	DAVIS WAGE				WEBER WAGE			
	Market Adjust	COLA $	Merit	Benchmarks	COLA	COLA $	Merit	
2016	0%	$ -	3.5%	$ 1,353,248	0%	$ -	0.0%	
2017	2%	$ -	3.5%	$ 1,432,442	2%	$ 0.50	0.0%	
2018	3%	$ -	3.5%	$ -	1%	$ 0.25	0.0%	
2019	1%	$ -	3.5%	$ 704,949	0%	$ 0.14	3.0%	Benefits added at 25%
2020	2%	$ -	3.5%	$ 1,090,000	0%	$ 0.45	3.0%	
2021	0%	$ -	3.5%	$ -	0%	$ -	2.0%	+ one time 1% bonus
	1.3%		3.5%	$ 763,440	0.5%	$ 0.22	1.3%	
	Davis Annual Incr Avg		4.8%		Weber Annual Incr AVG		1.8%	

	DAVIS BENEFITS		WEBER BENEFITS			
Health Trad.						
	Indv	64.98	54.47			
	2 party	142.96	128.20			
	Family	194.94	155.27	39.67	952.08	1,049.00 Annual Trad Family Diff
Deduct indv						
	per person	1,250.00	1,500.00			
	OPM	3,000.00	4,000.00			
Deduct Family						
	per person	2,500.00	3,000.00			
	OPM	6,000.00	8,000.00			
Health H. D.						
	Indv	25.23	23.14			
	2 party	55.50	54.45			
	Family	75.68	65.94	9.74	233.76	(69.32) Annual HDHP Family Diff
Deduct indv						
	per person	1,500.00	3,000.00			
	OPM	3,000.00	3,000.00			
Deduct Family						
	per person	3,000.00	6,000.00			
	OPM	6,000.00	6,000.00			
H.S.A. Contribution						
	Indv	750.00	600.00		(150.00)	
	2 party	1,500.00	850.00		(650.00)	
	Family	1,500.00	1,100.00		(400.00)	
Dental						
	Indv	6.04	1.55			
	2 party	7.89	2.95			
	Family	11.50	4.44	7.06	183.56	
Vision						
	Indv	1.00	3.10			
	2 party	2.50	5.83			
	Family	5.00	8.61	(3.61)	(86.64)	