

2003/2004
Cost Allocation
Plan
and
Schedule of
City Fees

Prepared by:

Finance Department



List of Principal Officials

City Officials

Brian Swisher	Mayor
Annette Beckstrand	Vice Mayor
Ana Gutierrez	
Bill Hill	
Pete Petrovich	

Administrative Staff

John Stevenson	City Manager
Dennis Beougher	City Attorney
Craig Bronzan	
Mike Davies	
Karen Diaz	City Clerk / Director of Administrative Services
Pamela Ehler	Director of Finance & Information Systems
Bailey Grewal	City Engineer
Mitch Oshinsky	Director of Community Development
Karen Stein	
Howard Sword	Director of Economic Development
Paul Zolfarelli	Director of Public Works

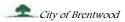
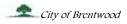


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This report presents the analysis of computing overhead charges for City-wide and department specific programs. It also provides the framework for computing specific user fees and charges.

Indirect Cost Allocation: Methodology and Assumptions

The Cost Allocation Plan, hereinafter referred to as "The Plan" computes two different overhead factors:

- Department overhead
- City-wide overhead

Each factor is applied against direct costs to determine the total cost of providing a given unit of service.

The Plan calculates departmental and city-wide overhead factors based on distributions of expenditures between three categories including personnel costs, operating costs and ongoing capital costs. Assumptions regarding management and non-management positions likewise impact the computation. The methodology for computing these overhead factors is as follows:

- <u>Department Overhead</u> To compute the department overhead factor, costs for department management salaries and benefits, plus the cost of associated operating and capital items to be included within overhead are identified. This cost is then divided by the salary and benefit cost of all non-management employees. The resulting computation is a multiplier that is applied to the hourly rate of a specific position within the department to compute the resulting department overhead associated with providing a designated service.
- <u>City-wide Overhead</u> To compute the city-wide overhead factor, general government costs that are not allocable to any line departments are identified. These costs are divided by the total salaries and benefits of all City employees. The result of this computation is a multiplier applied to the hourly rate of a specific position that is providing a service to compute the resulting city-wide overhead associated with providing a designated service.

Exhibit A summarizes the specific assumptions that have been made which directly impact the computation of both the departmental and other overhead factors. Specific areas identified include:

- Management designated positions
- Non-personnel costs included within overhead
- Services included within the "other" overhead computation

Exhibit A

Assumptions Support	ing Overhead Calculations			
Management Positions	Non-Personnel Costs			
	Development			
Community Development Director	Building Division			
Administrative Secretary	Planning Commission			
	Planning Division			
	eering			
City Engineer	Engineering			
Administrative Secretary	Transportation			
	Construction Inspection			
	NPDES			
	Works			
Public Works Director	Administration			
Administrative Secretary	Streets & Park Maintenance			
	Solid Waste Enterprise			
	Water Enterprise			
Wastewater Enterprise				
	Recreation			
Parks & Recreation Director	Administration			
Administrative Secretary	Programs			
	Commissions			
_	Landscape			
	lice			
Police Chief				
Lieutenants (2)				
Executive Secretary to Chief				
Dadayal	onmont Agonov			
	opment Agency			
Redevelopment Manager				
Other City-wide				
City Manager	Administration			
City Clerk	City Attorney			
Finance & Information Services	Finance & Information Services			
Economic Development	Purchasing			
Management	Non-Departmental			
	Community Facilities			

The resulting overhead factors are contained in Exhibit B. For all management designated positions, salary and benefit costs included within the overhead factor reflect only costs funded through the General Fund.

Exhibit B

Departmental and Other Overhead Factors				
Community Development	51.27%			
Engineering	60.92%			
Public Works	133.11%			
Parks and Recreation	111.27%			
Police	38.72%			
Redevelopment Agency	66.88%			
Other City-wide	31.69%			

Direct Cost Allocation: Position Assumptions

The first step in computing direct costs to provide a designated service is to compute the full hourly rate for direct service providers. To achieve this need, the position sub-file of the Model is organized by classification of employee and includes such information as salary and benefit costs, and individual leave practices. Information in this file is used to compute the hourly rate of the position. An insert table within this file identifies all services that the employee is involved in providing as well as the amount of time spent on providing each service. This information is used by the Plan to calculate the direct costs of providing each designated service.

To provide the City with the greatest flexibility in computing costs associated with providing a designated service, full costs for every classification within the City have been built into the Plan.

Salary and Benefit Information

- Base salary (top step)
- Benefits

Annual Leaves by Position

- Total hours per year assumed at 2,080
- Vacation assumed at 120 per year
- Sick leave assumed at 48 hours per year
- Holidays assumed at 112 hours per year

City of Brentwood

CON	MPENSATIO	ON PLAN			
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
MANAGEMENT & MID-MANAGEMENT:					
A I	4.462	4.696	4.020	5.166	5 424
Accountant I	4,463	4,686	4,920	5,166	5,424
Accountant II	4,920	5,166	5,424	5,696	5,980
Accountant III	5,424	5,696	5,980	6,279	6,593
Administrative Program Analyst	4,013	4,214	4,424	4,646	4,878
Arts Manager	5,443	5,715	6,001	6,301	6,616
Assistant City Clerk	4,406	4,626	4,857	5,100	5,355
Assistant City Engineer	7,850	8,243	8,655	9,088	9,542
Assistant City Manager	9,092	9,546	10,024	10,525	11,051
Assistant Engineer	5,445	5,718	6,004	6,304	6,619
Assistant Finance Director	7,612	7,993	8,392	8,812	9,252
Assistant Planner	4,992	5,242	5,504	5,779	6,068
Associate Engineer	6,003	6,303	6,618	6,949	7,296
Associate Planner	5,503	5,779	6,067	6,371	6,689
Chief Bldg. Official	7,559	7,937	8,334	8,750	9,188
Chief of Planning	7,559	7,937	8,334	8,750	9,188
City Attorney	10,322	10,838	11,380	11,949	12,546
City Clerk/Director of Admin Services	8,044	8,446	8,868	9,312	9,777
City Engineer	9,092	9,546	10,024	10,525	11,051
City Manager	12,108	12,714	13,349	14,017	14,718
Development Project Manager	6,001	6,301	6,616	6,947	7,294
Director of Community Development	9,092	9,546	10,024	10,525	11,051
Director of Economic Development	8,446	8,868	9,312	9,777	10,266
Director of Finance and Info. Systems	9,092	9,546	10,024	10,525	11,051
Director of Parks and Recreation	8,446	8,868	9,312	9,777	10,266
Director of Public Works	8,446	8,868	9,312	9,777	10,266
Engineering Project/Contract Manager	5,445	5,718	6,004	6,304	6,619
Facilities Manager	5,505	5,780	6,069	6,373	6,691
Finance Operations Manager	6,238	6,550	6,877	7,221	7,582
Fleet Manager	5,495	5,769	6,058	6,361	6,679
Grants Administrator	5,273	5,537	5,813	6,104	6,409
Grants Writer	4,142	4,350	4,567	4,795	5,035
Housing Manager	6,939	7,286	7,651	8,033	8,435
Human Resources Manager	6,600	6,930	7,277	7,641	8,023
Chief Information Systems Officer	7,807	8,197	8,607	9,038	9,490
Management Analyst	4,954	5,202	5,462	5,735	6,022
Neighborhood Preservation Specialist	4,907	5,152	5,410	5,680	5,964
Park Planner	5,505	5,780	6,069	6,373	6,691
Parks Services Manager	6,029	6,330	6,647	6,979	7,328
Police Chief	9,830	10,322	10,838	11,380	11,949
Police Lieutenant	7,264	7,627	8,009	8,409	8,830
Purchasing Agent	4,831	5,073	5,327	5,593	5,873
Recreation Manager	5,443	5,715	6,001	6,301	6,616
Redevelopment/Economic Devel Analy.	6,393	6,712	7,048	7,400	7,771

City of Brentwood

CO	COMPENSATION PLAN							
	STEP A	STEP B	STEP C	STEP D	STEP I			
Redevelopment Manager	7,558	7,936	8,333	8,750	9,187			
Redevelopment Specialist	5,076	5,330	5,597	5,876	6,170			
Right-of-Way Agent	6,464	6,787	7,127	7,483	7,857			
Senior Associate Engineer	6,301	6,616	6,947	7,294	7,659			
Senior Engineer	6,618	6,949	7,296	7,661	8,044			
Senior Financial Analyst	6,428	6,750	7,087	7,442	7,814			
Senior Planner	6,222	6,533	6,860	7,203	7,563			
Solid Waste Manager	5,908	6,203	6,514	6,839	7,18			
Streets Manager	5,908	6,203	6,514	6,839	7,181			
Supervising Engineer	7,296	7,661	8,044	8,446	8,868			
Utility Billing Supervisor	4,297	4,512	4,737	4,974	5,223			
Wastewater Operations Manager	5,908	6,203	6,514	6,839	7,181			
Water Operations Manager	5,908	6,203	6,514	6,839	7,181			
Webmaster	4,487	4,712	4,947	5,195	5,455			
OFFICE EMPLOYEES:								
Accounting Assistant I	2,907	3,052	3,205	3,365	3,534			
Accounting Assistant II	3,205	3,365	3,534	3,710	3,890			
Accounting Technician I	3,408	3,578	3,757	3,945	4,142			
Accounting Technician II	3,757	3,945	4,142	4,350	4,56			
Accounting Technician III	4,143	4,350	4,567	4,796	5,030			
Administrative Assistant I	2,799	2,939	3,086	3,240	3,402			
Administrative Assistant II	3,086	3,241	3,403	3,573	3,752			
Administrative Assistant III	3,403	3,573	3,751	3,939	4,13			
Administrative Secretary	3,643	3,825	4,016	4,217	4,42			
Code Enforcement Officer I	4,449	4,672	4,905	5,151	5,40			
Code Enforcement Officer II	4,906	5,151	5,409	5,679	5,96			
Code Enforcement Technician I	3,320	3,486	3,660	3,843	4,03			
Code Enforcement Technician II	3,661	3,844	4,036	4,238	4,44			
Combination Building Inspector I	4,449	4,672	4,905	5,151	5,40			
Combination Building Inspector II	4,905	5,150	5,408	5,678	5,96			
Construction Inspector I	4,573	4,802	5,042	5,294	5,55			
Construction Inspector II	5,041	5,293	5,558	5,836	6,12			
Custodian	2,852	2,995	3,144	3,302	3,46			
Deputy City Clerk	3,806	3,996	4,196	4,406	4,62			
Economic Development Technician	3,980	4,179	4,190	4,400	4,83			
Engineering Services Specialist I	4,588	4,179	5,059	5,311	4,83 5,57			
Engineering Services Specialist II	5,057	5,310	5,575	5,854	6,14			
Engineering Services Specialist II Engineering Technician I	4,163	3,310 4,371	3,573 4,590	3,834 4,819	5,06			
Engineering Technician I Engineering Technician II	4,163 4,590	4,371	4,390 5,060	5,313	5,57			
Executive Assistant	4,390 4,276	4,819 4,489	5,060 4,714	5,313 4,949				
					5,19°			
Executive Assistant	4,276	4,489	4,714	4,949	5,19			
Executive Secretary to the Police Chief	4,276	4,489	4,714	4,949	5,1			

City of Brentwood

CO	MPENSATI(ON PLAN			
	STEP A	STEP B	STEP C	STEP D	STEP E
Facility Maintenance Worker	3,832	4,024	4,225	4,436	4,658
Geographic Info. Systems Coordinator	6,345	6,662	6,995	7,345	7,712
Human Resources Assistant	3,462	3,635	3,817	4,008	4,208
Human Resources Specialist	4,411	4,631	4,863	5,106	5,361
Information Systems Specialist I	5,324	5,590	5,869	6,163	6,471
Information Systems Specialist II	5,870	6,163	6,471	6,795	7,135
Information Systems Technician I	3,757	3,945	4,142	4,350	4,567
Information Systems Technician II	4,143	4,350	4,567	4,796	5,035
Payroll Specialist	4,141	4,348	4,566	4,794	5,034
Permits Technician I	3,611	3,792	3,982	4,181	4,390
Permits Technician II	3,982	4,181	4,390	4,610	4,840
Plan Check Engineer	5,487	5,762	6,050	6,352	6,670
Planning Technician I	3,611	3,792	3,982	4,181	4,390
Planning Technician II	3,982	4,181	4,390	4,610	4,840
Police Records Clerk I	3,192	3,352	3,520	3,696	3,880
Police Records Clerk II	3,520	3,696	3,881	4,075	4,278
Police Records Clerk III	3,879	4,073	4,277	4,491	4,715
Purchasing Assistant	4,026	4,228	4,439	4,661	4,894
Receptionist	2,799	2,939	3,086	3,240	3,402
Recreation Services Coordinator	3,893	4,088	4,292	4,507	4,732
Recreation Services Supervisor	4,507	4,732	4,968	5,217	5,478
Redevelopment Technician	3,982	4,181	4,390	4,610	4,840
Right-of-Way Technician	3,982	4,181	4,390	4,610	4,840
Senior Code Enforcement Officer	5,411	5,681	5,965	6,264	6,577
Senior Combination Building Inspector	5,409	5,680	5,964	6,262	6,575
Senior Permits Technician	4,391	4,611	4,841	5,084	5,338
Senior Planning Technician	4,391	4,611	4,841	5,084	5,338
Supervising Construction Inspector	5,559	5,837	6,129	6,436	6,758
IBLIC WORKS-MAINTENANCE:					
Assistant Equipment Mechanic	3,549	3,726	3,912	4,108	4,313
Collection System Worker	3,743	3,930	4,127	4,333	4,550
Cross-Connection Control Specialist	3,855	4,047	4,250	4,462	4,685
Electrician	4,363	4,581	4,810	5,051	5,303
Parks/Landscape Maint. Worker I	3,258	3,421	3,592	3,772	3,960
Parks/Landscape Maint. Worker II	3,592	3,771	3,960	4,158	4,366
i arko/ Landscape mant. Worker II	3,374	5,771	3,700	7,130	4,500

3,961

4,507

4,159

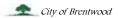
4,732

4,367

4,968

4,585

5,217



Parks/Landscape Specialist

Parks/Landscape Supervisor

4,814 5,478

City of Brentwood

COMPENSATION PLAN

	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Equipment Mechanic	4,403	4,623	4,854	5,097	5,351
Solid Waste Equipment Operator I	3,644	3,826	4,017	4,218	4,429
Solid Waste Equipment Operator II	4,016	4,217	4,428	4,649	4,882
Solid Waste Equipment Op/Lead Worker	4,649	4,881	5,126	5,382	5,651
Street Maintenance Worker I	3,257	3,420	3,591	3,771	3,959
Street Maintenance Worker II	3,591	3,770	3,959	4,157	4,365
Street Maintenance Lead Worker	4,130	4,336	4,553	4,781	5,020
Streets Supervisor	5,111	5,366	5,634	5,916	6,212
Street Sweeper Operator	3,743	3,930	4,127	4,333	4,550
Wastewater Laboratory Technician I	3,903	4,098	4,303	4,518	4,744
Wastewater Laboratory Technician II	4,302	4,517	4,743	4,980	5,229
Wastewater Maintenance Supervisor	4,443	4,666	4,899	5,144	5,401
Wastewater Treatment Plant Op. Asst.	3,087	3,242	3,404	3,574	3,753
Wastewater Treatment Plant Operator I	3,762	3,951	4,148	4,355	4,573
Wastewater Treatment Plant Operator II	4,148	4,356	4,573	4,802	5,042
Wastewater Treatment Plant Operator III	4,573	4,802	5,042	5,294	5,559
Wastewater Treatment Plant Supv.	4,898	5,143	5,401	5,671	5,954
Water Customer Service Technician	4,001	4,201	4,411	4,631	4,863
Water Distribution Lead Worker	4,445	4,667	4,901	5,146	5,403
Water Distribution Supervisor	5,111	5,366	5,634	5,916	6,212
Water Distribution Worker I	3,656	3,839	4,031	4,233	4,444
Water Distribution Worker II	4,032	4,233	4,445	4,667	4,900
Water Production Supervisor	5,111	5,366	5,634	5,916	6,212
Water Production Worker I	3,391	3,561	3,739	3,926	4,122
Water Production Worker II	3,739	3,926	4,122	4,329	4,545
Water Service Worker I	3,292	3,457	3,629	3,811	4,001
Water Service Worker II	3,629	3,810	4,001	4,201	4,411
LICE:					
Community Service Officer I	3,175	3,334	3,500	3,675	3,859
Community Service Officer II	3,499	3,674	3,858	4,051	4,253
Police Officer	4,791	5,030	5,282	5,546	5,823
Sergeant	5,686	5,970	6,268	6,582	6,911

City of Brentwood

ECONOMIC CONSIDERATIONS

User fee services are those performed by a governmental agency on behalf of a private citizen or group. The assumption underlying most fee recommendations is that the costs of services benefiting individuals, and not society as a whole, should be borne by the individual receiving the benefit. Setting user fees, therefore, is essentially equivalent to establishing prices for services. Making a profit is not an objective of local government in providing services to the general public. It is commonly felt that fees should be established at a level which will recover the cost of providing each service – no more, no less.

There are circumstances, however, in which it might be regarded as a reasonable policy to set fees at a level that does not reflect the full cost of providing the service. This results in the costs of service being subsidized, or paid for by the general fund, while the user receives benefits for which he or she does not fully pay for. The following factors underlie such policies:

- **Elasticity of Demand:** The price charge for a service can affect the quantity demanded by potential users. In many instances, increasing the price of a service results in fewer units of the service being purchased. Whether total revenue goes up, goes down or stays the same can be correlated to the magnitude of the fee change and resulting shift in volume demanded.
- <u>Economic Incentives/Disincentives</u>: In some cases it may be desirable to use fees as a means of encouraging or discouraging certain activities.
- <u>Competitive Restraints</u>: Subsidies are usually provided for two purposes: 1) to permit an identified group to participate in services they might not otherwise be able to afford; or 2) the benefit of the activity extends to the community, as well as individual purchasing the service.

METHODOLOGY

Based upon time estimates, a model of departmental activities is developed which has been reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the city's Fiscal 2003/04 Cost Allocation Plan are applied to the time estimates for each fee.

The results identify fully supported costs for providing user fee-related services. Costs are then compared with revenues, and fee increases, if appropriate, are recommended.

Summary

The User Fee Model is a flexible tool that can be used to compute City-wide and departmental overhead factors, full hourly rate costs by City Classification and/or full costs associated with the provision of selected services. The city will review and update the fees on an annual basis. The cost calculations may easily be updated every year, by applying the new hourly rate calculations to the original time estimates. These fees shall be adjusted annually based on changes in the Consumer Price Index (CPI). Time estimates should be reviewed / revised every three to five years.



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City of Brentwood								
Budget Assumptions for Computing Overhead Costs								
Department/Division	Personnel	Personnel Supplies & Services		Total				
City-wide								
Administration (a)	445,177	125,225	0	570,402				
City Clerk (a)	339,189	110,196	0	449,385				
Human Resources (a)	428,395	193,698	8,000	630,093				
City Attorney (a)	236,583	162,369	0	398,952				
Economic Development (a)	181,865	253,635	0	435,500				
Finance (a)	931,136	385,329	11,445	1,327,910				
Community Facilities (a)	210,451	284,006	2,500	496,957				
Non-Departmental (a)	18,323	2,419,323	0	2,437,646				
Community Development	· · · · · · · · · · · · · · · · · · ·	· /		• •				
Building	2,086,888	514,796	70,000	2,671,684				
Planning Division	899,167	282,032	39,500	1,220,699				
Police								
Police	8,114,928	2,353,648	52,300	10,520,876				
Youth and Family Services	0	9,211	0	9,211				
Engineering								
Engineering	949,939	214,187	5,000	1,169,126				
Traffic and Transportation	271,808	166,642	0	438,450				
NPDES	166,572	131,247	0	297,819				
Construction Inspection	565,098	129,135	0	694,233				
Capital Improvement Program	2,143,288	1,179,525	69,500	3,392,313				
Park and Recreation								
Administration	502,228	179,274	155,500	837,002				
City Pool	376,375	274,416	0	650,791				
Sports	78,357	140,640	0	218,997				
Programs	103,985	160,074	0	264,059				
Park Planning	456,257	569,414	128,532	1,154,203				
Community Center	112,678	102,260	0	214,938				
Landscape	286,016	588,969	0	874,985				
Public Works								
Solid Waste Enterprise	1,525,806	2,809,258	738,504	5,073,568				
Water Enterprise	1,562,909	5,135,832	1,018,720	7,717,461				
Wastewater Enterprise	1,289,226	2,462,527	345,606	4,097,359				
Streets	974,105	956,951	81,200	2,012,256				
Redevelopment Agency								
Redevelopment Agency	403,476	5,691,625	1,337,989	7,433,090				
		(a) Fa	ctored into Other Cit	t y-wide overhead.				



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Accountant I Department: Finance & Information Management

C4 A							
Step A		04460 70			/- ·		
		\$4,462.59	/Month	\$29.75	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	357.01					
PERS - Employer	0.12032	536.94					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	79.55					
Life Insurance	0.00034	27.31					
Deferred Comp.		110.00					
Workers Comp.	0.04870	217.33			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	64.71		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			-				
	Total Benefits	\$ 2,212.34	49.58%	\$44.50	\$18.96	\$14.10	\$77.56
		Annual Sala	ry + Benefits	\$80,099.18			
					•		
Step B							
, and the second		\$4,685.72	/Month	\$31.24	/Hour		
		, ,		*-			
	Total Benefits	\$2,273.29	48.52%	\$46.39	\$19.77	\$14.70	\$80.86
		Annual Sala	ry + Benefits	\$83,508.16			
		1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	23 201101105	400,000,10	:		
Step C							
Step C		\$4,920.01	/Month	\$32.80	/Hour		
		φ τ ,720.01	/IVIOIIIII	\$32.80	/110ui		
	Total Benefits	\$2,340.64	47.57%	\$48.40	\$20.63	\$15.34	\$84.37
		Annual Sala	ry + Benefits	\$87,127.79			
					•		
Step D							
1		\$5,166.01	/Month	\$34.44	/Hour		
					-		
	Total Benefits	\$2,411.36	46.68%	\$50.52	\$21.53	\$16.01	\$88.05
			1 D	000.020.40			
		Annual Sala	ry + Benefits	\$90,928.40	:		
Step E							
1		\$5,424.31	/Month	\$36.16	/Hour		
		~~,· ~ · · · · ·	,	ψ30.10			
	Total Benefits	\$2,485.61	45.82%	\$52.73	\$22.47	\$16.71	\$91.91
		A m 1 C - 1	D 04.	¢04.010.04			
		Annual Sala	ry + Benefits	\$94,919.04	;		

Accountant I Department: Parks and Recreation

Step A		\$4,462.59	/Month	\$29.75	/Hour		
		Ψ1,102.57	/ IVIOIIII	Ψ27.73	711041		
Benefit	Multiplier						
PERS - Employee	0.08000	357.01					
PERS - Employer	0.12032	536.94					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	79.55					
Life Insurance	0.00034	27.31					
Deferred Comp.	0.04970	110.00			111.050/	21 (00)	
Workers Comp. Vision Benefit	0.04870	217.33		Handa Data	111.27%	31.69%	Total Handle
Medicare	426.12	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	64.71	_	& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,212.34	49.58%	\$44.50	\$49.51	\$14.10	\$108.12
		Annual Sala	ry + Benefits	\$80,099.18			
C. D							
Step B							
		\$4,685.72	/Month	\$31.24	/Hour		
	Total Benefits	\$2,273.29	48.52%	\$46.39	\$51.62	\$14.70	\$112.72
	Total Belletits	Ψ2,213.27	10.3270	Ψ10.07	ψ31.02	Ψ1 1.70	Ψ112.72
		Annual Sala	ry + Benefits	\$83,508.16			
Step C							
		\$4,920.01	/Month	\$32.80	/Hour		
	T I D C	Φ 2 240 64	47.570/	0.40, 40	053.07	01501	0115 (0
	Total Benefits	\$2,340.64	47.57%	\$48.40	\$53.86	\$15.34	\$117.60
		Annual Sala	rv + Renefits	\$87,127.79			
		rannum Dala	. J . Denemes	ψ019±21017			
Step D							
		\$5,166.01	/Month	\$34.44	/Hour		
		\$3,100.UI	/ IVIOIIIII	\$34.44	/ FIOUI		
	Total Benefits	\$2,411.36	46.68%	\$50.52	\$56.21	\$16.01	\$122.73
		Annual Sala	ry + Benefits	\$90,928.40			
Step E							
		\$5,424.31	/Month	\$36.16	/Hour		
	T . 1D . C.	#0.405.61	45.0007	0.50	0.50 < 0	01/ =1	0130 13
	Total Benefits	\$2,485.61	45.82%	\$52.73	\$58.68	\$16.71	\$128.12
		Annual Sala	rv + Renefite	\$94,919.04			
		Alliuai Salai	iy i Delicitis	φ/ τ ,/1/.04			

Accountant II Department: Finance & Information Management

Step A							
ı		\$4,920.09	/Month	\$32.80	/Hour		
		\$ -92 = 0102	, 1, 1011411	\$5 2 1 00	, 110 011		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	393.61					
PERS - Employer	0.12032	591.99					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	87.71					
Life Insurance	0.00034	30.11					
Deferred Comp.		110.00)				
Workers Comp.	0.04870	239.61			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	71.34		& Benefits	Overhead	Overhead	<u>Rate</u>
			-				
	Total Benefits	\$ 2,343.85	47.64%	\$48.43	\$20.64	\$15.35	\$84.41
		Annual Sala	ry + Benefits	\$87,167.32			
Step B							
		\$5,166.09	/Month	\$34.44	/Hour		
		40,20000	, 1, 1011011	Ψ2	,110 01		
	Total Benefits	\$2,411.38	46.68%	\$50.52	\$21.53	\$16.01	\$88.05
		Annual Sala	ry + Benefits	\$90,929.71			
			·				
Step C							
		\$5,424.40	/Month	\$36.16	/Hour		
	Total Benefits	\$2,485.64	45.82%	\$52.73	\$22.47	\$16.71	\$91.91
		Annual Sala	ry + Benefits	\$94,920.42			
		Alliuai Sala	ry + beliefits	\$94,920.42			
Ston D							
Step D		0E (0E (3	/M o m 41-	#25.05	/11		
		\$5,695.62	/ Ivionth	\$37.97	/Hour		
	Total Benefits	\$2,563.60	45.01%	\$55.06	\$23.46	\$17.45	\$95.97
				000 110 55			
		Annual Sala	ry + Benefits	\$99,110.66			
Step E							
Step L		Ø 5 000 40	/M a = 41-	#20.0 =	/11		
		\$5,980.40	/ IVIONTN	\$39.87	/Hour		
	Total Benefits	\$2,645.47	44.24%	\$57.51	\$24.50	\$18.22	\$100.23
		Annual Cala	ry + Benefits	\$103,510.41			
		Annual Sala	ry - Denemis	φ103,310. 1 1			
<u> </u>							

Accountant II Department: Parks and Recreation

Step A							
Step 11		\$4,920.09	/Month	\$32.80	/Hour		
		\$ 4 ,720.07	/Willi	φ 32. 00	/110u1		
Benefit	Multiplier						
PERS - Employee	0.08000	393.61					
PERS - Employer	0.12032	591.99					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	87.71					
Life Insurance	0.00034	30.11					
Deferred Comp.		110.00					
Workers Comp.	0.04870	239.61			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	71.34		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,343.85	47.64%	\$48.43	\$53.88	\$15.35	\$117.66
		Annual Sala	ry + Benefits	\$87,167.32			
Step B							
Step B		\$5,166.09	/Month	\$34.44	/I I		
		\$3,100.03	/IVIOIIIII	\$34.44	/noui		
	Total Benefits	\$2,411.38	46.68%	\$50.52	\$56.21	\$16.01	\$122.73
		Annual Sala	ry + Benefits	\$90,929.71			
		Alliuai Sala	ly Delicities	\$70,727.71			
Stan C							
Step C		Ø5 43 4 40	/N #	#2616	/**		
		\$5,424.40	/Month	\$36.16	/Hour		
	Total Benefits	\$2,485.64	45.82%	\$52.73	\$58.68	\$16.71	\$128.12
	Total Delicitis	\$2,465.04	43.6270	φ32.73	\$30.00	\$10.71	\$120.12
		Annual Sala	ry + Benefits	\$94,920.42			
		7 minuai Saia	ly Denemes	# 74,720.42			
Stop D							
Step D		0 2 2 2 3	/s.c1				
		\$5,695.62	/Month	\$37.97	/Hour		
	Total Benefits	\$2,563.60	45.01%	\$55.06	\$61.27	\$17.45	\$133.78
	Total Delletits	\$4,303.00	43.01%	\$55.00	ΦU1.4/	\$17.45	φ133./δ
		Annual Sala	ry + Benefits	\$99,110.66			
		Suid	- ,	<i>4,7,</i> 110.00			
Store E							
Step E		0.8.00 0.40	7.5				
		\$5,980.40	/Month	\$39.87	/Hour		
	Total Benefits	\$2,645.47	44.24%	\$57.51	\$63.99	\$18.22	\$139.71
	_ 0 101 _ 01101110	\$ -, 010.17	. 1.2 170	<i>\$0.101</i>	400.	¥-V!==	W-W/11
		Annual Sala	ry + Benefits	\$103,510.41			
							Page 10

Accountant III Department: Finance & Information Management

Step A							
Step 11		\$5,424.44	/Month	\$36.16	/Hour		
		Ψ5,π2π.ππ	/IVIOIIIII	\$50.10	/IIoui		
Benefit	Multiplier						
PERS - Employee	0.08000	433.96					
PERS - Employer	0.12032	652.67					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00	1				
Dental Insurance		135.79	1				
LTD Insurance	0.017827	96.70	1				
Life Insurance	0.00034	33.20)				
Deferred Comp.		110.00	1				
Workers Comp.	0.04870	264.17	,		42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	78.65		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	T . 15 (*)	* • • • • • • • • • • • • • • • • • • •	45.000/	0.50.50	000 40	046 = 0	004.05
	Total Benefits	\$ 2,488.84	45.88%	\$52.76	\$22.48	\$16.72	\$91.95
		Annual Sala	ry + Benefits	\$94,959.32	<u>.</u>		
Step B							
		\$5,695.66	/Month	\$37.97	/Hour		
	Total Benefits	\$2.562.61	45.01%	\$55.06	\$23.46	\$17.45	\$95.97
	Total Belletits	\$2,563.61	43.0170	\$33.00	\$23.40	\$17.43	\$93.97
		Annual Sala	ry + Benefits	\$99,111.31	<u> </u>		
G, G							
Step C		\$5,980.44	/Month	\$39.87	/11011#		
		\$3,700. 44	/ IVIOIILII	\$39.67	/Houi		
	Total Benefits	\$2,645.48	44.24%	\$57.51	\$24.50	\$18.22	\$100.23
			. D	0102 711 10			
		Annual Sala	ry + Benefits	\$103,511.10	=		
Stop D							
Step D		\$6,279.47	/Month	\$41.86	/Цоне		
		ΦU,4/7.4/	/ IVIOIIIII	\$41.80	/110ul		
	Total Benefits	\$2,731.44	43.50%	\$60.07	\$25.60	\$19.04	\$104.71
		Annual Sala	ry + Benefits	\$108,130.87			
Step E							
		\$6,593.44	/Month	\$43.96	/Hour		
	Total Benefits	ŕ				¢10 00	¢100 40
	Total Delicitis	\$2,821.70	42.80%	\$62.77	\$26.75	\$19.89	\$109.40
		Annual Sala	ry + Benefits	\$112,981.64	<u> </u>		

Accounting Assistant I Department: Finance & Information Management

Step A							
Step A		¢2 007 12	/Month	¢10.20	/II our		
		\$2,907.12	/Month	\$19.38	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	232.57					
PERS - Employer	0.12032	349.78					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	51.83					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	141.58			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	42.15		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 1,644.98	56.58%	\$30.35	\$12.93	\$9.62	\$52.90
		Annual Sala	ry + Benefits	\$54,625.16			
Step B							
1		\$3,052.47	/Month	\$20.35	/Hour		
		ψ5,052.47	/ IVIOIILII	\$20.33	/110ui		
	Total Benefits	\$1,682.68	55.13%	\$31.57	\$13.45	\$10.00	\$55.02
		Annual Sala	ry + Benefits	\$56,821.90	i		
Step C							
		\$3,205.10	/Month	\$21.37	/Hour		
	Total Benefits	\$1,725.62	53.84%	\$32.87	\$14.01	\$10.42	\$57.30
		Annual Sala	ry + Benefits	\$59,168.66	1		
Step D							
		\$3,365.35	/Month	\$22.44	/Hour		
		4 - <i>)</i> - 2 - 2 - 2					
	Total Benefits	\$1,770.71	52.62%	\$34.24	\$14.59	\$10.85	\$59.68
		Annual Sala	ry + Benefits	\$61,632.77	Ì		
Step E							
		\$3,533.62	/Month	\$23.56	/Hour		
	T . 1 D . ~	4.010.6	.		04 = 0 0	044.54	0.60.10
	Total Benefits	\$1,818.05	51.45%	\$35.68	\$15.20	\$11.31	\$62.19
		Annual Cala	my + Danaste	\$64 22 0 00			
		Annual Sala	ry + Benefits	\$64,220.08	:		

Accounting Assistant II Department: Finance & Information Management

Step A							
Step 11		\$3,205.21	/Month	\$21.37	/Hour		
		\$5,203.21	/ IVIOIILII	Ψ21.57	/110th		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	256.42					
PERS - Employer	0.12032	385.65					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	57.14					
Life Insurance		7.58					
Deferred Comp.	0.04070	0.00			10 (10)	24 (00)	
Workers Comp.	0.04870	156.09		Hamila Data	42.61%	31.69%	T-4-1 II1
Vision Benefit	426.12	35.51		•	Department	City-Wide	Total Hourly
Medicare	0.01450	46.48	<u>-</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,728.85	53.94%	\$32.89	\$14.02	\$10.42	\$57.33
		Annual Sala	ry + Benefits	\$59,208.64			
Step B							
		\$3,365.47	/Month	\$22.44	/Hour		
		4-,		* -			
	Total Benefits	\$1,770.74	52.62%	\$34.24	\$14.59	\$10.85	\$59.68
		Annual Sala	ry + Benefits	\$61,634.55			
		Alliuai Saia	Ty Delicities	\$01,054.55	•		
Stop C							
Step C		62 522 54	/N #				
		\$3,533.74	/Month	\$23.56	/Hour		
	Total Benefits	\$1,818.09	51.45%	\$35.68	\$15.20	\$11.31	\$62.19
		41,01000		455115	4	4	40-0-0
		Annual Sala	ry + Benefits	\$64,221.95			
				<u> </u>	:		
Step D							
-SWP -		\$3,710.43	/Month	\$24.74	/Hour		
		Ψυ, / Ιυ. Τυ	, 141011111	Ψ27./4	,110ui		
	Total Benefits	\$1,867.80	50.34%	\$37.19	\$15.85	\$11.78	\$64.82
		Annual Sala	ry + Benefits	\$66,938.72	1		
C/ F							
Step E		00.007.07					
		\$3,895.95	/Month	\$25.97	/Hour		
	Total Benefits	\$1,919.99	49.28%	\$38.77	\$16.52	\$12.29	\$67.58
	Total Delicities	ψ1,212.29	77.40/0	φ30.77	φ10.34	φ1 <i>4.47</i>	φυ / •30
		Annual Sala	ry + Benefits	\$69,791.33			
					i		
L							

Accounting Technician I Department: Finance & Information Management

Step A							
Step A		\$3,407.80	/Month	\$22.72	/Hour		
		\$3, 4 07.60	/IVIOIIIII	\$42.12	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	272.62					
PERS - Employer	0.12032	410.03					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	60.75					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	165.96			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	49.41	_	& Benefits	Overhead	Overhead	Rate
	Total Danasta	¢ 1.705.04	52 400/	\$2.4.C2	01 <i>4.75</i>	\$10.97	eco 25
	Total Benefits	\$ 1,785.84	52.40%	\$34.62	\$14.75	\$10.97	\$60.35
		Annual Sala	ry + Benefits	\$62,323.70	!		
Step B		02 57 0 10	/N / 41-	#22.07	/***		
		\$3,578.19	/Iviontn	\$23.85	/Hour		
	Total Benefits	\$1,830.59	51.16%	\$36.06	\$15.37	\$11.43	\$62.85
				0<100=0=			
		Annual Sala	ry + Benefits	\$64,905.37	:		
G. G							
Step C		02 757 10	/Manth	#25.05	/TT		
		\$3,757.10	/Iviontn	\$25.05	/Hour		
	Total Benefits	\$1,880.93	50.06%	\$37.59	\$16.02	\$11.91	\$65.51
		,,,,,,,,					*****
		Annual Sala	ry + Benefits	\$67,656.31			
					i 		
Step D							
•		\$3,944.95	/Month	\$26.30	/Hour		
	T . 1 D . ~	01.022.7 2	40.056			040.45	0.00
	Total Benefits	\$1,933.78	49.02%	\$39.19	\$16.70	\$12.42	\$68.31
		Annual Sala	rv + Renefits	\$70,544.79			
		i i i i i i i i i i i i i i i i i i i	. J. Denemes	ψ10,01T-17	Į		
Step E							
		\$4,142.20	/Month	\$27.61	/Hour		
		, 	9	<i>\$27.01</i>			
	Total Benefits	\$1,989.28	48.02%	\$40.88	\$17.42	\$12.95	\$71.25
		A mm.; a1 C a1 -	Doa@4	072 E77 71			
		Annual Sala	ry + Benefits	\$73,577.71	•		

Accounting Technician II Department: Finance & Information Management

Step A							
Step A		\$3,757.32	/Month	\$25.05	/Hour		
		\$3,737.32	/IVIOIIIII	\$23.03	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	300.59					
PERS - Employer	0.12032	452.08					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	66.98					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	182.98			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.48	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,884.18	50.15%	\$37.61	\$16.03	\$11.92	\$65.55
		Annual Sala	ry + Benefits	\$67,697.93			
		11111uu Suu	i y · Belieffes	\$07,057150	!		
Step B							
экер Б		©2 04 5 10	/N 1 0 m + 1 m	Φ 2 (20	/T.T		
		\$3,945.18	/Month	\$26.30	/Hour		
	Total Benefits	\$1,933.84	49.02%	\$39.19	\$16.70	\$12.42	\$68.31
					4 -331.5	4	******
		Annual Sala	ry + Benefits	\$70,548.31			
G, G							
Step C		04.140.44	/3. f d.				
		\$4,142.44	/Month	\$27.62	/Hour		
	Total Benefits	\$1,989.34	48.02%	\$40.88	\$17.42	\$12.95	\$71.25
	Total Delicitis	Ψ1,707.54	40.0270	φ+0.00	Ψ17.42	Ψ12./3	Φ71.23
		Annual Sala	rv + Benefits	\$73,581.40			
		~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~	J = 31101105		:		
Step D							
		¢4 240 57	/Month	#20.00	/11		
		\$4,349.56	/ IVIOIIIII	\$29.00	/ Flour		
	Total Benefits	\$2,047.62	47.08%	\$42.65	\$18.17	\$13.51	\$74.34
		,0 · · · · · 2	1,100,0	4.2.00	~-~··		4 · · · · ·
		Annual Sala	ry + Benefits	\$76,766.14			
			-		:		
Step E							
		\$4,567.04	/Month	\$30.45	/Hour		
		Ψ τ ,5 07.0 Τ	/ 1 V1 O11 t 11	φ50.45	/110ui		
	Total Benefits	\$2,108.80	46.17%	\$44.51	\$18.96	\$14.10	\$77.57
		Annual Sala	ry + Benefits	\$80,110.12			

Accounting Technician III Department: Finance & Information Management

Ston A							
Step A		64 143 74	/N / 41.	e27.62	/TT		
		\$4,142.74	/Month	\$27.62	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	331.42					
PERS - Employer	0.12032	498.45					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	73.85					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	201.75			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	60.07		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 1,992.62	48.10%	\$40.90	\$17.43	\$12.96	\$71.29
		Annual Sala	ry + Benefits	\$73,624.34			
					•		
Step B							
1		\$4,349.88	/Month	\$29.00	/Hour		
		Ψ1,512.00	/141011111	Ψ27.00	/110th		
	Total Benefits	\$2,047.71	47.07%	\$42.65	\$18.17	\$13.52	\$74.34
		•					
		Annual Sala	ry + Benefits	\$76,771.03			
					•		
Step C							
•		\$4,567.37	/Month	\$30.45	/Hour		
		Ψ 1,507.67	7111011111	ψ50.15	/110th		
	Total Benefits	\$2,108.90	46.17%	\$44.51	\$18.97	\$14.10	\$77.58
		Annual Sala	ry + Benefits	\$80,115.25			
				·	!		
Step D							
		\$4 70E 74	Month	¢21.07	/Пои-		
		\$4,795.74	/ IVIOIIIII	\$31.97	/Hour		
	Total Benefits	\$2,173.15	45.31%	\$46.46	\$19.80	\$14.72	\$80.98
	2000110	- ,	.2.2170	Ų 10110	442.00	~ · · · · · · ·	40000
		Annual Sala	ry + Benefits	\$83,626.69			
			•		•		
Step E							
		05 N25 52	/Man41s	#22.55	/11		
		\$5,035.53	/ I vionth	\$33.57	/Hour		
	Total Benefits	\$2,240.61	44.50%	\$48.51	\$20.67	\$15.37	\$84.55
	10th Delicitis	Ψ2,240.01	74.50/0	φ τ 0.31	ΨΔυ•υ/	φ1 <i>J.J l</i>	ф от. ЗЗ
		Annual Sala	ry + Benefits	\$87,313.70			
		Sala	- J Denemo	φο 1,ο 10.70	:		

Administrative Assistant I Department: Administration

Ston A							
Step A		e2 700 74	/N / 41-	010.66	/TT		
		\$2,798.74	/Iviontn	\$18.66	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	223.90					
PERS - Employer	0.12032	336.74					
PERS Survivor		3.00					
Management Incen	ntive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	49.89					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	136.30			36.04%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	40.58		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 1,614.49	57.69%	\$29.42	\$10.60	\$9.32	\$49.35
		Annual Sala	ry + Benefits	\$52,958.78			
Step B							
1		\$2,938.68	/Month	\$19.59	/Hour		
		\$2,750.00	/IVIOIILII	\$17.59	/110ui		
	Total Benefits	\$1,650.67	56.17%	\$30.60	\$11.03	\$9.70	\$51.32
		Annual Sala	ry + Benefits	\$55,072.19			
Step C							
		\$3,085.61	/Month	\$20.57	/Hour		
	Total Benefits	\$1,692.01	54.84%	\$31.85	\$11.48	\$10.09	\$53.42
		Annual Sala	ry + Benefits	\$57,331.47			
Step D		<u>-</u>					
		\$3,239.90	/Month	\$21.60	/Hour		
		,		+			
	Total Benefits	\$1,735.41	53.56%	\$33.17	\$11.96	\$10.51	\$55.63
		Annual Salar	ry + Benefits	\$59,703.72			
Step E							
		\$3,401.89	/Month	\$22.68	/Hour		
		•					
	Total Benefits	\$1,780.99	52.35%	\$34.55	\$12.45	\$10.95	\$57.96
				0.22.10			
		Annual Salar	ry + Benefits	\$62,194.58			

Administrative Assistant I Department: Community Development

Step A							
Step 11		\$2,798.74	/Month	\$18.66	/Hour		
		\$2,790.74	/ IVIOIIIII	\$10.00	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	223.90					
PERS - Employer	0.12032	336.74					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	49.89					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	136.30			51 270/	21 (00/	
Vision Benefit	426.12	35.51		Hander Data	51.27%	31.69%	Total Hander
				Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	40.58	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,614.49	57.69%	\$29.42	\$15.08	\$9.32	\$53.83
		Annual Sala	ry + Benefits	\$52,958.78			
Step B							
SWP B		\$2,938.68	/Month	\$19.59	/Поля		
		\$2,730.00	/ IVIOIIIII	\$19.39	/noui		
	Total Benefits	\$1,650.67	56.17%	\$30.60	\$15.69	\$9.70	\$55.98
		Annual Cala	ry + Benefits	¢55 072 10			
		Alliuai Sala	ry + benefits	\$55,072.19			
Step C		02 AQE (1	/\	\$20.57	/11		
		\$3,085.61	/Wionth	\$20.57	/Hour		
	Total Benefits	\$1,692.01	54.84%	\$31.85	\$16.33	\$10.09	\$58.27
		Annual Sala	ry + Benefits	\$57,331.47			
Step D							
		\$3,239.90	/Month	\$21.60	/Hour		
		~- <u>;</u> —• / • / •		Ψ=1.00			
	Total Benefits	\$1,735.41	53.56%	\$33.17	\$17.00	\$10.51	\$60.68
				050 500 5			
		Annual Sala	ry + Benefits	\$59,703.72			
Step E							
		\$3,401.89	/Month	\$22.68	/Hour		
	Total Benefits	\$1,780.99	52.35%	\$34.55	\$17.71	\$10.95	\$63.22
			. D	060 101 70			
		Annual Sala	ry + Benefits	\$62,194.58			

