

**Suggestions for Methodology to Phase in Recommended Salary Increment
Based on Method 1 Using Total Compensation**

	Increments	Method to Arrive at 37.5th Percentile		Method to Arrive at 50th Percentile	
	Current Salary	2 @ 3.4216%	3 @ 2.2682%	3 @ 3.909%	4 @ 2.9175%
Annual Base Salary:	\$ 104,307				
	1	\$ 107,876	\$ 106,673	\$ 108,384	\$ 107,350
	2	\$ 111,567	\$ 109,092	\$ 112,621	\$ 110,482
	3		\$ 111,567	\$ 117,023	\$ 113,705
	4				\$ 117,023
Annual Salary w/ Additional Compensation	\$ 147,929	\$ 156,277	\$ 156,277	\$ 162,551	\$ 162,551
Annual Total Payroll Cost	\$ 185,994	\$ 196,599	\$ 196,599	\$ 204,570	\$ 204,570