		FY 2015/16	FY 2016/17	FY 2017/18	
GSAF	1% COLA (04/1/16)	$ 26,000	$ 52,000	$ 52,000	
	3% COLA (7/1/17)	$	$ 39,500	$158,000	
	3% COLA (7/1/18)			$ 40,500	
	Holiday leave as time worked	$ 15,000	$ 15,000	$ 15,000	
	Increase educational leave and tuition refund	$ 3,500	$ 3,500	$ 3,500	
	Skill pay supplement for Building Inspectors	$ 17,280	$ 17,280	$ 17,280	
	Extra uniform	$ 3,000	$ 3,000	$ 3,000	
	Out-of state bereavement leave	$ 3,000	$ 3,000	$ 3,000	
	"Class 1" Water Distribution License System Operator supplement	$ 1,000	$ 1,000	$ 1,000	
		$ 68,780	$ 134,280	$ 293,280	$ 496,340
	Impact of mortality rate changes on ARC			$150,000	
	FY 2015/16 Merit Increase (2%)	$ 56,000	$ 89,000	$ 89,000	
	FY 2016/17 Merit Increase (2%)	$	$ 57,000	$ 91,000	
	FY 2017/18 Merit Increase (2%)			$ 58,000	
		$ 56,000	$ 146,000	$388,000	$ 590,000
		$ 124,780	**$ 280,280**	**$ 681,280**	**$ 1,086,340**

Note: The figures contained herein result from an order of magnitude analysis, and are therefore estimates

Exhibit B