Administrative Assistant I Department: Engineering

Step A		\$2,798.74	/Month	\$18.66	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	223.90					
PERS - Employer	0.12032	336.74					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP	itive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	49.89					
Life Insurance	0.017627	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	136.30			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	40.58		& Benefits	Overhead	Overhead	Rate
Wiculcare			-				,
	Total Benefits	\$ 1,614.49	57.69%	\$29.42	\$17.92	\$9.32	\$56.67
		Annual Sala	ry + Benefits	\$52,958.78	:		
Step B							
		\$2,938.68	/Month	\$19.59	/Hour		
	Total Benefits	\$1,650.67	56.17%	\$30.60	\$18.64	\$9.70	\$58.93
		Annual Sala	ry + Benefits	\$55,072.19	:		
Step C							
S. P		\$3,085.61	/Month	\$20.57	/Hour		
	Total Benefits	\$1,692.01	54.84%	\$31.85	\$19.40	\$10.09	\$61.35
		Annual Sala	ry + Benefits	\$57,331.47	:		
G B-							
Step D		\$3,239.90	/Month	\$21.60	/Hour		
	Total Benefits	\$1,735.41	53.56%	\$33.17	\$20.21	\$10.51	\$63.89
		Annual Sala	ry + Benefits	\$59,703.72			
Step E		02 104 22					
		\$3,401.89	/Month	\$22.68	/Hour		
	Total Benefits	\$1,780.99	52.35%	\$34.55	\$21.05	\$10.95	\$66.55
		Annual Sala	ry + Benefits	\$62,194.58			

Administrative Assistant I Department: Finance & Information Management

C							
Step A							
		\$2,798.74	/Month	\$18.66	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	223.90					
PERS - Employer	0.12032	336.74					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	49.89					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	136.30			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	40.58		& Benefits	Overhead	Overhead	Rate
Wicuicaic	0.01430	+0.50	=	& Belletts	Overneau	Overneau	Nate
	Total Benefits	\$ 1,614.49	57.69%	\$29.42	\$12.54	\$9.32	\$51.28
		Annual Sala	ry + Benefits	\$52,958.78			
Step B							
o VI		\$2,938.68	/Month	\$19.59	/Hour		
		\$2,930.00	/IVIOIItII	\$19.39	/ Floui		
	Total Benefits	\$1,650.67	56.17%	\$30.60	\$13.04	\$9.70	\$53.33
		Annual Sala	ry + Benefits	\$55,072.19	,		
Step C							
1		\$3,085.61	/Month	\$20.57	/Hour		
		\$5,005.01	/IVIOIILII	\$20.37	/110ui		
	Total Benefits	\$1,692.01	54.84%	\$31.85	\$13.57	\$10.09	\$55.52
		. ,					·
		Annual Sala	ry + Benefits	\$57,331.47			
			•		:		
Step D							
экер Б		62 220 00	/M on 41-	#21 (0	/T.T		
		\$3,239.90	/ IVIONTN	\$21.60	/Hour		
	Total Benefits	\$1,735.41	53.56%	\$33.17	\$14.13	\$10.51	\$57.81
	10th Delicitio	Ψ1,/33.41	55.50/0	ФЭЭ.1/	ψ 1-1-1 3	Ψ10.31	ψ57.01
		Annual Sala	ry + Benefits	\$59,703.72			
			- ,		!		
Stop E							
Step E		03 404 00	/N # .1	.			
		\$3,401.89	/Month	\$22.68	/Hour		
	Total Benefits	\$1,780.99	52.35%	\$34.55	\$14.72	\$10.95	\$60.23
	Total Delicitis	φ1,/00.99	54.55/0	φ 34. 33	φ1 7. /2	\$10.73	φυυ.23
		Annual Sala	ry + Benefits	\$62,194.58			
		i siiii wai bala	i y · Denemes	Ψυμ,1/π.30	:		

Administrative Assistant I Department: Public Works

Q							
Step A		0.2 -0.0 - :	/3 E	\$18.66 /Hour			
		\$2,798.74	/Month	\$18.66	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	223.90					
PERS - Employer	0.12032	336.74					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP	-	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	49.89					
Life Insurance	2.02,021	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	136.30			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	40.58		& Benefits	<u>Overhead</u>	Overhead	Rate
	3.01.00		_				
	Total Benefits	\$ 1,614.49	57.69%	\$29.42	\$39.16	\$9.32	\$77.91
		Annual Sala	ry + Benefits	\$52,958.78			
Step B							
		\$2,938.68	/Month	\$19.59	/Hour		
	Total Benefits	\$1,650.67	56.17%	\$30.60	\$40.73	\$9.70	\$81.02
	Tomi Dellello			φ50.00	ψτυ./υ	Ψ2•10	ΨΟ1.02
		Annual Sala	ry + Benefits	\$55,072.19			
Step C							
		\$3,085.61	/Month	\$20.57	/Hour		
	Total Benefits	\$1,692.01	54.84%	\$31.85	\$42.40	\$10.09	\$84.34
	_ 5 001 2 51101105	\$1,07 2 .01	2 1.0 170	ΨΦ1.00	Ψ• • •	4-0.0 /	ψ0 11 0 1
		Annual Sala	ry + Benefits	\$57,331.47			
					· 		
Step D							
	_	\$3,239.90	/Month	\$21.60	/Hour		
		•					
	Total Benefits	\$1,735.41	53.56%	\$33.17	\$44.15	\$10.51	\$87.83
		Annual Sala	ry + Benefits	\$59,703.72			
		rannai Sala	i j · Denemis	Ψυγ,193.12			
Step E							
		\$3,401.89	/Month	\$22.68	/Hour		
		Ф Ј,101.0 9	/ IVIOIIIII	\$22.08	/110UI		
	Total Benefits	\$1,780.99	52.35%	\$34.55	\$45.99	\$10.95	\$91.50
			T	0.64.04.75			
		Annual Sala	ry + Benefits	\$62,194.58			

Administrative Assistant II Department: Administration

C								
Step A		Φ.3	00645	/N # 1	#20 5 0	/TT		
		\$3	3,086.45	/Month	\$20.58	/Hour		
Benefit	<u>Multiplier</u>							
PERS - Employee	0.08000		246.92					
PERS - Employer	0.12032		371.36					
PERS Survivor			3.00					
Management Incen	tive		0.00					
EAP			3.19					
Health Insurance			642.00					
Dental Insurance			135.79					
LTD Insurance	0.017827		55.02					
Life Insurance			7.58					
Deferred Comp.			0.00					
Workers Comp.	0.04870		150.31			36.04%	31.69%	
Vision Benefit	426.12		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450		44.75	<u> </u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$	1,695.43	54.93%	\$31.88	\$11.49	\$10.10	\$53.47
		An	nual Sala	ry + Benefits	\$57,382.61	:		
Step B								
		\$3	3,240.77	/Month	\$21.61	/Hour		
	Total Benefits		\$1,735.66	53.56%	\$33.18	\$11.96	\$10.51	\$55.65
		Δn	nual Sala	ry + Benefits	\$59,717.22			
		All	inuai Saia	ly Delicities	\$37,717.22	:		
C4 C								
Step C		0 2	102.01	/N. f	#22 (0	/T.T		
		23	3,402.81	/Month	\$22.69	/Hour		
	Total Benefits	9	\$1,781.25	52.35%	\$34.56	\$12.46	\$10.95	\$57.97
	100012010		φ1,7 01. 2 0	02.5070	40 110 0	412010	41000	ψο τος τ
		An	nual Sala	ry + Benefits	\$62,208.75			
						!		
Step D								
		© 2	3,572.95	/Month	\$23.82	/Hour		
		D 3	,312.93	/ IVIOIIIII	\$23.82	/ nour		
	Total Benefits	9	\$1,829.12	51.19%	\$36.01	\$12.98	\$11.41	\$60.41
		•	, ,		-	•		
		An	nual Sala	ry + Benefits	\$64,824.86			
						i		
Step E								
		¢2	3,751.60	/Month	¢25.01	/Hour		
		ΦJ	,/31.00	/ IVIOIIIII	\$25.01	/ NOUF		
	Total Benefits	9	\$1,879.38	50.10%	\$37.54	\$13.53	\$11.90	\$62.97
		•	. ,	, •		-	•	
		An	nual Sala	ry + Benefits	\$67,571.78			
						i		
-								

Administrative Assistant II Department: Community Development

Step A							
Step 11		\$3,086.45	/Month	\$20.58	/Hour		
		\$5,000.45	/ IVIOIILII	\$20.30	/110u1		
Benefit	Multiplier						
PERS - Employee	0.08000	246.92					
PERS - Employer	0.12032	371.36					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	55.02					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	150.31			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rote	Department	City-Wide	Total Hourly
Medicare				-	_	-	-
Medicare	0.01450	44.75	=	& Benefits	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 1,695.43	54.93%	\$31.88	\$16.34	\$10.10	\$58.33
		Annual Sala	ry + Benefits	\$57,382.61			
Step B							
		\$3,240.77	/Month	\$21.61	/Hour		
		Φυ,= :0	, 1, 1011011	Ψ21.01	711041		
	Total Benefits	\$1,735.66	53.56%	\$33.18	\$17.01	\$10.51	\$60.70
		Annual Sala	ry + Benefits	\$59,717.22			
Step C							
1		\$3,402.81	/Month	\$22.69	/Hour		
		\$5, 1 02.01	/IVIOIIIII	\$22.09	/110ui		
	Total Benefits	\$1,781.25	52.35%	\$34.56	\$17.72	\$10.95	\$63.23
		,					·
		Annual Sala	ry + Benefits	\$62,208.75			
			·				
Stop D							
Step D							
		\$3,572.95	/Month	\$23.82	/Hour		
	T . 1D	#1 000 10	51 100/	02 (04	010.16	044.44	0.67.00
	Total Benefits	\$1,829.12	51.19%	\$36.01	\$18.46	\$11.41	\$65.89
		. 16.1	. D. C.	064.034.06			
		Annual Sala	ry + Benefits	\$64,824.86			
Step E							
		\$3,751.60	/Month	\$25.01	/Hour		
		,		•			
	Total Benefits	\$1,879.38	50.10%	\$37.54	\$19.25	\$11.90	\$68.68
		Annual Sala	ry + Benefits	\$67,571.78			
	-						

Administrative Assistant II Department: Engineering

G. A							
Step A		00001	5.5.4				
		\$3,086.45	/Month	\$20.58	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	246.92					
PERS - Employer	0.12032	371.36					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	55.02					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	150.31			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	44.75		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,695.43	54.93%	\$31.88	\$19.42	\$10.10	\$61.40
	Total Delicitis				\$17.72	\$10.10	\$01.40
		Annual Sala	ry + Benefits	\$57,382.61			
Step B		02.240.55	/3. £				
		\$3,240.77	/Month	\$21.61	/Hour		
	Total Benefits	\$1,735.66	53.56%	\$33.18	\$20.21	\$10.51	\$63.90
		Annual Cala	my ⊥ Donofita	¢50 717 22			
		Annual Sala	ry + benefits	\$59,717.22			
Chair C							
Step C							
		\$3,402.81	/Month	\$22.69	/Hour		
	Total Benefits	\$1,781.25	52.35%	\$34.56	\$21.05	\$10.95	\$66.57
	Total Belletits	\$1,761.23	32.3370	\$34.30	\$21.03	\$10.93	\$00.57
		Annual Sala	rv + Benefits	\$62,208.75			
			- , - 201101103	\$02, 2 00.70			
Step D							
Step D		\$3,572.95	/Month	¢12 01	/Hour		
		φ 3 ,314.73	/ IVIOIIIII	\$23.82	/110ui		
	Total Benefits	\$1,829.12	51.19%	\$36.01	\$21.94	\$11.41	\$69.37
			. D	06408406			
		Annual Sala	ry + Benefits	\$64,824.86			
Step E							
		\$3,751.60	/Month	\$25.01	/Hour		
)		Ţ _ 0.01			
	Total Benefits	\$1,879.38	50.10%	\$37.54	\$22.87	\$11.90	\$72.31
		Annual Sala	rv + Ronofite	\$67,571.78			
		Alliuai Sala	i j · Denents	907,371.70			

Administrative Assistant II Department: Finance & Information Management

Step A							=
SwpTT		\$3,086.45	/Month	\$20.58	/Hour		
		42,000112	7111011111	Ψ2000	, 110 011		
Benefit	<u>Multiplier</u>	246.02					
PERS - Employee	0.08000	246.92					
PERS - Employer	0.12032	371.36					
PERS Survivor	4:	3.00					
Management Incen EAP	uive	0.00 3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	55.02					
Life Insurance	0.01/62/	7.58					
		0.00					
Deferred Comp.	0.04970				42 (10/	21 (00)	
Workers Comp. Vision Benefit	0.04870 426.12	150.31		Handa Data	42.61%	31.69%	Total Hande
		35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	44.75	_	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 1,695.43	54.93%	\$31.88	\$13.58	\$10.10	\$55.57
		Annual Sala	ry + Benefits	\$57,382.61			
Step B							
		\$3,240.77	/Month	\$21.61	/Hour		
		,					
	Total Benefits	\$1,735.66	53.56%	\$33.18	\$14.14	\$10.51	\$57.83
		Annual Sala	ry + Benefits	\$59,717.22	<u>:</u>		
Step C							
		\$3,402.81	/Month	\$22.69	/Hour		
		,					
	Total Benefits	\$1,781.25	52.35%	\$34.56	\$14.73	\$10.95	\$60.24
		Annual Sala	ry + Benefits	\$62,208.75	-		
Step D							
1		\$3,572.95	/Month	\$23.82	/Hour		
		Ψυ,υ 1 2.73	, 111011111	Ψ23.02	, IIOGI		
	Total Benefits	\$1,829.12	51.19%	\$36.01	\$15.35	\$11.41	\$62.77
		Annual Sala	ry + Benefits	\$64,824.86	_		
Step E							
ľ		\$3,751.60	/Month	\$25.01	/Hour		
		φυ,/31.00	/ 171011111	\$23.01	/110ul		
	Total Benefits	\$1,879.38	50.10%	\$37.54	\$16.00	\$11.90	\$65.43
		. ,			-	-	-
		Annual Sala	ry + Benefits	\$67,571.78			
					1		
<u> </u>							Page 31

Administrative Assistant II Department: Public Works

Step A							
Step 11		\$3,086.45	/Month	\$20.58	/Hour		
		\$3,000.43	/ IVIOIIIII	\$20.50	/ Moui		
Benefit	Multiplier						
PERS - Employee	0.08000	246.92					
PERS - Employer	0.12032	371.36					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	55.02					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	150.31			122 110/	21 (00/	
Vision Benefit	426.12	35.51		Hander Data	133.11%	31.69%	Total Hander
				-	Department	City-Wide	Total Hourly
Medicare	0.01450	44.75	<u>-</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,695.43	54.93%	\$31.88	\$42.44	\$10.10	\$84.42
		Annual Sala	ry + Benefits	\$57,382.61			
Step B							
		\$3,240.77	/Month	\$21.61	/Hour		
		Φυ,= : ο τ	7111011011	Ψ21.01	711041		
	Total Benefits	\$1,735.66	53.56%	\$33.18	\$44.16	\$10.51	\$87.85
		Annual Sala	ry + Benefits	\$59,717.22			
Step C							
•		\$3,402.81	/Month	\$22.69	/Hour		
		ψ5,102.01	/ IVIOIILII	\$22.07	/11oui		
	Total Benefits	\$1,781.25	52.35%	\$34.56	\$46.00	\$10.95	\$91.52
		Annual Sala	ry + Benefits	\$62,208.75			
			•				
Step D							
Step D							
		\$3,572.95	/Month	\$23.82	/Hour		
	T . 1D . C.	#1 020 12	51 100/	027.01	0.47.0.4	011 41	005.25
	Total Benefits	\$1,829.12	51.19%	\$36.01	\$47.94	\$11.41	\$95.37
		Annual Cala	w Danasta	©64 024 06			
		Annual Sala	ry + Benefits	\$64,824.86			
Step E							
		\$3,751.60	/Month	\$25.01	/Hour		
		ŕ					
	Total Benefits	\$1,879.38	50.10%	\$37.54	\$49.97	\$11.90	\$99.41
		Annual Sala	ry + Benefits	\$67,571.78			
·		·		·		·	

Administrative Program Analyst Department: Public Works

G							_
Step A							
		\$4,013.12	/Month	\$26.75	/Hour		
Benefit	Multiplian						
PERS - Employee	<u>Multiplier</u> 0.08000	321.05					
PERS - Employer	0.12032	482.86					
PERS Survivor	. :	3.00					
Management Incer	itive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.04=04=	135.79					
LTD Insurance	0.017827	71.54					
Life Insurance	0.00034	24.56					
Deferred Comp.		110.00					
Workers Comp.	0.04870	195.44			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	58.19	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,083.13	51.91%	\$40.64	\$54.10	\$12.88	\$107.62
		A al Cala	Dans 64	672 154 07			
		Annual Sala	ry + Benefits	\$73,154.96	: :		
C							
Step B							
		\$4,213.77	/Month	\$28.09	/Hour		
	T . 1D	#2.12 6.20	50 500/	0.40.00	0.7.6.2.7	012.10	0110 10
	Total Benefits	\$2,136.39	50.70%	\$42.33	\$56.35	\$13.42	\$112.10
		Annual Sala	rv + Renefits	\$76,202.00			
		Timuui Suiu	y Denemes	\$70,202.00	1		
Step C							
Step C		64 434 46	/N / 41-	Φ20.50	/1.1		
		\$4,424.46	/Month	\$29.50	/Hour		
	Total Benefits	\$2,195.67	49.63%	\$44.13	\$58.75	\$13.99	\$116.87
	Total Delicitis	\$2,193.07	49.03/0	Ф44.13	\$30.73	\$13.99	\$110.07
		Annual Sala	ry + Ranafits	\$79,441.59			
		Alliluai Sala	ry + benefits	\$79,441.39	!		
Stor D							
Step D							
		\$4,645.69	/Month	\$30.97	/Hour		
	Tatal Dans Ct.	¢2 257 01	40.7007	046.03	0(1.3(01450	0131.07
	Total Benefits	\$2,257.91	48.60%	\$46.02	\$61.26	\$14.58	\$121.87
		Annual Sala	ry + Ronofite	\$82,843.15			
		Annuai Sala	ry Delicities	φυ 2 ,043.13	i		
Stor E							
Step E		04.055.05	/N &	.			
		\$4,877.97	/Month	\$32.52	/Hour		
	Total Benefits	¢2 222 26	47 620/	¢10 N1	\$63.91	Q1 <i>E</i> 21	\$127.13
	i otai Dellellis	\$2,323.26	47.63%	\$48.01	503.71	\$15.21	\$14/.1 3
		Annual Sala	ry + Ronofite	\$86,414.79			
		Amuai Sala	y Denents	φου,τ14./3	:		

Administrative Secretary Department: Administration

Step A							
Step A		\$3,642.52	/Month	\$24.28	/Hour		
		Ф Ј , UТ 2.32	/IVIOIILII	φ 24.2 0	/110u1		
<u>Benefit</u>	Multiplier						
PERS - Employee	0.08000	291.40					
PERS - Employer	0.12032	438.27					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.94					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	177.39			36.04%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	52.82	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,851.88	50.84%	\$36.63	\$13.20	\$11.61	\$61.44
		Annual Sala	ry + Benefits	\$65,932.75			
Step B							
		\$3,824.64	/Month	\$25.50	/Hour		
		4-)-		•			
	Total Benefits	\$1,899.93	49.68%	\$38.16	\$13.76	\$12.09	\$64.01
		Annual Sala	ry + Benefits	\$68,694.87			
Store C							
Step C		\$4,015.87	/Month	\$26.77	/Hour		
		Ψ1,010.07	/1011011	Ψ20.77	/110 u 1		
	Total Benefits	\$1,953.73	48.65%	\$39.80	\$14.34	\$12.61	\$66.75
		Annual Sala	rv + Renefits	\$71,635.28			
			,	4.2,000.20			
Step D							
Step D		\$4,216.67	/Month	\$28.11	/Hour		
	Total Benefits	\$2,010.23	47.67%	\$41.51	\$14.96	\$13.15	\$69.63
	- 5 001 - 5 110 1100			ψ 11.01	W 2 .47 V	4-2-1 20	\$ 0.7.10 0
		Annual Sala	ry + Benefits	\$74,722.72			
Step E							
•		\$4,427.50	/Month	\$29.52	/Hour		
	Total Benefits	\$2,069.54	46.74%	\$43.31	\$15.61	\$13.73	\$72.65
	- July Denviito				420.01	410110	Ç, 2.00
		Annual Sala	ry + Benefits	\$77,964.53			

Administrative Secretary Department: Community Development

Step A		\$3,642.52	/Month	\$24.28	/Hour		
D 64	3.4. L. P						
Benefit	<u>Multiplier</u>	201.40					
PERS - Employee	0.08000	291.40					
PERS - Employer PERS Survivor	0.12032	438.27 3.00					
	, tivo	0.00					
Management Incer EAP	ilive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.94					
Life Insurance	0.01/62/	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	177.39			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Pote	Department	City-Wide	Total Hourly
Medicare	0.01450	52.82		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	32.82	_	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$ 1,851.88	50.84%	\$36.63	\$18.78	\$11.61	\$67.02
		Annual Sala	ry + Benefits	\$65,932.75	ı		
Stop D							
Step B		\$3,824.64	/Month	\$25.50	/Hour		
	Total Benefits	\$1,899.93	49.68%	\$38.16	\$19.57	\$12.09	\$69.82
		Annual Sala	ry + Benefits	\$68,694.87	:		
Step C							
		\$4,015.87	/Month	\$26.77	/Hour		
	T-4-1 D C4-	¢1 052 72	40.650/	#20 00	620.40	013 (1	673.01
	Total Benefits	\$1,953.73	48.65%	\$39.80	\$20.40	\$12.61	\$72.81
		Annual Sala	ry + Benefits	\$71,635.28			
					•		
Step D		\$4,216.67	/Month	\$28.11	/Hour		
		Ψ ·, = ± 0·0 /	, 1,1011111	Ψ20.11	, 110 41		
	Total Benefits	\$2,010.23	47.67%	\$41.51	\$21.28	\$13.15	\$75.95
		Annual Sala	ry + Benefits	\$74,722.72	:		
Stop E							
Step E		\$4,427.50	/Month	\$29.52	/Hour		
	T . 1D . ~	ŕ				042	0=0-2-1
	Total Benefits	\$2,069.54	46.74%	\$43.31	\$22.21	\$13.73	\$79.24
		Annual Sala	ry + Benefits	\$77,964.53			
					:		

Administrative Secretary Department: Economic Development

Step A							
Step 11		\$3,642.52	/Month	\$24.28	/Hour		
		\$3,042.32	/ IVIOIIIII	\$24.20	/ Moui		
Benefit	Multiplier						
PERS - Employee	0.08000	291.40					
PERS - Employer	0.12032	438.27					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.94					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	177.39			139.46%	31.69%	
Vision Benefit	426.12	35.51		Hourdy Data			Total Hourly
					Department	City-Wide	-
Medicare	0.01450	52.82	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,851.88	50.84%	\$36.63	\$51.08	\$11.61	\$99.32
		Annual Sala	ry + Benefits	\$65,932.75			
Step B							
		\$3,824.64	/Month	\$25.50	/Hour		
		ΦΦ,02	, 1, 1011011	Ψ20.00	711041		
	Total Benefits	\$1,899.93	49.68%	\$38.16	\$53.22	\$12.09	\$103.48
		Annual Sala	ry + Benefits	\$68,694.87			
					i e		
Step C							
SWP C		\$4,015.87	/Month	\$26.77	/Hour		
		ψ 1, 013.07	/IVIOIIIII	\$20.77	/110ui		
	Total Benefits	\$1,953.73	48.65%	\$39.80	\$55.50	\$12.61	\$107.91
		Annual Sala	ry + Benefits	\$71,635.28	:		
Step D							
1		\$4,216.67	/Month	\$28.11	/Hour		
		Ψ 19210.07	, 141011111	Ψ20.11	/ 110ui		
	Total Benefits	\$2,010.23	47.67%	\$41.51	\$57.89	\$13.15	\$112.56
			. D	054505			
		Annual Sala	ry + Benefits	\$74,722.72	1		
Step E		0.4.42 =	/3 F				
		\$4,427.50	/Month	\$29.52	/Hour		
	Total Benefits	\$2,069.54	46.74%	\$43.31	\$60.41	\$13.73	\$117.45
		Annual Sala	ry + Benefits	\$77,964.53			
			- 5 - 201101105	<u> </u>	!		

Administrative Secretary Department: Engineering

Q							
Step A							
		\$3,642.52	/Month	\$24.28	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	291.40					
PERS - Employer	0.12032	438.27					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP	tive .	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.94					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	177.39			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	52.82		& Benefits	Overhead Overhead	Overhead	Rate
Wicarcare	0.01150	32.02	-	<u>a benents</u>	Overneau	Overneau	<u>rtate</u>
	Total Benefits	\$ 1,851.88	50.84%	\$36.63	\$22.32	\$11.61	\$70.55
		Annual Sala	ry + Benefits	\$65,932.75			
Step B							
		\$3,824.64	/Month	\$25.50	/Hour		
		,					
	Total Benefits	\$1,899.93	49.68%	\$38.16	\$23.25	\$12.09	\$73.51
		Annual Sala	ry + Benefits	\$68,694.87			
		1 	23 201101100	400,05 1107			
Step C							
Step C		04.015.05	/N #1	**			
		\$4,015.87	/Month	\$26.77	/Hour		
	Total Benefits	\$1,953.73	48.65%	\$39.80	\$24.25	\$12.61	\$76.65
	Total Delicitis	\$1,933.73	46.0370	φ37.00	\$24.23	\$12.01	\$70.03
		Annual Sala	rv + Renefits	\$71,635.28			
		uui Sala	. Jenemes	ψ.1,000.20			
Stop D							
Step D		040466	/A. F				
		\$4,216.67	/Month	\$28.11	/Hour		
	Total Benefits	\$2,010.23	47.67%	\$41.51	\$25.29	\$13.15	\$79.96
	Total Delicitis	φ2,010.23	47.0770	541.31	\$43.47	φ13.13	φ1 2• 20
		Annual Sala	ry + Benefits	\$74,722.72			
			- J - Direction				
Step E							
Step E		04 435 50	/N. f 41	4.5.0 5.	/7.7		
		\$4,427.50	/Month	\$29.52	/Hour		
	Total Benefits	\$2,069.54	46.74%	\$43.31	\$26.39	\$13.73	\$83.43
	Total Delicities	Ψ2,009.34	TU./4/0	ФТЈ.Ј1	ψ 4U• J	ψ13./3	Ψυσ-τσ
		Annual Sala	ry + Benefits	\$77,964.53			
		Suid	- , - 201101113	<i>\$.1,701100</i>			

Administrative Secretary Department: Finance & Information Management

Step A							
Step 11		\$3,642.52	/Month	\$24.28	/Hour		
		\$3,042.32	/ IVIOIIIII	\$24.20	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	291.40					
PERS - Employer	0.12032	438.27					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.94					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	177.39			42 (10/	21 (00/	
Vision Benefit	426.12	35.51		Hander Data	42.61%	31.69%	Total Hander
					Department	City-Wide	Total Hourly
Medicare	0.01450	52.82	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,851.88	50.84%	\$36.63	\$15.61	\$11.61	\$63.84
		Annual Sala	ry + Benefits	\$65,932.75			
Step B							
1		\$3,824.64	/Month	\$25.50	/Hour		
		ψ5,02 1.01	/IVIOIIIII	\$25.50	/110th		
	Total Benefits	\$1,899.93	49.68%	\$38.16	\$16.26	\$12.09	\$66.52
		Annual Sala	ry + Benefits	\$68,694.87			
			-,	400,02			
Ston C							
Step C		\$4,015.87	/Month	\$26.77	/Hour		
		Φ+,013.07	/ IVIOIIIII	\$20.77	/11oui		
	Total Benefits	\$1,953.73	48.65%	\$39.80	\$16.96	\$12.61	\$69.37
		. 16.1	. D. 64	051 (25.20			
		Annual Sala	ry + Benefits	\$71,635.28			
Step D							
		\$4,216.67	/Month	\$28.11	/Hour		
		, , , , , , , , , , , , , , , , , , , ,		*			
	Total Benefits	\$2,010.23	47.67%	\$41.51	\$17.69	\$13.15	\$72.36
		Annual Cala	my ± Danafita	\$7 <i>4</i> 700 70			
		Annuai Sala	ry + Benefits	\$74,722.72			
Step E		e4 435 50	/N / L = 41	^ ^ ^ ^ ~ ^ − ·	/11		
		\$4,427.50	/Month	\$29.52	/Hour		
	Total Benefits	\$2,069.54	46.74%	\$43.31	\$18.46	\$13.73	\$75.50
		Annual Sala	ry + Benefits	\$77,964.53			

Administrative Secretary Department: Parks and Recreation

Step A							
Step 11		\$3,642.52	/Month	\$24.28	/Hour		
		\$3,042.32	/ IVIOIIIII	\$24.20	/ Moui		
Benefit	Multiplier						
PERS - Employee	0.08000	291.40)				
PERS - Employer	0.12032	438.27					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.94					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	177.39			111 270/	21 (00/	
Vision Benefit	426.12	35.51		Handy Data	111.27%	31.69%	Total Hander
					Department	City-Wide	Total Hourly
Medicare	0.01450	52.82	. _	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,851.88	50.84%	\$36.63	\$40.76	\$11.61	\$88.99
		Annual Sala	ry + Benefits	\$65,932.75	:		
Step B							
1		\$3,824.64	/Month	\$25.50	/Hour		
		\$5,02 4. 04	/ IVIOIIIII	\$23.30	/110ui		
	Total Benefits	\$1,899.93	49.68%	\$38.16	\$42.46	\$12.09	\$92.72
		Annual Sala	ry + Benefits	\$68,694.87			
		111111111111111111111111111111111111111	25 201101100	400,000	!		
Ston C							
Step C		\$4,015.87	/Month	\$26.77	/Hour		
		ψ 1 ,013.07	/ IVIOIIIII	\$20.77	/110ui		
	Total Benefits	\$1,953.73	48.65%	\$39.80	\$44.28	\$12.61	\$96.69
				074 (37.40			
		Annual Sala	ry + Benefits	\$71,635.28	i		
Step D							
•		\$4,216.67	/Month	\$28.11	/Hour		
		\$ - 9 =10.07	. 1.1011111	Ψ20.11	10 m1		
	Total Benefits	\$2,010.23	47.67%	\$41.51	\$46.19	\$13.15	\$100.86
			I D	07 4 700 70			
		Annual Sala	ry + Benefits	\$74,722.72	:		
Step E							
		\$4,427.50	/Month	\$29.52	/Hour		
	Total Benefits	\$2,069.54	46.74%	\$43.31	\$48.19	\$13.73	\$105.23
			, ps	0== 0 < 1 = 5			
		Annual Sala	ry + Benefits	\$77,964.53	:		

Administrative Secretary Department: Public Works

Step A							
Step A		\$3,642.52	/Month	\$24.28	/Hour		
		Φ3,072.32	/ IVIOIILII	Ψ24.20	/110u1		
<u>Benefit</u>	Multiplier						
PERS - Employee	0.08000	291.40					
PERS - Employer	0.12032	438.27					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	64.94					
Life Insurance		7.58					
Deferred Comp.	0.04070	0.00					
Workers Comp.	0.04870	177.39		и гр.	133.11%	31.69%	75 4 LTT 1
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	52.82	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,851.88	50.84%	\$36.63	\$48.76	\$11.61	\$97.00
		Annual Salar	ry + Benefits	\$65,932.75			
Step B							
		\$3,824.64	/Month	\$25.50	/Hour		
		•					
	Total Benefits	\$1,899.93	49.68%	\$38.16	\$50.80	\$12.09	\$101.06
		Annual Sala	ry + Ronofits	\$68,694.87			
		Allitual Sala	ly Delicities	\$00,074.07			
Store C							
Step C							
		\$4,015.87	/Month	\$26.77	/Hour		
	Total Benefits	\$1,953.73	48.65%	\$39.80	\$52.98	\$12.61	\$105.38
	Total Delicitis	\$1,933.73	46.0370	\$33.00	\$32.96	\$12.01	\$103.36
		Annual Sala	rv + Renefits	\$71,635.28			
		1 	i j · Benenius	\$11,000.20			
Step D							
Step D		04.216.67	/N. f	#20.11	/T.T.		
		\$4,216.67	/Iviontn	\$28.11	/Hour		
	Total Benefits	\$2,010.23	47.67%	\$41.51	\$55.26	\$13.15	\$109.93
	Total Belletits	\$2,010.23	17.0770	ψ11.01	φου.20	Ψ10.12	\$107.70
		Annual Sala	ry + Benefits	\$74,722.72			
			•				
Step E							
этер Е		\$4,427.50	/Month	\$20.52	/Hour		
		₽ 1,1 27.30	/ IVIOIIIII	\$29.52	/110ui		
	Total Benefits	\$2,069.54	46.74%	\$43.31	\$57.66	\$13.73	\$114.70
		,					
		Annual Sala	ry + Benefits	\$77,964.53			

Arts Manager Department: Parks and Recreation

Cton A							
Step A		es 442 22	/M a m 4 la	¢27 20	/11		
		\$5,443.32	/Month	\$36.29	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	435.47					
PERS - Employer	0.12032	654.94					
PERS Survivor		3.00	1				
Management Incen	tive	0.00	1				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	97.04					
Life Insurance	0.00034	46.50	ı				
Deferred Comp.		110.00					
Workers Comp.	0.04870	265.09			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	78.93		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,507.45	46.06%	\$53.01	\$58.98	\$16.80	\$128.78
		Annual Sala	ry + Benefits	\$95,409.27	_		
					-		
Step B							
		\$5,715.49	/Month	\$38.10	/Hour		
		,		*			
	Total Benefits	\$2,569.31	44.95%	\$55.23	\$61.46	\$17.50	\$134.19
		Annual Sala	ry + Benefits	\$99,417.60			
					=		
Step C							
		\$6,001.26	/Month	\$40.01	/Hour		
	T . 1D . C.	#2 651 46	44.100/	055 (0	064.10	010.20	014045
	Total Benefits	\$2,651.46	44.18%	\$57.68	\$64.19	\$18.28	\$140.15
		Annual Sala	ry + Benefits	\$103,832.70			
		7 minuai Saia	ly Delicites	\$103,032.70	=		
Step D							
Step D		\$6,301.32	/Month	¢42.01	/11011#		
		Φυ,3U1.32	/ IVIOIIUI	\$42.01	/ riour		
	Total Benefits	\$2,737.72	43.45%	\$60.26	\$67.05	\$19.10	\$146.41
				0400 455 = 1			
		Annual Sala	ry + Benefits	\$108,468.56	<u> </u>		
Stop F							
Step E		06 (16 20	/N.f 41		/11		
		\$6,616.39	/Month	\$44.11	/Hour		
	Total Benefits	\$2,828.29	42.75%	\$62.96	\$70.06	\$19.95	\$152.98
		. =, - =		- 0 -1 0			
		Annual Sala	ry + Benefits	\$113,336.21	Ī		

Assistant City Clerk Department: Administration

Step A							
		\$4,405.64	/Month	\$29.37	/Hour		
		φτ,τυσ.υτ	/ IVIOIItii	\$47.5T	/TIOUI		
Benefit	Multiplier						
PERS - Employee	0.08000	352.45					
PERS - Employer	0.12032	530.09					
PERS Survivor		3.00					
Management Incer	ntive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	78.54					
Life Insurance	0.00034	26.96					
Deferred Comp.		110.00					
Workers Comp.	0.04870	214.55			36.04%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	63.88	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,195.97	49.84%	\$44.01	\$15.86	\$13.95	\$73.82
			ry + Benefits	\$79,219.24			
		1 2222	23 201101105	4.29,212,02	=		
Step B							
экр Б		\$4,625.92	/Month	¢20.04	/11		
		\$4,023.92	/IVIOIIIII	\$30.84	/Hour		
	Total Benefits	\$2,256.10	48.77%	\$45.88	\$16.54	\$14.54	\$76.96
		Annual Sala	ry + Benefits	\$82,584.22	_		
Step C		# 4 0 5 5 22	/N # .1		-		
		\$4,857.22	/Month	\$32.38	/Hour		
	Total Benefits	\$2,322.59	47.82%	\$47.87	\$17.25	\$15.17	\$80.29
			. D	00615565			
		Annual Sala	ry + Benefits	\$86,157.65	=		
CA D							
Step D		0 = 4 00 00	5.6 - 3		-		
		\$5,100.08	/Month	\$34.00	/Hour		
	Total Benefits	\$2,392.40	46.91%	\$49.95	\$18.00	\$15.83	\$83.78
				000 000 7			
		Annual Sala	ry + Benefits	\$89,909.76	=		
C/ -F							
Step E		\$5,355.08	/Month	\$35.70	/Hour		
		ŕ				***	***
	Total Benefits	\$2,465.71	46.04%	\$52.14	\$18.79	\$16.52	\$87.45
		Annual Sala	ry + Benefits	\$93,849.47	=		

Assistant City Engineer Department: Engineering

Step A							
Step 11		\$7,850.16	/Month	\$52.33	/Hour		
		\$7,030.10	/Wichitii	\$32.33	/Tioui		
Benefit	Multiplier						
PERS - Employee	0.08000	628.01					
PERS - Employer	0.12032	944.53					
PERS Survivor		3.00)				
Management Incen	tive	0.00	1				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79					
LTD Insurance	0.017827	139.94					
Life Insurance	0.00034	48.04					
Deferred Comp.		110.00					
Workers Comp.	0.04870	382.30			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department Department	City-Wide	Total Hourly
Medicare	0.01450	113.83		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.01430	115.65	_	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 3,186.15	40.59%	\$73.58	\$44.82	\$23.31	\$141.71
		Annual Sala	ry + Benefits	\$132,435.76	-		
Step B							
1		\$8,242.67	/Month	\$54.95	/Hour		
		\$0,2 42. 07	/ IVIOIILII	φ54.95	/IIOui		
	Total Benefits	\$3,295.80	39.98%	\$76.92	\$46.86	\$24.38	\$148.16
		Annual Sala	ry + Benefits	\$138,461.58	<u>.</u>		
Step C							
		\$8,654.80	/Month	\$57.70	/Hour		
	T . 1 D	ФО 41 4 2 7	20.450/	000.46	0.40.00	007.70	04.7.4.07
	Total Benefits	\$3,414.27	39.45%	\$80.46	\$49.02	\$25.50	\$154.97
			- a				
		Annual Sala	ry + Benefits	\$144,828.87	=		
Step D							
	_	\$9,087.54	/Month	\$60.58	/Hour		
		,		,			
	Total Benefits	\$3,538.67	38.94%	\$84.17	\$51.28	\$26.67	\$162.13
		Annual Sala	ry + Benefits	\$151,514.54	=		
Step E							
		\$9,541.92	/Month	\$63.61	/Hour		
		ŕ					
	Total Benefits	\$3,669.29	38.45%	\$88.07	\$53.66	\$27.91	\$169.64
		Annual Sala	ry + Benefits	\$158,534.49	=		

Assistant City Manager Department: Administration

G. A							
Step A		60.001.05	/h #	0.00.61	/**		
		\$9,091.85	/Month	\$60.61	/Hour		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	731.87					
PERS - Employer	0.12032	1,100.73					
PERS Survivor		3.00					
Management Incen	ntive	56.50					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	162.08					
Life Insurance	0.00034	55.64					
Deferred Comp.		110.00					
Workers Comp.	0.04870	442.77			36.04%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	131.83	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,610.91	39.72%	\$84.69	\$30.52	\$26.84	\$142.04
	10001 2010110				\$5 0.02	Ψ2000:	Ψ1. Ξ.
		Annual Salai	ry + Benefits	\$152,433.17	•		
C ₄ D							
Step B		\$9,546.44	/Month	\$63.64	/Hour		
		\$7,570.77	/IVIOIIIII	\$03.04	/110ui		
	Total Benefits	\$3,670.59	38.45%	\$88.11	\$31.76	\$27.92	\$147.79
		Annual Salar	rv + Renefits	\$158,604.35			
		1 2 ~ 	201101103	\$100,00 HZ	:		
Step C							
T		\$10,023.76	/Month	\$66.83	/Hour		
		Φ10,025.70	/ IVIOIIII	\$00.03	/11oui		
	Total Benefits	\$3,807.80	37.99%	\$92.21	\$33.24	\$29.22	\$154.67
				04 (5 0 0 0 0 0			
		Annual Salar	ry + Benefits	\$165,978.79	<u>:</u>		
C/ - D-							
Step D		010 55105	/h /				
		\$10,524.95	/Month	\$70.17	/Hour		
	Total Benefits	\$3,951.88	37.55%	\$96.51	\$34.79	\$30.58	\$161.88
		· • • • • • • • • • • • • • • • • • • •					
		Annual Salar	ry + Benefits	\$173,721.95			
Step E		044 084 50	A 6 -4				
		\$11,051.20	/Month	\$73.67	/Hour		
	Total Benefits	\$4,103.16	37.13%	\$101.03	\$36.41	\$32.01	\$169.46
		~ -		0404.072.5			
		Annual Salar	ry + Benefits	\$181,852.26	:		

Assistant Engineer Department: Engineering

Step A							
		\$5,445.35	/Month	\$36.30	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	435.63					
PERS - Employer	0.12032	655.18					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	97.07					
Life Insurance	0.00034	33.33					
Deferred Comp.	0.0002	110.00					
Workers Comp.	0.04870	265.19			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	78.96		& Benefits	<u>Overhead</u>	Overhead	Rate
ivicalcule	0.01 130	70.70	-	<u>cc benefits</u>	Overneau	Overneud	<u>rtate</u>
	Total Benefits	\$ 2,494.85	45.82%	\$52.93	\$32.25	\$16.77	\$101.96
		Annual Sala	ry + Benefits	\$95,282.42			
					i e		
Step B							
- F		\$5,717.62	/Month	\$38.12	/Hour		
		\$3,717.02	/ IVIOIIIII	\$30.12	/110ui		
	Total Benefits	\$2,568.26	44.92%	\$55.24	\$33.65	\$17.50	\$106.40
		. ,					·
		Annual Sala	ry + Benefits	\$99,430.57			
Step C							
· · · · ·		\$6,003.50	/Month	\$40.02	/Hour		
		\$0,005.50	/ IVIOIIIII	\$40.02	/110ui		
	Total Benefits	\$2,648.69	44.12%	\$57.68	\$35.14	\$18.28	\$111.10
		. ,					·
		Annual Sala	ry + Benefits	\$103,826.32			
			-	·	1		
Step D							
экор Б		¢6 202 60	/Month	¢42.02	/11		
		\$6,303.68	/ IVIOIIIII	\$42.02	/Hour		
	Total Benefits	\$2,733.15	43.36%	\$60.25	\$36.70	\$19.09	\$116.04
	- Juli Delletito	\$ 2 ,733.13	13.3070	ψ υυ.	420.70	W=2,002	Ψ210.0 ·
		Annual Sala	ry + Benefits	\$108,441.87			
				,,	1		
Step E							
Step E		07 710 07	/N. f 41		/7.7		
		\$6,618.86	/ Ivionth	\$44.13	/Hour		
	Total Benefits	\$2,821.82	42.63%	\$62.94	\$38.34	\$19.94	\$121.22
	Total Delicitis	Ψ2,021.02	72.03/0	Ψ02./4	ψ50.5Τ	サエノ・ノマ	ψ ιωί. ωω
		Annual Sala	ry + Benefits	\$113,288.18			
			- ,		!		

