

Background/Supporting Information

Overall Cost of Recommendation for 2015: The above recommendation, inclusive of step movement, has a cost increase of 2.5% in 2015.

Salary: As of December 31, 2014, there were 149 non-represented employees. The projected annualized salary expenditure for this group prior to any schedule change is \$12,043,692. The total cost of the recommendation for 2015 is \$301,092, which includes step-movement cost.

Step Progression: The above recommendation includes the cost of step movement for 2015.

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Senior Human Resources Consultants
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