5	6	7	8	9	10			
																			\$ spread btwn steps	\$1,825	\$1,825	\$1,825	\$1,825	\$1,217	\$1,217	\$1,217	\$1,217	\$1,217	\$1,217			
																			% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%			
																			2016 Adjusted Average	\$48,883	Increase in Survey data from 2015 Midpoint											
																			2015 Adjusted Average	\$49,838	Increase in Survey data from 2015 Midpoint											
Mechanic-Journey	Irby, Preston	6/4/2003	3/26/2012	3.77	\$45,565	\$45,565	93%	3	\$1,510	\$1,510	\$1,510	3.31%	3.31%	\$47,075	96%	3	\$48,883	\$49,838	-1.9%	Increase in Survey data from 2015 Midpoint												
																			Communications Supervisor		Annual Amount Steps	\$43,100	\$45,000	\$46,900	\$48,800	\$50,700	\$51,967	\$53,233	\$54,500	\$55,767	\$57,033	\$58,300
																			Entry	1	2	3	4	5	6	7	8	9	10			
																			\$ spread btwn steps	\$1,900	\$1,900	\$1,900	\$1,900	\$1,267	\$1,267	\$1,267	\$1,267	\$1,267	\$1,267			
																			% spread btwn steps	4.4%	4.2%	4.1%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%			
																			2016 Adjusted Average	\$50,690	Increase in Survey data from 2015 Midpoint											
																			2015 Adjusted Average	\$49,962	Increase in Survey data from 2015 Midpoint											
Communications Supervisor	Chinn, Jodie	11/9/1976	2/24/2014	4.85	\$47,730	\$47,730	94%	4	\$2,970	\$2,970	\$2,970	6.22%	6.22%	\$50,700	100%	4	\$50,690	\$49,962	1.5%	Increase in Survey data from 2015 Midpoint												

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City of Gunnison Exempt Positions	Employee	Date of Hire	Date in Position as of 2016	Length of Service (Years)	2015 Budgeted Pay	2015 Current Pay	Current Compa Ratio	Step based on years of service		Minimum Increase (\$804)		Max Increase (% to Step) 100%		Capped Increase is below entry level		Capped at Maximum		\$ to Appropriate Step																																																																						
								Dollars to Step	Dollars to % of Step	2016 Increase	2016 % Increase	2016 % Increase without Cap	New Salary	New Compa Ratio	New Step	2016 Increase	2016 % Increase	2016 Increase	2016 % Increase	2016 Increase	2016 % Increase	2016 Increase	2016 % Increase	2016 Increase	2016 % Increase																																																															
								<table border="1"> <tr> <td>Annual Amount Steps</td> <td>\$46,000</td> <td>\$48,025</td> <td>\$50,050</td> <td>\$52,075</td> <td>\$54,100</td> <td>\$55,450</td> <td>\$56,800</td> <td>\$58,150</td> <td>\$59,500</td> <td>\$60,850</td> <td>\$62,200</td> </tr> <tr> <td>Entry</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>6</td> <td>7</td> <td>8</td> <td>9</td> <td>10</td> </tr> <tr> <td>\$ spread btwn steps</td> <td></td> <td>\$2,025</td> <td>\$2,025</td> <td>\$2,025</td> <td>\$2,025</td> <td>\$1,350</td> <td>\$1,350</td> <td>\$1,350</td> <td>\$1,350</td> <td>\$1,350</td> </tr> <tr> <td>% spread btwn steps</td> <td></td> <td>4.4%</td> <td>4.2%</td> <td>4.0%</td> <td>3.9%</td> <td>2.5%</td> <td>2.4%</td> <td>2.4%</td> <td>2.3%</td> <td>2.3%</td> </tr> <tr> <td>2016 Adjusted Average</td> <td colspan="10"></td> <td>\$54,104</td> </tr> <tr> <td>2015 Adjusted Average</td> <td colspan="10"></td> <td>\$51,944</td> </tr> </table>												Annual Amount Steps	\$46,000	\$48,025	\$50,050	\$52,075	\$54,100	\$55,450	\$56,800	\$58,150	\$59,500	\$60,850	\$62,200	Entry	1	2	3	4	5	6	7	8	9	10	\$ spread btwn steps		\$2,025	\$2,025	\$2,025	\$2,025	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350	% spread btwn steps		4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2016 Adjusted Average											\$54,104	2015 Adjusted Average											\$51,944
Annual Amount Steps	\$46,000	\$48,025	\$50,050	\$52,075	\$54,100	\$55,450	\$56,800	\$58,150	\$59,500	\$60,850	\$62,200																																																																													