Assistant Engineer Department: Public Works

Step A							
Step A		\$5,445.35	/Month	\$36.30	/Hour		
		Ф 3,443.33	/IVIOIIIII	\$30.30	/110u1		
Benefit	Multiplier						
PERS - Employee	0.08000	435.63					
PERS - Employer	0.12032	655.18					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	97.07					
Life Insurance	0.00034	33.33					
Deferred Comp.	0.040=0	110.00					
Workers Comp.	0.04870	265.19			133.11%	31.69%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	78.96	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,494.85	45.82%	\$52.93	\$70.46	\$16.77	\$140.17
		Annual Sala	ry + Benefits	\$95,282.42			
					•		
Step B							
		\$5,717.62	/Month	\$38.12	/Hour		
		,		•			
	Total Benefits	\$2,568.26	44.92%	\$55.24	\$73.53	\$17.50	\$146.27
		Annual Sala	ry + Benefits	\$99,430.57			
Step C							
		\$6,003.50	/Month	\$40.02	/Hour		
	T . 1D	#2 (40 (0	44.120/	0.77 (0.	074.70	040.00	04.70.74
	Total Benefits	\$2,648.69	44.12%	\$57.68	\$76.78	\$18.28	\$152.74
		Annual Sala	rv + Renefits	\$103,826.32			
		man yala	. J. Denemes	\$100,020.02	I		
Step D							
Step D		ec 202 co	/M a - +1-	0.40.00	/T.T		
		\$6,303.68	/ Iviontn	\$42.02	/Hour		
	Total Benefits	\$2,733.15	43.36%	\$60.25	\$80.19	\$19.09	\$159.53
		Annual Sala	ry + Benefits	\$108,441.87	İ		
Step E							
		\$6,618.86	/Month	\$44.13	/Hour		
	Total Benefits	\$2,821.82	42.63%	\$62.94	\$83.78	\$19.94	\$166.66
	Total Delicitis	Ψ4,041.04	74.03/0	φ υ2.74	φυ υ. / Ο	φ1 <i>7</i> , / 4	Ψ100.00
		Annual Sala	ry + Benefits	\$113,288.18			
				, -,	:		

Assistant Equipment Mechanic Department: Public Works

Step A							
этер 11		\$3,548.54	/Month	\$23.66	/Hour		
		40,010101	,	4	, ,		
Benefit	<u>Multiplier</u>	202.00					
PERS - Employee	0.08000	283.88					
PERS - Employer	0.12032	426.96					
PERS Survivor		3.00					
Management Incer	itive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.015005	135.79					
LTD Insurance	0.017827	63.26					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	172.81			133.11%	31.69%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	51.45	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,825.44	51.44%	\$35.83	\$47.69	\$11.35	\$94.87
		Annual Sala	ry + Benefits	\$64,487.74			
Step B							
		\$3,725.96	/Month	\$24.84	/Hour		
	T-4-1 D C4-	¢1 073 17	50.250/	627.22	640.70	Ø11 O2	000 02
	Total Benefits	\$1,872.17	50.25%	\$37.32	\$49.68	\$11.83	\$98.83
		Annual Sala	ry + Benefits	\$67,177.61			
			•		!		
Step C							
•		\$3,912.26	/Month	\$26.08	/Hour		
		ΦΟ,ΣΙΖΙΖΟ	,111011111	Ψ20.00	711041		
	Total Benefits	\$1,924.58	49.19%	\$38.91	\$51.80	\$12.33	\$103.04
		Annual Sala	ry + Benefits	\$70,042.16			
Step D							
		\$4,107.88	/Month	\$27.39	/Hour		
	Takal Dan Cr	¢1.070.63	40 1007	040.50	054.03	013.07	010 <i>5 45</i>
	Total Benefits	\$1,979.62	48.19%	\$40.58	\$54.02	\$12.86	\$107.47
		Annual Sala	ry + Ronofita	\$73,049.94			
		Annual Sala	ry Denents	ψ13,U77.74	:		
Step E							
otop E		\$4,313.27	/Month	\$28.76	/Hour		
		ФТ,Ј1Ј.4/	/ 1/1011111	\$20.70	/110ui		
	Total Benefits	\$2,037.41	47.24%	\$42.34	\$56.36	\$13.42	\$112.11
		Annual Sala	ry + Benefits	\$76,208.11			
					•		

Assistant Finance Director Department: Finance & Information Management

Step A							
Stop 11		\$7,612.01	/Month	\$50.75	/Hour		
		\$7,012.01	/ IVIOIItii	\$30.73	/Tioui		
Benefit	Multiplier						
PERS - Employee	0.08000	608.96					
PERS - Employer	0.12032	915.88					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	135.70					
Life Insurance	0.00034	46.59					
Deferred Comp.		110.00					
Workers Comp.	0.04870	370.71			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	110.37		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				<u> </u>
	Total Benefits	\$ 3,117.69	40.96%	\$71.53	\$30.48	\$22.67	\$124.68
		Annual Sala	ry + Benefits	\$128,756.47			
					=		
Step B							
SWP B		\$7,992.61	/Month	\$53.28	/Hour		
		\$7,992.01	/IVIOIIIII	\$33.28	/ HOUI		
	Total Benefits	\$3,223.91	40.34%	\$74.78	\$31.86	\$23.70	\$130.34
		Annual Sala	ry + Benefits	\$134,598.32			
		1 2222	23 201101105	\$10 1,0 × 0.0 1	=		
Step C							
Step C		\$8,392.24	/Month	\$55.95	/11011#		
		\$0,372.2 4	/ IVIOIILII	\$33.93	/ HOUI		
	Total Benefits	\$3,338.79	39.78%	\$78.21	\$33.33	\$24.78	\$136.31
		,					
		Annual Sala	ry + Benefits	\$140,772.46			
					-		
Step D							
· · · · · ·		\$8,811.86	/Month	\$58.75	/Hour		
		\$0,011.00	/ IVIOIItii	\$30.73	/IIOui		
	Total Benefits	\$3,459.42	39.26%	\$81.81	\$34.86	\$25.92	\$142.59
		Annual Sala	ry + Benefits	\$147,255.30	ŧ		
Stop F							
Step E							
		\$9,252.45	/Month	\$61.68	/Hour		
	Total Benefits	\$3,586.07	38.76%	\$85.59	\$36.47	\$27.12	\$149.18
	Tomi Dellellio				ψου•τ/	Ψ = 1 • 1 =	Ψ17/•10
		Annual Sala	ry + Benefits	\$154,062.29	=		
							Page 19

Assistant Planner Department: Community Development

Ston A							
Step A		Ø4 00 2 41	/M o so 4 lo	g22 20	/11		
		\$4,992.41	/Iviontn	\$33.28	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	399.3	9				
PERS - Employer	0.12032	600.6	9				
PERS Survivor		3.0	0				
Management Incen	tive	0.0	0				
EAP		3.1	9				
Health Insurance		642.0	0				
Dental Insurance		135.7	9				
LTD Insurance	0.017827	89.0	0				
Life Insurance	0.00034	30.5	5				
Deferred Comp.		110.0	0				
Workers Comp.	0.04870	243.1	3		51.27%	31.69%	
Vision Benefit	426.12	35.5	1	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	72.3	9	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,364.64	47.36%	\$49.05	\$25.15	\$15.54	\$89.73
		Annual Sal	ary + Benefits	\$88,284.57			
		1 Killiudi Sui	ary Denemes	ψου,201.37	•		
Step B							
Step D		ØE 242 02	/N / 41-	Ф2.4.0 <i>5</i>	/7.7		
		\$5,242.03	/Wionth	\$34.95	/Hour		
	Total Benefits	\$2,433.21	46.42%	\$51.17	\$26.23	\$16.21	\$93.62

		Annual Sal	ary + Benefits	\$92,102.82	i.		
Step C		05 504 13	/N. f d.	#2 6 60	/**		
		\$5,504.13	/Month	\$36.69	/Hour		
	Total Benefits	\$2,508.55	45.58%	\$53.42	\$27.39	\$16.93	\$97.73
		Annual Sal	ary + Benefits	\$96,152.18	:		
Step D							
	_	\$5,779.33	/Month	\$38.53	/Hour		
		Ź					
	Total Benefits	\$2,587.67	44.77%	\$55.78	\$28.60	\$17.68	\$102.05
		Annual Cal	ary + Benefits	\$100,404.01			
		Annual Sal	ary - Denemis	φ100,707.01	:		
Ston E							
Step E		0 (0(0 00	/N/r /1		/***		
		\$6,068.30	/Ivionth	\$40.46	/Hour		
	Total Benefits	\$2,670.74	44.01%	\$58.26	\$29.87	\$18.46	\$106.59
		. ,		4-00		+	
		Annual Sal	ary + Benefits	\$104,868.43	:		

Associate Engineer Department: Engineering

Step A		\$6 00 2 60	Month	\$40.02	/Hour		
		\$6,002.60	/Month	\$40.02	/Hour		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	480.21					
PERS - Employer	0.12032	722.23					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP	tti v C	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	107.01					
Life Insurance	0.00034	36.74					
Deferred Comp.	0.04050	110.00					
Workers Comp.	0.04870	292.33			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	87.04	<u> </u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,655.04	44.23%	\$57.72	\$35.16	\$18.29	\$111.17
		Annual Sala	ry + Benefits	\$103,891.70			
		111111111111111111111111111111111111111	23 201101105	\$100,00100			
Stop D							
Step B							
		\$6,302.73	/Month	\$42.02	/Hour		
	T . 1D	ф о 5 20 12	12 110/	0.60.4=	026 74	010.10	044600
	Total Benefits	\$2,738.13	43.44%	\$60.27	\$36.72	\$19.10	\$116.09
			. D. 64	#100 400 21			
		Annual Sala	ry + Benefits	\$108,490.31			
Step C							
		\$6,617.87	/Month	\$44.12	/Hour		
		40,000	,	*	, ,		
	Total Benefits	\$2,828.72	42.74%	\$62.98	\$38.37	\$19.96	\$121.30
		Annual Sala	ry + Benefits	\$113,359.05			
Step D							
Step D		06.040.76	/N /L = 41	4.6.22	/1.1		
		\$6,948.76	/Month	\$46.33	/Hour		
	Total Benefits	\$2,923.84	42.08%	\$65.82	\$40.10	\$20.86	\$126.77
	i otai Dellellis	\$4,743.84	42.0870	\$05.02	940.10	Φ40.00	\$140. //
		Annual Cala	ry + Benefits	¢110 471 22			
		Ammuai Sala	ry + Denemis	\$118,471.22			
Step E							
		\$7,296.20	/Month	\$48.64	/Hour		
		ŕ					
	Total Benefits	\$3,023.72	41.44%	\$68.80	\$41.91	\$21.80	\$132.51
		Annual Sala	ry + Benefits	\$123,839.00			
					· 		

Associate Planner Department: Community Development

Step A		\$5,503.39	/Month	\$36.69	/Hour		
Donoff4	Multiplion						
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	440.27					
	0.12032	662.17					
PERS - Employer PERS Survivor	0.12032	3.00					
	, tivo	0.00					
Management Incer EAP	ilive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
	0.017927						
LTD Insurance	0.017827	98.11					
Life Insurance	0.00034	33.68					
Deferred Comp.	0.04070	110.00					
Workers Comp.	0.04870	268.01		п	51.27%	31.69%	70 / LTT 1
Vision Benefit	426.12	35.51		•	Department	City-Wide	Total Hourly
Medicare	0.01450	79.80	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,511.53	45.64%	\$53.43	\$27.39	\$16.93	\$97.76
		Annual Sala	ry + Benefits	\$96,179.01			
Step B							
эсер В		\$5,778.56	/Month	\$38.52	/Hour		
	Total Benefits	\$2,587.44	44.78%	\$55.77	\$28.59	\$17.67	\$102.04
		Annual Sala	ry + Benefits	\$100,391.99	•		
Step C							
,		\$6,067.48	/Month	\$40.45	/Hour		
	Total Benefits	\$2,670.50	44.01%	\$58.25	\$29.87	\$18.46	\$106.58
		Annual Sala	ry + Benefits	\$104,855.81	1		
Step D							
		\$6,370.86	/Month	\$42.47	/Hour		
	Total Benefits	\$2,757.71	43.29%	\$60.86	\$31.20	\$19.28	\$111.34
		Annual Sala	ry + Benefits	\$109,542.82	:		
Step E		07 700 40	/N /	* • • • •	(7.7		
		\$6,689.40	/Month	\$44.60	/Hour		
	Total Benefits	\$2,849.28	42.59%	\$63.59	\$32.60	\$20.15	\$116.34
		Annual Sala	ry + Benefits	\$114,464.18	ı		

Chief Bldg. Official Department: Community Development

Step A							
ŀ		\$7,558.89	/Month	\$50.39	/Hour		
		, ,		•			
Benefit E. 1	<u>Multiplier</u>	604.71					
PERS - Employee	0.08000	604.71					
PERS - Employer	0.12032	909.49					
PERS Survivor	4:	3.00 0.00					
Management Incer EAP	ilive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	133.79					
Life Insurance	0.00034	46.26					
Deferred Comp.	0.00034	110.00					
Workers Comp.	0.04870	368.12			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	109.60		& Benefits	Overhead	Overhead	Rate
Wicuicaic	0.01430	109.00	_	& Delients	Overneau	Overneau	<u> Kate</u>
	Total Benefits	\$ 3,102.42	41.04%	\$71.08	\$36.44	\$22.52	\$130.04
		Annual Sala	ry + Benefits	\$127,935.76	_		
Step B							
-		\$7,936.84	/Month	\$52.91	/Hour		
		\$1,90 0 0001	7112011011	Ψ02.51	711041		
	Total Benefits	\$3,207.88	40.42%	\$74.30	\$38.09	\$23.54	\$135.93
		Annual Sala	ry + Benefits	\$133,736.58	=		
Step C		00 222 (0	/N. f	455.5 6	/T.T.		
		\$8,333.68	/Month	\$55.56	/Hour		
	Total Benefits	\$3,321.96	39.86%	\$77.70	\$39.84	\$24.62	\$142.16
				0.100.05= 50			
		Annual Sala	ry + Benefits	\$139,867.63	=		
C/ B							
Step D							
		\$8,750.36	/Month	\$58.34	/Hour		
	Total Benefits	\$3,441.74	39.33%	\$81.28	\$41.67	\$25.76	\$148.71
			T	04.17.20====			
		Annual Sala	ry + Benefits	\$146,305.23	=		
Step E							
1		\$9,187.88	/Month	\$61.25	/Hour		
	Total Benefits	\$3,567.51	38.83%	\$85.04	\$43.60	\$26.95	\$155.58
	Tomi Delivito				Ψ 10.00	Ψ=0.70	ψ±00 : 00
		Annual Sala	ry + Benefits	\$153,064.71	<u>=</u>		

Chief Information Systems Officer Department: Finance & Information Management

Step A							
Stop 11		\$7,807.06	/Month	\$52.05	/Hour		
		\$7,007.00	/ IVIOIItii	ψ32.03	/TIOUI		
Benefit	Multiplier						
PERS - Employee	0.08000	624.56					
PERS - Employer	0.12032	939.35					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	139.18					
Life Insurance	0.00034	47.78					
Deferred Comp.		110.00					
Workers Comp.	0.04870	380.20			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	113.20		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 3,173.76	40.65%	\$73.21	\$31.19	\$23.20	\$127.60
		Annual Sala	ry + Benefits	\$131,769.86			
		Tannum Sum	ry · Delicites	ψ101,703.00	=		
Step B							
экер Б		60 107 41	/N / 41-	Φ5.4.65	/		
		\$8,197.41	/Month	\$54.65	/Hour		
	Total Benefits	\$3,282.79	40.05%	\$76.53	\$32.61	\$24.25	\$133.40
		Annual Sala	ry + Benefits	\$137,762.38			
		Alliuai Sala	ly Delicits	\$137,702.30	=		
Step C							
Step C		\$8,607.28	/Month	\$57.38	/Hour		
		ψ0,007.20	/ IVIOIItii	\$37.36	/IIoui		
	Total Benefits	\$3,400.61	39.51%	\$80.05	\$34.11	\$25.37	\$139.53
		Annual Sala	ry + Benefits	\$144,094.72	=		
Step D							
		\$9,037.65	/Month	\$60.25	/Hour		
	Total Benefits	\$3,524.33	39.00%	\$83.75	\$35.69	\$26.54	\$145.97
		Annual Sala	ry + Benefits	\$150,743.68	=		
Stop F							
Step E		60 400 53	/N / a 41-	0.00	/1.1		
		\$9,489.53	/ I vionth	\$63.26	/Hour		
	Total Benefits	\$3,654.23	38.51%	\$87.63	\$37.34	\$27.77	\$152.73
		Annual Sala	ry + Benefits	\$157,725.08			
		Annual Sala	ry Denemis	ψ13/ ₃ /43.00	=		
							Paga F2

Chief of Planning Department: Community Development

Step A		\$7,558.89	/Month	\$50.39	/Hour		
D (*)	3.6.1.1.11						
Benefit E	<u>Multiplier</u>						
PERS - Employee	0.08000	604.71					
PERS - Employer	0.12032	909.49					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	134.75					
Life Insurance	0.00034	46.26					
Deferred Comp.		110.00					
Workers Comp.	0.04870	368.12			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	109.60	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,102.42	41.04%	\$71.08	\$36.44	\$22.52	\$130.04
		Annual Sala	ry + Benefits	\$127,935.76	i		
~ ~							
Step B							
		\$7,936.84	/Month	\$52.91	/Hour		
	T . 1D . C.	#2 207 00	40. 420/	071.20	#20 00	022.54	0125.02
	Total Benefits	\$3,207.88	40.42%	\$74.30	\$38.09	\$23.54	\$135.93
		Annual Sala	ry + Benefits	\$133,736.58			
		Allitual Sala	ly Delicits	\$133,730.36	ŧ		
Store C							
Step C							
		\$8,333.68	/Month	\$55.56	/Hour		
	T . 1D . C.	#2.221.0 <i>(</i>	20.060/	655.50	#20 04	62462	0140 16
	Total Benefits	\$3,321.96	39.86%	\$77.70	\$39.84	\$24.62	\$142.16
		Annual Cala	m Donofita	¢120 967 62			
		Annual Sala	ry + benefits	\$139,867.63	:		
Chair D							
Step D		00 - -0 0 -	A				
		\$8,750.36	/Month	\$58.34	/Hour		
	Total Benefits	¢2 441 74	20.220/	¢01 30	¢41 67	\$25.76	¢1/0 71
	i otai Dellellis	\$3,441.74	39.33%	\$81.28	\$41.67	\$25.76	\$148.71
		Annual Sala	ry + Renefits	\$146,305.23			
		Annual Sala	ry Denemis	φ1 T U,5U3.23	:		
Stop E							
Step E		00.40=00	/A # .1				
		\$9,187.88	/Month	\$61.25	/Hour		
	Total Benefits	¢2 567 51	20 020/	COE 0.4	\$43.60	\$26.95	\$155.58
	Total Delletits	\$3,567.51	38.83%	\$85.04	543.00	\$40.93	\$133.30
		Annual Sala	ry + Renefits	\$153,064.71			
		Annual Sala	y Denents	φ133,00 1 ./1	:		

City Attorney Department: Attorney

Step A							
		\$10,322.00	/Month	\$68.81	/Hour		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	830.28					
PERS - Employer	0.12032	1,248.74					
PERS Survivor	0.12032	3.00					
Management Incen	tive	56.50					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	184.01					
Life Insurance	0.00034	46.50					
Deferred Comp.	0.000	110.00					
Workers Comp.	0.04870	502.68			68.63%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department		Total Hourly
Medicare	0.01450	149.67		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 3,947.87	38.25%	\$95.13	\$65.29	\$30.15	\$190.57
		Annual Sala	ry + Benefits	\$171,238.52	:		
Stor D							
Step B		\$10,838.10	/Month	\$72.25	/Hour		
		\$10,000	,1,1011411	Ψ72.20	,110 61		
	Total Benefits	\$4,041.90	37.29%	\$99.20	\$68.08	\$31.43	\$198.72
		Annual Sala	ry + Benefits	\$178,560.01	:		
Step C							
Step C		\$11,380.01	/Month	\$75.87	/Hour		
		,					
	Total Benefits	\$4,197.68	36.89%	\$103.85	\$71.27	\$32.91	\$208.03
		Annual Sala	ry + Benefits	\$186,932.23			
					•		
Step D		011 0 <i>4</i> 0 01	/Month	#70. 66	/11		
		\$11,949.01	/ IVIONUI	\$79.66	/Hour		
	Total Benefits	\$4,361.25	36.50%	\$108.74	\$74.63	\$34.46	\$217.82
		Annual Sala	ry + Benefits	\$195,723.07			
Ct. F							
Step E		\$12,546.46	/Month	\$83.64	/Hour		
	m . 1 =	ŕ					
	Total Benefits	\$4,532.99	36.13%	\$113.86	\$78.15	\$36.08	\$228.09
		Annual Sala	ry + Benefits	\$204,953.44			

City Clerk/Director of Admin Services Department: Administration

Step A							
		\$8,043.92	/Month	\$53.63	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	648.03					
PERS - Employer	0.12032	974.64					
PERS Survivor	0.12032	3.00					
Management Incer	ntive	56.50					
EAP	itive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	143.40					
Life Insurance		46.50					
	0.00034						
Deferred Comp.	0.04970	110.00			26.040/	21 (00)	
Workers Comp.	0.04870	391.74		II 1 D 4	36.04%	31.69%	T 4 1 II 1
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	116.64	_	& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 3,306.94	41.11%	\$75.67	\$27.27	\$23.98	\$126.93
		Annual Sala	ry + Benefits	\$136,210.27	•		
Step B							
		\$8,446.11	/Month	\$56.31	/Hour		
		40,110111	71.1011411	φε σ.5 1	711001		
	Total Benefits	\$3,354.28	39.71%	\$78.67	\$28.35	\$24.93	\$131.95
		Annual Sala	ry + Benefits	\$141,604.68	-		
					•		
Step C							
1		\$8,868.42	/Month	\$59.12	/Hour		
		\$0,000. 42	/IVIOIILII	\$39.12	/110ui		
	Total Benefits	\$3,475.68	39.19%	\$82.29	\$29.66	\$26.08	\$138.03
		. ,					
		Annual Sala	ry + Benefits	\$148,129.13			
					:		
Step D							
Біср Д		Ø0 211 04	/N /L = 41	4.4	/**		
		\$9,311.84	/ Iviontn	\$62.08	/Hour		
	Total Benefits	\$3,603.15	38.69%	\$86.10	\$31.03	\$27.28	\$144.42
	Total Delicitis	ψυ,005.15	30.07/0	\$00.1U	φ31.03	φ41.40	ψ 177.7 2
		Annual Sala	ry + Benefits	\$154,979.81			
		riiiidai Sala	i y . Delicites	Ψ13-19.01	:		
Ston F							
Step E							
		\$9,777.43	/Month	\$65.18	/Hour		
	T-4-1 D	#2.727.00	20.2207	000 10	#22 4 =	020.55	0171 13
	Total Benefits	\$3,736.99	38.22%	\$90.10	\$32.47	\$28.55	\$151.12
		A1 G -1	Day : 64	01/2 172 02			
		Annual Sala	ry + Benefits	\$162,173.02	:		

City Engineer Department: Engineering

		-					
Step A							
		\$9,091.85	/Month	\$60.61	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	731.87					
PERS - Employer	0.12032	1,100.73					
PERS Survivor	0.12032	3.00					
Management Incen	tive	56.50					
EAP	ti ve	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	162.08					
Life Insurance	0.00034	46.50					
Deferred Comp.	0.00034	110.00					
Workers Comp.	0.04870	442.77			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	131.83		& Benefits	-	-	-
Medicare	0.01430	131.83	-	& Delients	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 3,601.77	39.62%	\$84.62	\$51.55	\$26.82	\$162.99
		Annual Salar	ry + Benefits	\$152,323.47	:		
Step B							
		\$9,546.44	/Month	\$63.64	/Hour		
		ŕ					
	Total Benefits	\$3,670.59	38.45%	\$88.11	\$53.68	\$27.92	\$169.72
		A	D C4	0150 (04.25			
		Annual Salar	ry + Benefits	\$158,604.35	•		
G. G							
Step C		010 022 76	/N / 41-	\$66.02	/11		
		\$10,023.76	/Iviontn	\$66.83	/Hour		
	Total Benefits	\$3,807.80	37.99%	\$92.21	\$56.18	\$29.22	\$177.61
	Total Delicitis	\$5,007.00	31.7770	\$72,21	\$30.10	\$27.22	\$177.01
		Annual Sala	rv + Renefits	\$165,978.79			
		1 2222 W	i y - Delicites	\$100,5°.00.5	=		
Step D							
		¢10 <i>524</i> 0 <i>5</i>	Month	670.17	/П.		
		\$10,524.95	/Month	\$70.17	/Hour		
	Total Benefits	\$3,951.88	37.55%	\$96.51	\$58.80	\$30.58	\$185.89
	Total Belletits	ψ3,921.00	37.2370	ψ, σ.ε.1	φεσισσ	\$ 0. 00	φ100.09
		Annual Sala	rv + Benefits	\$173,721.95			
				,	•		
Step E							
		Q11 051 20	/Month	¢72 (7	/Uau=		
		\$11,051.20	/ IVIOIIUI	\$73.67	/ riour		
	Total Benefits	\$4,103.16	37.13%	\$101.03	\$61.55	\$32.01	\$194.59
		· /					
		Annual Sala	ry + Benefits	\$181,852.26			
					=		
4							

City Manager Department: Administration

Step E							
		\$14,717.61	/Month	\$98.12	/Hour		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	1,231.66					
PERS - Employer	0.12032	1,852.41					
PERS Survivor		3.00					
Management Incer	ntive	678.08					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	124.79					
Life Insurance	0.00034	46.50					
Deferred Comp.		200.00					
Workers Comp.	0.04870	716.75			36.04%	31.69%	
Vision Benefit	426.12	35.51		& Benefits	Department	City-Wide	Total Hourly
Medicare	0.01450	213.41	_	& Overhead	Overhead	Overhead	Rate
	Total Benefits	\$ 5,883.08	39.97%	\$137.34	\$49.50	\$43.52	\$230.36
		Annual Sala	ry + Benefits	\$247,208.24	:		

Code Enforcement Officer I Department: Community Development

Step A							
Step 11		\$4,449.33	/Month	\$29.66	/Hour		
		ψτ,ττ2.55	/IVIOIIIII	Ψ27.00	/110 u 1		
Benefit	Multiplier						
PERS - Employee	0.08000	355.95					
PERS - Employer	0.12032	535.34					
PERS Survivor		3.00					
Management Incen	tive	0.00	1				
EAP		3.19	1				
Health Insurance		642.00)				
Dental Insurance		135.79)				
LTD Insurance	0.017827	79.32	•				
Life Insurance		7.58					
Deferred Comp.		0.00	1				
Workers Comp.	0.04870	216.68			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	64.52		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,078.88	46.72%	\$43.52	\$22.31	\$13.79	\$79.63
		Annual Sala	ry + Benefits	\$78,338.49	:		
Step B							
		\$4,671.80	/Month	\$31.15	/Hour		
		4 -,0 : -:0 :	,	42.53.53	,		
	Total Benefits	\$2,130.70	45.61%	\$45.35	\$23.25	\$14.37	\$82.97
		Annual Sala	ry + Benefits	\$81,629.93			
		Alliuai Saia	Ty Deficites	\$61,027.73	•		
Ston C							
Step C		64.005.20	/N / o m + lo	Ф2 2.7 0	/11		
		\$4,905.39	/Wonth	\$32.70	/Hour		
	Total Benefits	\$2,196.42	44.78%	\$47.35	\$24.27	\$15.00	\$86.62
	Total Belletits	Ψ2,170.12	11.7070	\$17.53	Ψ= 1.27	Ψ15.00	Φ00.02
		Annual Sala	ry + Benefits	\$85,221.65			
					Ē		
Step D							
		\$5,150.66	/Month	\$34.34	/Hour		
		φ 3,130.00	/ 171011111	\$34.34	/110ul		
	Total Benefits	\$2,265.42	43.98%	\$49.44	\$25.35	\$15.67	\$90.45
			. 15. 44.	000 004 07			
		Annual Sala	ry + Benefits	\$88,992.95	:		
Step E							
SICPL		\$5,408.19	/Month	¢24.05	/Цонг		
		 უა,408.19	/ IVIOIIIII	\$36.05	/ riour		
	Total Benefits	\$2,337.88	43.23%	\$51.64	\$26.47	\$16.36	\$94.48
		Annual Cala	ry + Benefits	\$92,952.82			
		Ammuai Sala	ry Delicities	φ <i>7</i> 2,732.02	=		

Code Enforcement Officer II Department: Community Development

Step A							
Step 11		\$4,905.69	/Month	\$32.70	/Hour		
		ψ-1,203.02	/141011111	Φ52.70	/110 u 1		
Benefit	Multiplier						
PERS - Employee	0.08000	392.46					
PERS - Employer	0.12032	590.25					
PERS Survivor		3.00)				
Management Incen	ntive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79					
LTD Insurance	0.017827	87.45					
Life Insurance		7.58					
Deferred Comp.		0.00	1				
Workers Comp.	0.04870	238.91			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	71.13		& Benefits	Overhead	<u>Overhead</u>	Rate
			-				
	Total Benefits	\$ 2,207.27	44.99%	\$47.42	\$24.31	\$15.03	\$86.76
		Annual Sala	ry + Benefits	\$85,355.57	_		
					•		
Step B							
1		\$5,150.98	/Month	\$34.34	/Hour		
		ψ3,130.70	/ IVIOIILII	ψτ	/110ui		
	Total Benefits	\$2,265.51	43.98%	\$49.44	\$25.35	\$15.67	\$90.46
		Annual Sala	ry + Benefits	\$88,997.87			
			·		=		
Step C							
		\$5,408.53	/Month	\$36.06	/Hour		
		ψο, ισοίες	, 1.1011til	Ψ20.00	/110 u 1		
	Total Benefits	\$2,337.97	43.23%	\$51.64	\$26.48	\$16.36	\$94.48
		Annual Sala	ry + Benefits	\$92,957.98	-		
					<u>-</u>		
Step D							
•		\$5,678.95	/Month	\$37.86	/Hour		
	T . 1D	40. 11. 15.	45	~~	0.4	04= 10	000 71
	Total Benefits	\$2,414.06	42.51%	\$53.95	\$27.66	\$17.10	\$98.71
		Annual Sala	ry + Benefits	\$97,116.10			
		zamani Suia	-j · Denemes	ψ×,9110.10	=		
Step E							
-Step E		\$5,962.90	/Month	\$20.75	/Hour		
		\$3,704.70	/ IVIOIIUI	\$39.75	/ MOUI		
	Total Benefits	\$2,493.94	41.82%	\$56.38	\$28.90	\$17.87	\$103.15
		Annual Sala	ry + Benefits	\$101,482.13			
		Suid	-, - 201101113		•		

Code Enforcement Technician I Department: Community Development

Step A							
-		\$3,319.88	/Month	\$22.13	/Hour		
D 64	N/I-141-11						
Benefit Employee	<u>Multiplier</u> 0.08000	265.59					
PERS - Employee	0.12032	203.39 399.45					
PERS - Employer PERS Survivor	0.12032	399.43					
	tirro	0.00					
Management Incen EAP	uve	3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	59.18					
Life Insurance		7.58					
Deferred Comp.	0.040=0	0.00					
Workers Comp.	0.04870	161.68			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	48.14	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,761.11	53.05%	\$33.87	\$17.37	\$10.73	\$61.97
		Annual Sala	ry + Benefits	\$60,971.92			
Step B							
		\$3,485.88	/Month	\$23.24	/Hour		
		φ υ , ισυίσσ	, 1, 1011011	Ψ23.2 :	/110 u 1		
	Total Benefits	\$1,797.04	51.55%	\$35.22	\$18.06	\$11.16	\$64.44
		Annual Sala	ry + Benefits	\$63,395.04	:		
Stan C							
Step C		\$3,660.17	/Month	\$24.40	/Hour		
		ŕ					
	Total Benefits	\$1,846.08	50.44%	\$36.71	\$18.82	\$11.63	\$67.16
		Annual Sala	ry + Benefits	\$66,075.01			
Step D							
		\$3,843.18	/Month	\$25.62	/Hour		
	Total Benefits	\$1,897.57	49.37%	\$38.27	\$19.62	\$12.13	\$70.02
		Ann 1 C - 1 -	wy Doma £ 4	¢(0 000 no			
		Annuai Sala	ry + Benefits	\$68,888.98	:		
Step E							
1		\$4,035.34	/Month	\$26.90	/Hour		
	Total Benefits	\$1,951.63	48.36%	\$39.91	\$20.46	\$12.65	\$73.02
		Annual Cala	ry + Benefits	\$71 9 <i>42 65</i>			
		Annuai Sala	ry + Denemis	\$71,843.65	į		

Code Enforcement Technician II Department: Community Development

Step A		\$3,660.59	/Month	\$24.40	/Hour		
Donoff4	Multiplion						
Benefit DEDS Employee	<u>Multiplier</u>	202.95					
PERS - Employee	0.08000	292.85					
PERS - Employer	0.12032	440.44					
PERS Survivor		3.00					
Management Incent	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	65.26					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	178.27			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.08		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,856.97	50.73%	\$36.78	\$18.86	\$11.66	\$67.30
	Total Benefits	Annual Sala		\$66,210.67	\$10.00	\$11.00	φο
		Alliuai Sala	ly + beliefits	\$00,210.07	•		
Step B	Total Benefits	\$3,843.62 \$1,897.69	/Month 49.37%	\$25.62 \$38.28	/Hour \$19.62	\$12.13	\$70.03
		Annual Sala	ry + Benefits	\$68,895.72			
					•		
Step C		\$4,035.80	/Month	\$26.91	/Hour		
	Total Benefits	\$1,951.76	48.36%	\$39.92	\$20.46	\$12.65	\$73.03
		4-,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1010 070	40.0.	4	4	4.500
		Annual Sala	ry + Benefits	\$71,850.73	i		
Step D		\$4,237.59	/Month	\$28.25	/Hour		
	Total Benefits	\$2,008.53	47.40%	\$41.64	\$21.35	\$13.20	\$76.18
		Annual Cala	m + Danasta	\$74.052.40			
		Annuai Sala	ry + Benefits	\$74,953.49	:		
Step E							
		\$4,449.47	/Month	\$29.66	/Hour		
	Total Benefits	\$2,068.15	46.48%	\$43.45	\$22.28	\$13.77	\$79.50
		Annual Sala	ry + Benefits	\$78,211.38			
					:		

Collection System Worker Department: Public Works

C/ A							
Step A		02.742.04	/N #	02405	/T.T.		
		\$3,742.94	/Month	\$24.95	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	299.44					
PERS - Employer	0.12032	450.35					
PERS Survivor	******	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	66.73					
Life Insurance	***************************************	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	182.28			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.27		& Benefits	Overhead	Overhead	Rate
			=				
	Total Benefits	\$ 1,880.14	50.23%	\$37.49	\$49.90	\$11.88	\$99.27
		Annual Sala	ry + Benefits	\$67,476.94			
Step B							
		\$3,930.09	/Month	\$26.20	/Hour		
		ŕ					
	Total Benefits	\$1,929.60	49.10%	\$39.06	\$52.00	\$12.38	\$103.44
		Annual Sala	ry + Benefits	\$70,316.26			
Step C							
		\$4,126.59	/Month	\$27.51	/Hour		
	Total Benefits	\$1,984.88	48.10%	\$40.74	\$54.23	\$12.91	\$107.89
		Annual Sala	ry + Benefits	\$73,337.75			
Step D							
		\$4,332.92	/Month	\$28.89	/Hour		

	Total Benefits	\$2,042.94	47.15%	\$42.51	\$56.58	\$13.47	\$112.56
			. D	056 510 31			
		Annual Sala	ry + Benefits	\$76,510.31			
Stor F							
Step E		04 540 55	/N # 41	*	/**		
		\$4,549.57	/Month	\$30.33	/Hour		
	Total Benefits	\$2,103.89	46.24%	\$44.36	\$59.04	\$14.06	\$117.46
	Total Delicitis	φ2,103.09	40.2470	ψ 11.30	φ <i>37.</i> U4	φ14.00	φ11/ .4 0
		Annual Sala	ry + Benefits	\$79,841.49			
		Sala	., Denoits	ψ12,0 T1.T2			

Combination Building Inspector I Department: Community Development

Step A							
Step 11		\$4,449.33	/Month	\$29.66	/Hour		
		54,449.33	/ IVIOIIIII	\$29.00	/ Moui		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	355.95	5				
PERS - Employer	0.12032	535.34					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	79.32					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	216.68			51 270/	21 (00/	
Vision Benefit	426.12	35.51		Handy Data	51.27%	31.69%	Total Hander
				-	Department	City-Wide	Total Hourly
Medicare	0.01450	64.52	<u>2</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,078.88	46.72%	\$43.52	\$22.31	\$13.79	\$79.63
		Annual Sala	ry + Benefits	\$78,338.49			
Step B							
		\$4,671.80	/Month	\$31.15	/Hour		
		Ψ1,071100	, 111011111	ψ31.13	711041		
	Total Benefits	\$2,138.28	45.77%	\$45.40	\$23.28	\$14.39	\$83.06
		Annual Sala	ry + Benefits	\$81,720.89			
Step C		\$4,905.39	/Month	\$32.70	/Lour		
		ψτ, 203.32	/ IVIOIIIII	\$32.70	/110ui		
	Total Benefits	\$2,204.00	44.93%	\$47.40	\$24.30	\$15.02	\$86.71
		Annual Sala	ry + Benefits	\$85,312.61			
			•				
Step D							
Step D		\$5,150.66	/Month	\$34.34	/Hour		
	Total Benefits	\$2,273.00	44.13%	\$49.49	\$25.37	\$15.68	\$90.55
			, TS	000 003 04			
		Annual Sala	ry + Benefits	\$89,083.91			
Step E							
	-	\$5,408.19	/Month	\$36.05	/Hour		
	Total Benefits	\$2,345.46	43.37%	\$51.69	\$26.50	\$16.38	\$94.57
		Annual Sala	ry + Benefits	\$93,043.78			

Combination Building Inspector II Department: Community Development

Step A							
Step 11		\$4,905.16	/Month	\$32.70	/Hour		
		\$4,903.10	/IVIOIIIII	\$32.70	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	392.41					
PERS - Employer	0.12032	590.19					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	87.44					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	238.88			51 270/	21 (00/	
Vision Benefit	426.12			Housely Data	51.27%	31.69%	Total Handy
		35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	71.12	<u> </u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,207.12	45.00%	\$47.42	\$24.31	\$15.03	\$86.75
		Annual Sala	ry + Benefits	\$85,347.35			
					•		
Step B							
эсер Б		OF 150 43	/N / 41-	#2424	/1.1		
		\$5,150.42	/Monun	\$34.34	/Hour		
	Total Benefits	\$2,272.93	44.13%	\$49.49	\$25.37	\$15.68	\$90.54
		Annual Sala	ry + Benefits	\$89,080.20			
		Alliuai Sala	iry + benefits	\$65,060.20	!		
Step C							
		\$5,407.94	/Month	\$36.05	/Hour		
	T . 1D	#2.245.2 0	42.250/	0.54 60	00 (70	04 (20	004.77
	Total Benefits	\$2,345.39	43.37%	\$51.69	\$26.50	\$16.38	\$94.57
			. D. 64	002 020 00			
		Annual Sala	ry + Benefits	\$93,039.88	:		
Step D							
		\$5,678.33	/Month	\$37.86	/Hour		
		4-,		\$27.00			
	Total Benefits	\$2,421.46	42.64%	\$54.00	\$27.68	\$17.11	\$98.79
		Annual Sala	ry + Benefits	\$97,197.54	<u>.</u>		
					-		
Step E							
		\$5,962.25	/Month	\$39.75	/Hour		
		φ3,904.43	/ 1/1011111	\$39.73	/110ul		
	Total Benefits	\$2,501.34	41.95%	\$56.42	\$28.93	\$17.88	\$103.23
		,					
		Annual Sala	ry + Benefits	\$101,563.09	į.		
					-		

Construction Inspector I Department: Parks and Recreation

Step A							
Step 11		\$4,572.90	/Month	\$30.49	/Hour		
		\$4,372.90	/ IVIOIIIII	\$30.49	/ Moui		
Benefit	Multiplier						
PERS - Employee	0.08000	365.83	3				
PERS - Employer	0.12032	550.21					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	81.52					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	222.70			111 270/	21 (00/	
Vision Benefit	426.12	35.51		Handy Data	111.27%	31.69%	Total Hander
				-	Department	City-Wide	Total Hourly
Medicare	0.01450	66.3	<u> </u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,113.64	46.22%	\$44.58	\$49.60	\$14.13	\$108.30
		Annual Sala	ary + Benefits	\$80,238.52	:		
Step B							
		\$4,801.55	/Month	\$32.01	/Hour		
		Ψ1,001.00	, 1, 1011011	Ψ32.01	/110 u 1		
	Total Benefits	\$2,174.78	45.29%	\$46.51	\$51.75	\$14.74	\$113.00
		Annual Cala	ur Danafita	¢02 715 02			
		Alliuai Sala	ry + Benefits	\$83,715.92	:		
~ ~							
Step C							
		\$5,041.62	/Month	\$33.61	/Hour		
	Total Benefits	#2.242.22	44.400/	040.50	054.02	015 20	0117.00
	Total Benefits	\$2,242.33	44.48%	\$48.56	\$54.03	\$15.39	\$117.98
		Annual Sala	ry + Benefits	\$87,407.39			
		Amidai Sait	iry · Benefits	ψοτ,ποτ.σο	:		
C. D							
Step D							
		\$5,293.70	/Month	\$35.29	/Hour		
	Total Benefits	\$2,313.25	43.70%	\$50.71	\$56.43	\$16.07	\$123.21
		A al Cala	Dana c 4	¢01 202 42			
		Annual Sala	ry + Benefits	\$91,283.43	į		
Step E							
		\$5,558.39	/Month	\$37.06	/Hour		
	T . 1D	#2 207 77	40.000	A=A A=	0.50.04	01/ 70	0140 =0
	Total Benefits	\$2,387.72	42.96%	\$52.97	\$58.94	\$16.79	\$128.70
		Annual Sala	ry + Benefits	\$95,353.28			
				<i>\$7.0,000.</i> 20	•		

Construction Inspector II Department: Parks and Recreation

Step A		\$5,041.38	/Month	\$33.61	/Hour		
		ψε,σ 11.0 σ	,111011111	φου.σ1	/110 G 1		
Benefit	Multiplier						
PERS - Employee	0.08000	403.31					
PERS - Employer	0.12032	606.58					
PERS Survivor		3.00					
Management Incen	ntive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	89.87					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	245.52			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	73.10		& Benefits	Overhead	Overhead	Rate
			-				,
	Total Benefits	\$ 2,245.45	44.54%	\$48.58	\$54.05	\$15.39	\$118.03
		Annual Sala	ry + Benefits	\$87,441.94	:		
Step B							
		\$5,293.45	/Month	\$35.29	/Hour		
	Total Benefits	\$2,313.18	43.70%	\$50.71	\$56.43	\$16.07	\$123.21
		Annual Sala	ry + Benefits	\$91,279.51			
Store C					•		
Step C		\$5,558.12	/Month	\$37.05	/Hour		
		,					
	Total Benefits	\$2,387.64	42.96%	\$52.97	\$58.94	\$16.79	\$128.70
		Annual Sala	ry + Benefits	\$95,349.16			
Stop D					-		
Step D		\$5,836.03	/Month	\$38.91	/Hour		
	Total Benefits	\$2,465.83	42.25%	\$55.35	\$61.58	\$17.54	\$134.47
	Total Delicitio				Ψ01.30	Ψ11•JT	ψ 107•7 /
		Annual Sala	ry + Benefits	\$99,622.29	:		
Step E		0.6.15==:					
		\$6,127.83	/Month	\$40.85	/Hour		
	Total Benefits	\$2,547.93	41.58%	\$57.84	\$64.36	\$18.33	\$140.52
		Annual Sala	ry + Benefits	\$104,109.08			
					:		

