

Group	N	Average % Increase (first year)	First Year Cost
Safety-Fire General (201 and below)	37	10.41%	\$168,371
Safety-Fire Management (202-204)	6	8.67%	\$25,542
Safety-Police General (201 and below)	28	7.68%	\$87,265
General (202 and below)	172	6.61%	\$289,198
Management (203-204)	12	5.92%	\$32,634
Executive	14	4.30%	\$41,296
Safety-Police Management (202-204)	6	3.60%	\$10,609
Safety Executive (205 and above)	4	3.58%	\$9,580
Total	279	6.35%	\$664,495