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Crew Leader - Streets	Cook, Todd	1/2/1996	5/26/2008	10.61	\$57,630	\$57,630	107%	10	\$4,570	\$4,570	\$4,570	7.93%	7.93%	\$62,200	115%	10	4.2%	Increase in Survey data from 2015 Midpoint																																																																						
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Annual Amount Steps	\$44,500	\$46,450	\$48,400	\$50,350	\$52,300	\$53,600	\$54,900	\$56,200	\$57,500	\$58,800	\$60,100																																																																													
Entry	1	2	3	4	5	6	7	8	9	10																																																																														
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2015 Adjusted Average											\$52,662																																																																													
Recreation Supervisor	Vollendorf, Dan	9/10/2007	9/10/2007	10.32	\$58,541	\$58,541	112%	10	\$1,559	\$1,559	\$1,559	2.66%	2.66%	\$60,100	115%	10	-0.6%	Increase in Survey data from 2015 Midpoint																																																																						
								<table border="1"> <tr> <td>Annual Amount Steps</td> <td>\$46,300</td> <td>\$48,325</td> <td>\$50,350</td> <td>\$52,375</td> <td>\$54,400</td> <td>\$55,750</td> <td>\$57,100</td> <td>\$58,450</td> <td>\$59,800</td> <td>\$61,150</td> <td>\$62,500</td> </tr> <tr> <td>Entry</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>6</td> <td>7</td> <td>8</td> <td>9</td> <td>10</td> </tr> <tr> <td>\$ spread btwn steps</td> <td></td> <td>\$2,025</td> <td>\$2,025</td> <td>\$2,025</td> <td>\$2,025</td> <td>\$1,350</td> <td>\$1,350</td> <td>\$1,350</td> <td>\$1,350</td> <td>\$1,350</td> </tr> <tr> <td>% spread btwn steps</td> <td></td> <td>4.4%</td> <td>4.2%</td> <td>4.0%</td> <td>3.9%</td> <td>2.5%</td> <td>2.4%</td> <td>2.4%</td> <td>2.3%</td> <td>2.3%</td> </tr> <tr> <td>2016 Adjusted Average</td> <td colspan="10"></td> <td>\$54,431</td> </tr> <tr> <td>2015 Adjusted Average</td> <td colspan="10"></td> <td>\$52,889</td> </tr> </table>												Annual Amount Steps	\$46,300	\$48,325	\$50,350	\$52,375	\$54,400	\$55,750	\$57,100	\$58,450	\$59,800	\$61,150	\$62,500	Entry	1	2	3	4	5	6	7	8	9	10	\$ spread btwn steps		\$2,025	\$2,025	\$2,025	\$2,025	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350	% spread btwn steps		4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2016 Adjusted Average											\$54,431	2015 Adjusted Average											\$52,889
Annual Amount Steps	\$46,300	\$48,325	\$50,350	\$52,375	\$54,400	\$55,750	\$57,100	\$58,450	\$59,800	\$61,150	\$62,500																																																																													
Entry	1	2	3	4	5	6	7	8	9	10																																																																														
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Accountant	Arnett, Michelle	6/12/2008	6/12/2008	9.56	\$57,650	\$57,650	106%	9	\$3,500	\$3,500	\$3,500	6.07%	6.07%	\$61,150	112%	9	2.9%	Increase in Survey data from 2015 Midpoint																																																																						
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Annual Amount Steps	\$47,000	\$49,050	\$51,100	\$53,150	\$55,200	\$56,567	\$57,933	\$59,300	\$60,667	\$62,033	\$63,400																																																																													
Entry	1	2	3	4	5	6	7	8	9	10																																																																														
\$ spread btwn steps		\$2,050	\$2,050	\$2,050	\$2,050	\$1,367	\$1,367	\$1,367	\$1,367	\$1,367																																																																														
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Police Officer	Vacant	1/1/2016	1/1/2016	1.00	\$0	\$49,050	#DIV/0!	1	\$0	\$0	\$0	0.00%	0.00%	\$49,050	89%	1	-100.0%	Increase in Survey data from 2015 Midpoint																																																																						
Police Officer	McDowell, Caleb	4/30/2014	4/30/2014	1.67	\$46,800	\$46,800	85%	1	\$2,250	\$2,250	\$2,250	4.81%	4.81%	\$49,050	89%	1	0.3%	Increase in Survey data from 2015 Midpoint																																																																						