Community Service Officer II Department: Police

G. A							
Step A		00 100 11					
		\$3,499.11	/Month	\$23.33	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	279.93					
PERS - Employer	0.12032	421.01					
PERS Survivor	0.12052	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	62.38					
Life Insurance		6.50					
Deferred Comp.		0.00					
Workers Comp.	0.04870	170.41			38.72%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	50.74		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
			_				
	Total Benefits	\$ 1,810.45	51.74%	\$35.40	\$13.71	\$11.22	\$60.32
		Annual Sala	ry + Benefits	\$63,714.77	•		
Step B							
		\$3,674.07	/Month	\$24.49	/Hour		
	T (1D . C)	Ø1 040 00	50.250/	027.02	01436	011 (5	0.63.76
	Total Benefits	\$1,849.99	50.35%	\$36.83	\$14.26	\$11.67	\$62.76
		Annual Sala	ry + Benefits	\$66,288.63			
			•		!		
Step C							
1		\$3,857.77	/Month	\$25.72	/Hour		
		ψ5,031.11	/ IVIOIIII	\$25.72	/IIoui		
	Total Benefits	\$1,901.67	49.29%	\$38.40	\$14.87	\$12.17	\$65.43
		Annual Sala	ry + Benefits	\$69,113.28			
Step D							
		\$4,050.66	/Month	\$27.00	/Hour		
	Tatal Danie Cta	¢1 055 04	40.2007	Ø 40, 0.4	015 51	012 (0	eco 24
	Total Benefits	\$1,955.94	48.29%	\$40.04	\$15.51	\$12.69	\$68.24
		Annual Sala	ry + Benefits	\$72,079.17			
		ramual Dala	., Denemo	ψ122,017.11	!		
Step E							
		\$4,253.19	/Month	\$28.35	/Hour		
		Ψ 1920011	, 111011111	Ψ20.33	,11041		
	Total Benefits	\$2,012.92	47.33%	\$41.77	\$16.18	\$13.24	\$71.19
		Annual Sala	ry + Benefits	\$75,193.35	:		

Community Service Officer I Department: Police

Step A							
Step 11		\$3,174.95	/Month	\$21.17	/Hour		
		\$5,17 4. 75	/Wionth	Φ21.17	/Tioui		
Benefit	Multiplier						
PERS - Employee	0.08000	254.00)				
PERS - Employer	0.12032	382.01					
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00	1				
Dental Insurance		135.79					
LTD Insurance	0.017827	56.60	1				
Life Insurance		6.50)				
Deferred Comp.		0.00)				
Workers Comp.	0.04870	154.62			38.72%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	46.04		& Benefits	Overhead	Overhead	Rate
111041104110	0.01.00		_		<u>o y er metta</u>	O , or mount	111110
	Total Benefits	\$ 1,719.25	54.15%	\$32.63	\$12.63	\$10.34	\$55.60
		Annual Sala	ry + Benefits	\$58,730.41	_		
					≣		
Step B							
1		\$3,333.70	/Month	\$22.22	/Hour		
		\$5,555.70	/ IVIOIIIII	\$22.22	/IIOuI		
	Total Benefits	\$1,754.23	52.62%	\$33.92	\$13.13	\$10.75	\$57.80
		Annual Sala	ry + Benefits	\$61,055.06			
					=		
Step C							
		\$3,500.38	/Month	\$23.34	/Hour		
		,					
	Total Benefits	\$1,801.12	51.46%	\$35.34	\$13.69	\$11.20	\$60.23
		Annual Sala	ry + Benefits	\$63,618.03	=		
					= 		
Step D							
		\$3,675.40	/Month	\$24.50	/Hour		
		. ,		7=			
	Total Benefits	\$1,850.36	50.34%	\$36.84	\$14.27	\$11.67	\$62.78
		Annual Cala	m + Ronofita	¢66 200 15			
		Annual Sala	ry + Benefits	\$66,309.15	=		
C/ E							
Step E		@2 OEA 1#	/\ \	\$25.52	/11		
		\$3,859.17	/1 VIONTh	\$25.73	/Hour		
	Total Benefits	\$1,902.07	49.29%	\$38.41	\$14.87	\$12.17	\$65.45
		Annual Sala	ry + Benefits	\$69,134.83	_		
					=		

Construction Inspector I Department: Engineering

Step A							
Step 11		\$4,572.90	/Month	\$30.49	/Hour		
		\$ 1,0 / 21/0	7111011111	Φ00.19	/110 u 1		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	365.83					
PERS - Employer	0.12032	550.21					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	81.52					
Life Insurance		7.58					
Deferred Comp.	0.040=0	0.00					
Workers Comp.	0.04870	222.70		п	60.92%	31.69%	T () III)
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	66.31	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,113.64	46.22%	\$44.58	\$27.16	\$14.13	\$85.86
		Annual Sala	ry + Benefits	\$80,238.52	_		
Step B							
1		\$4,801.55	/Month	\$32.01	/Hour		
		Ψ1,001.00	7111011111	Ψ32.01	/110 u 1		
	Total Benefits	\$2,174.78	45.29%	\$46.51	\$28.33	\$14.74	\$89.58
		Annual Sala	ry + Benefits	\$83,715.92	:		
Step C		05 041 <i>(</i>)	/M o m + lo	#22.61	/11		
		\$5,041.62	/Month	\$33.61	/Hour		
	Total Benefits	\$2,242.33	44.48%	\$48.56	\$29.58	\$15.39	\$93.53
		Annual Sala	ry + Benefits	\$87,407.39	<u> </u>		
Step D							
- Step D		\$5,293.70	/Month	\$35.29	/Hour		
	T-4-1D C4	#2 212 27	42.700/	⊕ € 4	020.00	016.07	00 7 (0
	Total Benefits	\$2,313.25	43.70%	\$50.71	\$30.90	\$16.07	\$97.68
		Annual Sala	ry + Benefits	\$91,283.43	:		
Step E							
-Step 12		\$5,558.39	/Month	\$37.06	/Hour		
	m . 1 =	ŕ					
	Total Benefits	\$2,387.72	42.96%	\$52.97	\$32.27	\$16.79	\$102.03
		Annual Sala	ry + Benefits	\$95,353.28	:		

Construction Inspector II Department: Engineering

Step A							
		\$5,041.38	/Month	\$33.61	/Hour		
D C4	M-14'-1'						
Benefit E. I.	<u>Multiplier</u>	402.21					
PERS - Employee	0.08000	403.31					
PERS - Employer	0.12032	606.58					
PERS Survivor		3.00					
Management Incer	ntive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	89.87					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	245.52			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	73.10		& Benefits	Overhead	Overhead	Rate
			-				<u> </u>
	Total Benefits	\$ 2,245.45	44.54%	\$48.58	\$29.60	\$15.39	\$93.57
		Annual Sala	ry + Benefits	\$87,441.94			
Step B							
эсер Б		GE 202 45	/M a sa 4 la	ф2.5. 2 0	/1.1		
		\$5,293.45	/Monun	\$35.29	/Hour		
	Total Benefits	\$2,313.18	43.70%	\$50.71	\$30.89	\$16.07	\$97.67
	Total Beliefits	\$2,313.16	43.7070	\$30.71	φ30.07	\$10.07	\$77.07
		Annual Sala	ry + Benefits	\$91,279.51			
			·		:		
Step C							
Step C		0 = ==0 10	7.5				
		\$5,558.12	/Month	\$37.05	/Hour		
	T . 1D . C.	#2 207 <i>(</i> 4	42.060/	052.05	022.25	016.50	0102.02
	Total Benefits	\$2,387.64	42.96%	\$52.97	\$32.27	\$16.79	\$102.03
			. D. 64	005 240 16			
		Annual Sala	ry + Benefits	\$95,349.16	:		
Step D							
		\$5,836.03	/Month	\$38.91	/Hour		
)	- •	4			
	Total Benefits	\$2,465.83	42.25%	\$55.35	\$33.72	\$17.54	\$106.60
		Annual Sala	ry + Benefits	\$99,622.29			
					ţ		
Step E							
эсер Е		¢ć 127 02	Month	¢40.05	/11		
		\$6,127.83	/ Iviontn	\$40.85	/Hour		
	Total Benefits	\$2,547.93	41.58%	\$57.84	\$35.24	\$18.33	\$111.40
	Total Delicitis	\$4,541.93	41.30/0	\$37.04	ЂЈЈ.4 4	Ф10.33	∄111.4 ₩
		Annual Cala	ry + Benefits	\$10 <i>4</i> 100 00			
		Ammuai Sala	ry + Delicitis	\$104,109.08	:		

Cross-Connection Control Specialist Department: Public Works

Step A							
		\$3,854.57	/Month	\$25.70	/Hour		
Benefit	Multipliar						
PERS - Employee	<u>Multiplier</u> 0.08000	308.37					
PERS - Employee	0.12032	463.78					
PERS Survivor	0.12032	3.00					
	tivo	0.00					
Management Incen EAP	uve	3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	68.72					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	187.72			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	55.89) _	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,911.54	49.59%	\$38.44	\$51.17	\$12.18	\$101.79
		Annual Sala	ry + Benefits	\$69,193.29			
				1	•		
Step B							
		\$4,047.30	/Month	\$26.98	/Hour		
	Total Benefits	\$1,962.57	48.49%	\$40.07	\$53.33	\$12.70	\$106.09
		Annual Sala	ry + Benefits	\$72,118.43			
Step C		\$4,249.66	/Month	\$28.33	/Hour		
		φ τ ,2τ <i>)</i> .00	/IVIOIIIII	\$20.33	/110ui		
	Total Benefits	\$2,019.51	47.52%	\$41.79	\$55.63	\$13.24	\$110.67
		Annual Sala	ry + Benefits	\$75,230.03			
Step D							
		\$4,462.14	/Month	\$29.75	/Hour		
	Total Benefits	\$2,079.29	46.60%	\$43.61	\$58.05	\$13.82	\$115.48
		Annual Sala	ry + Benefits	\$78,497.20			
		Alliuai Sala	iy i Denents	ψ10, 1 71.20	ł		
Step E							
		\$4,685.25	/Month	\$31.24	/Hour		
	Total Benefits	\$2,142.06	45.72%	\$45.52	\$60.59	\$14.42	\$120.53
		Annual Sala	ry + Benefits	\$81,927.73			
		~****			:		

Custodian Department: Parks and Recreation

C/ A							
Step A		02.052.14	73.6	010.01	/T.T.		
		\$2,852.14	/Month	\$19.01	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	228.17	7				
PERS - Employer	0.12032	343.17					
PERS Survivor		3.00					
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79)				
LTD Insurance	0.017827	50.85	;				
Life Insurance		7.58	3				
Deferred Comp.		0.00)				
Workers Comp.	0.04870	138.90)		111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	41.36	<u>)</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	T (1D C)	ф. 1.6 2 0.51	57.120/	# 20 00	622.24	00.45	072.50
	Total Benefits	\$ 1,629.51	57.13%	\$29.88	\$33.24	\$9.47	\$72.59
		Annual Sala	ry + Benefits	\$53,779.89	=		
Step B							
		\$2,994.75	/Month	\$19.97	/Hour		
	Total Benefits	\$1,666.44	55.65%	\$31.07	\$34.58	\$9.85	\$75.50
		Annual Sala	ry + Benefits	\$55,934.36			
		1222444	ary a concine		=		
Step C							
Step C		\$3,144.49	/Month	\$20.96	/Uour		
		ДЗ,144.4 9	/IVIOIIIII	\$20.90	/Houi		
	Total Benefits	\$1,708.57	54.34%	\$32.35	\$36.00	\$10.25	\$78.61
		Annual Sala	ry + Benefits	\$58,236.75			
Step D							
		\$3,301.71	/Month	\$22.01	/Hour		
		φ υ,υυ. , 1	, 1, 1011111	Ψ22.01	,11001		
	Total Benefits	\$1,752.81	53.09%	\$33.70	\$37.49	\$10.68	\$81.87
			ъ м.	0/0 /#14/			
		Annual Sala	ry + Benefits	\$60,654.26	=		
Stor E							
Step E		00.455.00					
		\$3,466.80	/Month	\$23.11	/Hour		
	Total Benefits	\$1,799.25	51.90%	\$35.11	\$39.06	\$11.12	\$85.30
	Total Delicitis	ψ1,177.43	31.70/0	φ J J.11	φ <i>37.</i> 00	φ11.14	φυσ.30
		Annual Sala	ry + Benefits	\$63,192.65			
			-		=		

Deputy City Clerk Department: Administration

Step A							
		\$3,805.99	/Month	\$25.37	/Hour		
		\$5,005.77	/ IVIOIItii	Φ 2 3.37	/Tioui		
Benefit	Multiplier						
PERS - Employee	0.08000	304.48					
PERS - Employer	0.12032	457.94					
PERS Survivor		3.00	l				
Management Incen	ntive	0.00	l				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	67.85					
Life Insurance		7.58					
Deferred Comp.		0.00	ı				
Workers Comp.	0.04870	185.35			36.04%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	55.19		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 1,897.87	49.87%	\$38.03	\$13.71	\$12.05	\$63.78
		Annual Sala	ry + Benefits	\$68,446.31			
					=		
Step B							
Step B		\$3,996.29	/Month	¢26.64	/П.		
		\$3,990.29	/IVIOIIIII	\$26.64	/Hour		
	Total Benefits	\$1,940.64	48.56%	\$39.58	\$14.27	\$12.54	\$66.39
		Annual Sala	ry + Benefits	\$71,243.14			
		11111uu Suu	ry Delicites	ψ/1, 2 10.11	=		
Step C							
Step C		\$4,196.10	/Month	\$27.97	/Hour		
		Ψ+,1/0.10	/ IVIOITEII	Ψ21.71	/IIoui		
	Total Benefits	\$1,996.86	47.59%	\$41.29	\$14.88	\$13.08	\$69.25
		Annual Sala	ry + Benefits	\$74,315.52			
					-		
Step D							
1		\$4,405.90	/Month	\$29.37	/Hour		
		Ψ1,100.50	/1 /1011(11	Ψ27.57	/110 u 1		
	Total Benefits	\$2,055.89	46.66%	\$43.08	\$15.53	\$13.65	\$72.26
				o== = 11 = 1			
		Annual Sala	ry + Benefits	\$77,541.51	=		
G							
Step E							
		\$4,626.20	/Month	\$30.84	/Hour		
	Total Day Ct	¢2 117 07	45 700/	01101	01/31	01437	075 41
	Total Benefits	\$2,117.87	45.78%	\$44.96	\$16.21	\$14.25	\$75.41
		Annual Sala	ry + Benefits	\$80,928.81	_		
					<u> </u>		
-							Page 74

Development Project Manager Department: Economic Development

Step A							
Step 11		\$6,001.03	/Month	\$40.01	/Hour		
		\$0,001.03	/IVIOIIIII	\$ 1 0.01	/Tioui		
Benefit	Multiplier						
PERS - Employee	0.08000	480.08					
PERS - Employer	0.12032	722.04					
PERS Survivor		3.00					
Management Incer	ntive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	106.98					
Life Insurance	0.00034	36.73					
Deferred Comp.		110.00					
Workers Comp.	0.04870	292.25			139.46%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	87.01		& Benefits	Overhead	Overhead	Rate
Medicare	0.01430	87.01	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,654.59	44.24%	\$57.70	\$80.48	\$18.29	\$156.47
		Annual Sala	ry + Benefits	\$103,867.42			
					=		
Step B							
SWP D		\$6,301.08	/Month	\$42.01	/Hour		
		\$0,501.00	/IVIOIIIII	\$42.01	/Hour		
	Total Benefits	\$2,737.65	43.45%	\$60.26	\$84.04	\$19.09	\$163.39
		Annual Sala	ry + Benefits	\$108,464.82			
		1 22224	i j · Bellelles	\$100,10102	=		
Step C							
Step C		\$6,616.14	/Month	\$44.11	/Llour		
		\$0,010.1 4	/IVIOIIIII	\$44.11	/ Moul		
	Total Benefits	\$2,828.22	42.75%	\$62.96	\$87.81	\$19.95	\$170.72
		,					
		Annual Sala	ry + Benefits	\$113,332.28			
			•		=		
Step D							
экер Б		CC 04C 04	/M a sa 4 la	Φ4C 21	/T T		
		\$6,946.94	/Month	\$46.31	/Hour		
	Total Benefits	\$2,923.32	42.08%	\$65.80	\$91.77	\$20.85	\$178.42
		<i>\$</i> 2,520.02	.2.0070	\$30.03	ψ> 10	Ψ=0.00	\$1.0112
		Annual Sala	ry + Benefits	\$118,443.12	:		
Step E							
		\$7,294.29	/Month	\$48.63	/Hour		
		ŕ					
	Total Benefits	\$3,023.17	41.45%	\$68.78	\$95.93	\$21.80	\$186.51
		Annual Sala	ry + Benefits	\$123,809.49	<u>.</u>		
·			·		·		Paga 75

Director of Community Development Department: Community Development

Step A							
Stop 11		\$9,091.85	/Month	\$60.61	/Hour		
		ψ,,0,1.00	/1011111	\$00.01	/110 u 1		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	731.87					
PERS - Employer	0.12032	1,100.73					
PERS Survivor		3.00					
Management Incen	tive	56.50					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	162.08					
Life Insurance	0.00034	46.50	1				
Deferred Comp.		110.00)				
Workers Comp.	0.04870	442.77			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	131.83		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,601.77	39.62%	\$84.62	\$43.38	\$26.82	\$154.83
	10 Wi 2 01101110				\$ 10.00	\$20 1 02	410 1100
		Annuai Saia	ry + Benefits	\$152,323.47	=		
Ct D							
Step B		00 746 44	/N #	0.00.01			
		\$9,546.44	/Month	\$63.64	/Hour		
	Total Benefits	\$3,670.59	38.45%	\$88.11	\$45.17	\$27.92	\$161.21
		Annual Sala	ry + Benefits	\$158,604.35			
		Timuai Saia	Ty Delicites	ψ130,00 1.03	=		
Step C							
r		\$10,023.76	/Month	\$66.83	/Hour		
		•					
	Total Benefits	\$3,807.80	37.99%	\$92.21	\$47.27	\$29.22	\$168.70
		Annual Sala	ry + Benefits	\$165,978.79	_		
					<u> </u>		
Step D							
		\$10,524.95	/Month	\$70.17	/Hour		
	Total Benefits	\$3,951.88	37.55%	\$96.51	\$49.48	\$30.58	\$176.58
	- 5 001 2 01101105				Ψ-2110	42 0.00	41.0100
		Annual Sala	ry + Benefits	\$173,721.95	=		
Step E							
Step E		\$11,051.20	/Month	\$73.67	/Hour		
	Total Danafita	•				¢22 01	Q1Q4 Q4
	Total Benefits	\$4,103.16	37.13%	\$101.03	\$51.80	\$32.01	\$184.84
		Annual Sala	ry + Benefits	\$181,852.26	<u> </u>		

Director of Economic Development Department: Economic Development

Step A							
Step 11		\$8,446.10	/Month	\$56.31	/Hour		
		ψο, 440.10	/ IVIOII til	ψ30.31	/11oui		
Benefit	Multiplier						
PERS - Employee	0.08000	680.21					
PERS - Employer	0.12032	1,023.03					
PERS Survivor		3.00					
Management Incen	ntive	56.50					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	150.57					
Life Insurance	0.00034	46.50					
Deferred Comp.		110.00					
Workers Comp.	0.04870	411.33			139.46%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	122.47		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.01430	122.47	-	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 3,420.09	40.49%	\$79.11	\$110.33	\$25.07	\$214.50
		Annual Sala	ry + Benefits	\$142,394.35	_		
					•		
Step B							
SWP 2		\$8,868.41	/Month	\$59.12	/Hour		
		\$0,000. 4 1	/ IVIOIIIII	\$39.12	/Houi		
	Total Benefits	\$3,475.67	39.19%	\$82.29	\$114.77	\$26.08	\$223.14
		Annual Sala	ry + Benefits	\$148,128.98			
			•		•		
Step C							
		¢0 211 92	/Month	¢(2.00	/П.		
		\$9,311.83	/ IVIOIIIII	\$62.08	/Hour		
	Total Benefits	\$3,603.14	38.69%	\$86.10	\$120.08	\$27.28	\$233.46
	Total Beliefits	\$5,005.14	30.0770	φου.10	\$120.00	φ27.20	Ψ233.40
		Annual Sala	ry + Benefits	\$154,979.65			
		7 midai Sala	ry · Denents	ψ13 1 ,777.03	=		
Cton D							
Step D							
		\$9,777.42	/Month	\$65.18	/Hour		
		42 -2 (0 0	20.220/	200.40			
	Total Benefits	\$3,736.99	38.22%	\$90.10	\$125.65	\$28.55	\$244.30
		A	1 D C4	¢1.(2.173.05			
		Annuai Saia	ry + Benefits	\$162,172.85	•		
Step E							
		\$10,266.29	/Month	\$68.44	/Hour		
		,					
	Total Benefits	\$3,877.52	37.77%	\$94.29	\$131.50	\$29.88	\$255.67
		Annual Sala	ry + Benefits	\$169,725.72	_		
					=		
4							Paga 77

Director of Finance and Info. Systems Department: Finance & Information Management

Step A							
1		\$9,091.85	/Month	\$60.61	/Hour		
		7:)::					
<u>Benefit</u>	<u>Multiplier</u>	-210-					
PERS - Employee	0.08000	731.87					
PERS - Employer	0.12032	1,100.73					
PERS Survivor		3.00					
Management Incen	itive	56.50					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	162.08					
Life Insurance	0.00034	46.50)				
Deferred Comp.		110.00)				
Workers Comp.	0.04870	442.77	•		42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	131.83		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 3,601.77	39.62%	\$84.62	\$36.06	\$26.82	\$147.50
		Annual Sala	ry + Benefits	\$152,323.47	<u>.</u>		
					_		
Step B							
1		\$9,546.44	/Month	\$63.64	/Hour		
		Ψ2,540.44	/ IVIOIIIII	Ψ03.04	/IIoui		
	Total Benefits	\$3,670.59	38.45%	\$88.11	\$37.55	\$27.92	\$153.58
		Annual Sala	ry + Benefits	\$158,604.35			
					=		
Step C							
1		\$10,023.76	/Month	\$66.83	/Hour		
		\$10,025.70	/ IVIOIIIII	Ψ00.03	/IIoui		
	Total Benefits	\$3,807.80	37.99%	\$92.21	\$39.29	\$29.22	\$160.72
			. D	0165 050 50			
		Annual Sala	ry + Benefits	\$165,978.79	=		
Step D							
		\$10,524.95	/Month	\$70.17	/Hour		
	Total Benefits	\$3,951.88	37.55%	\$96.51	\$41.13	\$30.58	\$168.22
		Annual Sala	ry + Benefits	\$173,721.95	<u>.</u>		
					- 		
Step E							
1		\$11,051.20	/Month	\$73.67	/Hour		
		Ψ11,001.20	, 141011111	ψ13.01	/110u1		
	Total Benefits	\$4,103.16	37.13%	\$101.03	\$43.05	\$32.01	\$176.09
		Annual Sala	ry + Benefits	\$181,852.26	_		
					<u> </u>		
-							Page 70

Director of Parks and Recreation Department: Parks and Recreation

Q		-					
Step A							
		\$8,446.10	/Month	\$56.31	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	680.21					
PERS - Employer	0.12032	1,023.03					
PERS Survivor	0.12032	3.00					
Management Incen	tivo	56.50					
EAP	uve	30.30					
Health Insurance		642.00					
Dental Insurance		135.79					
	0.017027						
LTD Insurance	0.017827	150.57					
Life Insurance	0.00034	46.50					
Deferred Comp.	0.04050	110.00					
Workers Comp.	0.04870	411.33			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	122.47	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,420.09	40.49%	\$79.11	\$88.02	\$25.07	\$192.20
		Annual Sala	ry + Benefits	\$142,394.35			
			•				
Step B							
эсер Б		¢0 060 11	/Month	950.12	/П.		
		\$8,868.41	/IVIOIItII	\$59.12	/Hour		
	Total Benefits	\$3,475.67	39.19%	\$82.29	\$91.57	\$26.08	\$199.94
	100012010110	\$5,175.07	59.1970	40242 5	ψ> 2.00.	\$20.00	41 33431
		Annual Sala	ry + Benefits	\$148,128.98			
Step C							
1		\$9,311.83	/Month	\$62.08	/Hour		
		Ψ,511.05	/ IVIOIILII	\$02.00	/11oui		
	Total Benefits	\$3,603.14	38.69%	\$86.10	\$95.80	\$27.28	\$209.19
		Annual Sala	ry + Benefits	\$154,979.65			
				·			
Step D							
		\$9,777.42	/Month	¢25 10	/Hour		
		\$7,111.42	/ IVIOIIIII	\$65.18	/ MOUI		
	Total Benefits	\$3,736.99	38.22%	\$90.10	\$100.25	\$28.55	\$218.90
		,					
		Annual Sala	ry + Benefits	\$162,172.85			
			-				
Step E							
-50p-15		\$10.266.20	/Month	CCO 11	/Цонг		
		\$10,266.29	/ IVIOIIIII	\$68.44	/flouf		
	Total Benefits	\$3,877.52	37.77%	\$94.29	\$104.92	\$29.88	\$229.09
		, - / 2	2, 0	42 ··-2		50	
		Annual Sala	ry + Benefits	\$169,725.72			
			•				

Director of Public Works Department: Public Works

\$8,446.10 /Month \$56.31 /Hour Benefit Multiplier PERS - Employee 0.08000 680.21 PERS - Employer 0.12032 1,023.03 PERS Survivor 3.00 Management Incentive 56.50 EAP 3.19 Health Insurance 642.00 Dental Insurance 135.79 L TD Insurance 150.57	ыер А							
Benefit Multiplier PERS - Employee 0.08000 680.21 PERS - Employer 0.12032 1,023.03 PERS Survivor 3.00 Management Incentive 56.50 EAP 3.19 Health Insurance 642.00 Dental Insurance 135.79			CO 116 10	Month	¢56 21	/I I our		
PERS - Employee 0.08000 680.21 PERS - Employer 0.12032 1,023.03 PERS Survivor 3.00 Management Incentive 56.50 EAP 3.19 Health Insurance 642.00 Dental Insurance 135.79	4		\$8,446.10	/Iviontn	\$50.31	/Hour		
PERS - Employee 0.08000 680.21 PERS - Employer 0.12032 1,023.03 PERS Survivor 3.00 Management Incentive 56.50 EAP 3.19 Health Insurance 642.00 Dental Insurance 135.79	Benefit	Multiplier						
PERS - Employer 0.12032 1,023.03 PERS Survivor 3.00 Management Incentive 56.50 EAP 3.19 Health Insurance 642.00 Dental Insurance 135.79			680.21					
PERS Survivor 3.00 Management Incentive 56.50 EAP 3.19 Health Insurance 642.00 Dental Insurance 135.79								
Management Incentive 56.50 EAP 3.19 Health Insurance 642.00 Dental Insurance 135.79								
EAP 3.19 Health Insurance 642.00 Dental Insurance 135.79		ntive						
Health Insurance 642.00 Dental Insurance 135.79	_							
Dental Insurance 135.79								
• 1/11/ HINDOONA	LTD Insurance	0.017827	150.57					
Life Insurance 0.00034 46.50								
Deferred Comp. 110.00		0.00054						
Workers Comp. 0.04870 411.33 133.11% 31.69%		0.04870				122 110/	21 600/	
					Hourly Data			Total Hourly
v i					•	_	-	-
Medicare 0.01450 122.47 & Benefits Overhead Overhead Rate	Medicare	0.01430	122.47	=	& Benefits	<u>Overneau</u>	<u>Overneau</u>	<u>Rate</u>
Total Benefits \$ 3,420.09 40.49% \$79.11 \$105.30 \$25.07 \$209.4		Total Benefits	\$ 3,420.09	40.49%	\$79.11	\$105.30	\$25.07	\$209.48
Annual Salary + Benefits \$142,394.35			Annual Sala	rv + Renefits	\$142.394.35			
			7 minuai Saia	ry Denents	ψ112,00 1.03	•		
Ston D	Stop D							
Step B	Step B		00.060.41	0.6 .1				
\$8,868.41 /Month \$59.12 /Hour			\$8,868.41	/Month	\$59.12	/Hour		
Total Benefits \$3,475.67 39.19% \$82.29 \$109.54 \$26.08 \$217.9		Total Benefits	\$3.475.67	39.19%	\$82.29	\$109.54	\$26.08	\$217.92
4-1 4-1			42,172127		40-1-5	4-17.12	4	4
Annual Salary + Benefits \$148,128.98			Annual Sala	ry + Benefits	\$148,128.98	<u>-</u>		
Step C	Step C							
\$9,311.83 /Month \$62.08 /Hour			\$9,311.83	/Month	\$62.08	/Hour		
Total Benefits \$3,603.14 38.69% \$86.10 \$114.61 \$27.28 \$227.9		Total Benefits	\$3,603.14	38.69%	\$86.10	\$114.61	\$27.28	\$227.99
A			A	1 D C4	01 <i>54</i> 070 <i>(5</i>			
Annual Salary + Benefits \$154,979.65			Annual Sala	ry + Benefits	\$154,979.65	ŧ		
Step D	Step D							
\$9,777.42 /Month \$65.18 /Hour			\$9,777.42	/Month	\$65.18	/Hour		
			ŕ					
Total Benefits \$3,736.99 38.22% \$90.10 \$119.93 \$28.55 \$238.5		Total Benefits	\$3,736.99	38.22%	\$90.10	\$119.93	\$28.55	\$238.58
Annual Calama Day 647 01/2 152 05			A 1 G - 1	1 Day : 64	01/2 172 07			
Annual Salary + Benefits \$\frac{\$162,172.85}{}			Annual Sala	ry + Benefits	\$162,172.85	ŧ		
	6							
Step E	Step E							
\$10,266.29 /Month \$68.44 /Hour			\$10,266.29	/Month	\$68.44	/Hour		
Total Benefits \$3,877.52 37.77% \$94.29 \$125.52 \$29.88 \$249.6		Total Benefits	\$3,877.52	37.77%	\$94.29	\$125.52	\$29.88	\$249.69
Annual Calama Dana647 01/0 725 72			A m 1 C - 1	ur Dans Mi	01/0 725 72			
Annual Salary + Benefits \$\frac{\$169,725.72}{}			Annuai Sala	ry + Benefits	\$109,725.72	=		

Economic Development Technician Department: Economic Development

Step A							
-	_	\$3,980.40	/Month	\$26.54	/Hour		
D 6°4	Makinkan						
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	318.43					
PERS - Employee PERS - Employer	0.08000	478.92					
PERS Survivor	0.12032	3.00					
Management Incention	VA.	0.00					
EAP	VC	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	70.96					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	193.85			139.46%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	57.72		& Benefits	Overhead	Overhead	Rate
			=				
	Total Benefits	\$ 1,946.94	48.91%	\$39.52	\$55.11	\$12.52	\$107.15
		Annual Sala	ry + Benefits	\$71,128.11			
Step B							
		\$4,179.42	/Month	\$27.86	/Hour		
	F (1 D) (")	#1 00 2 1 7	47 (70)	0.44 4.4	Ø 77 20	012.04	0111 76
	Total Benefits	\$1,992.17	47.67%	\$41.14	\$57.38	\$13.04	\$111.56
		Annual Sala	ry + Benefits	\$74,059.03			
					•		
Step C		# 4 200 20	/s.r. d				
		\$4,388.39	/Month	\$29.26	/Hour		
	Γotal Benefits	\$2,050.96	46.74%	\$42.93	\$59.87	\$13.60	\$116.40
		Annual Sala	ry + Benefits	\$77,272.20			
Ct - P							
Step D		04.60 = 04	/N. f	* ** = -	/**		
		\$4,607.81	/ I vionth	\$30.72	/Hour		
1	Γotal Benefits	\$2,112.69	45.85%	\$44.80	\$62.48	\$14.20	\$121.49

		Annual Sala	ry + Benefits	\$80,646.03			
Step E							
		\$4,838.20	/Month	\$32.25	/Hour		
		•					
	Total Benefits	\$2,177.51	45.01%	\$46.77	\$65.23	\$14.82	\$126.82
		Annual Sala	ry + Benefits	\$84,188.56			

Electrician Department: Public Works

Stop A							
Step A		¢4 262 02	Month	\$29.09	/Llour		
		\$4,363.03	/IVIOIIIII	\$29.09	/Houi		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	349.04					
PERS - Employer	0.12032	524.96					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	77.78					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	212.48			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	63.26	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,054.60	47.09%	\$42.78	\$56.95	\$13.56	\$113.29
			ry + Benefits	\$77,011.50			
			i j · Bellelles	\$7.7,011te0			
Step B							
экер Б		\$4,581.18	/Month	¢20.54	/П.		
		\$ 4 ,301.10	/IVIOIIIII	\$30.54	/Hour		
	Total Benefits	\$2,112.78	46.12%	\$44.63	\$59.40	\$14.14	\$118.17
		Annual Sala	ry + Benefits	\$80,327.55			
~ ~							
Step C							
		\$4,810.24	/Month	\$32.07	/Hour		
	T (1D C)	ФО 177 ОО	45.060/	0.4.C. E O	0.62.01	01486	0100.05
	Total Benefits	\$2,177.23	45.26%	\$46.58	\$62.01	\$14.76	\$123.35
		Annual Sala	ry + Ronofits	\$83,849.60			
		Alliuai Sala	ry + Benefits	\$65,647.00			
Stop D							
Step D		05.050 5.	/s r 1				
		\$5,050.75	/Month	\$33.67	/Hour		
	Total Benefits	\$2,244.89	44.45%	\$48.64	\$64.74	\$15.41	\$128.79
	Total Delicitis	φ4,444.09	44.4370	940.04	₽ ₩1./4	φ13. 4 1	φ1 40. /9
		Annual Sala	ry + Benefits	\$87,547.76			
			., . Delicino	ψοτησ 1717 0			
Step E							
Бюр Б		\$5,303.29	/Month	\$25.26	/Hour		
		\$3,3U3.49	/ IVIOIIIII	\$35.36	/ MOUF		
	Total Benefits	\$2,315.94	43.67%	\$50.79	\$67.61	\$16.10	\$134.51
		- ,	2.2	4-4			
		Annual Sala	ry + Benefits	\$91,430.82			
			-				

Engineering Project/Contract Manager Department: Engineering

Step A							
Step 11		\$5,445.35	/Month	\$36.30	/Llour		
		\$5,445.35	/Wionun	\$30.30	/Houi		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	435.6	3				
PERS - Employer	0.12032	655.1					
PERS Survivor	***-**-	3.0					
Management Incen	tive	0.0					
EAP		3.1					
Health Insurance		642.0					
Dental Insurance		135.7					
LTD Insurance	0.017827	97.0					
Life Insurance	0.00034	33.3					
Deferred Comp.	0.00034	110.0					
-	0.04970				(0.020/	21 (00)	
Workers Comp.	0.04870	265.1		IIl. D.4.	60.92%	31.69%	T-4-1 IIl
Vision Benefit	426.12	35.5			Department	City-Wide	Total Hourly
Medicare	0.01450	78.9	<u>6</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,494.85	45.82%	\$52.93	\$32.25	\$16.77	\$101.96
		Annual Sal	ary + Benefits	\$95,282.42			
Step B							
SWP B		\$5,717.62	Month	\$38.12	/Hour		
		\$3,717.02	/1011111	\$36.12	/Houi		
	Total Benefits	\$2,569.93	44.95%	\$55.25	\$33.66	\$17.51	\$106.42
		, ,					•
		Annual Sal	ary + Benefits	\$99,450.57	_		
Step C							
Step C		¢6 002 50	Month	\$40.02	/11		
		\$6,003.50	/Wionun	\$40.02	/Hour		
	Total Benefits	\$2,652.11	44.18%	\$57.70	\$35.15	\$18.29	\$111.14
	Total Beliefits	Ψ2,032.11	44.1070	\$37.70	φ55.15	φ10.27	Ψ111.14
		Annual Sal	ary + Benefits	\$103,867.32			
		Annuai Sai	ary - Benefits	\$103,007.32	Ī		
G. B							
Step D							
		\$6,303.68	Month /	\$42.02	/Hour		
		-					
	Total Benefits	\$2,738.40	43.44%	\$60.28	\$36.72	\$19.10	\$116.11
		Annual Sal	ary + Benefits	\$108,504.90	<u> </u>		
Step E							
	<u>-</u> _	\$6,618.86	/Month	\$44.13	/Hour		
		,		÷ · · · · · ·	-		
	Total Benefits	\$2,829.00	42.74%	\$62.99	\$38.37	\$19.96	\$121.32
		Annual Sal	ary + Benefits	\$113,374.37	_		
					<u> </u>		

Engineering Services Specialist I Department: Engineering

C. A							
Step A		# 4 # 00 2 2	/3. f d.	020.50	/T.T.		
		\$4,588.23	/Month	\$30.59	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	367.06					
PERS - Employer	0.12032	552.06					
PERS Survivor		3.00					
Management Incer	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	81.79					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	223.45			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	66.53		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,117.95	46.16%	\$44.71	\$27.24	\$14.17	\$86.11
	Total Belieffts				φ21.2 -	φ1 4. 17	500.11
		Annual Sala	ry + Benefits	\$80,474.19	Ì		
Step B							
		\$4,817.64	/Month	\$32.12	/Hour		
	Total Benefits	\$2,171.73	45.08%	\$46.60	\$28.39	\$14.77	\$89.75
				002.052.42			
		Annual Sala	ry + Benefits	\$83,872.42	!		
G. G							
Step C							
		\$5,058.52	/Month	\$33.72	/Hour		
	Total Benefits	\$2.220.50	44.27%	\$48.65	\$29.64	\$15.42	\$93.71
	Total Belletits	\$2,239.50	44.2770	\$40.05	\$29.04	\$15.42	\$93./1
		Annual Sala	rv + Benefits	\$87,576.26			
		~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~	J = 31101105	40.,2.0.	:		
Step D							
эср Б		\$5,311.45	/Month	\$35.41	/Hour		
		Ψυ,υ11.ΤΟ	, 141011111	ψ33.41	/110ul		
	Total Benefits	\$2,310.66	43.50%	\$50.81	\$30.96	\$16.10	\$97.87
		A 70 7	I D	001 465 30			
		Annual Sala	ry + Benefits	\$91,465.29	:		
Step E							
		\$5,577.02	/Month	\$37.18	/Hour		
		\$2,011.0 2	, 1,1011411	ψ57.10	, 110 111		
	Total Benefits	\$2,385.38	42.77%	\$53.08	\$32.34	\$16.82	\$102.24
		A 1 G 2	D @4	00 <i>5 5 4</i> 0 55			
		Annual Sala	ry + Benefits	\$95,548.77	:		

Engineering Services Specialist II Department: Engineering

Step A							
Step 11		\$5,056.72	/Month	\$33.71	/Lour		
		\$3,030.72	/ IVIOIIIII	\$33. /1	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	404.54	ļ				
PERS - Employer	0.12032	608.43					
PERS Survivor		3.00					
Management Incen	tive	0.00)				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	90.15					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	246.26			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Data	Department	City-Wide	Total Hourly
Medicare				-	-	-	-
Medicare	0.01450	73.32	<u>.</u> _	& Benefits	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,249.76	44.49%	\$48.71	\$29.67	\$15.44	\$93.82
		Annual Sala	ry + Benefits	\$87,677.86			
					·		
Step B							
эсер Б		es 200 sc	Month	¢25.40	/11		
		\$5,309.56	/ IVIOIIIII	\$35.40	/Hour		
	Total Benefits	\$2,310.13	43.51%	\$50.80	\$30.95	\$16.10	\$97.84
		+=,		40000	42111	4	42.130
		Annual Sala	ry + Benefits	\$91,436.27	_		
					·		
Step C							
Step C		\$5,575.04	/Month	¢27.17	/11		
		\$5,575.04	/IVIOIIIII	\$37.17	/Hour		
	Total Benefits	\$2,384.82	42.78%	\$53.07	\$32.33	\$16.82	\$102.21
	Total Belieffts	Ψ2,504.02	42.7670	φ33.07	ψ52.55	φ10.02	\$102.21
		Annual Sala	ry + Benefits	\$95,518.31			
		Annuai Saia	Ty Delicities	\$75,510.51	į		
Step D							
		\$5,853.79	/Month	\$39.03	/Hour		
	Total Benefits	\$2,463.25	42.08%	\$55.45	\$33.78	\$17.57	\$106.80
		Annual Sala	ry + Benefits	\$99,804.44	i		
Step E							
		\$6,146.48	/Month	\$40.98	/Hour		
		ψυ,1 10.10	, 111011111	ψτυ./0	,11041		
	Total Benefits	\$2,545.59	41.42%	\$57.95	\$35.30	\$18.36	\$111.61
		Annual Sala	ry + Benefits	\$104,304.88			
					i		

Engineering Technician I Department: Engineering

Step A							
		\$4,162.94	/Month	\$27.75	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	333.04					
PERS - Employer	0.12032	500.88					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	74.21					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	202.74			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	60.36		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,998.30	48.00%	\$41.07	\$25.02	\$13.02	\$ 79.11
	Total Delicitis				\$23.02	\$13.02	\$/9.11
		Annual Sala	ry + Benefits	\$73,934.89			
Step B							
		\$4,371.09	/Month	\$29.14	/Hour		
	Total Benefits	\$2,053.67	46.98%	\$42.83	\$26.09	\$13.57	\$82.50
		A	b C4.	077 007 1 3			
		Annual Sala	ry + Benefits	\$77,097.12			
G, G							
Step C							
		\$4,589.64	/Month	\$30.60	/Hour		
	Total Benefits	\$2,115.16	46.09%	\$44.70	\$27.23	\$14.16	\$86.09
	Total Delicitis	\$2,113.10	40.0970	φ	\$27.23	φ1 4.10	\$60.07
		Annual Sala	rv + Benefits	\$80,457.64			
			•				
Step D							
		\$4,819.12	/Month	\$32.13	/Hour		
	Total Benefits	\$2,179.73	45.23%	\$46.66	\$28.43	\$14.79	\$89.87
		Annual Sala	my _ Ronofita	¢Q2 006 20			
		Annual Sala	ry – Denemis	\$83,986.20			
Step E							
		\$5,060.08	/Month	\$33.73	/Hour		
		Ψε,σσσισσ	, 1,1011411	ψ33.13	, 110 011		
	Total Benefits	\$2,247.52	44.42%	\$48.72	\$29.68	\$15.44	\$93.83
		Annual Cala	ry + Ronofite	¢27 601 10			
		Annual Sala	ı y – Denents	\$87,691.18			

Engineering Technician II Department: Engineering

Step A							
		\$4,589.96	/Month	\$30.60	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	367.20					
PERS - Employer	0.12032	552.26					
PERS Survivor	0.12052	3.00					
Management Incen	ntive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	81.83					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	223.53			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	66.55		& Benefits	Overhead	Overhead	Rate
Wicuicaic	0.01430	00.55	=	& Belletts	Overneau	Overneau	Rate
	Total Benefits	\$ 2,118.44	46.15%	\$44.72	\$27.25	\$14.17	\$86.14
		Annual Sala	ry + Benefits	\$80,500.75			
Step B							
		\$4,819.45	/Month	\$32.13	/Hour		
		ψ 1, 017.13	/IVIOIIIII	\$32.13	/110ui		
	Total Benefits	\$2,179.82	45.23%	\$46.66	\$28.43	\$14.79	\$89.88
		Annual Sala	ry + Benefits	\$83,991.27			
Step C							
S V P		\$5,060.43	/Month	\$33.74	/Hour		
		ф З,000. ТЗ	/ IVIOIIIII	\$33.74	/110ui		
	Total Benefits	\$2,247.62	44.42%	\$48.72	\$29.68	\$15.44	\$93.84
		, ,					***
		Annual Sala	ry + Benefits	\$87,696.50			
			•		1		
Step D							
		QE 212 45	/Month	#25.42	/TT		
		\$5,313.45	/ IVIOIIII	\$35.42	/Hour		
	Total Benefits	\$2,318.80	43.64%	\$50.88	\$31.00	\$16.12	\$98.00
	Total Belletits	Ψ2,510.00	13.0470	ψ50.00	ψυ 1.00	Ψ Ι Ψ• Ι Δ	Ψ>0•00
		Annual Sala	rv + Benefits	\$91,587.00			
			- , - 201101103		!		
Stop E							
Step E		0 = ==0 4 •	A. F				
		\$5,579.12	/Month	\$37.19	/Hour		
	Total Benefits	\$2 202 55	42 000/	QE2 15	¢22 20	\$16.84	\$102.37
	Total Delicitis	\$2,393.55	42.90%	\$53.15	\$32.38	\$1U.0 4	\$102.37
		Annual Sala	rv + Ronofite	\$95,672.02			
		Ammuai Sala	ry - Denemis	\$73,012.02	:		

Executive Assistant Department: Attorney

Step A							
		\$4,275.54	/Month	\$28.50	/Hour		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	342.04					
PERS - Employer	0.12032	514.43					
PERS Survivor		3.00					
Management Incen	ntive	0.00	ı				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	76.22					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	208.22			68.63%	31.69%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	62.00	<u>-</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,029.98	47.48%	\$42.04	\$28.85	\$13.32	\$84.21
		Annual Sala	ry + Benefits	\$75,666.30			
		7 minuai Saia	ly Denemes	\$75,000.E0	!		
Step B							
1		\$4,489.32	/Month	\$29.93	/Hour		
		Ź					
	Total Benefits	\$2,079.36	46.32%	\$43.79	\$30.05	\$13.88	\$87.72
		Annual Sala	ry + Benefits	\$78,824.13			
Step C		04.512.50	/N f = 41	404.40			
		\$4,713.79	/Month	\$31.43	/Hour		
	Total Benefits	\$2,142.51	45.45%	\$45.71	\$31.37	\$14.48	\$91.56
		Ammual Cala	wy Danasita	002 275 5C			
		Annual Sala	ry + benefits	\$82,275.56	:		
Step D							
Step D		\$4,949.48	/Month	\$33.00	/Hour		
	Total Benefits	\$2,208.82	44.63%	\$47.72	\$32.75	\$15.12	\$95.60
	Tomi Delicito	ŕ			ψ υ 20 1 3	ψ Ι. Ο.Ι.Δ.	Ψ> 3.00
		Annual Sala	ry + Benefits	\$85,899.56	:		
Step E							
	_	\$5,196.95	/Month	\$34.65	/Hour		
	Total Benefits	\$2,278.45	43.84%	\$49.84	\$34.20	\$15.79	\$99.83
		Annual Sala	ry + Benefits	\$89,704.76			
		Annual Sala		φυ <i>λ</i> , / U1. / U	! 		

