

Actual Pay Period Ending May 16th			
	Wages	15.97%	
Tier 1 (12 employees)	\$ 55,379.12	\$ 8,844.05	
	Wages	14.19%	
Tier 2 - Hybrid (14 employees)	\$ 55,189.57	\$ 7,831.40	
Tier 2 - Defined Contribution (4 emp.)	\$ 20,727.13	\$ 2,941.18	
TOTALS	\$ 131,295.82	\$ 19,616.63	
		0.81%	
Employees Paid	\$ 55,189.57	\$ 447.04	

Pay Period Ending May 16th w/ new rates				
	Wages	14.97%	Difference	
Tier 1	\$ 55,379.12	\$ 8,290.25	\$ (553.80)	
	Wages	13.19%		
Tier 2 (Hybrid)	\$ 55,189.57	\$ 7,279.50	\$ (551.90)	
Tier 2 Defined Contribution	\$ 20,727.13	\$ 2,733.91	\$ (207.27)	
TOTALS	\$ 131,295.82	\$ 18,303.66	\$ (1,312.97)	Company Savings
		1.30%		
Employees Paid	\$ 55,189.57	\$ 717.46	\$ 270.42	Additional Employee Cost

Pay Period Ending May 16th w/ new URS rates & Wage Increase				
	Wages	Wage Increase	14.97%	Company Savings
Tier 1	\$ 55,379.12	\$ -	\$ 8,290.25	\$ (553.80)
	Wages		13.19%	
Tier 2 (Hybrid)	\$ 55,465.52	\$ 275.95	\$ 7,315.90	\$ (515.50)
Tier 2 Defined Contribution	\$ 20,830.77	\$ 103.64	\$ 2,747.58	\$ (193.60)
TOTALS	\$ 131,675.40	\$ 379.58	\$ 18,353.73	\$ (1,262.90)
		1.30%	Net Savings	\$ (883.31)
Employees Pay	\$ 55,465.52	\$ 721.05		