Police Officer	Drumm, Eric	4/22/2013	4/22/2013	2.70	\$48,545	\$48,545	88%	2	\$2,555	\$2,555	\$2,555	5.26%	5.26%	\$51,100	93%	2																																																																								
Police Officer	Isham, Chris	4/22/2013	4/22/2013	2.70	\$48,545	\$48,545	88%	2	\$2,555	\$2,555	\$2,555	5.26%	5.26%	\$51,100	93%	2																																																																								
Police Officer	Timm, Kyle	7/2/2012	7/2/2012	3.50	\$50,590	\$50,590	92%	3	\$2,560	\$2,560	\$2,560	5.06%	5.06%	\$53,150	96%	3																																																																								
Police Officer	Chubbuck, Nate	1/14/2008	1/14/2008	7.97	\$56,917	\$56,917	103%	7	\$2,383	\$2,383	\$2,383	4.19%	4.19%	\$59,300	107%	7																																																																								
Police Officer	Ashe, Josh	1/14/2008	1/14/2008	7.97	\$56,917	\$56,917	103%	7	\$2,383	\$2,383	\$2,383	4.19%	4.19%	\$59,300	107%	7																																																																								
Police Officer	Hayes, Jerry	5/9/2005	5/9/2005	10.65	\$61,064	\$61,064	111%	10	\$2,336	\$2,336	\$2,336	3.83%	3.83%	\$63,400	115%	10																																																																								
Police Officer	Cowan, Grace	1/15/2001	1/15/2001	14.97	\$62,558	\$62,558	113%	10	\$842	\$842	\$842	1.35%	1.35%	\$63,400	115%	10																																																																								
Police Officer	Whiting, Rob	2/1/1990	2/1/1990	25.01	\$62,873	\$62,873	114%	10	\$528	\$528	\$804	1.28%	0.84%	\$63,677	115%	10																																																																								
Average Pay					\$54,979	\$54,979								\$57,053																																																																										
								<table border="1"> <tr> <td>Annual Amount Steps</td> <td>\$48,300</td> <td>\$50,425</td> <td>\$52,550</td> <td>\$54,675</td> <td>\$56,800</td> <td>\$58,217</td> <td>\$59,633</td> <td>\$61,050</td> <td>\$62,467</td> <td>\$63,883</td> <td>\$65,300</td> </tr> <tr> <td>Entry</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>6</td> <td>7</td> <td>8</td> <td>9</td> <td>10</td> </tr> <tr> <td>\$ spread btwn steps</td> <td></td> <td>\$2,125</td> <td>\$2,125</td> <td>\$2,125</td> <td>\$2,125</td> <td>\$1,417</td> <td>\$1,417</td> <td>\$1,417</td> <td>\$1,417</td> <td>\$1,417</td> </tr> <tr> <td>% spread btwn steps</td> <td></td> <td>4.4%</td> <td>4.2%</td> <td>4.0%</td> <td>3.9%</td> <td>2.5%</td> <td>2.4%</td> <td>2.4%</td> <td>2.3%</td> <td>2.3%</td> </tr> <tr> <td>2016 Adjusted Average</td> <td colspan="10"></td> <td>\$56,841</td> </tr> <tr> <td>2015 Adjusted Average</td> <td colspan="10"></td> <td>\$55,923</td> </tr> </table>												Annual Amount Steps	\$48,300	\$50,425	\$52,550	\$54,675	\$56,800	\$58,217	\$59,633	\$61,050	\$62,467	\$63,883	\$65,300	Entry	1	2	3	4	5	6	7	8	9	10	\$ spread btwn steps		\$2,125	\$2,125	\$2,125	\$2,125	\$1,417	\$1,417	\$1,417	\$1,417	\$1,417	% spread btwn steps		4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2016 Adjusted Average											\$56,841	2015 Adjusted Average											\$55,923
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Assistant Chief Plant Operator	Wilson, Clay	3/11/1996	3/11/1996	19.82	\$63,787	\$63,787	112%	10	\$1,513	\$1,513	\$1,513	2.37%	2.37%	\$65,300	115%	10	1.6%	Increase in Survey data from 2015 Midpoint																																																																						
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City of Gunnison - Non Exempt

City of Gunnison Exempt Positions	Employee	Date of Hire	Date in Position as of 2016	Length of Service (Years)	2015 Budgeted Pay	2015 Current Pay	Current Compa Ratio	Step based on years of service	Minimum Increase (\$804)		Max Increase (% to Step)	100%	Capped Increase is below entry level	Capped at Maximum	\$ to Appropriate Step		Spread of 35%				
									Dollars to Step	Dollars to % of Step	2016 % Increase	2016 % Increase without Cap	New Salary	New Compa Ratio	New Step	2016 Adjusted Average		2015 Adjusted Average	2016 Adjusted Average	2015 Adjusted Average	