Executive Assistant Department: Administration

Step A							
Stop 11		\$4,275.54	/Month	\$28.50	/Hour		
		Ψ1,270.01	7111011111	Ψ20.20	711041		
<u>Benefit</u>	<u>Multiplier</u>	2.42.0.4					
PERS - Employee	0.08000	342.04					
PERS - Employer	0.12032	514.43					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	76.22					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	208.22			36.04%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	62.00	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,029.98	47.48%	\$42.04	\$15.15	\$13.32	\$70.51
		Annual Salar	ry + Benefits	\$75,666.30			
Step B							
		\$4,489.32	/Month	\$29.93	/Hour		
		,					
	Total Benefits	\$2,079.36	46.32%	\$43.79	\$15.78	\$13.88	\$73.45
		Annual Sala	ry + Benefits	\$78,824.13			
Step C							
		\$4,713.79	/Month	\$31.43	/Hour		
		•					
	Total Benefits	\$2,142.51	45.45%	\$45.71	\$16.47	\$14.48	\$76.67
		Annual Sala	ry ⊥ Ronofite	\$82,275.56			
		Alliluai Salai	ry + beliefits	\$62,273.30			
Stop D							
Step D		04.040.40	/N /I a 41.	фаа оо	/11		
		\$4,949.48	/ Iviontn	\$33.00	/Hour		
	Total Benefits	\$2,208.82	44.63%	\$47.72	\$17.20	\$15.12	\$80.04
		•					
		Annual Sala	ry + Benefits	\$85,899.56			
Step E							
		\$5,196.95	/Month	\$34.65	/Hour		
	Total Danafita	¢2 270 15	12 0 10/	¢40 04	¢17 04	¢15 70	¢02 50
	Total Benefits	\$2,278.45	43.84%	\$49.84	\$17.96	\$15.79	\$83.59
		Annual Sala	rv + Benefits	\$89,704.76			
			. j . Donones	\$00,701170			

Executive Secretary to the Police Chief Department: Police

Cton A							
Step A		04.375.54	/N # .1	Ø20.50	/11		
		\$4,275.54	/Month	\$28.50	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	342.04					
PERS - Employer	0.12032	514.43					
PERS Survivor		3.00	ı				
Management Incen	tive	0.00	1				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	76.22					
Life Insurance		7.58					
Deferred Comp.		0.00	ı				
Workers Comp.	0.04870	208.22			38.72%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	62.00	<u> </u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,029.98	47.48%	\$42.04	\$16.28	\$13.32	\$71.64
		Annual Sala	ry + Benefits	\$75,666.30	i		
Step B							
		\$4,489.32	/Month	\$29.93	/Hour		
	T-4-1 D C4-	#2 070 2 <i>C</i>	46 220/	642.70	616.06	612.00	674.63
	Total Benefits	\$2,079.36	46.32%	\$43.79	\$16.96	\$13.88	\$74.63
		Annual Sala	ry + Benefits	\$78,824.13			
			,		:		
Step C							
Step C		\$4,713.79	/Month	\$31.43	/Поля		
		J4,/13./J	/IVIOIIIII	\$31.43	/noui		
	Total Benefits	\$2,142.51	45.45%	\$45.71	\$17.70	\$14.48	\$77.89
		Annual Sala	ry + Benefits	\$82,275.56			
					• 		
Step D							
		\$4,949.48	/Month	\$33.00	/Hour		
		,					
	Total Benefits	\$2,208.82	44.63%	\$47.72	\$18.48	\$15.12	\$81.32
			. D	40 7 22 2 7 2			
		Annual Sala	ry + Benefits	\$85,899.56	1		
G. F							
Step E							
		\$5,196.95	/Month	\$34.65	/Hour		
	Total Benefits	\$2,278.45	43.84%	\$49.84	\$19.30	\$15.79	\$84.93
	Total Delletits	\$4,478.43	43.8470	547.64	\$17.30	\$13.79	J04.73
		Annual Sala	ry + Benefits	\$89,704.76			
			-, - 201101100	402,70	!		

Facilities Manager Department: Parks and Recreation

Step A							
Step 11		\$5,504.97	/Month	\$36.70	/Lour		
		\$3,304.97	/IVIOIIIII	\$30.70	/ Moui		
Benefit	Multiplier						
PERS - Employee	0.08000	440.40)				
PERS - Employer	0.12032	662.36)				
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	98.14					
Life Insurance	0.00034	33.69					
Deferred Comp.	0.00034	110.00					
Workers Comp.	0.04870	268.09			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Data			Total Handy
					Department	City-Wide	Total Hourly
Medicare	0.01450	79.82	<u>:</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,511.99	45.63%	\$53.45	\$59.47	\$16.94	\$129.85
		Annual Sala	ry + Benefits	\$96,203.54	:		
Step B							
1		\$5,780.22	/Month	\$38.53	/Hour		
		\$3,700.22	/ IVIOIIIII	φ36.33	/110ui		
	Total Benefits	\$2,586.24	44.74%	\$55.78	\$62.06	\$17.67	\$135.51
							·
		Annual Sala	ry + Benefits	\$100,397.53			
Step C							
		\$6,069.23	/Month	\$40.46	/Hour		
		40,000.00	,	4.00.00	, ,		
	Total Benefits	\$2,667.55	43.95%	\$58.25	\$64.81	\$18.46	\$141.51
		Annual Sala	ry + Benefits	\$104,841.42	i		
Step D							
		\$6,372.70	/Month	\$42.48	/Hour		
		\$ 0,0 · 2 · · · · · · ·	. 1. 20 11011	ψ.12.10	. = 10 41		
	Total Benefits	\$2,752.93	43.20%	\$60.84	\$67.69	\$19.28	\$147.81
				*400 ===			
		Annual Sala	ry + Benefits	\$109,507.49	:		
Step E							
		\$6,691.33	/Month	\$44.61	/Hour		
	Total Benefits	\$2,842.58	42.48%	\$63.56	\$70.72	\$20.14	\$154.42
		Annual Sala	ry + Benefits	\$114,406.87	İ		

Facility Maintenance Worker Department: Parks and Recreation

Step A							
		\$3,832.38	/Month	\$25.55	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	306.59					
PERS - Employer	0.12032	461.11					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	68.32					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	186.64			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	55.57	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,905.30	49.72%	\$38.25	\$42.56	\$12.12	\$92.93
		Annual Salar	ry + Benefits	\$68,852.12			
Step B							
		\$4,024.00	/Month	\$26.83	/Hour		
	Total Benefits	\$1,956.02	48.61%	\$39.87	\$44.36	\$12.63	\$96.86
	Total Beliefits	\$1,730.02	40.0170	φ57.07	Ψ11.50	\$12.03	\$70.00
		Annual Sala	ry + Benefits	\$71,760.20			
Step C		# 4 2 2 7 2 0	/3.6				
		\$4,225.20	/Month	\$28.17	/Hour		
	Total Benefits	\$2,012.63	47.63%	\$41.59	\$46.27	\$13.18	\$101.04
		Annual Sala	ry + Benefits	\$74,853.89			
Step D							
		\$4,436.46	/Month	\$29.58	/Hour		
	Total Benefits	\$2,072.06	46.71%	\$43.39	\$48.28	\$13.75	\$105.42
		4-,0		4 10 10 2	4 101-0	4-211.0	4-000
		Annual Sala	ry + Benefits	\$78,102.25			
					•		
Step E							
		\$4,658.28	/Month	\$31.06	/Hour		
	Total Benefits	¢2 124 47	45 920/	¢45 20	\$50.20	Q1 / 2E	¢110.02
	iotai Benefits	\$2,134.47	45.82%	\$45.29	\$50.39	\$14.35	\$110.02
		Annual Sala	rv + Benefits	\$81,513.04			
			- J - 201101103	40-70-10-10			
<u> </u>							

Finance Operations Manager Department: Finance & Information Management

Step A							
		\$6,237.64	/Month	\$41.58	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	499.01					
PERS - Employer	0.12032	750.51					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	111.20					
Life Insurance	0.00034	38.17					
Deferred Comp.		110.00					
Workers Comp.	0.04870	303.77			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	90.45	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,722.61	43.65%	\$59.73	\$25.45	\$18.93	\$104.12
		Annual Sala	ry + Benefits	\$107,522.94	_		
					-		
Step B							
		\$6,549.52	/Month	\$43.66	/Hour		
	Total Benefits	\$2,809.07	42.89%	\$62.39	\$26.59	\$19.77	\$108.75
		Annual Sala	ry + Benefits	\$112,303.12	_		
Step C		# C 055 00	/N #1	* 4 * 0 *			
		\$6,877.00	/Month	\$45.85	/Hour		
	Total Benefits	\$2,903.21	42.22%	\$65.20	\$27.78	\$20.66	\$113.65
		Annual Sala	ry + Benefits	\$117,362.49	:		
C. B							
Step D		\$7,220.85	/Month	\$48.14	/Hour		
		ŕ					
	Total Benefits	\$3,002.06	41.57%	\$68.15	\$29.04	\$21.60	\$118.79
		Annual Sala	ry + Benefits	\$122,674.84	:		
Step E							
		\$7,581.89	/Month	\$50.55	/Hour		
	Total Benefits	\$3,105.84	40.96%	\$71.25	\$30.36	\$22.58	\$124.19
		Annual Sala	ry + Benefits	\$128,252.80	_		
					•		

Fleet Manager Department: Public Works

Store A							
Step A		65 404 CC	/N / 41-	927.72	/II		
		\$5,494.66	/Month	\$36.63	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	443.67					
PERS - Employer	0.12032	667.28					
PERS Survivor		3.00					
Management Incen	tive	51.25					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	97.95					
Life Insurance	0.00034	46.50					
Deferred Comp.		110.00					
Workers Comp.	0.04870	267.59			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	79.67		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
			_				
	Total Benefits	\$ 2,583.41	47.02%	\$53.85	\$71.69	\$17.07	\$142.61
		Annual Sala	ry + Benefits	\$96,936.82			
Step B							
		\$5,769.39	/Month	\$38.46	/Hour		
	Total Benefits	\$2,584.81	44.80%	\$55.69	\$74.14	\$17.65	\$147.48
		Annual Sala	ry + Benefits	\$100,250.39			
			- J	4-00,2000			
Step C							
этер С		¢6 057 96	/Month	¢40.20	/П.		
		\$6,057.86	/ WIOIIIII	\$40.39	/Hour		
	Total Benefits	\$2,667.73	44.04%	\$58.17	\$77.43	\$18.43	\$154.04
		Annual Sala	ry + Benefits	\$104,707.13			
Step D							
		\$6,360.75	/Month	\$42.41	/Hour		
		ŕ					
	Total Benefits	\$2,754.81	43.31%	\$60.77	\$80.89	\$19.26	\$160.92
		A m	ur Dans Mi	0100 207 71			
		Annual Salai	ry + Benefits	\$109,386.71			
Step E							
1		\$6,678.79	/Month	\$44.53	/Hour		
		,		Ş <i>5</i>			
	Total Benefits	\$2,846.23	42.62%	\$63.50	\$84.53	\$20.12	\$168.15
		Annual Sala	ry + Benefits	\$114,300.26			

Geographic Info. Systems Coordinator Department: Engineering

Ston A							_
Step A		¢6 211 60	/Month	¢42 20	/Hour		
		\$6,344.68	/Month	\$42.30	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	507.57					
PERS - Employer	0.12032	763.39					
PERS Survivor		3.00	1				
Management Incen	ntive	0.00)				
EAP		3.19	1				
Health Insurance		642.00)				
Dental Insurance		135.79					
LTD Insurance	0.017827	113.11					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	308.99			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	92.00		& Benefits	<u>Overhead</u>	Overhead	Rate
1710410410	0.01150	72.00	_	<u>ea Benefits</u>	Overneuu	Overneud	<u>rante</u>
	Total Benefits	\$ 2,612.13	41.17%	\$59.71	\$36.38	\$18.92	\$115.01
		Annual Sala	ry + Benefits	\$107,481.70			
					•		
Step B							
•		\$6,661.92	/Month	\$44.41	/Hour		
		Φ0,001.72	7111011111	Ψ11.11	/110 u 1		
	Total Benefits	\$2,698.19	40.50%	\$62.40	\$38.02	\$19.77	\$120.19
		Annual Sala	ry + Benefits	\$112,321.27	_		
Step C							
T		\$6,995.01	/Month	\$46.63	/Llour		
		\$0,993.UI	/ IVIOIIIII	\$40.03	/Houi		
	Total Benefits	\$2,791.91	39.91%	\$65.25	\$39.75	\$20.68	\$125.67
	Total Belletits	Ψ2,791.91	33.3170	Ψ00.20	40),,,	\$20.00	Ψ120.07
		Annual Sala	ry + Benefits	\$117,443.00			
		1 IIII war Suin	iy . Belieffes	#117,110.00	:		
Stop D							
Step D							
		\$7,344.76	/Month	\$48.97	/Hour		
	Takal Dan Cr	¢2 000 21	20.250/	0.00.00	0.41 ==	001 (0	0101 40
	Total Benefits	\$2,890.31	39.35%	\$68.23	\$41.57	\$21.62	\$131.43
		A mmural Gal-	Do	¢122 020 02			
		Annual Sala	ry + Benefits	\$122,820.82	:		
Step E							
		\$7,712.00	/Month	\$51.41	/Hour		
	Total Benefits	\$2,993.63	38.82%	\$71.37	\$43.48	\$22.62	\$137.47
		Annual Sala	ry + Benefits	\$128,467.54	:		

Grants Administrator Department: Finance & Information Systems

Step A							
Step A		\$5,272.98	/Month	\$35.15	/Hour		
		\$3,272.90	/IVIOIIIII	\$33.13	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	421.84					
PERS - Employer	0.12032	634.44					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	94.00					
Life Insurance	0.00034	32.27					
Deferred Comp.		110.00					
Workers Comp.	0.04870	256.79			42.61%	31.69%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	76.46	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,445.30	46.37%	\$51.46	\$21.93	\$16.31	\$89.69
		Annual Sala	ry + Benefits	\$92,619.33			
			·		!		
Step B							
Step B		\$5,536.63	/Month	\$36.91	/Поля		
		\$3,330.03	/IVIOIIIII	\$30.91	/noui		
	Total Benefits	\$2,516.28	45.45%	\$53.69	\$22.88	\$17.01	\$93.57
		4 161	. D. C.	007 724 07			
		Annuai Saia	ry + Benefits	\$96,634.96	:		
G. G							
Step C		0 5 012 46	/N / 41-	#20.7 6	/***		
		\$5,813.46	/Month	\$38.76	/Hour		
	Total Benefits	\$2,594.17	44.62%	\$56.05	\$23.88	\$17.76	\$97.70
		, ,		******	•	•	
		Annual Sala	ry + Benefits	\$100,891.57			
					·		
Step D							
		\$6,104.13	/Month	\$40.69	/Hour		
		ŕ				040	
	Total Benefits	\$2,675.95	43.84%	\$58.53	\$24.94	\$18.55	\$102.02
		Annual Sala	ry + Benefits	\$105,361.00			
		Amual Sala	ry Denents	\$103,301.00	ŀ		
Ct F							
Step E		06 400 24	/N f = 41	.			
		\$6,409.34	/Month	\$42.73	/Hour		
	Total Benefits	\$2,761.82	43.09%	\$61.14	\$26.05	\$19.37	\$106.57
	_ 5 001 _ 50101105	\$ - ,701.02	.5.0570	Ψ	4_0.00	42710 1	42000
		Annual Sala	ry + Benefits	\$110,053.91			
					i		
-							

Grants Writer Department: Finance & Information Systems

Step A							
Step 11		\$4,142.50	/Month	\$27.62	/Lour		
		\$4,142.30	/ IVIOIIIII	\$27.02	/ Moui		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	331.40)				
PERS - Employer	0.12032	498.43					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	73.85					
Life Insurance	0.00034	25.35					
Deferred Comp.	0.00034	110.00					
Workers Comp.	0.04870	201.74			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Data	Department		Total Hourly
Medicare				-	_	City-Wide	-
Medicare	0.01450	60.07	_	& Benefits	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,120.32	51.18%	\$41.75	\$17.79	\$13.23	\$72.77
		Annual Sala	ry + Benefits	\$75,153.81			
					I		
Step B							
экер Б		0.4.2.40.62	/3 £ .1				
		\$4,349.62	/Month	\$29.00	/Hour		
	Total Benefits	\$2,175.40	50.01%	\$43.50	\$18.54	\$13.78	\$75.82
	Total Beliefits	\$2,173.40	30.0170	\$45.50	\$10 . 34	\$13.76	\$73.02
		Annual Sala	ry + Benefits	\$78,300.31			
					·		
Step C							
SWP C		\$4,567.10	/Month	\$30.45	/Llour		
		\$ 4 ,307.10	/ IVIOIIIII	\$30.43	/noui		
	Total Benefits	\$2,236.59	48.97%	\$45.36	\$19.33	\$14.37	\$79.06
	Total Belletits	Ψ2,230.37	10.5770	Ψ13.20	Ψ17.00	ψ1 1.0 /	\$77.00
		Annual Sala	ry + Benefits	\$81,644.33			
		7 Killiuuli Sulu	i y · Benefits	ψο1,σ11.22	:		
Ct B							
Step D							
		\$4,795.46	/Month	\$31.97	/Hour		

	Total Benefits	\$2,300.84	47.98%	\$47.31	\$20.16	\$14.99	\$82.46
				00= 1== ==			
		Annual Sala	ry + Benefits	\$85,155.56	:		
Step E							
		\$5,035.23	/Month	\$33.57	/Hour		
) -		422.07			
	Total Benefits	\$2,368.30	47.03%	\$49.36	\$21.03	\$15.64	\$86.03
		A	D	000 042 27			
		Annual Sala	ry + Benefits	\$88,842.35	;		

Housing Manager Department: Economic Development

Cton A							
Step A		06.020.25	/N. f	04636	/11		
		\$6,939.27	/Month	\$46.26	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	555.14					
PERS - Employer	0.12032	834.93					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	123.71					
Life Insurance	0.00034	46.50					
Deferred Comp.		110.00					
Workers Comp.	0.04870	337.94			139.46%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	100.62		& Benefits	Overhead	<u>Overhead</u>	Rate
			_				
	Total Benefits	\$ 2,928.33	42.20%	\$65.78	\$91.74	\$20.85	\$178.37
		Annual Sala	ry + Benefits	\$118,411.16	ı		
Step B			5 E				
		\$7,286.23	/Month	\$48.57	/Hour		
	Total Benefits	\$3,020.85	41.46%	\$68.71	\$95.83	\$21.77	\$186.32
		Annual Sala	ry + Benefits	\$123,684.94	1		
Store C							
Step C		\$7,650.54	/Month	\$51.00	/Hour		
		\$7,030.34	/IVIOIIIII	\$31.00	/110ui		
	Total Benefits	\$3,125.58	40.85%	\$71.84	\$100.19	\$22.77	\$194.80
		Annual Cala	ry + Benefits	¢120 212 <i>4</i> 1			
		Annuai Saia	ry + benefits	\$129,313.41	:		
Step D							
Эсер Б		\$8,033.07	/Month	\$53.55	/Hour		
	T . 1D					000.01	0000 = 0
	Total Benefits	\$3,235.54	40.28%	\$75.12	\$104.77	\$23.81	\$203.70
		Annual Sala	ry + Benefits	\$135,223.30			
					•		
Step E							
		\$8,434.72	/Month	\$56.23	/Hour		
	Total Benefits	\$3,351.00	39.73%	\$78.57	\$109.58	\$24.90	\$213.05
		Annual Sala	ry + Benefits	\$141,428.68			
		i imani Sula	. J. Delicino	Ψ111,120,00	:		
-							

Human Resources Assistant Department: Administration

Step A							
Step 11		\$3,461.94	/Month	\$23.08	/Lour		
		55,401.94	/IVIOIIIII	\$23.00	/Houi		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	276.96					
PERS - Employer	0.12032	416.54					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	61.72					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	168.60			36.04%	31.69%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	50.20	=	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,801.08	52.03%	\$35.09	\$12.65	\$11.12	\$58.85
	Total Beliefits	\$ 1,001.00	32.0370	φ33.07	\$12.03	\$11.12	φ30.03
		Annual Sala	ry + Benefits	\$63,156.20			
CA D							
Step B		¢2 (25 04	Month	\$24.22	/11		
		\$3,635.04	/IVIOIIIII	\$24.23	/Hour		
	Total Benefits	\$1,846.59	50.80%	\$36.54	\$13.17	\$11.58	\$61.30
		4 16 1	. D. C.	075 550 40			
		Annuai Saia	ry + Benefits	\$65,779.49			
Step C							
Step C		\$3,816.79	/Month	\$25.45	/Hour		
		\$5,010.77	/Wichitii	\$23.43	/110ui		
	Total Benefits	\$1,897.72	49.72%	\$38.10	\$13.73	\$12.07	\$63.90
			- 4	***			
		Annual Sala	ry + Benefits	\$68,574.14			
CA- D							
Step D		04 00 7 63	/N. f	⊅	/***		
		\$4,007.63	/ I vionth	\$26.72	/Hour		
	Total Benefits	\$1,951.41	48.69%	\$39.73	\$14.32	\$12.59	\$66.63
		Annual Sala	ry + Benefits	\$71,508.51			
Step E							
Step E		\$4,208.01	/Month	\$28.05	/Hour		
		ŕ					
	Total Benefits	\$2,007.79	47.71%	\$41.44	\$14.94	\$13.13	\$69.51
		Annual Cala	ry + Benefits	\$74 580 61			
		Annual Sala	ry - Denemis	\$74,589.61			

Human Resources Manager Department: Administration

Step A							
		\$6,600.32	/Month	\$44.00	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	528.03					
PERS - Employer	0.12032	794.15					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	117.66					
Life Insurance	0.00034	40.39					
Deferred Comp.		110.00					
Workers Comp.	0.04870	321.44			36.04%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	95.70	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,826.86	42.83%	\$62.85	\$22.65	\$19.92	\$105.42
	10 10 10 10 10 10 10 10 10 10 10 10 10 1		ry + Benefits		Ψ=1.00	4 2 2 4 2 =	\$100.12
		Allitual Sala	ry + belients	\$113,126.21	<u> </u>		
Stop D							
Step B		ØC 020 24	/N f	0.4.6.2.0	/T.T.		
		\$6,930.34	/Iviontn	\$46.20	/Hour		
	Total Benefits	\$2,918.54	42.11%	\$65.66	\$23.67	\$20.81	\$110.13
		Annual Sala	ry + Benefits	\$118,186.54			
		7 minuai Saia	ry · Benefits	\$110,100.54	:		
Step C							
Step C		\$7,276.85	/Month	\$48.51	/Hour		
		Ψ.,=.σσσ	, 1, 1011011		,11041		
	Total Benefits	\$3,018.15	41.48%	\$68.63	\$24.74	\$21.75	\$115.12
		Annual Sala	ry + Benefits	\$123,540.09			
			-, - 201101103	\$120,0 1010 <i>y</i>	:		
Step D							
Step D		\$7,640.70	/Month	\$50.94	/Hour		
	T . 1D					000 - 1	0400
	Total Benefits	\$3,122.75	40.87%	\$71.76	\$25.86	\$22.74	\$120.36
		Annual Sala	ry + Benefits	\$129,161.32	<u>-</u>		
Step E							
		\$8,022.73	/Month	\$53.48	/Hour		
	Total Benefits	\$3,232.57	40.29%	\$75.04	\$27.05	\$23.78	\$125.86
		Annual Sala	ry + Benefits	\$135,063.60	!		

Human Resources Specialist Department: Administration

Ston A							
Step A		04 410 01	/N #	020 41	/		
		\$4,410.91	/Month	\$29.41	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	352.87					
PERS - Employer	0.12032	530.72					
PERS Survivor		3.00					
Management Incer	ntive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	78.63					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	214.81			36.04%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	63.96		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,068.07	46.89%	\$43.19	\$15.57	\$13.69	\$72.45
		Annual Sala	ry + Benefits	\$77,747.73			
Step B							
		\$4,631.46	/Month	\$30.88	/Hour		
		,		•			
	Total Benefits	\$2,126.93	45.92%	\$45.06	\$16.24	\$14.28	\$75.57
			. D. 64.	001 100 60			
		Annual Sala	ry + Benefits	\$81,100.60	<u> </u>		
Step C							
		\$4,863.03	/Month	\$32.42	/Hour		
	Total Benefits	\$2,192.08	45.08%	\$47.03	\$16.95	\$14.90	\$78.89
		4 16 1	. D. 64	004 ((1.20			
		Annual Sala	ry + Benefits	\$84,661.30	<u> </u>		
Step D							
		\$5,106.18	/Month	\$34.04	/Hour		
	Total Benefits	\$2,260.49	44.27%	\$49.11	\$17.70	\$15.56	\$82.37
		A 16.1	D	000 400 04			
		Annual Sala	ry + Benefits	\$88,400.04	1		
G. F							
Step E							
		\$5,361.49	/Month	\$35.74	/Hour		
	T (1 D . C.	Ф2 222 22	42.5007	A # 4 A A	010.40	01/37	407.03
	Total Benefits	\$2,332.32	43.50%	\$51.29	\$18.49	\$16.25	\$86.03
		Annual Cal-	my ± Danatta	¢02 225 71			
		Annual Sala	ry + Benefits	\$92,325.71	:		

Information Systems Specialist I Department: Finance & Information Management

Step A							
P		\$5,323.53	/Month	\$35.49	/Hour		
		ψο,υ20.00	/ 1 /1011(11	ΨΟΟ.19	/110 G 1		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	425.88					
PERS - Employer	0.12032	640.53					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79)				
LTD Insurance	0.017827	94.90)				
Life Insurance		7.58	3				
Deferred Comp.		0.00)				
Workers Comp.	0.04870	259.26)		42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	77.19)	& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 2,324.83	43.67%	\$50.99	\$21.73	\$16.16	\$88.87
		Annual Sala	ry + Benefits	\$91,780.26			
					•		
Step B							
1		\$5,589.70	/Month	\$37.26	/Hour		
		\$3,307.70	/ IVIOIIIII	\$37.20	/110ui		
	Total Benefits	\$2,388.95	42.74%	\$53.19	\$22.67	\$16.86	\$92.71
		Annuai Saia	ry + Benefits	\$95,743.79	•		
C. C							
Step C		0 5 070 10	/N f = 41	#20.12	/T.T.		
		\$5,869.19	/Month	\$39.13	/Hour		
	Total Benefits	\$2,467.58	42.04%	\$55.58	\$23.68	\$17.61	\$96.87
		Annual Sala	ry + Benefits	\$100,041.20	į		
Step D							
		\$6,162.65	/Month	\$41.08	/Hour		
		,					
	Total Benefits	\$2,550.14	41.38%	\$58.09	\$24.75	\$18.41	\$101.24
		Annual Sala	ry + Benefits	\$104,553.48			
		. IIII wai wai	Delicités	#10 1,000 10	•		
Stop E							
Step E		0 <i>C 47</i> 0 70	/M a == 41=	0.40.1.4	/11		
		\$6,470.78	/ Iviontn	\$43.14	/Hour		
	Total Benefits	\$2,636.83	40.75%	\$60.72	\$25.87	\$19.24	\$105.83
		Annual Sala	ry + Benefits	\$109,291.37			
					:		
L							

Information Systems Specialist II Department: Finance & Information Management

Step A							
r		\$5,869.71	/Month	\$39.13	/Hour		
D (#)	36 10 11	4 -)		•			
Benefit Employee	Multiplier	160.50					
PERS - Employee	0.08000	469.58					
PERS - Employer PERS Survivor	0.12032	706.24					
	4:	3.00					
Management Incen	itive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	104.64					
Life Insurance		7.58					
Deferred Comp.	0.04070	0.00					
Workers Comp.	0.04870	285.85		IIl. D.4.	42.61%	31.69%	T-4-1 II
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	85.11	-	& Benefits	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,478.50	42.23%	\$55.65	\$23.72	\$17.64	\$97.01
		Annual Sala	ry + Benefits	\$100,178.47			
Step B							
		\$6,163.20	/Month	\$41.09	/Hour		
	Total Benefits	\$2,550.30	41.38%	\$58.09	\$24.75	\$18.41	\$101.25
		Annual Sala	ry + Benefits	\$104,561.92			
					i.		
Step C							
		\$6,471.36	/Month	\$43.14	/Hour		
		. ,		·			
	Total Benefits	\$2,637.00	40.75%	\$60.72	\$25.87	\$19.24	\$105.84
		Annual Sala	ry + Benefits	\$109,300.23			
		Annual Sala	ry Denemis	φ10 <i>7</i> ,500.23	i		
Stop D							
Step D		07.704.03	/N & 41	* · =	/**		
		\$6,794.92	/I vionth	\$45.30	/Hour		
	Total Benefits	\$2,728.03	40.15%	\$63.49	\$27.05	\$20.12	\$110.66
		Annual Sala	ry + Benefits	\$114,275.46	1		
Step E							
		\$7,134.67	/Month	\$47.56	/Hour		
		Ψ.,101.07	, 1,1011011	Ψ1.30	, 110 11		
	Total Benefits	\$2,823.62	39.58%	\$66.39	\$28.29	\$21.04	\$115.72
			, TS	0110 100 15			
		Annual Sala	ry + Benefits	\$119,499.46	1		

Information Systems Technician I Department: Finance & Information Management

Step A		#2 === 20	0.5 .1		/* *		
		\$3,757.30	/Month	\$25.05	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	300.58					
PERS - Employer	0.12032	452.08					
PERS Survivor		3.00					
Management Incen	ntive	0.00	ı				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	66.98					
Life Insurance		7.58					
Deferred Comp.		0.00	ı				
Workers Comp.	0.04870	182.98			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.48	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,884.17	50.15%	\$37.61	\$16.03	\$11.92	\$65.55
		Annual Sala	ry + Benefits	\$67,697.68	:		
Step B							
		\$3,945.16	/Month	\$26.30	/Hour		
	Total Benefits	\$1,926.26	48.83%	\$39.14	\$16.68	\$12.40	\$68.23
		Annual Sala	ry + Benefits	\$70,457.08			
		7 minuai Saia	ly Delicites	\$70,437.00	=		
Step C							
Step C		¢4 142 42	/Month	\$27.C2	/11		
		\$4,142.42	/IVIOIItii	\$27.62	/Hour		
	Total Benefits	\$1,981.76	47.84%	\$40.83	\$17.40	\$12.94	\$71.16
		4-,2 0-17 0	.,,,,	4	4-1111	4	4.2.2
		Annual Sala	ry + Benefits	\$73,490.16			
					=		
Step D							
		\$4,349.54	/Month	\$29.00	/Hour		
		Ψ 1 ,5 1 7.3 1	/ 141011111	φ29.00	/110u1		
	Total Benefits	\$2,040.03	46.90%	\$42.60	\$18.15	\$13.50	\$74.25
		Annual Sala	ry + Benefits	\$76,674.88	:		
Step E							
		\$4,567.02	/Month	\$30.45	/Hour		
		ŕ					
	Total Benefits	\$2,101.22	46.01%	\$44.45	\$18.94	\$14.09	\$77.48
			. To	000 040 05			
		Annual Sala	ry + Benefits	\$80,018.85	=		

Information Systems Technician II Department: Finance & Information Management

Step A		04448	/N. f	00= (0	/11		
		\$4,142.66	/Month	\$27.62	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	331.41					
PERS - Employer	0.12032	498.44					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	73.85					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	201.75			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	60.07		& Benefits	Overhead	Overhead	Rate
			-				,
	Total Benefits	\$ 1,992.60	48.10%	\$40.90	\$17.43	\$12.96	\$71.29
		Annual Sala	ry + Benefits	\$73,623.07	<u>.</u>		
Step B							
		\$4,349.79	/Month	\$29.00	/Hour		
		\$ 1, 6 1,7 1,7	,1,1011011	Ψ=>.00	711041		
	Total Benefits	\$2,040.10	46.90%	\$42.60	\$18.15	\$13.50	\$74.25
		Annual Cala	m, ⊥ Donofits	\$76 679 74			
		Annuai Saia	ry + Benefits	\$76,678.74	:		
G, G							
Step C		04.565.30	/3 £1				
		\$4,567.28	/Month	\$30.45	/Hour		
	Total Benefits	\$2,101.29	46.01%	\$44.46	\$18.94	\$14.09	\$77.49
	Total Benefits	Ψ2,101.29	10.0170	ΨΠΠ	\$10.71	Ψ11.02	Ψ//••
		Annual Sala	ry + Benefits	\$80,022.90			
Step D							
		\$4,795.65	/Month	\$31.97	/Hour		
		Ψτ,173.03	, 141011111	φ31.9/	/110ul		
	Total Benefits	\$2,165.54	45.16%	\$46.41	\$19.78	\$14.71	\$80.89
		Annual Sala	ry + Benefits	\$83,534.26	:		
Step E							
		\$5,035.43	/Month	\$33.57	/Hour		
	Takal Dan Ca	#2 222 0 2	44.250/	Ø40.47	030 CF	015 25	604 46
	Total Benefits	\$2,233.00	44.35%	\$48.46	\$20.65	\$15.35	\$84.46
		Annual Sala	ry + Benefits	\$87,221.20			
		Alliuai Sala	ry - Delicinis	901,221,20	:		

Management Analyst Department: Finance & Information Management

Step A		\$4,954.17	/Month	\$33.03	/Hour		
		Ψ1,551117	711011111	φου.συ	/110 u 1		
<u>Benefit</u>	<u>Multiplier</u>	225.22					
PERS - Employee	0.08000	396.33					
PERS - Employer	0.12032	596.09					
PERS Survivor	45	3.00					
Management Incen EAP	tive	0.00					
Health Insurance		3.19					
Dental Insurance		642.00 135.79					
LTD Insurance	0.017827	88.32					
Life Insurance	0.00034	30.32					
Deferred Comp.	0.00034	110.00					
-	0.04870	241.27			42 (10/	21 (00/	
Workers Comp. Vision Benefit	426.12	35.51		Handy Data	42.61% Department	31.69%	Total Hande
Medicare	0.01450			Hourly Rate	•	City-Wide	Total Hourly
Medicare	0.01430	71.84	-	& Benefits	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,353.65	47.51%	\$48.72	\$20.76	\$15.44	\$84.92
		Annual Sala	ry + Benefits	\$87,693.91	:		
Stop D							
Step B		¢£ 201 00	Month	\$24.69	/11		
		\$5,201.88	/Month	\$34.68	/Hour		
	Total Benefits	\$2,421.67	46.55%	\$50.82	\$21.66	\$16.11	\$88.59
		Annual Sala	ry + Benefits	\$91,482.63	<u> </u>		
Step C							
		\$5,461.98	/Month	\$36.41	/Hour		
	Total Benefits	\$2,496.44	45.71%	\$53.06	\$22.61	\$16.81	\$92.48
		Annual Sala	ry + Benefits	\$95,500.99	_		
				_	-		
Step D							
		\$5,735.08	/Month	\$38.23	/Hour		
	Total Benefits	\$2,574.95	44.90%	\$55.40	\$23.61	\$17.56	\$96.56
		Annual Sala	ry + Benefits	\$99,720.26	:		
Step E							
		\$6,021.83	/Month	\$40.15	/Hour		
	Total Benefits	\$2,657.38	44.13%	\$57.86	\$24.66	\$18.34	\$100.85
		Annual Sala	ry + Benefits	\$104,150.49			

Neighborhood Preservation Specialist Department: Administration

Step A		04006=	A		/T.T.		
		\$4,906.71	/Month	\$32.71	/Hour		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	392.54					
PERS - Employer	0.12032	590.38					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	87.47					
Life Insurance	0.00034	30.03					
Deferred Comp.		110.00					
Workers Comp.	0.04870	238.96			36.04%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	71.15		& Benefits	Overhead	<u>Overhead</u>	Rate
			•				,
	Total Benefits	\$ 2,340.01	47.69%	\$48.31	\$17.41	\$15.31	\$81.03
		Annual Sala	ry + Benefits	\$86,960.65			
Stop D							
Step B		\$5,152.05	/Month	\$34.35	/Hour		
		ψ3,132.03	/iviontii	ψ54.55	/110u1		
	Total Benefits	\$2,407.34	46.73%	\$50.40	\$18.16	\$15.97	\$84.53
		Annual Sala	ry + Benefits	\$90,712.71			
			•				
Step C							
		\$5,409.65	/Month	\$36.06	/Hour		
	Total Benefits	\$2,481.40	45.87%	\$52.61	\$18.96	\$16.67	\$88.24
		4 10 1	. D. 64	004 (02 5 (
		Annual Sala	ry + Benefits	\$94,692.56			
Step D							
		\$5,680.13	/Month	\$37.87	/Hour		
	Total Benefits	\$2,559.15	45.05%	\$54.93	\$19.80	\$17.41	\$92.13
		Annual Sala	ry + Benefits	\$98,871.41			
Step E							
		\$5,964.14	/Month	\$39.76	/Hour		
	Total Benefits	\$2,640.79	44.28%	\$57.37	\$20.68	\$18.18	\$96.22
		Annual Cala	my ± Domoffte	¢102 250 20			
		Annuai Salai	ry + Benefits	\$103,259.20			

Parks/Landscape Maint. Worker I Department: Parks and Recreation

Step A							
Step 11		\$3,258.19	/Month	\$21.72	/Hour		
		\$3,230.19	/ IVIOIIIII	\$21.72	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	260.66					
PERS - Employer	0.12032	392.03					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	58.08					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	158.67			111 270/	21 (00/	
Vision Benefit	426.12	35.51		Hander Data	111.27%	31.69%	Total Hander
					Department	City-Wide	Total Hourly
Medicare	0.01450	47.24	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,743.75	53.52%	\$33.35	\$37.10	\$10.57	\$81.02
		Annual Sala	ry + Benefits	\$60,023.30			
					1		
Step B							
SWP B		\$3,421.10	/Month	\$22.81	/Поля		
		φ3, 4 21.10	/ IVIOIIIII	\$22.81	/noui		
	Total Benefits	\$1,786.40	52.22%	\$34.72	\$38.63	\$11.00	\$84.35
					• • • • • • • • • • • • • • • • • • • •	•	• • • • • • • • • • • • • • • • • • • •
		Annual Sala	ry + Benefits	\$62,489.94	:		
Step C							
		\$3,592.15	/Month	\$23.95	/Hour		
	Total Benefits	\$1,834.52	51.07%	\$36.18	\$40.25	\$11.46	\$87.90
		Annual Sala	ry + Benefits	\$65,120.11	:		
Step D							
1		\$3,771.76	/Month	\$25.15	/Hour		
		Ψυ, 111.10	, 141011111	ΨΔ3.13	,11041		
	Total Benefits	\$1,885.05	49.98%	\$37.71	\$41.96	\$11.95	\$91.62
		Annual Sala	ry + Benefits	\$67,881.79	:		
Step E	_						
	-	\$3,960.35	/Month	\$26.40	/Hour		
		ŕ					
	Total Benefits	\$1,938.11	48.94%	\$39.32	\$43.75	\$12.46	\$95.54
		Annual Sala	ry + Benefits	\$70,781.55			
		bala	-, Denemo	#109101i33	•		

Parks/Landscape Maint. Worker II Department: Parks and Recreation

Step A							
Step 11		\$3,591.84	/Month	\$23.95	/Hour		
		\$3,391.04	/ IVIOIIIII	\$23.93	/Houi		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	287.35					
PERS - Employer	0.12032	432.17					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.03					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	174.92			111 270/	21 (00/	
Vision Benefit	426.12	35.51		Hander Data	111.27%	31.69%	Total Handr
					Department	City-Wide	Total Hourly
Medicare	0.01450	52.08	<u>-</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,837.62	51.16%	\$36.20	\$40.28	\$11.47	\$87.94
		Annual Sala	ry + Benefits	\$65,153.64			
Step B							
		\$3,771.44	/Month	\$25.14	/Hour		
		ΦΦ,,,,1011	7111011011	Ψ25.11	711041		
	Total Benefits	\$1,884.96	49.98%	\$37.71	\$41.96	\$11.95	\$91.62
			-				
		Annual Sala	ry + Benefits	\$67,876.80			
Step C							
		\$3,960.01	/Month	\$26.40	/Hour		
		40,50001	7111011111	Ψ=00	711001		
	Total Benefits	\$1,938.02	48.94%	\$39.32	\$43.75	\$12.46	\$95.53
		Annual Sala	ry + Benefits	\$70,776.31			
Step D							
эсер Б		04 1 5 0 01	/Mantle	Ф27.72	/11		
		\$4,158.01	/Month	\$27.72	/Hour		
	Total Benefits	\$1,993.72	47.95%	\$41.01	\$45.63	\$13.00	\$99.64
	Total Delicitis	\$1,773.72	77.7370	φ-1.01	Φ13.03	\$15.00	\$77.04
		Annual Sala	ry + Benefits	\$73,820.80			
		rimual Sala	., Denemes	ψ10,020.00			
C/ F							
Step E							
		\$4,365.91	/Month	\$29.11	/Hour		
	Total Danafta	¢2 052 22	47.010/	043 7A	¢47	Q12 E/	¢102 07
	Total Benefits	\$2,052.22	47.01%	\$42.79	\$47.61	\$13.56	\$103.96
		Annual Sala	ry + Benefits	\$77,017.51			
		bala	Denemo	ψ. 130±1.01			

Parks/Landscape Specialist Department: Parks and Recreation

Step A							
Step 11		\$3,960.88	/Month	\$26.41	/Hour		
		\$3,900.00	/ IVIOIIIII	\$20.41	/ Moui		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	316.87	,				
PERS - Employer	0.12032	476.57	1				
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	70.61					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	192.89			111 270/	21 (00/	
Vision Benefit	426.12	35.51		Handy Data	111.27%	31.69%	Total Hander
					Department	City-Wide	Total Hourly
Medicare	0.01450	57.43)	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,941.45	49.02%	\$39.35	\$43.78	\$12.47	\$95.60
		Annual Sala	ry + Benefits	\$70,827.92	•		
Step B							
1		\$4,158.92	/Month	\$27.73	/Hour		
		ψ 1 ,130.72	/ IVIOIIIII	\$27.73	/110ui		
	Total Benefits	\$1,993.98	47.94%	\$41.02	\$45.64	\$13.00	\$99.66
		Annual Sala	ry + Benefits	\$73,834.80	•		
					•		
Step C							
-		\$4,366.87	/Month	\$29.11	/Hour		
		ψ 1,0 00107	,111011111	Ψ29.11	/110 u 1		
	Total Benefits	\$2,052.48	47.00%	\$42.80	\$47.62	\$13.56	\$103.98
		Annual Sala	ry + Benefits	\$77,032.21	:		
Step D							
1		\$4,585.21	/Month	\$30.57	/Hour		
		Ψ 19000.21	, 1,1011111	ψ50.57	, IIOGI		
	Total Benefits	\$2,113.91	46.10%	\$44.66	\$49.69	\$14.15	\$108.51
		Annual Cala	ry + Benefits	\$80,389.49			
		Amuai Sala	ny – Denemis	500,309.49	:		
G							
Step E		\$4,814.47	/Month	¢22 10	/Цонг		
		ŕ		\$32.10			
	Total Benefits	\$2,178.42	45.25%	\$46.62	\$51.87	\$14.77	\$113.27
		Annual Sala	ry + Benefits	\$83,914.64	ı		

