

# 2-Year Analysis of Employee Pay Compared to 2009-10 Pay Level

(In millions)

	<b>2010-11</b>	<b>2011-12</b>	<b>2 Year Total</b>
Est. Savings Due to Pay Concessions	<b>(\$52.2)</b>	<b>(\$52.2)</b>	<b>(\$104.4)</b>
Est. Cost of Merits above 2009-10	<b>\$11.1</b>	<b>\$22.7</b>	<b>\$33.8</b>
Est. Increase to Longevity above 2009-10	<b>\$0.4</b>	<b>\$1.3</b>	<b>\$1.7</b>
<b>Total</b>	<b>(\$40.7)</b>	<b>(\$28.2)</b>	<b>(\$68.9)</b>