Police Sergeant	Engleman, Joe	5/15/2001	12/27/2008	7.02	\$71,319	\$71,319	102%	7	\$4,131	\$4,131	4,131	5.79%	5.79%	\$75,450	107%	7					
Police Sergeant	Powers, Jim	8/20/2001	5/2/2006	9.67	\$74,758	\$74,758	106%	9	\$4,192	\$4,192	\$4,192	5.61%	5.61%	\$78,950	112%	9					
Average Pay					\$73,038	\$73,038					Average			\$77,200							
								Water Superintendent		Annual Amount Steps	\$58,400	\$60,950	\$63,500	\$66,050	\$68,600	\$70,300	\$72,000	\$73,700	\$75,400	\$77,100	\$78,800
										\$ spread btwn steps	\$2,550	\$2,550	\$2,550	\$2,550	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
										% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	
														2016 Adjusted Average	\$68,597						
														2015 Adjusted Average	\$69,421						
Water Superintendent	Doherty, Joe	2/18/1993	7/19/2006	9.46	\$75,430	\$75,430	110%	9	\$1,670	\$1,670	\$1,670	2.21%	2.21%	\$77,100	112%	9					
								Street Superintendent		Annual Amount Steps	\$57,000	\$59,500	\$62,000	\$64,500	\$67,000	\$68,667	\$70,333	\$72,000	\$73,667	\$75,333	\$77,000
										\$ spread btwn steps	\$2,500	\$2,500	\$2,500	\$2,500	\$1,667	\$1,667	\$1,667	\$1,667	\$1,667	\$1,667	
										% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	
														2016 Adjusted Average	\$67,015						
														2015 Adjusted Average	\$69,546						
Street Superintendent	Summer, Greg	5/11/1981	5/12/2008	9.64	\$75,353	\$75,353	112%	9	-\$19	-\$19	\$804	1.07%	-0.03%	\$76,157	114%	9					
								Electric Crew Leader		Annual Amount Steps	\$63,100	\$65,850	\$68,600	\$71,350	\$74,100	\$75,933	\$77,767	\$79,600	\$81,433	\$83,267	\$85,100
										\$ spread btwn steps	\$2,750	\$2,750	\$2,750	\$2,750	\$1,833	\$1,833	\$1,833	\$1,833	\$1,833	\$1,833	
										% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	
														2016 Adjusted Average	\$74,101						
														2015 Adjusted Average	\$71,148						
Crew Leader - Electric	Paulsen, Robert	5/29/2007	9/14/2013	7.30	\$74,075	\$74,075	100%	7	\$5,525	\$5,525	\$5,525	7.46%	7.46%	\$79,600	107%	7					
								Building Official		Annual Amount Steps	\$65,000	\$67,850	\$70,700	\$73,550	\$76,400	\$78,300	\$80,200	\$82,100	\$84,000	\$85,900	\$87,800
										\$ spread btwn steps	\$2,850	\$2,850	\$2,850	\$2,850	\$1,900	\$1,900	\$1,900	\$1,900	\$1,900	\$1,900	
										% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	
														2016 Adjusted Average	\$76,382						
														2015 Adjusted Average	\$76,884						
Building Official	Jansen, Eric	8/11/2008	8/11/2008	7.39	\$79,553	\$79,553	104%	7	\$2,547	\$2,547	\$2,547	3.20%	3.20%	\$82,100	107%	7					
								Electric Superintendent		Annual Amount Steps	\$74,000	\$77,250	\$80,500	\$83,750	\$87,000	\$89,167	\$91,333	\$93,500	\$95,667	\$97,833	\$100,000
										\$ spread btwn steps	\$3,250	\$3,250	\$3,250	\$3,250	\$2,167	\$2,167	\$2,167	\$2,167	\$2,167	\$2,167	
										% spread btwn steps	4.4%	4.2%	4.0%	3.9%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	
														2016 Adjusted Average	\$86,952						
														2015 Adjusted Average	\$80,390						
Electric Supervisor	Dowis, Will	5/21/1997	8/3/2013	5.41	\$80,073	\$80,073	92%	5	\$9,094	\$9,094	\$9,094	11.36%	11.36%	\$89,167	102%	5					

City of Gunnison - Non Exempt

City of Gunnison Exempt Positions	Employee	Date of Hire	Date in Position as of 2016	Length of Service (Years)	2015 Budgeted Pay	2015 Current Pay	Current Compa Ratio	Step based on years of service	Minimum Increase (\$804)		Max Increase (% to Step)	Capped Increase is below entry level	Capped at Maximum	\$\$ to Appropriate Step	Spread of 35%	
									Dollars to Step	Dollars to % of Step	2016 Increase	2016 % Increase	2016 % Increase without Cap	New Salary		New Compa Ratio
					Total 2015 Budgeted Wage	Total 2015 Actual Wage			Cost from 2015 wage to Step	Cost from 2015 wage to maximum \$ inc	Cost to Implement	Overall % Increase	Total 2016 Budgeted Wage	Average Market Increase		
					\$3,389,851	\$3,580,533			\$107,092	\$107,092	\$162,179	4.78%	\$3,742,712	1.8%		