Park Planner Department: Parks and Recreation

G		-					
Step A							
		\$5,504.97	/Month	\$36.70	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	440.40					
PERS - Employer	0.12032	662.36					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	98.14					
Life Insurance	0.00034	33.69					
Deferred Comp.	0.00031	110.00					
Workers Comp.	0.04870	268.09			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	79.82		& Benefits	Overhead Overhead	Overhead	Rate
Wiedicare	0.01130	77.02	-	C Benefits	Overneau	Overneau	<u>ruic</u>
	Total Benefits	\$ 2,511.99	45.63%	\$53.45	\$59.47	\$16.94	\$129.85
		Annual Sala	ry + Benefits	\$96,203.54			
Step B							
		\$5,780.22	/Month	\$38.53	/Hour		

	Total Benefits	\$2,586.24	44.74%	\$55.78	\$62.06	\$17.67	\$135.51
		Annual Sala	ry + Benefits	\$100,397.53			
				·	!		
Step C							
•		\$6,069.23	/Month	\$40.46	/Hour		
		\$ 0,0 0 > 1 = 0	,1,1011011	Ψ.σσ	711041		
	Total Benefits	\$2,667.55	43.95%	\$58.25	\$64.81	\$18.46	\$141.51
		4 16.1	. D	010404143			
		Annual Sala	ry + Benefits	\$104,841.42	:		
CA D							
Step D		06.252.50	/N. f		/T.T.		
		\$6,372.70	/I VIONTN	\$42.48	/Hour		
	Total Benefits	\$2,752.93	43.20%	\$60.84	\$67.69	\$19.28	\$147.81
		Annual Sala	ry + Benefits	\$109,507.49	!		
Step E		0.6.60					
		\$6,691.33	/Month	\$44.61	/Hour		
	Total Benefits	\$2,842.58	42.48%	\$63.56	\$70.72	\$20.14	\$154.42
	2001 201101110	ΨΞ,0 12.30	12.10/0	Ψ02.30	ψ10+12	ψ = 0+1 1	ψ±0 11 12
		Annual Sala	ry + Benefits	\$114,406.87			
					l		
1							

Parks/Landscape Supervisor Department: Parks and Recreation

Step A		\$4,506.52	/Month	\$30.04	/Hour		
D 64	M14:1:						
Benefit	<u>Multiplier</u>	260.52					
PERS - Employee	0.08000	360.52					
PERS - Employer	0.12032	542.22					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	80.34					
	0.01/62/						
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	219.47			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.34	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,094.97	46.49%	\$44.01	\$48.97	\$13.95	\$106.93
		Annual Sala	ry + Benefits	\$79,217.79	:		
Char D							
Step B		\$4,731.84	/Month	¢21.55	/П		
		54,/31.64	/IVIOIIIII	\$31.55	/Hour		
	Total Benefits	\$2,155.17	45.55%	\$45.91	\$51.09	\$14.55	\$111.55
		Annual Sala	ry + Benefits	\$82,644.16	:		
Step C							
		\$4,968.44	/Month	\$33.12	/Hour		
	Total Benefits	\$2,221.73	44.72%	\$47.93	\$53.34	\$15.19	\$116.46
		Annual Sala	ry + Benefits	\$86,282.04	:		
Stop D							
Step D		\$5,216.86	/Month	\$34.78	/Hour		
	Total Benefits	\$2,291.63	43.93%	\$50.06	\$55.70	\$15.86	\$121.62
			. D				
		Annual Sala	ry + Benefits	\$90,101.81	: 		
Step E							
		\$5,477.70	/Month	\$36.52	/Hour		
	Total Benefits	\$2,365.01	43.18%	\$52.28	\$58.18	\$16.57	\$127.03
		Annual Sala	ry + Benefits	\$94,112.57	:		

Parks Services Manager Department: Parks and Recreation

C4 A							
Step A		ec 030 05	/N / 41-	040.10	/T.T		
		\$6,028.95	/Month	\$40.19	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	482.32					
PERS - Employer	0.12032	725.40	ı				
PERS Survivor		3.00	1				
Management Incen	tive	0.00	1				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	107.48					
Life Insurance	0.00034	36.90	1				
Deferred Comp.		110.00					
Workers Comp.	0.04870	293.61			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	87.42	<u>. </u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,662.62	44.16%	\$57.94	\$64.47	\$18.36	\$140.78
	Total Beliefits				ψ04.47	ψ10.50	ψ140.70
		Annual Sala	ry + Benefits	\$104,298.82	:		
Step B							
		\$6,330.40	/Month	\$42.20	/Hour		
	T . 1D	ФО 7 44 О4	42.250/	0.60.50	0.65.22	010.15	014600
	Total Benefits	\$2,744.24	43.35%	\$60.50	\$67.32	\$19.17	\$146.98
		Annual Sala	ry + Benefits	\$108,895.64	:		
Step C							
Step C		\$6,646.92	/Month	\$44.31	/Hour		
		ŕ					
	Total Benefits	\$2,833.29	42.63%	\$63.20	\$70.32	\$20.03	\$153.55
		Annual Sala	ry + Benefits	\$113,762.51			
					: 		
Step D							
		\$6,979.27	/Month	\$46.53	/Hour		
	Total Benefits	\$2,926.79	41.94%	\$66.04	\$73.48	\$20.93	\$160.45
		Annual Sala	ry + Benefits	\$118,872.72			
					:		
Step E							
		\$7,328.23	/Month	\$48.85	/Hour		
	Total Benefits	\$3,024.97	41.28%	\$69.02	\$76.80	\$21.87	\$167.69
		Annual Sala	ry + Benefits	\$124,238.43			
					: 		

Payroll Specialist Department: Finance & Information Management

Step A							
		\$4,141.16	/Month	\$27.61	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	331.29	1				
PERS - Employer	0.12032	498.26					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	73.82					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	201.67			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	60.05		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 1,992.17	48.11%	\$40.89	\$17.42	\$12.96	\$71.27
		Annual Sala	ry + Benefits	\$73,599.92	ı		
~ -							
Step B		¢4 240 21	Month	#20.00	/11		
		\$4,348.21	/IVIOIIIII	\$28.99	/Hour		
	Total Benefits	\$2,047.24	47.08%	\$42.64	\$18.17	\$13.51	\$74.32
		Annual Sala	ry + Benefits	\$76,745.40			
Step C		QA 565 69	/Month	\$20.44	/П		
		\$4,565.62	/ IVIOIIIII	\$30.44	/Hour		
	Total Benefits	\$2,108.40	46.18%	\$44.49	\$18.96	\$14.10	\$77.55
		Annual Sala	ry + Benefits	\$80,088.34			
			-		i I		
Step D							
		\$4,793.90	/Month	\$31.96	/Hour		
	Total Benefits	\$2,172.63	45.32%	\$46.44	\$19.79	\$14.72	\$80.95
		Annual Cal-	my ± Dama@4a	¢02 500 42			
		Annual Sala	ry + Benefits	\$83,598.43	:		
Step E							
		\$5,033.60	/Month	\$33.56	/Hour		
	Total Benefits	\$2,240.07	44.50%	\$48.49	\$20.66	\$15.37	\$84.52
		Annual Sala	ry + Benefits	\$87,284.02	ı		

Permits Technician I Department: Community Development

Step A							
Step 11		\$3,611.37	/Month	\$24.08	/Hour		
		\$3,011.37	/ IVIOIIIII	\$24.00	/ Moui		
Benefit	Multiplier						
PERS - Employee	0.08000	288.91					
PERS - Employer	0.12032	434.52					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.38					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	175.87			51 270/	21 (00/	
Vision Benefit	426.12	35.51		Handy Data	51.27%	31.69%	Total Hander
				-	Department	City-Wide	Total Hourly
Medicare	0.01450	52.36	<u> </u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,843.12	51.04%	\$36.36	\$18.64	\$11.52	\$66.53
		Annual Sala	ry + Benefits	\$65,453.82			
					•		
Step B							
		\$3,791.94	/Month	\$25.28	/Llour		
		φυ,//1./7	/ IVIOIIIII	\$23.26	/110ui		
	Total Benefits	\$1,890.73	49.86%	\$37.88	\$19.42	\$12.00	\$69.31
		Annual Sala	ry + Benefits	\$68,191.99			
			•		:		
Step C							
Step C		\$3,981.53	/Month	\$26.54	/II our		
		\$3,961.33	/ IVIOIIIII	\$20.34	/Hour		
	Total Benefits	\$1,944.07	48.83%	\$39.50	\$20.25	\$12.52	\$72.28
		Annual Sala	ry + Benefits	\$71,107.26	•		
Step D							
1		\$4,180.61	/Month	\$27.87	/Hour		
		\$ -,200 . 01	, 1.1011411	Ψ27.07	. = 10 41		
	Total Benefits	\$2,000.08	47.84%	\$41.20	\$21.12	\$13.06	\$75.39
				OF 1 1 CO OC			
		Annual Sala	ry + Benefits	\$74,168.30	!		
Step E		04.300.64	/b.fd.				
		\$4,389.64	/Month	\$29.26	/Hour		
	Total Benefits	\$2,058.89	46.90%	\$42.99	\$22.04	\$13.62	\$78.65
		Annual Sala	ry + Benefits	\$77,382.38			
		rimual Sala	iy Denemis	Ψ11,502.50	i		

Permits Technician I Department: Engineering

Step A							
Step 11		\$3,611.37	/Month	\$24.08	/Lour		
		\$3,011.37	/ IVIOIIIII	\$24.00	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	288.91					
PERS - Employer	0.12032	434.52					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.38					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	175.87			(0.030/	21 (00/	
Vision Benefit	426.12	35.51		Hander Data	60.92%	31.69%	Total Hander
				-	Department	City-Wide	Total Hourly
Medicare	0.01450	52.36	<u>-</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,843.12	51.04%	\$36.36	\$22.15	\$11.52	\$70.04
		Annual Sala	ry + Benefits	\$65,453.82			
Step B							
•		\$3,791.94	/Month	\$25.28	/Hour		
		ψο, / / 1./ 1	/ IVIOIILII	\$25.20	/11oui		
	Total Benefits	\$1,890.73	49.86%	\$37.88	\$23.08	\$12.00	\$72.97
		Annual Sala	ry + Benefits	\$68,191.99			
Step C		#2 001 # 2	/N. f d.	** ** * * * * * * * *	/ 		
		\$3,981.53	/Month	\$26.54	/Hour		
	Total Benefits	\$1,944.07	48.83%	\$39.50	\$24.07	\$12.52	\$76.09
				0=4.40=.04			
		Annual Sala	ry + Benefits	\$71,107.26			
Step D							
		\$4,180.61	/Month	\$27.87	/Hour		
	Total Benefits	\$2,000.08	47.84%	\$41.20	\$25.10	\$13.06	\$79.36
			_				
		Annual Sala	ry + Benefits	\$74,168.30			
Step E							
		\$4,389.64	/Month	\$29.26	/Hour		
	Total Benefits	\$2,058.89	46.90%	\$42.99	\$26.19	\$13.62	\$82.80
		Annual Sala	ry + Benefits	\$77,382.38			
					1		

Permits Technician II Department: Community Development

		_		-			
Step A		\$3,982.01	/Month	\$26.55	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	318.56					
PERS - Employer	0.12032	479.12					
PERS Survivor	0.12032	3.00					
Management Incer	ntiva	0.00					
EAP	ilive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017927	70.99					
Life Insurance	0.017827						
		7.58					
Deferred Comp.	0.04070	0.00			-1 0/	24 <00/	
Workers Comp.	0.04870	193.92		Hamila Data	51.27%	31.69%	T-4-1 II
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	57.74	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,947.40	48.90%	\$39.53	\$20.27	\$12.53	\$72.32
		Annual Sala	ry + Benefits	\$71,152.90	:		
Step B							
1		\$4,181.11	/Month	\$27.87	/Hour		
	Total Benefits	\$2,000.22	47.84%	\$41.21	\$21.13	\$13.06	\$75.39
		Annual Sala	ry + Benefits	\$74,176.03	:		
Step C		04.200.45	2.5. 1				
		\$4,390.17	/Month	\$29.27	/Hour		
	Total Benefits	\$2,059.04	46.90%	\$42.99	\$22.04	\$13.62	\$78.66
		Annual Sala	ry + Benefits	\$77,390.50	•		
Step D							
		\$4,609.68	/Month	\$30.73	/Hour		
	Total Benefits	\$2,120.80	46.01%	\$44.87	\$23.00	\$14.22	\$82.09
		Annual Sala	ry + Benefits	\$80,765.70	:		
Step E							
		\$4,840.16	/Month	\$32.27	/Hour		
	Total Benefits	\$2,185.64	45.16%	\$46.84	\$24.01	\$14.84	\$85.69
		Annual Sala	ry + Benefits	\$84,309.65	1		

Permits Technician II Department: Engineering

Step A							
		\$3,982.01	/Month	\$26.55	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	318.56					
PERS - Employee	0.12032	479.12					
PERS Survivor	0.12032	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
	0.017027						
LTD Insurance	0.017827	70.99					
Life Insurance		7.58					
Deferred Comp.	0.04070	0.00					
Workers Comp.	0.04870	193.92		п 1 Б /	60.92%	31.69%	T
Vision Benefit	426.12	35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	57.74	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,947.40	48.90%	\$39.53	\$24.08	\$12.53	\$76.14
		Annual Sala	ry + Benefits	\$71,152.90			
					i e		
Step B							
этер В		\$4,181.11	/Month	\$27.07	/II		
		54,101.11	/IVIOIIIII	\$27.87	/Hour		
	Total Benefits	\$2,000.22	47.84%	\$41.21	\$25.11	\$13.06	\$79.37
	Total Beliefits	Ψ2,000.22	47.0470	ψ-11.21	Ψ23.11	φ13.00	\$17 .5 1
		Annual Sala	rv + Benefits	\$74,176.03			
			- ,	411,21111	1		
Ston C							
Step C							
		\$4,390.17	/Month	\$29.27	/Hour		
	T . 1D . C.	#2 050 04	46.000/	Ø 43 OO	026.10	012.62	002.01
	Total Benefits	\$2,059.04	46.90%	\$42.99	\$26.19	\$13.62	\$82.81
		4 161	. D. 64	077 200 FO			
		Annual Salar	ry + Benefits	\$77,390.50	!		
Step D							
		\$4,609.68	/Month	\$30.73	/Hour		
		•					
	Total Benefits	\$2,120.80	46.01%	\$44.87	\$27.34	\$14.22	\$86.42
		Annual Sala	ry + Benefits	\$80,765.70			
					· 		
Step E							
1		\$4,840.16	/Month	\$32.27	/Hour		
		Ψ 1,070.10	, 141011111	ψ32.27	/ 110ui		
	Total Benefits	\$2,185.64	45.16%	\$46.84	\$28.53	\$14.84	\$90.22
		•					
		Annual Sala	ry + Benefits	\$84,309.65			
				·	1		

Plan Check Engineer Department: Community Development

Step A		\$5,487.31	/Month	\$36.58	/Hour		
		. ,					
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	438.98					
PERS - Employer	0.12032	660.23					
PERS Survivor	.•	3.00					
Management Incer	itive	0.00					
EAP		3.19 642.00					
Health Insurance Dental Insurance		135.79					
LTD Insurance	0.017827	97.82					
Life Insurance	0.01/82/	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	267.23			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	79.57		& Benefits	Overhead	Overhead	Rate
Wiedicare							,
	Total Benefits	\$ 2,370.91	43.21%	\$52.39	\$26.86	\$16.60	\$95.85
		Annual Sala	ry + Benefits	\$94,298.62	:		
Step B							
		\$5,761.68	/Month	\$38.41	/Hour		
	Total Benefits	\$2,444.91	42.43%	\$54.71	\$28.05	\$17.34	\$100.10
		Annual Sala	ry + Benefits	\$98,479.03			
g, C							
Step C		\$6,049.76	/Month	\$40.33	/Hour		
	T-4-1 D-11-64	ŕ		657 17	020.21	010 13	010470
	Total Benefits	\$2,525.96	41.75%	\$57.17	\$29.31	\$18.12	\$104.60
		Annual Sala	ry + Benefits	\$102,908.66	ı		
Step D							
		\$6,352.25	/Month	\$42.35	/Hour		
	Total Benefits	\$2,611.07	41.10%	\$59.76	\$30.64	\$18.94	\$109.33
		Annual Sala	ry + Benefits	\$107,559.76			
Ston F							
Step E		\$6,669.86	/Month	\$44.47	/Hour		
	Total Benefits	\$2,700.43	40.49%	\$62.47	\$32.03	\$19.80	\$114.29
	Total Delicitis	φ4,/UU.43	40.4970	ΦU2.4/	\$34.U3	φ17.0U	\$11 4 ,47
		Annual Sala	ry + Benefits	\$112,443.42			

Plan Check Engineer Department: Engineering

Step A							
Step 11		\$5,487.31	/Month	\$36.58	/Lour		
		\$3,407.31	/ IVIOIIIII	\$30.30	/Houi		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	438.98	3				
PERS - Employer	0.12032	660.23					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	97.82					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	267.23			(0.020/	21 (00/	
Vision Benefit	426.12	35.51		Housely Data	60.92%	31.69%	Total Handy
					Department	City-Wide	Total Hourly
Medicare	0.01450	79.57	<u>/</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,370.91	43.21%	\$52.39	\$31.92	\$16.60	\$100.90
		Annual Sala	ry + Benefits	\$94,298.62			
			·		:		
Step B							
этер Б		0 = = (1 (0	5.5				
		\$5,761.68	/Month	\$38.41	/Hour		
	T-4-1 D C4-	¢2 444 01	42 420/	054.71	022.22	017.24	0105 20
	Total Benefits	\$2,444.91	42.43%	\$54.71	\$33.33	\$17.34	\$105.38
		Annual Sala	ry + Benefits	\$98,479.03			
		Annuai Sala	ny i Benefits	\$70, 1 77.03	Ī		
C. C							
Step C							
		\$6,049.76	/Month	\$40.33	/Hour		
	Total Benefits	\$2,525.96	41.75%	\$57.17	\$34.83	\$18.12	\$110.12
		Annual Sala	ry + Benefits	\$102,908.66	1		
Step D							
1		\$6,352.25	/Month	\$42.35	/Hour		
		ψ 0 9332.23	/ 1/1011111	\$42.33	/110ui		
	Total Benefits	\$2,611.07	41.10%	\$59.76	\$36.40	\$18.94	\$115.09
		- ,		422	4 	+ - 	
		Annual Sala	ry + Benefits	\$107,559.76			
			, , , , , , , , , , , , , , , , , , , ,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	ŧ		
Ston E							
Step E		06.660.00	D. F				
		\$6,669.86	/Month	\$44.47	/Hour		
	Total Douge Ct-	62 700 42	40.4007	063.45	620 07	610.00	0120.22
	Total Benefits	\$2,700.43	40.49%	\$62.47	\$38.06	\$19.80	\$120.32
		Annual Cal-	my ± Danatta	Q112 442 42			
		Annual Sala	ry + Benefits	\$112,443.42	:		

Planning Technician I Department: Community Development

C4 - A							1
Step A		02 (11 2=	/N. f d.	63.4.60	/11		
		\$3,611.37	/Month	\$24.08	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	288.91					
PERS - Employer	0.12032	434.52					
PERS Survivor	***	3.00					
Management Incen	ntive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.38					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	175.87			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	52.36		& Benefits	Overhead	Overhead	Rate
Wicuicaic	0.01430	32.30	=	& Delicitis	Overneau	Overneau	Nate
	Total Benefits	\$ 1,843.12	51.04%	\$36.36	\$18.64	\$11.52	\$66.53
		Annual Sala	ry + Benefits	\$65,453.82			
Step B							
		\$3,791.94	/Month	\$25.28	/Hour		
	Total Benefits	\$1,890.73	49.86%	\$37.88	\$19.42	\$12.00	\$69.31
		Annual Sala	ry + Benefits	\$68,191.99			
			v				
Step C							
экер С		02 001 <i>5</i> 2	/N / 41-	#26.54	/7.7		
		\$3,981.53	/Month	\$26.54	/Hour		
	Total Benefits	\$1,944.07	48.83%	\$39.50	\$20.25	\$12.52	\$72.28
	Total Delicitis	\$1,944.07	40.03/0	\$37.30	\$20.23	\$12.32	\$12.20
		Annual Sala	ry + Ranafits	\$71,107.26			
		Alliuai Sala	iy i Denemis	φ/1,10/. 2 0			
C4 - D							
Step D							
		\$4,180.61	/Month	\$27.87	/Hour		
	T (15 %)	ΦΦ 000 0=	4= 0.40:	041.50	001 12	0120	0== 3 :
	Total Benefits	\$2,000.08	47.84%	\$41.20	\$21.12	\$13.06	\$75.39
		A	D 64	07417030			
		Annual Sala	ry + Benefits	\$74,168.30			
Step E							
		\$4,389.64	/Month	\$29.26	/Hour		
	T . 1	d • • • • • •				045.5	0- 0 (-
	Total Benefits	\$2,058.89	46.90%	\$42.99	\$22.04	\$13.62	\$78.65
		A	D 64	077 202 20			
		Annual Sala	ry + Benefits	\$77,382.38			

Planning Technician I Department: Parks and Recreation

Step A		\$3,611.37	/Month	\$24.08	/Hour		
		Φ0,011.07	/1011011	Ψ2 1.00	/110 u 1		
<u>Benefit</u>	Multiplier						
PERS - Employee	0.08000	288.91					
PERS - Employer	0.12032	434.52					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.38					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	175.87			111.27%	31.69%	
Vision Benefit	426.12	35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	52.36	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,843.12	51.04%	\$36.36	\$40.46	\$11.52	\$88.35
			ry + Benefits	\$65,453.82			
		1 IIII WIII SUIII	i y · Benefits	\$00,100.02	!		
Step B							
экер Б		02 501 04	/> / .1				
		\$3,791.94	/Month	\$25.28	/Hour		
	Total Benefits	\$1,890.73	49.86%	\$37.88	\$42.15	\$12.00	\$92.04
	Total Beliefits	\$1,090.75	49.0070	φ57.00	Φ 72. 13	\$12.00	\$72.U 4
		Annual Sala	ry + Benefits	\$68,191.99			
Step C							
F		\$3,981.53	/Month	\$26.54	/Hour		
		\$5,761.55	/IVIOIIIII	\$20.34	/110ui		
	Total Benefits	\$1,944.07	48.83%	\$39.50	\$43.96	\$12.52	\$95.98
		Annual Sala	ry + Benefits	\$71,107.26			
			-		•		
Step D							
Бюр Б		¢/ 100 /1	/Month	477.07	/11011#		
		\$4,180.61	/ IVIOIIIII	\$27.87	/ Flour		
	Total Benefits	\$2,000.08	47.84%	\$41.20	\$45.85	\$13.06	\$100.11
		,	1,101,0				
		Annual Sala	ry + Benefits	\$74,168.30			
			•		i		
Step E							
Бюр-Е		¢4 200 <i>(</i> 4	/Man41	#20.2 5	/11		
		\$4,389.64	/ IVIONTN	\$29.26	/Hour		
	Total Benefits	\$2,058.89	46.90%	\$42.99	\$47.84	\$13.62	\$104.45
	_ 5 001 _ 5 01101105	\$ - ,000.07	.0.5070	¥ •=•//	Ψυ.	Ψ. Ψ. Ψ.	Ψ20 II IU
		Annual Sala	ry + Benefits	\$77,382.38			
			•		:		

Planning Technician II Department: Community Development

Q4		-					1
Step A		02.002.01	/5 £d	006	/**		
		\$3,982.01	/Month	\$26.55	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	318.56					
PERS - Employer	0.12032	479.12					
PERS Survivor	0.12032	3.00					
Management Incen	tivo	0.00					
EAP	uive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
	0.017027						
LTD Insurance	0.017827	70.99					
Life Insurance		7.58					
Deferred Comp.	0.04050	0.00					
Workers Comp.	0.04870	193.92			51.27%	31.69%	
Vision Benefit	426.12	35.51		•	Department	City-Wide	Total Hourly
Medicare	0.01450	57.74	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,947.40	48.90%	\$39.53	\$20.27	\$12.53	\$72.32
		Annual Sala	ry + Benefits	\$71,152.90			
					ł		
Step B							
экер Б		0410111	/N # .1	**			
		\$4,181.11	/Month	\$27.87	/Hour		
	Total Benefits	\$2,000.22	47.84%	\$41.21	\$21.13	\$13.06	\$75.39
	Total Belletits	\$2,000.22	47.0470	\$41.21	\$21.13	\$13.00	\$13.39
		Annual Sala	ry + Benefits	\$74,176.03			
			v		:		
Ston C							
Step C		0.4.000.4.	5.5.1				
		\$4,390.17	/Month	\$29.27	/Hour		
	Tatal Danasta	¢2 050 04	46.000/	642.00	622.04	\$13.62	670 ((
	Total Benefits	\$2,059.04	46.90%	\$42.99	\$22.04	\$13.02	\$78.66
		Annual Sala	m + Donofits	\$77,390.50			
		Annuai Sala	ry + benefits	\$77,390.30	:		
Step D							
		\$4,609.68	/Month	\$30.73	/Hour		
		•					
	Total Benefits	\$2,120.80	46.01%	\$44.87	\$23.00	\$14.22	\$82.09
			_				
		Annual Sala	ry + Benefits	\$80,765.70	!		
Step E							
		\$4,840.16	/Month	\$32.27	/Hour		
		ψ 190 100±0	, 1,1011111	Ψ32.21	, 110 111		
	Total Benefits	\$2,185.64	45.16%	\$46.84	\$24.01	\$14.84	\$85.69
		Annual Sala	ry + Benefits	\$84,309.65			
					ı		

Planning Technician II Department: Parks and Recreation

Step A		\$3,982.01	/Month	\$26.55	/Hour		
D C4	M-14'-1'						
Benefit Employee	<u>Multiplier</u>	210.56					
PERS - Employee	0.08000	318.56 479.12					
PERS - Employer PERS Survivor	0.12032	3.00					
	, tivo	0.00					
Management Incer EAP	ilive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
	0.017927						
LTD Insurance	0.017827	70.99					
Life Insurance		7.58					
Deferred Comp.	0.04070	0.00					
Workers Comp.	0.04870	193.92		и гр.	111.27%	31.69%	T 4 1 1 1
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	57.74	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,947.40	48.90%	\$39.53	\$43.98	\$12.53	\$96.04
		Annual Salar	ry + Benefits	\$71,152.90			
G							
Step B		0440444	/3. £				
		\$4,181.11	/Month	\$27.87	/Hour		
	Total Benefits	\$2,000.22	47.84%	\$41.21	\$45.85	\$13.06	\$100.12
		Annual Salar	ry + Benefits	\$74,176.03			
Step C		\$4,390.17	/Month	\$29.27	/Hour		
		Ψ+,570.17	/ IVIOIIII	\$27.21	/110ui		
	Total Benefits	\$2,059.04	46.90%	\$42.99	\$47.84	\$13.62	\$104.46
		Annual Sala	ry + Benefits	\$77,390.50			
Step D		04.600.60	/3. F d				
		\$4,609.68	/Month	\$30.73	/Hour		
	Total Benefits	\$2,120.80	46.01%	\$44.87	\$49.93	\$14.22	\$109.01
		Annual Sala	rv + Benefits	\$80,765.70			
			J = 51101105	400,000.0			
Step E							
		\$4,840.16	/Month	\$32.27	/Hour		
	Total Benefits	\$2,185.64	45.16%	\$46.84	\$52.12	\$14.84	\$113.80
	Total Bollottis	Ψ2,103.04	13.10/0	τυ.υτ	ΨΟ#+1#	Ψ1 F•UT	Ψ110.00
		Annual Sala	ry + Benefits	\$84,309.65			
					•		

Police Chief Department: Police

Step A							
		\$9,830.48	/Month	\$65.54	/Hour		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.09000	945.77					
PERS - Employer	0.20448	2,148.79					
PERS Survivor		3.00					
Management Incen	tive	678.08					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	175.25					
Life Insurance	0.00034	46.50					
Deferred Comp.		110.00					
Workers Comp.	0.04870	478.74			38.72%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	142.54	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 5,545.17	56.41%	\$102.50	\$39.69	\$32.48	\$174.68
		Annual Salar	ry + Benefits	\$184,507.74	•		
Step B		010 222 00	/N #	4.0.04			
		\$10,322.00	/Month	\$68.81	/Hour		
	Total Benefits	\$4,865.46	47.14%	\$101.25	\$39.21	\$32.08	\$172.54
		Annual Sala	ry + Benefits	\$182,249.51			
					i		
Step C		\$10,838.10	Month	\$72.25	/11011#		
		\$10,030.10	/iviolitii	\$12.23	/IIoui		
	Total Benefits	\$5,062.41	46.71%	\$106.00	\$41.05	\$33.59	\$180.64
		Annual Salar	ry + Benefits	\$190,806.21	<u>.</u>		
C. B							
Step D		\$11,380.01	/Month	\$75.87	/Hour		
		•					
	Total Benefits	\$5,269.22	46.30%	\$110.99	\$42.98	\$35.17	\$189.15
		Annual Sala	ry + Benefits	\$199,790.74	:		
Step E							
		\$11,949.01	/Month	\$79.66	/Hour		
	Total Benefits	\$5,486.36	45.91%	\$116.24	\$45.01	\$36.83	\$198.08
			. D	0000 004 50			
		Annual Sala	ry + Benefits	\$209,224.50	:		

Police Lieutenant Department: Police

Step A							
		\$7,264.17	/Month	\$48.43	/Hour		
Benefit	Multiplier						
PERS - Employee	0.09000	653.78					
PERS - Employer	0.20448	1,485.38					
PERS Survivor		3.00					
Management Incen	tive	0.00)				
EAP		3.19	1				
Health Insurance		642.00)				
Dental Insurance		135.79					
LTD Insurance	0.017827	129.50)				
Life Insurance	0.00034	44.46					
Deferred Comp.		110.00)				
Workers Comp.	0.04870	353.76			38.72%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	105.33		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 3,701.69	50.96%	\$73.11	\$28.31	\$23.17	\$124.58
		Annual Sala	ry + Benefits	\$131,590.31	=		
Step B		\$7,627.38	/Month	\$50.85	/Hour		
		\$1,021.30	/IVIOIIIII	\$30.83	/Houi		
	Total Benefits	\$3,837.11	50.31%	\$76.43	\$29.60	\$24.22	\$130.25
		Annual Sala	ry + Benefits	\$137,573.85	:		
Step C							
ľ		\$8,008.74	/Month	\$53.39	/Hour		
	Total Benefits	\$3,982.65	49.73%	\$79.94	\$30.96	\$25.33	\$136.23
			- m	0110005-5			
		Annual Sala	ry + Benefits	\$143,896.76	=		
Step D							
		\$8,409.18	/Month	\$56.06	/Hour		
	Total Benefits	\$4,135.47	49.18%	\$83.63	\$32.39	\$26.50	\$142.52
		Annual Sala	ry + Benefits	\$150,535.82	_		
					<u> </u>		
Step E		00.000.61	/b. #1				
		\$8,829.64		\$58.86			
	Total Benefits	\$4,295.93	48.65%	\$87.50	\$33.88	\$27.73	\$149.12
		Annual Sala	ry + Benefits	\$157,506.83	=		

Police Officer Department: Police

G							
Step A		0.4.=0.0.5=	B F		/T.T.		
		\$4,790.65	/Month	\$31.94	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.09000	431.16					
PERS - Employer	0.20448	979.59					
PERS Survivor	0.20110	3.00					
Management Incen	tive	0.00					
EAP	ti ve	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	85.40					
Life Insurance	0.01/62/	6.50					
		0.00					
Deferred Comp.	0.04070				20.720/	24 <00/	
Workers Comp. Vision Benefit	0.04870	233.30		Handa Data	38.72%	31.69%	Total Hande
Medicare	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	69.46	=	& Benefits	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,624.91	54.79%	\$49.44	\$19.14	\$15.67	\$84.25
		Annual Sala	ry + Benefits	\$88,986.82			
					•		
Step B							
		\$5,030.19	/Month	\$33.53	/Hour		
		\$3,030.17	/ IVIOIILII	\$33.33	/110ui		
	Total Benefits	\$2,705.17	53.78%	\$51.57	\$19.97	\$16.34	\$87.88
		. ,					
		Annual Sala	ry + Benefits	\$92,824.29	_		
Step C							
1		\$5,281.70	/Month	\$35.21	/Hour		
		\$3,201.70	/ IVIOIILII	\$33.21	/110ui		
	Total Benefits	\$2,799.61	53.01%	\$53.88	\$20.86	\$17.07	\$91.81
		Annual Sala	ry + Benefits	\$96,975.72			
					:		
Step D							
la s		\$5,545.78	/Month	\$36.97	/Hour		
		ψ υ,υπυ./0	/ 171011111	\$30.97	/110ul		
	Total Benefits	\$2,898.78	52.27%	\$56.30	\$21.80	\$17.84	\$95.94
		•					
		Annual Sala	ry + Benefits	\$101,334.73			
				_	•		
Step E							
		\$5,823.07	/Month	\$38.82	/Hour		
		ψ ઝ,υ43.U /	/ 171011111	\$30.62	/110ul		
	Total Benefits	\$3,002.90	51.57%	\$58.84	\$22.78	\$18.65	\$100.27
		, , , , , ,	- · · · ·		-	-	
		Annual Sala	ry + Benefits	\$105,911.68			
					!		
<u> </u>							

Police Records Clerk I Department: Police

Step A							
Step 11		\$3,192.41	/Month	\$21.28	/Hour		
		φ3,1 <i>72.</i> 41	/IVIOIIIII	\$21.20	/110u1		
Benefit	Multiplier						
PERS - Employee	0.08000	255.39					
PERS - Employer	0.12032	384.11					
PERS Survivor		3.00	1				
Management Incen	tive	0.00	1				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79					
LTD Insurance	0.017827	56.91					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	155.47			38.72%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	46.29		& Benefits	Overhead	Overhead	Rate
111041104110	0.01.00	.0.2	_		<u>o , er metta</u>	O (CI II CALL	
	Total Benefits	\$ 1,725.24	54.04%	\$32.78	\$12.70	\$10.39	\$55.87
		Annual Sala	ry + Benefits	\$59,011.81			
					•		
Step B							
SWP B		\$3,352.03	Month	¢22.25	/11		
		\$3,332.03	/IVIOIIIII	\$22.35	/Hour		
	Total Benefits	\$1,759.38	52.49%	\$34.08	\$13.20	\$10.80	\$58.07
		Annual Sala	ry + Benefits	\$61,336.91			
		Annuai Saia	Ty Deficites	\$01,550.71	:		
Step C							
Step C		¢2 5 10 62	/Month	\$22.46	/П.		
		\$3,519.63	/IVIOIIIII	\$23.46	/Hour		
	Total Benefits	\$1,806.54	51.33%	\$35.51	\$13.75	\$11.25	\$60.51
	TOWN DONATED	Ψ1,000.01	01.5570	450.01	\$10V.C	41112 6	\$000E1
		Annual Sala	ry + Benefits	\$63,913.98			
			- 3	400,500,0	į		
Step D							
Step D		02 (07 (1	/N #1				
		\$3,695.61	/Month	\$24.64	/Hour		
	Total Benefits	\$1,856.05	50.22%	\$37.01	\$14.33	\$11.73	\$63.07
	Total Delicitis	\$1,630.03	30.22/0	\$57.01	\$14.33	Φ11./ 3	\$03.07
		Annual Sala	ry + Benefits	\$66,619.90			
		man gala	Ly . Delicites	ψυυ,υ1 <i>7</i> , <i>7</i> 0	:		
Stop E							
Step E		@2 OOA 2A	/\ \	#25.05	/11		
		\$3,880.39	/ I viontn	\$25.87	/Hour		
	Total Benefits	\$1,908.04	49.17%	\$38.59	\$14.94	\$12.23	\$65.76
		Annual Sala	ry + Benefits	\$69,461.11			
					<u> </u>		
<u> </u>							

Police Records Clerk II Department: Police

Step A							
		\$3,519.83	/Month	\$23.47	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	281.59					
PERS - Employer	0.12032	423.51					
PERS Survivor	0.12032	3.00					
Management Incen	tiva	0.00					
EAP	itive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	62.75					
Life Insurance	0.01/62/	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	171.42			38.72%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	51.04		& Benefits	Overhead	Overhead	
Medicare	0.01430	31.04	_	& Belletits	Overneau	Overneau	Rate
	Total Benefits	\$ 1,817.36	51.63%	\$35.58	\$13.78	\$11.28	\$60.63
		Annual Sala	ry + Benefits	\$64,046.38			
					•		
Step B							
1		\$3,695.83	/Month	\$24.64	/Hour		
		ψο,075.00	/ IVIOII III	Ψ24.04	/11oui		
	Total Benefits	\$1,856.11	50.22%	\$37.01	\$14.33	\$11.73	\$63.07
		Annual Sala	ry + Benefits	\$66,623.22			
					•		
Step C							
		\$3,880.62	/Month	\$25.87	/Hour		
		φε,σσστοΞ	,1,1011011	Ψ20.07	/110 u 1		
	Total Benefits	\$1,908.10	49.17%	\$38.59	\$14.94	\$12.23	\$65.76
		Annual Sala	ry + Benefits	\$69,464.60			
Step D							
1		\$4,074.65	/Month	\$27.16	/Hour		
		Ψ 1,07 7.03	, 141011111	Ψ27.10	/110u1		
	Total Benefits	\$1,962.69	48.17%	\$40.25	\$15.59	\$12.75	\$68.59
		Annual Sala	ry + Benefits	\$72,448.05			
				-	!		
Step E							
		\$4,278.38	/Month	¢20 £2	/Цонг		
		Þ 4 ,4/0.38	/ IVIOIIIII	\$28.52	/ FIOUF		
	Total Benefits	\$2,020.01	47.21%	\$41.99	\$16.26	\$13.31	\$71.55
	1 Juli Dollollus	\$2,020.01	. / . 2 1 / 0	Ψ : 1.77	ψ± 0.20	Ψ10.01	Ψ, 1.00
		Annual Sala	ry + Benefits	\$75,580.67			
				. ,	i.		
							

