

Adjustment Breakdown for Range Penetration Solutions

| Employee Type | # of Employees | Increase as % of Current Payroll | RANGE PENETRATION Adjustments | FICA and 401k | RANGE PENETRATION - % of Total Implementation | Increase as % of Current Payroll | RANGE PENETRATION CAPPED AT MIDPOINT - Adjustments | FICA and 401k | RANGE PENETRATION CAPPED AT MIDPOINT - % of Total Implementation |
|-------------------------|----------------|----------------------------------|-------------------------------|--------------------|---|----------------------------------|--|--------------------|--|
| Non-exempt Police | 36 | 9.88% | \$ 109,276.67 | \$18,194.56 | 25.2% | 6.67% | \$ 73,763.46 | \$12,281.62 | 23.0% |
| | 20 | 8.35% | \$ 72,912.93 | \$12,140.00 | 16.8% | 7.32% | \$ 63,899.45 | \$10,639.26 | 19.9% |
| TOTAL NON-EXEMPT | 56 | | \$ 182,189.60 | \$30,334.57 | 42.1% | | \$ 137,662.91 | \$22,920.87 | 43.0% |
| Exempt | 13 | 5.82% | \$ 45,654.67 | \$7,601.50 | 10.5% | 4.07% | \$ 31,959.49 | \$5,321.26 | 10.0% |
| SUBTOTAL | 69 | 8.24% | \$ 227,844.27 | \$37,936.07 | 52.6% | 6.14% | \$ 169,622.40 | \$28,242.13 | 52.9% |
| Contract | 7 | 30.90% | \$205,339.13 | \$34,188.96 | 47.4% | 22.70% | \$ 150,880.09 | \$25,121.53 | 47.1% |
| TOTAL | 76 | | \$ 433,183.40 | \$72,125.04 | 100.0% | | \$ 320,502.49 | \$53,363.66 | 100.0% |

Adjustment Breakdown for Other Solutions

| Employee Type | # of Employees | Increase as % of Current Payroll | Bring to Minimum Adjustments | FICA and 401k | Bring to Minimum - % of Total Implementation | Increase as % of Current Payroll | MOVE TOWARD MARKET - Adjustments | FICA and 401k | MOVE TOWARD MARKET - % of Total Implementation |
|-------------------------|----------------|----------------------------------|------------------------------|-------------------|--|----------------------------------|----------------------------------|--------------------|--|
| Non-exempt Police | 36 | 0.85% | \$ 9,367.41 | \$1,559.67 | 31.2% | 3.09% | \$ 34,129.23 | \$5,682.52 | 27.8% |
| | 20 | 0.36% | \$ 3,173.87 | \$528.45 | 10.6% | 2.83% | \$ 24,674.78 | \$4,108.35 | 20.1% |
| TOTAL NON-EXEMPT | 56 | | \$ 12,541.28 | \$2,088.12 | 41.8% | | \$ 58,804.01 | \$9,790.87 | 47.9% |
| Exempt | 13 | 0.14% | \$ 1,075.31 | \$179.04 | 3.6% | 2.16% | \$ 16,960.06 | \$2,823.85 | 13.8% |
| SUBTOTAL | 69 | 0.49% | \$ 13,616.60 | \$2,267.16 | 45.4% | 2.74% | \$ 75,764.07 | \$12,614.72 | 61.8% |
| Contract | 7 | 2.47% | \$16,386.11 | \$2,728.29 | 54.6% | 7.05% | \$ 46,880.13 | \$7,805.54 | 38.2% |
| TOTAL | 76 | | \$ 30,002.70 | \$4,995.45 | 100.0% | | \$ 122,644.20 | \$20,420.26 | 100.0% |