Police Records Clerk III Department: Police

~ .							
Step A							
		\$3,879.41	/Month	\$25.86	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	310.35					
	0.12032	466.77					
PERS - Employer PERS Survivor	0.12032	3.00					
	4:						
Management Incen	uve	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	69.16					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	188.93			38.72%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	56.25	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,918.53	49.45%	\$38.65	\$14.97	\$12.25	\$65.87
		Annual Sala	ry + Benefits	\$69,575.32			
					!		
Step B							
экер Б		¢4 072 20	Month	¢27.1 <i>(</i>	/TT		
		\$4,073.38	/Month	\$27.16	/Hour		
	Total Benefits	\$1,962.33	48.17%	\$40.24	\$15.58	\$12.75	\$68.57
	Total Delicitis	\$1,702.55	40.1770	\$ 10.21	\$13.30	φ 12. 73	\$00.37
		Annual Sala	ry + Benefits	\$72,428.61			
		1 IIII Guin	i j · Denemes	\$72,120.01	•		
Ston C							
Step C							
		\$4,277.05	/Month	\$28.51	/Hour		
	T . 1D . C.	Φ 2 010 <i>C</i> 4	47.220/	0.41.00	01/3/	012.20	051.54
	Total Benefits	\$2,019.64	47.22%	\$41.98	\$16.26	\$13.30	\$71.54
			. D. 64	075 5 CO 2 C			
		Annual Sala	ry + Benefits	\$75,560.26	!		
~							
Step D							
		\$4,490.90	/Month	\$29.94	/Hour		
	Total Benefits	\$2,079.80	46.31%	\$43.80	\$16.96	\$13.88	\$74.65
		Annual Sala	ry + Benefits	\$78,848.49	:		
Step E							
		\$4,715.45	/Month	\$31.44	/Hour		
		- ,	- •				
	Total Benefits	\$2,142.98	45.45%	\$45.72	\$17.71	\$14.49	\$77.92
		Annual Sala	ry + Benefits	\$82,301.13			
					•		
-							

Purchasing Agent Department: Finance & Information Management

Step A							
Step A		04 021 40	/N /	022.21	/		
		\$4,831.48	/Month	\$32.21	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	386.52					
PERS - Employer	0.12032	581.32					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00)				
Dental Insurance		135.79					
LTD Insurance	0.017827	86.13					
Life Insurance	0.00034	29.57					
Deferred Comp.	0.0002	110.00					
Workers Comp.	0.04870	235.29			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	70.06		& Benefits	Overhead	Overhead	Rate
Wicuicaic	0.01430	70.00	_	& Delicitis	Overneau	Overneau	Nate
	Total Benefits	\$ 2,318.38	47.98%	\$47.67	\$20.31	\$15.10	\$83.08
		Annual Sala	ry + Benefits	\$85,798.41			
					•		
Step B							
SWP B		\$5,073.06	/Month	\$33.82	/Hour		
		\$3,073.00	/IVIOIIIII	\$33.82	/Houi		
	Total Benefits	\$2,384.64	47.01%	\$49.72	\$21.19	\$15.75	\$86.66
	Total Belletits				4211 17	\$13.76	\$00.00
		Annual Sala	ry + Benefits	\$89,492.35	:		
Step C							
		\$5,326.71	/Month	\$35.51	/Hour		
	Total Benefits	\$2,457.55	46.14%	\$51.90	\$22.11	\$16.44	\$90.45
		Annual Sala	ry + Benefits	\$93,411.19			
					-		
Step D							
		\$5,593.05	/Month	\$37.29	/Hour		
		Ψυ,υνυ.	, 141011111	Ψ31.29	/110ui		
	Total Benefits	\$2,534.12	45.31%	\$54.18	\$23.09	\$17.17	\$94.44
		Annual Sala	ry + Benefits	\$97,525.97			
					•		
Step E							
		\$5 972 70	/Month	¢20.15	/U 011#		
		\$5,872.70	/1011111	\$39.15	/Hour		
	Total Benefits	\$2,614.51	44.52%	\$56.58	\$24.11	\$17.93	\$98.62
	Tomi Dellettis	Ψ2,014.31	гт.52/0	ψ50.50	ψ ω :• !!	Ψ11.70	Ψ20.02
		Annual Sala	ry + Benefits	\$101,846.49			
		Ould	- ,	\$20190 1011 <i>y</i>	:		

Purchasing Assistant Department: Finance & Information Management

Step A							
Step 11		\$4,026.24	/Month	\$26.84	/Hour		
		54,020.24	/ IVIOIIIII	\$20.04	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	322.10)				
PERS - Employer	0.12032	484.44					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	71.78					
Life Insurance	0.017627	7.58					
Deferred Comp.		0.00					
	0.04870	196.08			12 (10/	21 (00/	
Workers Comp. Vision Benefit				Handa Data	42.61%	31.69%	Total Hande
	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	58.38	<u> </u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,959.84	48.68%	\$39.91	\$17.01	\$12.65	\$69.56
		Annual Sala	ry + Benefits	\$71,832.97			
					•		
Step B							
T		\$4,227.55	/Month	\$28.18	/Llour		
		Φ 4 ,227.33	/ IVIOIIIII	\$20.10	/Houi		
	Total Benefits	\$2,013.29	47.62%	\$41.61	\$17.73	\$13.18	\$72.52
		Annual Sala	ry + Benefits	\$74,890.09			
Step C							
1		\$4,438.93	/Month	\$29.59	/Hour		
		ψτ,του./ο	/1011111	\$47.57	/11oui		
	Total Benefits	\$2,072.76	46.70%	\$43.41	\$18.50	\$13.76	\$75.67
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		•	•		•
		Annual Sala	ry + Benefits	\$78,140.27			
			- 5	4:0)=:0=:			
Ct D							
Step D							
		\$4,660.88	/Month	\$31.07	/Hour		
	Total Benefits	\$2,135.20	45.81%	\$45.31	\$19.31	\$14.36	\$78.97
		4 16 1	. D. C.	#01 FF3 07			
		Annual Sala	ry + Benefits	\$81,552.96			
Step E							
		\$4,893.92	/Month	\$32.63	/Hour		
		,					
	Total Benefits	\$2,200.77	44.97%	\$47.30	\$20.15	\$14.99	\$82.44
			_				
		Annual Sala	ry + Benefits	\$85,136.28			

Receptionist Department: Administration

Step A							
1		\$2,798.74	/Month	\$18.66	/Hour		
		Ψ=,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, 1, 1011411	Ψ10,00	, 110 011		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	223.90					
PERS - Employer	0.12032	336.74					
PERS Survivor		3.00					
Management Incen	itive	0.00					
EAP		3.19					
Health Insurance Dental Insurance		642.00					
	0.017827	135.79 49.89					
LTD Insurance Life Insurance	0.01/82/	49.89 7.58					
		0.00					
Deferred Comp.	0.04970				26.040/	21 (00)	
Workers Comp. Vision Benefit	0.04870	136.30		Handa Data	36.04%	31.69%	Total Hande
	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	40.58	_	& Benefits	<u>Overhead</u>	Overhead	Rate
	Total Benefits	\$ 1,614.49	57.69%	\$29.42	\$10.60	\$9.32	\$49.35
		Annual Sala	ry + Benefits	\$52,958.78			
					•		
Step B							
1		\$2,938.68	/Month	\$19.59	/Hour		
		Ψ2,>20.00	/141011111	\$17.37	/11oui		
	Total Benefits	\$1,650.67	56.17%	\$30.60	\$11.03	\$9.70	\$51.32
		Annual Sala	ry + Benefits	\$55,072.19	1		
G, G							
Step C		\$3,085.61	/Month	\$20.57	/Hour		
		40,000.01	7112011411	Ψ=0.07	711041		
	Total Benefits	\$1,692.01	54.84%	\$31.85	\$11.48	\$10.09	\$53.42
		Annual Sala	ry + Benefits	\$57,331.47	:		
Step D		# 3 330 00	/ 3 . # .1				
		\$3,239.90	/ Month	\$21.60	/Hour		
	Total Benefits	\$1,735.41	53.56%	\$33.17	\$11.96	\$10.51	\$55.63
		Annual Sala	ry + Benefits	\$59,703.72	:		
Step E							
		\$3,401.89	/Month	\$22.68	/Hour		
	Total Benefits	\$1,780.99	52.35%	\$34.55	\$12.45	\$10.95	\$57.96
	Tomi Bollotto				Ψ 12 0	Ψ10.70	ψ57.70
		Annual Sala	ry + Benefits	\$62,194.58	•		
							Paga 122

Recreation Manager Department: Parks and Recreation

Step A		\$5,443.29	/Month	\$36.29	/Hour		
		ФЭ, ТТ Э.27	/IVIOIIIII	\$30.27	/110u1		
<u>Benefit</u>	Multiplier						
PERS - Employee	0.08000	435.46					
PERS - Employer	0.12032	654.94					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	97.04					
Life Insurance	0.00034	33.31					
Deferred Comp.	0.00031	110.00					
Workers Comp.	0.04870	265.09			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	78.93		& Benefits	Overhead	Overhead	Rate
Wiedicare		10.73	_	<u>a benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,494.26	45.82%	\$52.92	\$58.88	\$16.77	\$128.57
		Annual Sala	ry + Benefits	\$95,250.52			
Step B							
		\$5,715.45	/Month	\$38.10	/Hour		
	Total Benefits	\$2,569.30	44.95%	\$55.23	\$61.46	\$17.50	\$134.19
		Annual Sala	ry + Benefits	\$99,417.07			
			, and the second second		:		
Step C							
		\$6,001.22	/Month	\$40.01	/Hour		
	Total Benefits	\$2,651.45	44.18%	\$57.68	\$64.19	\$18.28	\$140.15
		Annual Sala	ry + Benefits	\$103,832.14	:		
Step D							
		\$6,301.29	/Month	\$42.01	/Hour		
	Total Benefits	\$2,737.71	43.45%	\$60.26	\$67.05	\$19.10	\$146.41
		Annual Sala	ry + Benefits	\$108,467.97	ı		
Step E							
		\$6,616.35	/Month	\$44.11	/Hour		
	Total Benefits	\$2,828.28	42.75%	\$62.96	\$70.06	\$19.95	\$152.98
		Annual Cala	m + Ronofita	¢112 225 50			
		Annual Sala	ry + Benefits	\$113,335.59	:		

Recreation Services Coordinator Department: Parks and Recreation

Step A		\$3,893.00	/Month	\$25.95	/Hour		
D 64	M14:1:						
Benefit	<u>Multiplier</u> 0.08000	211 44					
PERS - Employee		311.44					
PERS - Employer	0.12032	468.41					
PERS Survivor	4:	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.015005	135.79					
LTD Insurance	0.017827	69.40					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	189.59			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	56.45	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,922.35	49.38%	\$38.77	\$43.14	\$12.29	\$94.19
		Annual Sala	ry + Benefits	\$69,784.17			
Step B							
		\$4,087.64	/Month	\$27.25	/Hour		
	T-4-1 D C4-	¢1 072 02	49.200/	040.41	044.06	013.01	600 10
	Total Benefits	\$1,973.93	48.29%	\$40.41	\$44.96	\$12.81	\$98.18
		Annual Sala	ry + Benefits	\$72,738.86			
		Alliuai Saia	ly Benefits	\$12,130.00			
Step C							
Step C		64 202 02	/N f	#20 (1	/**		
		\$4,292.03	/Month	\$28.61	/Hour		
	Total Benefits	\$2,031.43	47.33%	\$42.16	\$46.91	\$13.36	\$102.42
	Total Belletits	\$2,031.43	47.3370	542.10	540.91	\$13.30	\$102.42
		Annual Sala	rv + Renefits	\$75,881.47			
		i siinual Sala	., Denemo	Ψ13,001.71			
Step D							
Stop D		\$4 5 06 62	/Month	¢20.04	/Поля		
		\$4,506.63	/ IVIOIIIII	\$30.04	/Hour		
	Total Benefits	\$2,091.81	46.42%	\$43.99	\$48.95	\$13.94	\$106.88
	- Juli Dellelli	\$2,071.01	10.12/0	ψ 10. //	\$ 10.7 <i>0</i>	Ψ 101 /1	\$100 . 00
		Annual Sala	ry + Benefits	\$79,181.22			
				, , , , , , , ,			
Step E							
		\$4,731.96	/Month	\$31.55	/Hour		
		Ψτ,/31.70	/ 141011111	φ31.33	/110u1		
	Total Benefits	\$2,155.20	45.55%	\$45.91	\$51.09	\$14.55	\$111.55
		, ,	· •		•	-	
		Annual Sala	ry + Benefits	\$82,645.95			
Ę							

Recreation Services Supervisor Department: Parks and Recreation

Step A		\$4,506.52	/Month	\$30.04	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	360.52					
PERS - Employer	0.12032	542.22					
PERS Survivor	0.12032	3.00					
Management Incen	ntiva	0.00					
EAP	ilive	3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	80.34					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	219.47			111.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.34	- -	& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,094.97	46.49%	\$44.01	\$48.97	\$13.95	\$106.93
		Annual Sala	ry + Benefits	\$79,217.79	:		
C/ D							
Step B		\$4,731.84	/Month	\$31.55	/Hour		
		ψτ,/31.0τ	/ IVIOIILII	\$31.33	/110ui		
	Total Benefits	\$2,155.17	45.55%	\$45.91	\$51.09	\$14.55	\$111.55
		Annual Sala	ry + Benefits	\$82,644.16	1		
Step C							
		\$4,968.44	/Month	\$33.12	/Hour		
	Total Benefits	\$2,221.73	44.72%	\$47.93	\$53.34	\$15.19	\$116.46
		Annual Sala	ry + Benefits	\$86,282.04			
					: 		
Step D		0.8.64.5.0.5	/3. F				
		\$5,216.86	/Month	\$34.78	/Hour		
	Total Benefits	\$2,291.63	43.93%	\$50.06	\$55.70	\$15.86	\$121.62
		Annual Sala	ry + Benefits	\$90,101.81	i		
C) - F					•		
Step E		\$5,477.70	/Month	\$36.52	/Hour		
		Ψυςπ11.10	/ 141011111	\$30.32	/110ui		
	Total Benefits	\$2,365.01	43.18%	\$52.28	\$58.18	\$16.57	\$127.03
		Annual Sala	ry + Benefits	\$94,112.57	•		
					•		

Redevelopment/Economic Devel Analy. Department: Redevelopment Agency

Step A		\$6,392.82	/Month	\$42.62	/Hour		
D C4	M-12-11						
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	511.43					
PERS - Employer	0.12032	769.18					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
	0.017027						
LTD Insurance	0.017827	113.96					
Life Insurance	0.00034	39.12					
Deferred Comp.		110.00					
Workers Comp.	0.04870	311.33			66.88%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	92.70		& Benefits	<u>Overhead</u>	Overhead	Rate
Medicare	Total Benefits		43.29%	\$61.07	\$40.84	\$19.35	\$121.26
	Total Beliefits	\$ 2,767.21			\$40.04	\$19.55	\$121.20
		Annual Sala	ry + Benefits	\$109,920.38			
Step B							
Step B		0671346	/N // 41-	044.75	/1.1		
		\$6,712.46	/Month	\$44.75	/Hour		
		#2 0.53 0.5	40.500/	0 (2 = 0	0.40.66	000.01	010661
	Total Benefits	\$2,853.95	42.52%	\$63.78	\$42.66	\$20.21	\$126.64
		Annual Sala	ry + Benefits	\$114,796.95			
Step C							
Step C		67 040 00	/N // 41-	0.4.6.00	/1.1		
		\$7,048.08	/Month	\$46.99	/Hour		
		# 2 0 4 0 2 0	41.020/	0.00.01	044.55	001.10	0122.22
	Total Benefits	\$2,948.38	41.83%	\$66.64	\$44.57	\$21.12	\$132.33
		Annual Sala	ry + Benefits	\$119,957.55			
Stop D							
Step D							
		\$7,400.49	/Month	\$49.34	/Hour		
		ŕ					
	Total Benefits	\$3,047.53	41.18%	\$69.65	\$46.59	\$22.07	\$138.31
		•					
		Annual Sala	ry + Benefits	\$125,376.17			
			- , - 201101103				
Step E							
		\$7,770.51	/Month	\$51.80	/Hour		
		Ψ19110.31	, 141011111	Ψ51.00	/110u1		
	Total Benefits	\$3,151.63	40.56%	\$72.81	\$48.70	\$23.07	\$144.59
	Total Delicitis	ψ3,131.03	TU.JU/0	φ/2.01	ψ-10.70	ψ ωυ• 0 /	ψ 177. 37
		A 1 G 1	D@4	0121 0/5 52			
		Annual Sala	ry + Benefits	\$131,065.72			

Redevelopment Manager Department: Redevelopment Agency

Step A							
Stop 11		\$7,558.18	/Month	\$50.39	/Hour		
		Φ1,550.10	/ IVIOIIII	Φ30.07	/ I I O GI		
Benefit	Multiplier						
PERS - Employee	0.08000	604.65					
PERS - Employer	0.12032	909.40					
PERS Survivor		3.00					
Management Incen	ntive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	134.74					
Life Insurance	0.00034	46.50					
Deferred Comp.		110.00					
Workers Comp.	0.04870	368.08			66.88%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	109.59		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 3,102.46	41.05%	\$71.07	\$47.53	\$22.52	\$141.13
		Annual Sala	ry + Benefits	\$127,927.76	_		
					-		
Step B							
1		\$7,936.09	/Month	\$52.91	/Hour		
		Ψ1,520.05	/141011111	ψ52.71	/IIoui		
	Total Benefits	\$3,207.66	40.42%	\$74.29	\$49.69	\$23.54	\$147.52
		Annual Sala	ry + Benefits	\$133,725.10	_		
					3		
Step C							
		\$8,332.90	/Month	\$55.55	/Hour		
	Total Benefits	\$3,321.73	39.86%	\$77.70	\$51.97	\$24.62	\$154.29
		Annual Sala	ry + Benefits	\$139,855.57	=		
Step D							
		\$8,749.54	/Month	\$58.33	/Hour		
	Total Benefits	\$3,441.50	39.33%	\$81.27	\$54.36	\$25.75	\$161.39
		Annual Sala	ry + Benefits	\$146,292.57			
		rimual Sala	i j · Denemis	Ψ1 T U ₂ Δ/Δ·3/	=		
Stop E							
Step E		00.40= 05	/s. r				
		\$9,187.02	/Month	\$61.25	/Hour		
	Total Benefits	\$3,567.27	38.83%	\$85.03	\$56.87	\$26.94	\$168.84
	Tomi Delicitio				ψ50•0 /	ψ Δ U• / T	Ψ100.07
		Annual Sala	ry + Benefits	\$153,051.42	=		

Redevelopment Specialist Department: Redevelopment Agency

Step A							
Step 11		\$5,076.22	/Month	\$33.84	/Hour		
		\$3,070.22	/ IVIOIIIII	Ф33.04	/IIoui		
Benefit	Multiplier						
PERS - Employee	0.08000	406.10					
PERS - Employer	0.12032	610.77					
PERS Survivor		3.00	1				
Management Incen	tive	0.00	1				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	90.49					
Life Insurance	0.00034	31.07					
Deferred Comp.		110.00					
Workers Comp.	0.04870	247.21			66.88%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	73.61		& Benefits	Overhead	Overhead	Rate
111041104110	0.01.00	75.01	-		<u> </u>	O VOI III WA	
	Total Benefits	\$ 2,388.74	47.06%	\$49.77	\$33.29	\$15.77	\$98.82
		Annual Sala	ry + Benefits	\$89,579.51	_		
Step B							
o Vr		\$5,330.03	/Month	\$35.53	/Hour		
		\$3,330.03	/ IVIOIILII	\$33.33	/Houi		
	Total Benefits	\$2,456.96	46.10%	\$51.91	\$34.72	\$16.45	\$103.09
		Annual Sala	ry + Benefits	\$93,443.87	=		
Step C							
		\$5,596.54	/Month	\$37.31	/Hour		
	Total Benefits	\$2,531.93	45.24%	\$54.19	\$36.24	\$17.17	\$107.61
		A1 G-1-	I D C4	007 541 74			
		Annuai Saia	ry + Benefits	\$97,541.64	•		
Step D							
		\$5,876.36	/Month	\$39.18	/Hour		
	T-4-1 D	#2 (10 ()	44.4007	MEC 50	#3 7 0 4	015 03	0110.07
	Total Benefits	\$2,610.66	44.43%	\$56.58	\$37.84	\$17.93	\$112.35
		Annual Sala	ry + Benefits	\$101,844.30			
		Alliuai Sala	iy i Delicitis	9101,077.30	Ē		
Cton E							
Step E		OC 150 10	/N.f 41		/11		
		\$6,170.18	/Month	\$41.13	/Hour		
	Total Benefits	\$2,693.33	43.65%	\$59.09	\$39.52	\$18.72	\$117.34
			. 15. 44.	010636310			
		Annual Sala	ry + Benefits	\$106,362.10	<u> </u>		

Redevelopment Technician Department: Redevelopment Agency

Step A							
Step 11		\$3,982.01	/Month	\$26.55	/Hour		
		\$5,702.01	/IVIOIIIII	\$20.33	/IIoui		
Benefit	Multiplier						
PERS - Employee	0.08000	318.56	•				
PERS - Employer	0.12032	479.12					
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79)				
LTD Insurance	0.017827	70.99)				
Life Insurance		7.58	}				
Deferred Comp.		0.00)				
Workers Comp.	0.04870	193.92			66.88%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	57.74		& Benefits	Overhead	<u>Overhead</u>	Rate
			_				
	Total Benefits	\$ 1,947.40	48.90%	\$39.53	\$26.44	\$12.53	\$78.49
		Annual Sala	ry + Benefits	\$71,152.90	_		
Step B							
J. C.		\$4,181.11	/Month	\$27.87	/Hour		
		54,101.11	/ IVIOIIIII	\$27.87	/Houi		
	Total Benefits	\$1,992.64	47.66%	\$41.16	\$27.53	\$13.04	\$81.73
					•	•	• • • •
		Annual Sala	ry + Benefits	\$74,085.07	<u> </u>		
Step C							
		\$4,390.17	/Month	\$29.27	/Hour		
	Total Benefits	\$2,051.46	46.73%	\$42.94	\$28.72	\$13.61	\$85.28
			. D. 64	055 200 54			
		Annual Sala	ry + Benefits	\$77,299.54	<u> </u>		
Step D							
		\$4,609.68	/Month	\$30.73	/Hour		
		.					
	Total Benefits	\$2,113.22	45.84%	\$44.82	\$29.98	\$14.20	\$89.00
		A merce a 1 G - 1	D	COA (54 54			
		Annual Sala	ry + Benefits	\$80,674.74	=		
G							
Step E		0.4.0.1.					
		\$4,840.16	/Month	\$32.27	/Hour		
	Total Benefits	\$2,178.06	45.00%	\$46.79	\$31.29	\$14.83	\$92.91
	i otai belletits	\$4,178.00	43.00%	\$40.79	\$31.27	\$14.03	\$74.71
		Annual Sala	ry + Benefits	\$84,218.69			
			-		=		

Right-of-Way Agent Department: Engineering

Step A							
Step 11		\$6,464.10	/Month	\$43.09	/Hour		
		Φ0,404.10	/IVIOIItii	Φ+3.07	/110 u 1		
Benefit	Multiplier						
PERS - Employee	0.08000	517.13					
PERS - Employer	0.12032	777.76					
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79	1				
LTD Insurance	0.017827	115.24	•				
Life Insurance	0.00034	39.56	•				
Deferred Comp.		110.00)				
Workers Comp.	0.04870	314.80)		60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	93.73		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_			<u> </u>	
	Total Benefits	\$ 2,787.70	43.13%	\$61.68	\$37.58	\$19.54	\$118.80
		Annual Sala	ry + Benefits	\$111,021.62			
Step B							
экер Б		ec 707 20	/N / 0 m + 1 m	Φ45. 2 5	/1.1		
		\$6,787.30	/Month	\$45.25	/Hour		
	Total Benefits	\$2,877.43	42.39%	\$64.43	\$39.25	\$20.42	\$124.10
				0115 05 (50			
		Annual Sala	ry + Benefits	\$115,976.72	ŧ		
Step C		0-1-6					
		\$7,126.67	/Month	\$47.51	/Hour		
	Total Benefits	\$2,974.98	41.74%	\$67.34	\$41.03	\$21.34	\$129.71
	Total Delicitis	\$2,774.70	41./4/0	φ υ / .5 τ	φ41.05	Ψ21.54	\$127.71
		Annual Sala	ry + Benefits	\$121,219.78			
			-				
Step D							
		¢7 / Q 2 ∩∩	/Month	¢40.00	/11011#		
		\$7,483.00	/ IVIOIIUI	\$49.89	/ Flour		
	Total Benefits	\$3,077.42	41.13%	\$70.40	\$42.89	\$22.31	\$135.60
		ŕ					
		Annual Sala	ry + Benefits	\$126,724.99	:		
Stor E							
Step E		05 055 45	/N. f d.				
		\$7,857.15	/Month	\$52.38	/Hour		
	Total Benefits	\$3,184.97	40.54%	\$73.61	\$44.85	\$23.33	\$141.79
		Annual Cala	ry + Benefits	\$122 EDE AC			
		Amnual Sala	ry – Denents	\$132,505.46	:		

Right-of-Way Technician Department: Engineering

Step A							
		\$3,982.01	/Month	\$26.55	/Hour		
D C4	M - 14 - 11						
Benefit	<u>Multiplier</u>	210.56					
PERS - Employee	0.08000	318.56					
PERS - Employer	0.12032	479.12					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	70.99					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	193.92			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	57.74		& Benefits	Overhead	Overhead	Rate
	Total Benefits	¢ 1.047.40	40.000/	620.52	624.00	612 52	\$76.14
	Total Benefits	\$ 1,947.40	48.90%	\$39.53	\$24.08	\$12.53	\$/0.14
		Annual Sala	ry + Benefits	\$71,152.90			
Step B							
1		\$4,181.11	/Month	\$27.87	/Hour		
	T-4-1 D C4-	¢1 00 2 64	47.660/	041.16	625.07	612.04	670.20
	Total Benefits	\$1,992.64	47.66%	\$41.16	\$25.07	\$13.04	\$79.28
		Annual Sala	ry + Benefits	\$74,085.07			
Step C							
Step C		\$4,390.17	/Month	\$29.27	/Hour		
	Total Benefits	\$2,051.46	46.73%	\$42.94	\$26.16	\$13.61	\$82.71
	1000120110110	42 ,001.10	10.7570	4.2 49 :	Ψ20110	V10101	ψ0 2 (/ 1
		Annual Sala	ry + Benefits	\$77,299.54			
Step D							
•		\$4,609.68	/Month	\$30.73	/Hour		
	Total Benefits	\$2,113.22	45.84%	\$44.82	\$27.30	\$14.20	\$86.33
		Annual Cala	my ± Domo£4c	CON 474 74			
		Annuai Sala: 	ry + Benefits	\$80,674.74	·		
Step E		0.4.0.40.1					
		\$4,840.16	/Month	\$32.27	/Hour		
	Total Benefits	\$2,178.06	45.00%	\$46.79	\$28.50	\$14.83	\$90.12
		A	Do 64	004 310 70			
		Annual Sala	ry + Benefits	\$84,218.69			

Senior Associate Engineer Department: Engineering

Step A							
Step 11		\$6,300.85	/Month	\$42.01	/Hour		
		\$0,500.05	/IVIOIIIII	Φ 72. U1	/110u1		
Benefit	Multiplier						
PERS - Employee	0.08000	504.07	•				
PERS - Employer	0.12032	758.12	•				
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79)				
LTD Insurance	0.017827	112.33					
Life Insurance	0.00034	38.56					
Deferred Comp.		110.00)				
Workers Comp.	0.04870	306.85			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	91.36		& Benefits	Overhead	Overhead	Rate
	*****		_				<u></u>
	Total Benefits	\$ 2,740.78	43.50%	\$60.28	\$36.72	\$19.10	\$116.10
		Annual Sala	ry + Benefits	\$108,499.48			
			·		:		
Step B							
эсер Б		07 (15 00	/N / 0 m + 1 m	04411	/1.1		
		\$6,615.89	/Month	\$44.11	/Hour		
	Total Benefits	\$2,828.15	42.75%	\$62.96	\$38.36	\$19.95	\$121.27
		Annual Cala	my ⊥ Donofita	¢112 229 40			
		Alliuai Sala	ry + Benefits	\$113,328.49	•		
Ct C							
Step C		¢4 044 40	Month	¢46.21	/TT		
		\$6,946.68	/Month	\$46.31	/Hour		
	Total Benefits	\$2,923.24	42.08%	\$65.80	\$40.09	\$20.85	\$126.74
		Annual Sala	ry + Benefits	\$118,439.13	<u>.</u>		
					- 		
Step D							
		\$7,294.02	/Month	\$48.63	/Hour		
	Total Benefits	\$3,023.09	41.45%	\$68.78	\$41.90	\$21.80	\$132.48
	Total Delicitis	ψ3,043.09	T1.4J/0	φυσ. / σ	φ 1 1./V	φ ⊿1.0 U	φ1 J2,4 0
		Annual Sala	ry + Benefits	\$123,805.31	:		
Step E							
		\$7,658.72	/Month	\$51.06	/Hour		
	Total Benefits	\$3,127.93	40.84%	\$71.91	\$43.81	\$22.79	\$138.51
		Ann 1 C - 1 -	wy Doma C4	¢120 420 70			
		Annual Sala	ry + Benefits	\$129,439.79	į		

Senior Engineer Department: Engineering

Step A							
Step 11		\$6,617.93	/Month	\$44.12	/Hour		
		\$0,017.50	/141011111	Ψ.1.12	/110 u 1		
<u>Benefit</u>	Multiplier						
PERS - Employee	0.08000	529.43					
PERS - Employer	0.12032	796.27					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	117.98					
Life Insurance	0.00034	40.50					
Deferred Comp.		110.00					
Workers Comp.	0.04870	322.29			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	95.96	<u>)</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,831.93	42.79%	\$63.00	\$38.38	\$19.96	\$121.34
			ry + Benefits	\$113,398.34			
		Ammuai Saia	iy · Benefits	\$113,376.54	=		
Step B							
Step D		¢ (0.40 02	Month	¢46.22	/11		
		\$6,948.83	/ IVIOIIIII	\$46.33	/Hour		
	Total Benefits	\$2,923.86	42.08%	\$65.82	\$40.10	\$20.86	\$126.77
		Annual Sala	ry + Benefits	\$118,472.28			
					•		
Step C							
		\$7,296.27	/Month	\$48.64	/Hour		
	Total Benefits	\$3,023.74	41.44%	\$68.80	\$41.91	\$21.80	\$132.52
	Total Belletits	\$3,023.74	41.4470	\$00.00	541.91	\$21.00	\$132.32
		Annual Sala	ry + Benefits	\$123,840.11			
			•		=		
Step D							
- 5 10 p 12		\$7,661.09	/Month	\$51.07	/Hour		
	T (15 %)	ŕ				000 50	0130.55
	Total Benefits	\$3,128.61	40.84%	\$71.93	\$43.82	\$22.79	\$138.55
		Annual Sala	ry + Benefits	\$129,476.34			
			-				
Step E							
		\$8,044.14	/Month	\$53.63	/Hour		
		ŕ					
	Total Benefits	\$3,238.72	40.26%	\$75.22	\$45.82	\$23.84	\$144.88
		Annual Sala	ry + Benefits	\$135,394.38	<u>.</u>		
					-		

Senior Equipment Mechanic Department: Public Works

Step A							
Step 11		\$4,402.62	/Month	\$29.35	/Hour		
		Ψ1,102.02	/ IVIOIIIII	Ψ27.03	/110 u 1		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	352.21					
PERS - Employer	0.12032	529.72					
PERS Survivor	··	3.00					
Management Incen	tive	0.00					
EAP Health Insurance		3.19 642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	78.49					
Life Insurance	0.01/82/	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	214.41			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	63.84		& Benefits	Overhead	Overhead	Rate
ivicalcule	0.01150	05.01	-	<u>cc Benefits</u>	Overneau	Overneud	<u>rtate</u>
	Total Benefits	\$ 2,065.73	46.92%	\$43.12	\$57.40	\$13.66	\$114.19
		Annual Sala	ry + Benefits	\$77,620.22			
Step B		0.4.600 ===					
		\$4,622.75	/Month	\$30.82	/Hour		
	Total Benefits	\$2,124.48	45.96%	\$44.98	\$59.88	\$14.25	\$119.11
		Annual Sala	ry + Benefits	\$80,966.71			
					l		
Step C							
		\$4,853.89	/Month	\$32.36	/Hour		
	T . 15	** 100 * 1	45 4407	*45.05		04400	
	Total Benefits	\$2,189.51	45.11%	\$46.96	\$62.50	\$14.88	\$124.34
		Annual Sala	rv + Renefits	\$84,520.72			
			. J. Delicities	ΨΟ 1,020112			
Step D							
- 5tep 15		\$5,096.58	/Month	\$33.98	/Hour		
		,					
	Total Benefits	\$2,257.79	44.30%	\$49.03	\$65.26	\$15.54	\$129.83
		Annual Sala	rv + Renefits	\$88,252.42			
		rangun Gula	. J . Denemes	ψ0092024T2			
Step E							
1		\$5,351.41	/Month	\$35.68	/Hour		
	T (1D %)	•				01600	0127.70
	Total Benefits	\$2,329.48	43.53%	\$51.21	\$68.16	\$16.23	\$135.59
		Annual Sala	rv + Benefits	\$92,170.72			
				, • • • •			

Senior Financial Analyst Department: Finance & Information Management

Step A							
Step 11		\$6,428.44	/Month	\$42.86	/Hour		
		Ψ0,π20.ππ	/IVIOIIIII	Φ+2.00	/IIoui		
Benefit	Multiplier						
PERS - Employee	0.08000	514.28	;				
PERS - Employer	0.12032	773.47	1				
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79)				
LTD Insurance	0.017827	114.60)				
Life Insurance	0.00034	39.34	ļ				
Deferred Comp.		110.00)				
Workers Comp.	0.04870	313.07	•		42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	93.21		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
			_				
	Total Benefits	\$ 2,777.45	43.21%	\$61.37	\$26.15	\$19.45	\$106.97
		Annual Sala	ry + Benefits	\$110,470.75			
		Alliuai Sala	Ty Delicits	\$110,470.73	Ē		
Stop D							
Step B		o	/N #	4.7. 00			
		\$6,749.86	/Month	\$45.00	/Hour		
	Total Benefits	\$2,866.66	42.47%	\$64.11	\$27.32	\$20.32	\$111.74
		Annual Sala	ry + Benefits	\$115,398.31	<u>.</u>		
Step C							
		\$7,087.36	/Month	\$47.25	/Hour		
	T . 1D	#2 0.62 60	41.000/	0.65.04	000 55	001.00	0116 70
	Total Benefits	\$2,963.68	41.82%	\$67.01	\$28.55	\$21.23	\$116.79
		Annual Sala	ry + Benefits	\$120,612.44			
		7 muai Saia	iy · Denemes	ψ120,012.44	=		
Step D							
Step D		Ø5 441 50	/N #	0.10.51			
		\$7,441.72	/Month	\$49.61	/Hour		
	Total Benefits	\$3,065.55	41.19%	\$70.05	\$29.85	\$22.20	\$122.09
	Total Belletits	\$5,005.55	11.1370	Ψ, σ.σ.	\$27.00	Ψ22.20	\$122.0 5
		Annual Sala	ry + Benefits	\$126,087.29	<u>:</u>		
Step E							
		\$7,813.81	/Month	\$52.09	/Hour		
		ŕ					
	Total Benefits	\$3,172.51	40.60%	\$73.24	\$31.21	\$23.21	\$127.66
		Annual Sala	ry + Benefits	\$131,835.87			
		Annuai Sala	ry Delicities	\$131,033.07	=		

Senior Code Enforcement Officer Department: Community Development

Step A							
Step 11		\$5,410.77	/Month	\$36.07	/Hour		
		\$3,410.77	/IVIOIIIII	\$30.07	/IIoui		
Benefit	Multiplier						
PERS - Employee	0.08000	432.86)				
PERS - Employer	0.12032	651.02	2				
PERS Survivor		3.00)				
Management Incen	ntive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79)				
LTD Insurance	0.017827	96.46)				
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	263.50			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	78.46		& Benefits	Overhead	Overhead	Rate
Wicuicaic	0.01430	70.40	<u>, </u>	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 2,349.37	43.42%	\$51.73	\$26.52	\$16.39	\$94.65
		Annual Sala	ry + Benefits	\$93,121.67			
					•		
Step B							
эсер Б		¢£ (01.20	/M a sa 4 la	#27.00	/1.1		
		\$5,681.30	/Monun	\$37.88	/Hour		
	Total Benefits	\$2,422.30	42.64%	\$54.02	\$27.70	\$17.12	\$98.84
	Total Belleties			ψ3 1.02	Ψ27.70	Ψ17.12	ψ20.01
		Annual Sala	ry + Benefits	\$97,243.23	<u>.</u>		
Step C							
1		\$5,965.37	/Month	\$39.77	/Hour		
		ψ3,703.37	/ IVIOIIIII	Ψ37.11	/110ui		
	Total Benefits	\$2,502.22	41.95%	\$56.45	\$28.94	\$17.89	\$103.28
		, ,		*	•	•	,
		Annual Sala	ry + Benefits	\$101,611.06			
			- 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5	4-0-,000	į		
Stop D							
Step D							
		\$6,263.64	/Month	\$41.76	/Hour		
	m (1D %)	#2.5 05.11	41.0007	0= 0 00	020.25	010 =0	0107.01
	Total Benefits	\$2,586.14	41.29%	\$59.00	\$30.25	\$18.70	\$107.94
		A 16 1	D	0107 107 30			
		Annual Sala	ry + Benefits	\$106,197.29	:		
Step E							
		\$6,576.82	/Month	\$43.85	/Hour		
		ŕ				040 - :	
	Total Benefits	\$2,674.25	40.66%	\$61.67	\$31.62	\$19.54	\$112.84
		Annual Sala	ry + Benefits	\$111,012.82			
			Delicites	VIII,012.02	:		

Senior Combination Building Inspector Department: Community Development

Step A		\$5,409.21	/Month	\$36.06	/Hour		
Donoff4	Multiplion						
Benefit	<u>Multiplier</u>	122.71					
PERS - Employee	0.08000	432.74					
PERS - Employer	0.12032	650.84					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	96.43					
Life Insurance	0.017627	7.58					
Deferred Comp.	0.04070	0.00					
Workers Comp.	0.04870	263.43			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	78.43	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,348.94	43.42%	\$51.72	\$26.52	\$16.39	\$94.63
		Annual Sala	ry + Benefits	\$93,097.76			
Stop P							
Step B		\$5,679.67	/Month	¢27.96	/П.		
		\$3,079.07	/IVIOIIIII	\$37.86	/HOUF		
	Total Benefits	\$2,414.26	42.51%	\$53.96	\$27.66	\$17.10	\$98.72
		Annual Sala	ry + Benefits	\$97,127.16			
Step C							
1		\$5,963.66	/Month	\$39.76	/Hour		
	Total Benefits	\$2,494.16	41.82%	\$56.39	\$28.91	\$17.87	\$103.16
	Total Beliefits	\$2,494.10	41.02/0	\$30.37	\$20.71	\$17.07	\$105.10
		Annual Sala	ry + Benefits	\$101,493.74			
Step D							
		\$6,261.84	/Month	\$41.75	/Hour		
	Total Benefits	\$2,578.05	41.17%	\$58.93	\$30.21	\$18.67	\$107.82
		Annual Cal-	my ⊥ Dana£4a	©107 070 75			
		Annual Sala	ry + Benefits	\$106,078.65			
Step E							
		\$6,574.93	/Month	\$43.83	/Hour		
	Total Benefits	\$2,666.14	40.55%	\$61.61	\$31.58	\$19.52	\$112.71
				* · · · · ·			
		Annual Sala	ry + Benefits	\$110,892.80			

Senior Permits Technician Department: Community Development

Step A		\$4,391.34	/Month	\$29.28	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	351.31					
PERS - Employee	0.12032	528.37					
PERS Survivor	0.12032	3.00					
	tivo	0.00					
Management Incen	ilive						
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	78.28					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	213.86			51.27%	31.69%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	63.67	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,062.56	46.97%	\$43.03	\$22.06	\$13.63	\$78.72
		Annual Sala	ry + Benefits	\$77,446.79			
					1		
Step B			(a. 5. 4.				
		\$4,610.91	/Month	\$30.74	/Hour		
	Total Benefits	\$2,121.14	46.00%	\$44.88	\$23.01	\$14.22	\$82.11
		Annual Sala	ry + Benefits	\$80,784.61	:		
Stan C							
Step C		\$4,841.45	/Month	\$32.28	/Hour		
	Total Benefits	\$2,186.01	45.15%	\$46.85	\$24.02	\$14.85	\$85.71
		Annual Sala	ry + Benefits	\$84,329.51			
				-			
Step D		DF 002 TC	/N. K				
		\$5,083.52	/Month	\$33.89	/Hour		
	Total Benefits	\$2,254.11	44.34%	\$48.92	\$25.08	\$15.50	\$89.50
		Annual Sala	ry + Benefits	\$88,051.66			
Step E		0E 22E E0	/N. f	#25.50	/**		
		\$5,337.70	/ I vionth	\$35.58	/Hour		
	Total Benefits	\$2,325.63	43.57%	\$51.09	\$26.19	\$16.19	\$93.47
		Annual Sala	ry + Benefits	\$91,959.91			
			•				

Senior Planner Department: Community Development

C4 A							
Step A		e/ 222 2/	/N f	0.41.40	/		
		\$6,222.26	/Month	\$41.48	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	497.78					
PERS - Employer	0.12032	748.66					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	110.92					
Life Insurance	0.00034	38.08					
Deferred Comp.		110.00					
Workers Comp.	0.04870	303.02			51.27%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	90.22		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,718.18	43.68%	\$59.60	\$30.56	\$18.89	\$109.05
		Annual Sala	ry + Benefits	\$107,285.26			
Step B							
, and the second		\$6,533.37	/Month	\$43.56	/Hour		
		4 -)		•			
	Total Benefits	\$2,804.43	42.92%	\$62.25	\$31.92	\$19.73	\$113.89
		Annual Sala	ry + Benefits	\$112,053.55			
Step C							
		\$6,860.04	/Month	\$45.73	/Hour		
		,					
	Total Benefits	\$2,898.33	42.25%	\$65.06	\$33.35	\$20.62	\$119.02
		Annual Sala	ry + Benefits	\$117,100.44			
Step D							
		\$7,203.04	/Month	\$48.02	/Hour		
		- ,	- 	\$.5.5 <u>2</u>	-		
	Total Benefits	\$2,996.94	41.61%	\$68.00	\$34.86	\$21.55	\$124.41
		Annual Sala	ry + Benefits	\$122,399.69	•		
Step E							
		\$7,563.19	/Month	\$50.42	/Hour		
		<i>4.,00011</i>		Ψ20.12			
	Total Benefits	\$3,100.47	40.99%	\$71.09	\$36.45	\$22.53	\$130.07
		Annual Sala	ry + Benefits	\$127,963.89			

Senior Planning Technician Department: Community Development

Step A								
Step 11		Q 1	,391.34	/Month	\$29.28	/Hour		
		Þ4	,391.34	/ IVIOIIIII	\$29.20	/Houi		
Benefit	Multiplier							
PERS - Employee	0.08000		351.31					
PERS - Employer	0.12032		528.37					
PERS Survivor			3.00					
Management Incen	tive		0.00					
EAP			3.19					
Health Insurance			642.00					
Dental Insurance			135.79					
LTD Insurance	0.017827		78.28					
Life Insurance	0.017027		7.58					
Deferred Comp.			0.00					
Workers Comp.	0.04870		213.86			51 270/	21 (00/	
Vision Benefit	426.12		35.51		Handy Data	51.27%	31.69%	Total Hander
					-	Department	City-Wide	Total Hourly
Medicare	0.01450		63.67	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$	2,062.56	46.97%	\$43.03	\$22.06	\$13.63	\$78.72
		An	nual Sala	ry + Benefits	\$77,446.79			
						•		
Step B								
The state of the s		\$1	,610.91	/Month	\$30.74	/Hour		
		ФТ	,010.71	/Willi	\$30.74	/110ui		
	Total Benefits	9	\$2,113.56	45.84%	\$44.83	\$22.98	\$14.21	\$82.02
		An	nual Sala	ry + Benefits	\$80,693.65			
						1		
Step C								
Swp C		Q 1	Q/1 /5	/Month	\$32.28	/Llour		
		ÞЧ	,041.43	/IVIOIIIII	\$32.28	/noui		
	Total Benefits	9	\$2,178.43	45.00%	\$46.80	\$23.99	\$14.83	\$85.62
	1000120110110	`	, =, 1 / 0	12.0070	\$1000	\$ =5 \$\$	\$1100	\$00.02
		An	nual Sala	ry + Benefits	\$84,238.55			
				- 3	401,20000	1		
Ston D								
Step D								
		\$5	5,083.52	/Month	\$33.89	/Hour		
	T . 1D		no o 1 <	44.405	~ .		04= 10	000 11
	Total Benefits	S	\$2,246.53	44.19%	\$48.87	\$25.05	\$15.49	\$89.41
			101	. D. 64	005.040.50			
		An	inual Sala	ry + Benefits	\$87,960.70	!		
Step E								
		\$5	3,337.70	/Month	\$35.58	/Hour		
	Total Benefits	\$	\$2,318.05	43.43%	\$51.04	\$26.17	\$16.17	\$93.38
		An	nual Sala	ry + Benefits	\$91,868.95			
			uur Duia	- ,	471,000,75			

Sergeant Department: Police

Step A							
Step 11		\$5,685.65	/Month	\$37.90	/Hour		
		\$3,003.03	/Wichitii	\$57.70	/IIoui		
Benefit	Multiplier						
PERS - Employee	0.09000	511.71					
PERS - Employer	0.20448	1,162.60					
PERS Survivor		3.00)				
Management Incen	ntive	0.00)				
EAP		3.19)				
Health Insurance		642.00	1				
Dental Insurance		135.79					
LTD Insurance	0.017827	101.36					
Life Insurance		6.50)				
Deferred Comp.		0.00)				
Workers Comp.	0.04870	276.89			38.72%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	82.44		& Benefits	Overhead	Overhead	Rate
111001100110	0.01.00	02	_		<u>o , er metta</u>	O VOI II CARL	
	Total Benefits	\$ 2,960.99	52.08%	\$57.64	\$22.32	\$18.27	\$98.23
		Annual Sala	ry + Benefits	\$103,759.65	_		
					='		
Step B							
1		\$5,969.93	/Month	\$39.80	/Hour		
		\$3,707.73	/ IVIOIILII	\$39.00	/110u1		
	Total Benefits	\$3,058.05	51.22%	\$60.19	\$23.31	\$19.07	\$102.57
		Annual Sala	ry + Benefits	\$108,335.76			
		7 minuai Saia	Ty Denemes	\$100,555.70	=		
Store C							
Step C		ec 200 12	/N 1 a m + 1a	Φ41. 7 0	/11		
		\$6,268.43	/Wonth	\$41.79	/Hour		
	Total Benefits	\$3,170.14	50.57%	\$62.92	\$24.37	\$19.94	\$107.23
	Total Belletits	ψ5,170.11	30.3770	ф 02. У2	Ψ2 1.0 /	Ψ17.71	Φ107.20
		Annual Sala	ry + Benefits	\$113,262.77			
			,		=		
Step D							
Step D		07 501 05	/N # 11	***	/**		
		\$6,581.85	/ I vi onth	\$43.88	/Hour		
	Total Benefits	\$3,287.83	49.95%	\$65.80	\$25.48	\$20.85	\$112.13
	Total Beliefits	ψ3,207.03	15.5570	φοσ.σσ	Ψ23.10	\$20.0 5	ψ112.10
		Annual Sala	ry + Benefits	\$118,436.13			
					=		
Step E							
Бюр Б		¢¢ 010 04	/Month	Φ46 27	/11		
		\$6,910.94	/ IVIOIIIN	\$46.07	/Hour		
	Total Benefits	\$3,411.41	49.36%	\$68.82	\$26.65	\$21.81	\$117.27
		Annual Sala	ry + Benefits	\$123,868.16			
		Alliuai Sala	iy i Denemes	φ123,000.10	=		

Solid Waste Equipment Operator I Department: Public Works

Step A							
		\$3,643.72	/Month	\$24.29	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	291.50					
PERS - Employer	0.12032	438.41					
PERS Survivor	0.12032	3.00					
Management Incen	tivo	0.00					
EAP	tive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.96					
Life Insurance	0.01/62/	7.58					
		0.00					
Deferred Comp.	0.04070				122 110/	24 <00/	
Workers Comp.	0.04870	177.45		Hamila Data	133.11%	31.69%	T-4-1 II
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	52.83	-	& Benefits	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 1,852.22	50.83%	\$36.64	\$48.77	\$11.61	\$97.02
		Annual Sala	ry + Benefits	\$65,951.35	•		
Step B							
		\$3,825.91	/Month	\$25.51	/Hour		
		44 000 40	10.5=0/			0.1.0.1.0	2101 00
	Total Benefits	\$1,900.29	49.67%	\$38.17	\$50.82	\$12.10	\$101.09
		Annual Sala	ry + Benefits	\$68,714.39			
		Alliuai Sala	ly Delicites	\$00,714.37	:		
Step C							
Step C		\$4,017.21	/Month	\$26.78	/11011#		
		54,017.21	/IVIOIIIII	\$20.78	/noui		
	Total Benefits	\$1,954.11	48.64%	\$39.81	\$52.99	\$12.61	\$105.41
		. ,					
		Annual Sala	ry + Benefits	\$71,655.78			
					·		
Step D							
		\$4,218.07	/Month	\$28.12	/Hour		
	Total Benefits	\$2,010.62	47.67%	\$41.52	\$55.27	\$13.16	\$109.96
		A	Day : 64	67474424			
		Annual Sala	ry + Benefits	\$74,744.24	:		
CA F							
Step E		04 430 05	/N. K				
		\$4,428.97	/Month	\$29.53	/Hour		
	Total Benefits	\$2,069.96	46.74%	\$43.33	\$57.67	\$13.73	\$114.73
	Total Delicities	Ψ2,007.70	TO./T/0	ψ 1 3.33	ψ51.01	φ10./0	Ψ117./3
		Annual Sala	ry + Benefits	\$77,987.13			
				. ,	:		

Solid Waste Equipment Operator II Department: Public Works

Cton A							
Step A		\$4,016.19	/Month	\$26.77	/Hour		
		\$ 4 ,010.19	/IVIOIIIII	\$20.77	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	321.29					
PERS - Employer	0.12032	483.23					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	71.60					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	195.59			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	58.23		& Benefits	Overhead	Overhead	Rate
	T-4-1 D C4-	e 1.057.01	49.720/		Ø 52 01		
	Total Benefits	\$ 1,957.01	48.73%	\$39.82	\$53.01	\$12.62	\$105.45
		Annual Sala	ry + Benefits	\$71,678.38	:		
Step B							
		\$4,217.00	/Month	\$28.11	/Hour		
	Total Benefits	\$2,010.32	47.67%	\$41.52	\$55.26	\$13.16	\$109.93
		Annual Sala	ry + Benefits	\$74,727.78			
Step C		\$4,427.85	/Month	\$29.52	/Hour		
	T . 1D . C.	ŕ				012.52	011470
	Total Benefits	\$2,069.64	46.74%	\$43.32	\$57.66	\$13.73	\$114.70
		Annual Salar	ry + Benefits	\$77,969.84	:		
Step D							
		\$4,649.24	/Month	\$30.99	/Hour		
	Total Benefits	\$2,131.93	45.86%	\$45.21	\$60.18	\$14.33	\$119.71
		Annual Sala	ry + Benefits	\$81,374.01			
Stap E					•		
Step E		\$4,881.70	/Month	\$32.54	/Hour		
	Total Benefits	\$2,197.33	45.01%	\$47.19	\$62.82	\$14.95	\$124.97
			ry + Benefits	\$84,948.38			
		Annual Sala	ry - Denents	ψυτ,/10.30	1		

Solid Waste Equipment Op/Lead Worker Department: Public Works

Step A							
Step 11		\$4,648.99	/Month	\$30.99	/Hour		
		54,040.77	/ IVIOIIIII	\$30.99	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	371.92					
PERS - Employer	0.12032	559.37	•				
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	82.88					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	226.41			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Data	Department		Total Hourly
Medicare				-	_	City-Wide	-
Medicare	0.01450	67.41	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,135.05	45.93%	\$45.23	\$60.20	\$14.33	\$119.76
		Annual Sala	ry + Benefits	\$81,408.52			
					•		
Step B							
T		\$4,881.44	/Month	\$32.54	/Hour		
		φτ,001.ττ	/ IVIOIIIII	\$32.34	/110ui		
	Total Benefits	\$2,197.26	45.01%	\$47.19	\$62.82	\$14.95	\$124.96
				4	40-00-	4-117-	4-1-30
		Annual Sala	ry + Benefits	\$84,944.42			
					:		
Step C							
Step C		0E 13E E1	/N / 41-	02417	/7.7		
		\$5,125.51	/ IVIONUI	\$34.17	/Hour		
	Total Benefits	\$2,265.93	44.21%	\$49.28	\$65.59	\$15.61	\$130.48
	Total Belieffts	\$2,203.73	44.2170	ψ47.20	Φ03.37	φ13.01	ψ150.40
		Annual Sala	ry + Benefits	\$88,697.32			
		7 Ammuur Suna	i y · Benefits	400,077.02			
C+ D							
Step D							
		\$5,381.79	/Month	\$35.88	/Hour		
	Total Benefits	\$2,338.03	43.44%	\$51.47	\$68.51	\$16.31	\$136.28
				000 (07 07			
		Annual Sala	ry + Benefits	\$92,637.85	:		
Step E		·	·		·		
		\$5,650.88	/Month	\$37.67	/Hour		
		,000000		\$37.07			
	Total Benefits	\$2,413.74	42.71%	\$53.76	\$71.57	\$17.04	\$142.37
		Annual Sala	ry + Benefits	\$96,775.42	·		

Solid Waste Manager Department: Public Works

Step A							
Step A		\$5,908.01	/Month	\$39.39	/Hour		
		Ψ3,700.01	/IVIOIItii	ψον.ον	/110u1		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	472.64					
PERS - Employer	0.12032	710.85					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	105.32					
Life Insurance	0.00034	36.16					
Deferred Comp.	0.04070	110.00					
Workers Comp.	0.04870	287.72		п . р.	133.11%	31.69%	T () II)
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	85.67	_	& Benefits	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,627.85	44.48%	\$56.91	\$75.75	\$18.03	\$150.69
		Annual Sala	ry + Benefits	\$102,430.26			
					•		
Step B							
		\$6,203.41	/Month	\$41.36	/Hour		
		.		,			
	Total Benefits	\$2,707.77	43.65%	\$59.41	\$79.08	\$18.83	\$157.31
		Annual Sala	ry + Benefits	\$106,934.10	:		
G. G							
Step C		\$6,513.58	/Month	\$43.42	/Hour		
		ψ0,515.50	/ IVIOIILII	ψ+3.+2	/11oui		
	Total Benefits	\$2,795.03	42.91%	\$62.06	\$82.61	\$19.66	\$164.33
		Annual Sala	ry + Benefits	\$111,703.33			
		Alliuai Sala	ly Benefits	\$111,703.33	•		
Stop D							
Step D		\$6,839.26	/Month	\$45.60	/Hour		
		ŕ		\$45.00			
	Total Benefits	\$2,886.66	42.21%	\$64.84	\$86.31	\$20.55	\$171.70
		Annual Sala	ry + Benefits	\$116,711.02	:		
Step E		0= 404.5-					
		\$7,181.22	/Month	\$47.87	/Hour		
	Total Benefits	\$2,982.87	41.54%	\$67.76	\$90.20	\$21.47	\$179.43
		Annual Sala	ry + Benefits	\$121,969.10			
		rannuai Sala	i y · Denemis	Ψ1#197U7•1U	i.		
<u> </u>							

Street Maintenance Lead Worker Department: Public Works

Step A							
Step 11		\$4,129.91	/Month	\$27.53	/Lour		
		54,129.91	/IVIOIIIII	\$47.33	/ Moui		
Benefit	Multiplier						
PERS - Employee	0.08000	330.39)				
PERS - Employer	0.12032	496.91					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	73.62					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	201.13			122 110/	21 (00/	
Vision Benefit	426.12	35.51		Handy Data	133.11%	31.69%	Total Hander
				-	Department	City-Wide	Total Hourly
Medicare	0.01450	59.88	<u>-</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,989.01	48.16%	\$40.79	\$54.30	\$12.93	\$108.02
		Annual Sala	ry + Benefits	\$73,427.00	:		
Step B							
1		\$4,336.40	/Month	\$28.91	/Hour		
		ψ 1 ,550.40	/ IVIOIIIII	\$20.91	/110ui		
	Total Benefits	\$2,043.91	47.13%	\$42.54	\$56.62	\$13.48	\$112.63
		Annual Sala	ry + Benefits	\$76,563.82			
		Alliuai Sala	Ty Delicities	\$70,303.02	i		
C) C							
Step C		\$4,553.22	/Month	\$30.35	/П.		
		\$ 4 ,333.22	/ IVIOIIIII	\$30.33	/Hour		
	Total Benefits	\$2,104.92	46.23%	\$44.39	\$59.09	\$14.07	\$117.54
		Annual Sala	ry + Benefits	\$79,897.69	i		
Step D							
		\$4,780.89	/Month	\$31.87	/Hour		
		÷ -9, 00 . 09	. 1.1011111	Ψ31.07	10 m1		
	Total Benefits	\$2,168.97	45.37%	\$46.33	\$61.67	\$14.68	\$122.69
		Annual Sala	ry + Benefits	\$83,398.24	ļ.		
Step E							
		\$5,019.93	/Month	\$33.47	/Hour		
	Total Benefits	\$2,236.22	44.55%	\$48.37	\$64.39	\$15.33	\$128.10
		Annual Sala	ry + Benefits	\$87,073.83	:		

Street Maintenance Worker I Department: Public Works

Step A							
Step A		\$3,257.15	/Month	\$21.71	/Hour		
		Ψ5,257.15	/ IVIOIIIII	Ψ21.71	/IIoui		
<u>Benefit</u>	Multiplier						
PERS - Employee	0.08000	260.57					
PERS - Employer	0.12032	391.90					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	58.07					
Life Insurance		7.58					
Deferred Comp.	0.04070	0.00					
Workers Comp.	0.04870	158.62		II 1 D 4	133.11%	31.69%	T () II .
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	47.23	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,743.46	53.53%	\$33.34	\$44.38	\$10.56	\$88.28
		Annual Sala	ry + Benefits	\$60,007.36	_		
Step B							
		\$3,420.01	/Month	\$22.80	/Hour		
	Total Benefits	\$1,786.09	52.22%	\$34.71	\$46.20	\$11.00	\$91.91
		Annual Sala	ry + Benefits	\$62,473.21	_		
					=		
Step C							
		\$3,591.01	/Month	\$23.94	/Hour		
	Total Benefits	\$1,834.20	51.08%	\$36.17	\$48.14	\$11.46	\$95.77
		Annual Sala	ry + Benefits	\$65 102 5 <i>1</i>			
		Annual Sala	ry + Delicitis	\$65,102.54	=		
Sten D							
Step D		\$3,770.56	/Month	\$25.14	/Цонг		
		φ 3 ,770.30	/ IVIOIIIII	\$23.14	/110ul		
	Total Benefits	\$1,884.72	49.99%	\$37.70	\$50.19	\$11.95	\$99.84
			. D	0/8 0/3 24			
		Annual Sala	ry + Benefits	\$67,863.34	=		
Step E							
		\$3,959.09	/Month	\$26.39	/Hour		
	Total Benefits	\$1,937.76	48.94%	\$39.31	\$52.33	\$12.46	\$104.10
	i otai Denema	φ1,737.70	40.7470	φ 37.31	φ3 2.33	φ1 4.4 0	φ1 04.1 0
		Annual Sala	ry + Benefits	\$70,762.18			
			•		=		

Street Maintenance Worker II Department: Public Works

Step A							
Step 11		\$3,590.85	/Month	\$23.94	/Hour		
		\$3,390.03	/ IVIOIIIII	\$23.94	/Houi		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	287.27	,				
PERS - Employer	0.12032	432.05					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.01					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	174.87			122 110/	21 (00/	
Vision Benefit	426.12	35.51		Hander Data	133.11%	31.69%	Total Hander
					Department	City-Wide	Total Hourly
Medicare	0.01450	52.07	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,837.34	51.17%	\$36.19	\$48.17	\$11.47	\$95.83
		Annual Sala	ry + Benefits	\$65,138.33			
Step B							
		\$3,770.39	/Month	\$25.14	/Hour		
		Φο, ποιο >	7111011111	Ψ25.11	711041		
	Total Benefits	\$1,884.67	49.99%	\$37.70	\$50.18	\$11.95	\$99.83
		Annual Sala	ry + Benefits	\$67,860.73			
Step C							
1		\$3,958.91	/Month	\$26.39	/Hour		
		φυ,γυο.γ1	/ IVIOIIIII	\$20.39	/110ui		
	Total Benefits	\$1,937.71	48.95%	\$39.31	\$52.33	\$12.46	\$104.10
	1000120110110	ψ1,307.71	.0.5670	40,001	QC_100	412010	\$10 1110
		Annual Sala	ry + Benefits	\$70,759.43			
		1111111111 Suit	ly Delicites	\$70,703TIC	ı		
C ₁ D							
Step D							
		\$4,156.86	/Month	\$27.71	/Hour		
	Total Benefits	\$1,993.40	47.95%	\$41.00	\$54.58	\$12.99	\$108.57
			-				
		Annual Sala	ry + Benefits	\$73,803.08	:		
Step E							
		\$4,364.70	/Month	\$29.10	/Hour		
		Ψ-1,50-1.70	/ 141011111	φ29.10	/110ui		
	Total Benefits	\$2,051.88	47.01%	\$42.78	\$56.94	\$13.56	\$113.27
		,					
		Annual Sala	ry + Benefits	\$76,998.90			
			-		I		
L							

Streets Manager Department: Public Works

Step A							
Step A		\$5,908.01	/Month	\$39.39	/Lour		
		\$3,900.01	/ IVIOIIIII	\$39.39	/Houi		
Benefit	Multiplier						
PERS - Employee	0.08000	472.64					
PERS - Employer	0.12032	710.85					
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	105.32					
Life Insurance	0.00034	46.50					
Deferred Comp.	0.00034	110.00					
_	0.04870	287.72			122 110/	21 (00/	
Workers Comp. Vision Benefit				Handa Data	133.11%	31.69%	Tatal Handler
	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	85.67	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,638.19	44.65%	\$56.97	\$75.84	\$18.05	\$150.87
		Annual Sala	ry + Benefits	\$102,554.37			
			- 3	4-0-,00	į		
Stop P							
Step B		0 < 0.00 11	5 - 1				
		\$6,203.41	/Month	\$41.36	/Hour		
	T-4-1 D C4-	¢2 700 50	42 (00/	Ø50.43	670.10	010.02	0157.24
	Total Benefits	\$2,709.58	43.68%	\$59.42	\$79.10	\$18.83	\$157.34
		Annual Sala	ry + Benefits	\$106,955.79			
					•		
Step C							
		\$6,513.58	/Month	¢42.42	/11		
		\$0,513.50	/IVIOIIIII	\$43.42	/Hour		
	Total Benefits	\$2,798.74	42.97%	\$62.08	\$82.64	\$19.67	\$164.39
	Total Delicitis	\$2,796.74	42.97/0	\$02.00	\$02.U 4	\$17.07	\$104.57
		Annual Sala	ry + Benefits	\$111,747.80			
		Alliluai Sala	ry + Benefits	\$111,747.00	•		
Step D							
		\$6,839.26	/Month	\$45.60	/Hour		
		,					
	Total Benefits	\$2,892.36	42.29%	\$64.88	\$86.36	\$20.56	\$171.80
			. D	0116			
		Annual Sala	ry + Benefits	\$116,779.41	:		
Step E							
		\$7,181.22	/Month	\$47.87	/Hour		
		Ψ.,101 .22		φ17.07	. = 10 41		
	Total Benefits	\$2,990.66	41.65%	\$67.81	\$90.27	\$21.49	\$179.57
		Annual Sala	ry + Benefits	\$122,062.61	_		
					•		
-							

Streets Supervisor Department: Public Works

Ct A							
Step A		05 110 65	/N &	02405	/T.T.		
		\$5,110.65	/Month	\$34.07	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	408.85					
PERS - Employer	0.12032	614.91					
PERS Survivor		3.00					
Management Incer	ntive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	91.11					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	248.89			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	74.10		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01150	7 1.10	-	<u>ee Bellettis</u>	Overneuu	Overneud	<u>ruee</u>
	Total Benefits	\$ 2,264.94	44.32%	\$49.17	\$65.45	\$15.58	\$130.20
		Annual Sala	ry + Benefits	\$88,507.07			
Step B							
1		\$5,366.19	/Month	\$35.77	/Hour		
		ψο,υ σσ.19	7111011111	Ψ33.77	/110th		
	Total Benefits	\$2,333.64	43.49%	\$51.33	\$68.33	\$16.27	\$135.93
		4 16.1	. D. C.	#02 20 7 00			
		Annual Sala	ry + Benefits	\$92,397.90			
Step C							
		\$5,634.49	/Month	\$37.56	/Hour		
	Total Benefits	\$2,409.13	42.76%	\$53.62	\$71.38	\$16.99	\$142.00
		Annual Sala	ry + Benefits	\$96,523.47			
Step D							
		\$5,916.22	/Month	\$39.44	/Hour		
	Total Benefits	\$2,488.39	42.06%	\$56.03	\$74.58	\$17.76	\$148.37
				#400 C== *:			
		Annual Sala	ry + Benefits	\$100,855.31			
Step E							
		\$6,212.03	/Month	\$41.41	/Hour		
							
	Total Benefits	\$2,571.62	41.40%	\$58.56	\$77.95	\$18.56	\$155.06
		A 303		0105 403 55			
		Annual Sala	ry + Benefits	\$105,403.75			

Street Sweeper Operator Department: Public Works

Step A							
Step 11		\$3,742.94	/Month	\$24.95	/Hour		
		\$5,742.74	/1011111	φ 24. /3	/IIoui		
Benefit	Multiplier						
PERS - Employee	0.08000	299.44					
PERS - Employer	0.12032	450.35	;				
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79)				
LTD Insurance	0.017827	66.73	1				
Life Insurance		7.58	}				
Deferred Comp.		0.00)				
Workers Comp.	0.04870	182.28	}		133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.27	1	& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 1,880.14	50.23%	\$37.49	\$49.90	\$11.88	\$99.27
		Annual Sala	ry + Benefits	\$67,476.94	_		
Step B							
J. C.		\$3,930.09	/Month	\$26.20	/Hour		
		\$3,730.07	/ IVIOIILII	\$20.20	/Houi		
	Total Benefits	\$1,929.60	49.10%	\$39.06	\$52.00	\$12.38	\$103.44
		Annual Sala	ry + Benefits	\$70,316.26			
		1111111111 Suit	i y · Bellettes	\$70,E10.20	•		
Step C							
Step C		\$4,126.59	/Month	\$27.51	/Hour		
		Ψ1,120.00	7111011111	Ψ27.51	/110 u 1		
	Total Benefits	\$1,984.88	48.10%	\$40.74	\$54.23	\$12.91	\$107.89
		Annual Sala	ry + Benefits	\$73,337.75	Ē		
Step D							
		\$4,332.92	/Month	\$28.89	/Hour		
	Total Danie Cr	00.040.04	47 150/	043.71	ØE (50	012 45	0110 50
	Total Benefits	\$2,042.94	47.15%	\$42.51	\$56.58	\$13.47	\$112.56
		Annual Sala	ry + Benefits	\$76,510.31			
					•		
Step E							
		\$4,549.57	/Month	\$30.33	/Hour		
		ŕ					
	Total Benefits	\$2,103.89	46.24%	\$44.36	\$59.04	\$14.06	\$117.46
		Annual Sala	ry + Benefits	\$79,841.49	_		

Supervising Construction Inspector Department: Engineering

Step A							
		\$5,559.43	/Month	\$37.06	/Hour		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	444.75					
PERS - Employer	0.12032	668.91					
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	99.11					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	270.74			60.92%	31.69%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	80.61	<u>. </u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,391.20	43.01%	\$53.00	\$32.29	\$16.80	\$102.09
		Annual Sala	ry + Benefits	\$95,407.52			
					!		
Step B							
1		\$5,837.40	/Month	\$38.92	/Hour		
	Total Benefits	\$2,458.63	42.12%	\$55.31	\$33.69	\$17.53	\$106.53
		Annual Sala	ry + Benefits	\$99,552.42			
		1 IIII war Sum	i y · Benefits	<u> </u>	•		
Step C							
		\$6,129.27	/Month	\$40.86	/Hour		
	Total Benefits	\$2,540.75	41.45%	\$57.80	\$35.21	\$18.32	\$111.33
		Annual Sala	ry + Benefits	\$104,040.26			
			-j · Denemo	Ψ101,010.20	:		
Step D							
•		\$6,435.73	/Month	\$42.90	/Hour		
	Total Benefits	\$2,626.97	40.82%	\$60.42	\$36.81	\$19.15	\$116.37
		Annual Cala	ry + Benefits	\$10 9 752 40			
		Annuai Sala	Ty T Delicitis	\$108,752.49	:		
Step E							
		\$6,757.52	/Month	\$45.05	/Hour		
	Total Benefits	\$2,717.51	40.21%	\$63.17	\$38.48	\$20.02	\$121.67
		Annual Sala	ry + Benefits	\$113,700.34			
			J 3	/	•		

Supervising Engineer Department: Engineering

Step A							
•		\$7,296.05	/Month	\$48.64	/Hour		
		,					
Benefit E	<u>Multiplier</u>	502.66					
PERS - Employee	0.08000	583.68					
PERS - Employer	0.12032	877.86					
PERS Survivor	4:	3.00					
Management Incen EAP	itive	0.00					
Health Insurance		3.19 642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	130.07					
Life Insurance	0.00034	44.65					
Deferred Comp.	0.00034	110.00					
Workers Comp.	0.04870	355.32			60.92%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate			Total Hourly
Medicare	0.01450	105.79		& Benefits	Department	City-Wide	•
Medicare	0.01430	103.79	<u>'</u>	& Bellettis	<u>Overhead</u>	Overhead	Rate
	Total Benefits	\$ 3,026.86	41.49%	\$68.82	\$41.93	\$21.81	\$132.55
		Annual Sala	ry + Benefits	\$123,875.03	_		
					-		
Step B							
		\$7,660.86	/Month	\$51.07	/Hour		
		41,00000	,	40-107	, ,		
	Total Benefits	\$3,128.54	40.84%	\$71.93	\$43.82	\$22.79	\$138.54
		Annual Sala	ry + Benefits	\$129,472.81	=		
~ ~							
Step C		\$8,043.90	/Month	\$53.63	/Haum		
		\$0,0 4 3.70	/ IVIOIIIII	\$33.03	/Houi		
	Total Benefits	\$3,238.66	40.26%	\$75.22	\$45.82	\$23.84	\$144.88
		Ammuel Cale	ry + Benefits	\$135,390.67			
		Annuai Saia	ry + benefits	\$135,390.07	=		
Stor D							
Step D							
		\$8,446.10	/Month	\$56.31	/Hour		
	Total Benefits	\$3,354.27	39.71%	\$78.67	\$47.93	\$24.93	\$151.52
		Annual Sala	ry + Benefits	\$141,604.43	=		
Step E							
Step E		\$8,868.40	/Month	¢50.12	/Hour		
		φο,συσ. 4 0	/ IVIOIIIII	\$59.12	/ NOUI		
	Total Benefits	\$3,475.67	39.19%	\$82.29	\$50.13	\$26.08	\$158.51
		Annual Sala	ry + Benefits	\$148,128.87			
					.		

Utility Billing Supervisor Department: Finance & Information Management

Step A							
Step 11		\$4,296.70	/Month	\$28.64	/Hour		
		φ -1 ,2/0.70	/ IVIOIIIII	\$20.U 1	/IIoui		
Benefit	Multiplier						
PERS - Employee	0.08000	343.74					
PERS - Employer	0.12032	516.98					
PERS Survivor		3.00	1				
Management Incen	tive	0.00	1				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	76.60	ı				
Life Insurance	0.00034	26.30	ı				
Deferred Comp.		110.00					
Workers Comp.	0.04870	209.25			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	62.30		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			=				
	Total Benefits	\$ 2,164.65	50.38%	\$43.08	\$18.36	\$13.65	\$75.08
		Annual Sala	ry + Benefits	\$77,536.12	_		
					-		
Step B							
1		\$4,511.53	/Month	\$30.08	/Hour		
		ФТ,311.33	/IVIOIIIII	\$30.08	/110u1		
	Total Benefits	\$2,221.90	49.25%	\$44.89	\$19.13	\$14.22	\$78.24
		Annual Sala	ry + Benefits	\$80,801.18			
		1 2222	23 201101105	400,001110	=		
Step C							
Step C		04 727 11	/M a m + la	#21.70	/11		
		\$4,737.11	/Month	\$31.58	/Hour		
	Total Benefits	\$2,285.37	48.24%	\$46.82	\$19.95	\$14.84	\$81.60
	Total Delicitis	\$2,265.57	40.24/0	\$ 10.02	\$17.73	Ф17.0 7	\$61.00
		Annual Sala	ry + Benefits	\$84,269.68			
		Alliuai Saia	ly Delicits	\$04,207.00	•		
Cton D							
Step D			-				
		\$4,973.96	/Month	\$33.16	/Hour		
	T-4-1 D	#2.252.01	47.2007	040.04	# 30 94	015 40	405 13
	Total Benefits	\$2,352.01	47.29%	\$48.84	\$20.81	\$15.48	\$85.13
		Annual Cala	my ± Ronofita	¢Q7 011 <i>6</i> 0			
		Amuai Sala	ry + Benefits	\$87,911.60	•		
G, F							
Step E		0.7.333	/N. F	.			
		\$5,222.66	/Month	\$34.82	/Hour		
	Total Benefits	\$2,421.98	46.37%	\$50.96	\$21.72	\$16.15	\$88.83
		Annual Sala	ry + Benefits	\$91,735.63	<u>.</u>		

Wastewater Operations Manager Department: Public Works

Stop A							
Step A		65 000 01	/Month	¢20 20	/Llour		
		\$5,908.01	/Month	\$39.39	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	472.64					
PERS - Employer	0.12032	710.85					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	105.32					
Life Insurance	0.00034	36.16					
Deferred Comp.		110.00					
Workers Comp.	0.04870	287.72			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	85.67		& Benefits	Overhead	<u>Overhead</u>	Rate
			_				
	Total Benefits	\$ 2,627.85	44.48%	\$56.91	\$75.75	\$18.03	\$150.69
		Annual Sala	ry + Benefits	\$102,430.26			
Stan D							
Step B		\$6,203.41	/Month	\$41.36	/Поля		
		\$0,203.41	/IVIOIIIII	\$41.30	/noui		
	Total Benefits	\$2,707.77	43.65%	\$59.41	\$79.08	\$18.83	\$157.31
		Annual Sala	ry + Benefits	\$106,934.10			
			v		ł		
Step C							
		\$6,513.58	/Month	\$43.42	/Hour		
	Total Benefits	\$2,795.03	42.91%	\$62.06	\$82.61	\$19.66	\$164.33
		Annual Sala	ry + Benefits	\$111,703.33			
Step D							
		\$6,839.26	/Month	\$45.60	/Hour		
	Total Benefits	\$2,886.66	42.21%	\$64.84	\$86.31	\$20.55	\$171.70
			D : 6° (
		Annual Sala	ry + Benefits	\$116,711.02			
Step E							
		\$7,181.22	/Month	\$47.87	/Hour		
	Total Benefits	\$2,982.87	41.54%	\$67.76	\$90.20	\$21.47	\$179.43
		Annual Cala	m + Danaste	Q121 060 10			
		Annuai Sala	ry + Benefits	\$121,969.10			

Wastewater Treatment Plant Supv. Department: Public Works

Step A							
		\$4,898.48	/Month	\$32.66	/Hour		
Donofit	Multiplion						
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	391.88					
PERS - Employee	0.12032	589.38					
PERS Survivor	0.12032	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	87.33					
Life Insurance	0.01/82/	7.58					
		0.00					
Deferred Comp.	0.04070				122.110/	24 (00)	
Workers Comp.	0.04870	238.56		Hamila Data	133.11%	31.69%	T-4-1 II
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	71.03	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,205.24	45.02%	\$47.36	\$63.04	\$15.01	\$125.41
		Annual Sala	ry + Benefits	\$85,244.63			
Step B							
		\$5,143.40	/Month	\$34.29	/Hour		
		,					
	Total Benefits	\$2,270.96	44.15%	\$49.43	\$65.80	\$15.66	\$130.89
		Annual Sala	ry + Benefits	\$88,972.34	:		
Step C							
		\$5,400.57	/Month	\$36.00	/Hour		
	Total Benefits	\$2,343.31	43.39%	\$51.63	\$68.72	\$16.36	\$136.71
		Annual Sala	ry + Benefits	\$92,926.63	:		
Step D							
		\$5,670.60	/Month	\$37.80	/Hour		
	Total Benefits	\$2,419.29	42.66%	\$53.93	\$71.79	\$17.09	\$142.81
			. B	00= 0=0 61			
		Annual Sala	ry + Benefits	\$97,078.64	ł		
C/ - F							
Step E							
		\$5,954.13	/Month	\$39.69	/Hour		
	Total Donastia	¢2 400 07	41.070/	OE (25	¢75 03	017.07	¢140.22
	Total Benefits	\$2,499.06	41.97%	\$56.35	\$75.02	\$17.86	\$149.23
		Annual Sala	ry + Benefits	\$101 /28 2/			
		Ammuai Sala	ry + Denents	\$101,438.24	:		

Wastewater Laboratory Technician I Department: Public Works

\$3,902.51 /Month \$26.02	/Hour		
75 M. 3.F. 1.1. 31			
Benefit Multiplier			
PERS - Employee 0.08000 312.20			
PERS - Employer 0.12032 469.55			
PERS Survivor 3.00			
Management Incentive 0.00			
EAP 3.19			
Health Insurance 642.00			
Dental Insurance 135.79			
LTD Insurance 0.017827 69.57			
Life Insurance 7.58			
Deferred Comp. 0.00			
Workers Comp. 0.04870 190.05	133.11%	31.69%	
Vision Benefit 426.12 35.51 Hourly Rate	Department	City-Wide	Total Hourly
Medicare 0.01450 <u>56.59</u> <u>& Benefits</u>	Overhead	Overhead	Rate
Total Benefits \$ 1,925.03 49.33% \$38.85	\$51.71	\$12.31	\$102.88
Annual Salary + Benefits \$69,930.41			
•			
Step B			
\$4,097.63 /Month \$27.32	/Hour		
\$ 7.03 /Worth \$27.32	/110u1		
Total Benefits \$1,976.74 48.24% \$40.50	\$53.91	\$12.83	\$107.23
Annual Salary + Benefits \$72,892.41			
Step C			
\$4,302.51 /Month \$28.68	/Hour		
T . 1D C. 02.120 47.200/ 0.42.25	056.24	012.20	0111 07
Total Benefits \$2,034.38 47.28% \$42.25	\$56.24	\$13.39	\$111.87
A 1 C . 1			
Annual Salary + Benefits \$76,042.70			
Step D			
\$4,517.64 /Month \$30.12	/Hour		
Total Benefits \$2,094.90 46.37% \$44.08	\$58.68	\$13.97	\$116.73
A 101 . B # 050.550.50			
Annual Salary + Benefits \$79,350.50			
Step E			
\$4,743.52 /Month \$31.62	/Hour		
Total Benefits \$2,158.46 45.50% \$46.01	\$61.25	\$14.58	\$121.84
Annual Salary + Benefits \$82,823.70			

Wastewater Laboratory Technician II Department: Public Works

Step A							
Step 11		\$4,301.80	/Month	\$28.68	/Hour		
		ψ+,501.00	Avionth	Ψ20.00	/ Hour		
<u>Benefit</u>	Multiplier						
PERS - Employee	0.08000	344.14					
PERS - Employer	0.12032	517.59					
PERS Survivor		3.00					
Management Incent	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	76.69					
Life Insurance		7.58					
Deferred Comp.	0.04070	0.00					
Workers Comp.	0.04870	209.50		II I D (133.11%	31.69%	T
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	62.38	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,037.37	47.36%	\$42.26	\$56.26	\$13.39	\$111.91
		Annual Sala	ry + Benefits	\$76,069.96			
					=		
Step B							
1		\$4,516.89	/Month	\$30.11	/Hour		
		Ψ+,510.07	/IVIOIIIII	\$50.11	/IIoui		
	Total Benefits	\$2,094.69	46.37%	\$44.08	\$58.67	\$13.97	\$116.72
		Annual Sala	ry + Benefits	\$79,338.94			
Step C		\$4,742.73	/Month	\$31.62	/Hour		
		Φ+,7+2.75	/IVIOIIIII	\$31.02	/IIoui		
	Total Benefits	\$2,158.23	45.51%	\$46.01	\$61.24	\$14.58	\$121.83
		Annual Sala	ry + Benefits	\$82,811.56	_		
Step D							
		\$4,979.87	/Month	\$33.20	/Hour		
	Total Benefits	\$2,224.95	44.68%	\$48.03	\$63.94	\$15.22	\$127.19
		Annual Sala	ry + Benefits	\$86,457.81			
					:		
Step E							
		\$5,228.86	/Month	\$34.86	/Hour		
	Total Benefits	\$2,295.00	43.89%	\$50.16	\$66.77	\$15.89	\$132.82
		Annual Sala	ry + Benefits	\$90,286.37			
					=		

Wastewater Maintenance Supervisor Department: Public Works

G. A							
Step A		04 440 40	7. 5. 4.	000 (0	/ X X		
		\$4,443.43	/Month	\$29.62	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	355.47					
PERS - Employer	0.12032	534.63					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	79.21					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	216.40			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	64.43		& Benefits	Overhead	Overhead	Rate
Wicarcarc	0.01430	04.43	_	<u>a Benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,077.22	46.75%	\$43.47	\$57.87	\$13.78	\$115.11
		Annual Sala	ry + Benefits	\$78,247.79			
Step B							
		\$4,665.60	/Month	\$31.10	/Hour		
		\$ 1,000,00	,1,1011011	Ψ21.10	,11041		
	Total Benefits	\$2,136.53	45.79%	\$45.35	\$60.36	\$14.37	\$120.08
		Annual Sala	ry + Benefits	\$81,625.65			
Step C							
		\$4,898.88	/Month	\$32.66	/Hour		
		, , , , , , , , , ,		**			
	Total Benefits	\$2,202.17	44.95%	\$47.34	\$63.02	\$15.00	\$125.36
		Annual Sala	ry + Benefits	\$85,212.61			
Step D							
		\$5,143.83	/Month	\$34.29	/Hour		
		40,1 10.00	. 1.1011011	Ψ5 1.27	10 41		
	Total Benefits	\$2,271.08	44.15%	\$49.43	\$65.80	\$15.66	\$130.90
		Annual Sala	ry + Benefits	\$88,978.91			
Step E							
1		\$5,401.02	/Month	\$36.01	/Hour		
		Ψυ, .01.02	, 1,1011011	ψ50.01	, 110 41		
	Total Benefits	\$2,343.44	43.39%	\$51.63	\$68.73	\$16.36	\$136.72
		Annual Sala	ry + Benefits	\$92,933.53			
							_

Wastewater Treatment Plant Op. Asst. Department: Public Works

Step A							
~··I		\$3,087.45	/Month	\$20.58	/Hour		
		<i></i>		•			
Benefit E	<u>Multiplier</u>	247.00					
PERS - Employee	0.08000 0.12032	247.00 371.48					
PERS - Employer PERS Survivor	0.12032	3.00					
Management Incen	tiva	0.00					
EAP	itive	3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	55.04					
Life Insurance	0.017627	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	150.36			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	44.77		& Benefits	Overhead	Overhead	Rate
Wicarcarc	0.01430		_	<u> C Denents</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 1,695.71	54.92%	\$31.89	\$42.45	\$10.10	\$84.44
		Annual Sala	ry + Benefits	\$57,397.92			
Step B							
		\$3,241.82	/Month	\$21.61	/Hour		
		,					
	Total Benefits	\$1,735.96	53.55%	\$33.19	\$44.17	\$10.52	\$87.87
		Annual Sala	ry + Benefits	\$59,733.29			
Step C		62 402 01	/N // 41-	Φ22.60	/11		
		\$3,403.91	/Month	\$22.69	/Hour		
	Total Benefits	\$1,781.56	52.34%	\$34.57	\$46.02	\$10.95	\$91.54
			. D	0.62.227.62			
		Annual Sala	ry + Benefits	\$62,225.63	=		
C/ - D							
Step D							
		\$3,574.10	/Month	\$23.83	/Hour		
	Total Benefits	\$1,829.44	51.19%	\$36.02	\$47.95	\$11.42	\$95.39
		A 1 G 1		074040 50			
		Annual Sala	ry + Benefits	\$64,842.58	:		
Ston E							
Step E		\$3,752.81	/Month	\$25.02	/Hour		
		ŕ					200 :-
	Total Benefits	\$1,879.72	50.09%	\$37.55	\$49.98	\$11.90	\$99.43
		Annual Sala	ry + Benefits	\$67,590.38	i.		

Wastewater Treatment Plant Operator I Department: Public Works

C4 A							
Step A		#2 # (2 20	/N #	027.00	/11		
		\$3,762.38	/Month	\$25.08	/Hour		
Benefit	Multiplier						
PERS - Employee	0.08000	300.99					
PERS - Employer	0.12032	452.69					
PERS Survivor	******	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	67.07					
Life Insurance	***************************************	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	183.23			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.55		& Benefits	<u>Overhead</u>	Overhead	Rate
Modrouro	0.01150		-	<u> w bonones</u>	Overneuu	Overneud	11110
	Total Benefits	\$ 1,885.61	50.12%	\$37.65	\$50.12	\$11.93	\$99.71
		Annual Sala	ry + Benefits	\$67,775.86			
Step B							
1		\$3,950.50	/Month	\$26.34	/Hour		
		ψ5,750.50	/ IVIOIIII	\$20.54	/110u1		
	Total Benefits	\$1,935.34	48.99%	\$39.24	\$52.23	\$12.43	\$103.91
		Annual Sala	ry + Benefits	\$70,630.13			
Step C							
1		\$4,148.03	/Month	\$27.65	/Hour		
		ψ1,110.00	/ IVIOIIII	Ψ27.03	/ Hour		
	Total Benefits	\$1,990.92	48.00%	\$40.93	\$54.48	\$12.97	\$108.37
		Annual Sala	ry + Benefits	\$73,667.31			
			•		l		
Step D							
		\$4,355.43	/Month	¢20.04	/Hour		
		\$ 4 ,355.43	/ IVIOIIIII	\$29.04	/ FIOUF		
	Total Benefits	\$2,049.27	47.05%	\$42.70	\$56.84	\$13.53	\$113.06
	1 omi Dononio	ψ <u>2</u> ,0 17.27	.7.0570	ψ12.70	φυσισ :	ΨΙΟΙΟΟ	Ψ110.00
		Annual Sala	ry + Benefits	\$76,856.34			
			,	- · · · · · · · · · · · · · · · · · · ·	1		
Step E							
экер Е		04 572 20	/N f o :- 41-	000 10	/T.T		
		\$4,573.20	/ I vi onth	\$30.49	/Hour		
	Total Benefits	\$2,110.54	46.15%	\$44.56	\$59.31	\$14.12	\$117.99
	Total Delicitis	ψ2,110.54	70.13/0	φ 11. 30	ф37.31	φ17.14	ψ 11 /•77
		Annual Sala	ry + Benefits	\$80,204.83			
			. Denents	Ψου, 201.00			

Wastewater Treatment Plant Operator II Department: Public Works

Step A							
Step 11		\$4,148.11	/Month	\$27.65	/Hour		
		ψ 1,1 10.11	/ IVIOIIII	Φ27.03	/110ti		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	331.85					
PERS - Employer	0.12032	499.10					
PERS Survivor		3.00					
Management Incen	itive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	73.95					
Life Insurance		7.58					
Deferred Comp.	0.04070	0.00					
Workers Comp.	0.04870	202.01		II D /	133.11%	31.69%	T () II 1
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	60.15	_	& Benefits	<u>Overhead</u>	Overhead	Rate
	Total Benefits	\$ 1,994.13	48.07%	\$40.95	\$54.51	\$12.98	\$108.43
		Annual Sala	ry + Benefits	\$73,706.81	·		
Step B							
		\$4,355.51	/Month	\$29.04	/Hour		
	Total Benefits	\$2,049.29	47.05%	\$42.70	\$56.84	\$13.53	\$113.07
		Annual Sala	ry + Benefits	\$76,857.63	į		
G. C							
Step C		04 572 20	/N // 41-	Ф 2 0.40	/**		
		\$4,573.29	/Month	\$30.49	/Hour		
	Total Benefits	\$2,110.56	46.15%	\$44.56	\$59.31	\$14.12	\$117.99
		Annual Sala	ry + Benefits	\$80,206.19	:		
Step D							
<u>.</u>		\$4,801.95	/Month	\$32.01	/Hour		
	Total Benefits	\$2,174.89	45.29%	\$46.51	\$61.91	\$14.74	\$123.17
	10th Delicitio	Ψ2,1/π.09	75.27/0	ψ τυ. 31	Ψ 01 •/1	ψ ± Τ•/ T	ψ± 20• 1/
		Annual Sala	ry + Benefits	\$83,722.17	:		
Step E							
	_	\$5,042.05	/Month	\$33.61	/Hour		
	Total Danceta	\$2 242 4 <i>5</i>	44 470/	010 5/	QCA CA	Q15 20	Q120 (A
	Total Benefits	\$2,242.45	44.47%	\$48.56	\$64.64	\$15.39	\$128.60
		Annual Sala	ry + Benefits	\$87,413.95			

Wastewater Treatment Plant Operator III Department: Public Works

Cton A							
Step A		04 572 22	/N / 41-	¢20.40	/II		
		\$4,573.22	/Month	\$30.49	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	365.86					
PERS - Employer	0.12032	550.25					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	81.53					
Life Insurance	***************************************	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	222.72			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	66.31		& Benefits	Overhead	Overhead	Rate
Wicarcare	0.01430	00.51	_	<u>a Benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,113.73	46.22%	\$44.58	\$59.34	\$14.13	\$118.05
		Annual Sala	ry + Benefits	\$80,243.45	•		
Step B							
		\$4,801.88	/Month	\$32.01	/Hour		
		,					
	Total Benefits	\$2,174.88	45.29%	\$46.51	\$61.91	\$14.74	\$123.16
				000 701 10			
		Annual Sala	ry + Benefits	\$83,721.10	į		
Step C							
		\$5,041.98	/Month	\$33.61	/Hour		
	Total Benefits	\$2,242.43	44.48%	\$48.56	\$64.64	\$15.39	\$128.59
			- a	****			
		Annual Sala	ry + Benefits	\$87,412.83	:		
Step D							
		\$5,294.08	/Month	\$35.29	/Hour		
	Total Benefits	\$2,313.35	43.70%	\$50.72	\$67.51	\$16.07	\$134.30
		Annual Sala	ry + Benefits	\$91,289.14	!		
G. F							
Step E							
		\$5,558.78	/Month	\$37.06	/Hour		
	T . 1D . ":	Ф 2 20 7 02	10.000	DEA 00	050.50	01/20	01.40.60
	Total Benefits	\$2,387.83	42.96%	\$52.98	\$70.52	\$16.79	\$140.29
		A1 G -1	Day : 64	POE 250 25			
		Annual Sala	ry + Benefits	\$95,359.27	;		

Water Customer Service Technician Department: Public Works

Step A							
Stop 11		\$4,000.81	/Month	\$26.67	/Hour		
		\$ 1,000.01	/ 1 V1O11t11	Ψ20.07	/110 u 1		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	320.06					
PERS - Employer	0.12032	481.38					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	71.32					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	194.84			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	58.01	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,952.69	48.81%	\$39.69	\$52.83	\$12.58	\$105.10
		Annual Sala	ry + Benefits	\$71,441.96			
				·	=		
Step B							
Step D		\$4,200.85	/Month	\$28.01	/Поля		
		\$4,200.03	/ IVIOIIIII	\$28.01	/Hour		
	Total Benefits	\$2,005.78	47.75%	\$41.38	\$55.08	\$13.11	\$109.57
		Annual Sala	ry + Benefits	\$74,479.53			
Step C							
		\$4,410.89	/Month	\$29.41	/Hour		
	T . 1D . C.	#2 064 07	46.010/	042.15	055.45	012.60	011422
	Total Benefits	\$2,064.87	46.81%	\$43.17	\$57.47	\$13.68	\$114.32
		A	I D C4	077 700 10			
		Annuai Saia	ry + Benefits	\$77,709.18	•		
Step D							
		\$4,631.44	/Month	\$30.88	/Hour		
	Total Benefits	\$2,126.92	45.92%	\$45.06	\$59.98	\$14.28	\$119.31
			. D	004 400 44			
		Annual Sala	ry + Benefits	\$81,100.31	:		
Step E							
		\$4,863.01	/Month	\$32.42	/Hour		
	Total Benefits	\$2,192.07	45.08%	\$47.03	\$62.61	\$14.90	\$124.55
		Annual Sala	ry + Benefits	\$84,661.00			
					- 		

Water Distribution Lead Worker Department: Public Works

Septe	Step A							
Renefit	Step A		\$4 445 07	/Month	\$20.63	/Lour		
PERS - Employee			\$ 4,44 5.07	/IVIOIIIII	\$29.03	/Houi		
PERS Employer 0.12032 534.83 PERS Survivor 3.00 Management Incentive 0.00 EAP 3.19 Health Insurance 642.00 Dental Insurance 135.79 LTD Insurance 0.017827 79.24 LTD Insurance 0.017827 79.24 LTD Insurance 0.04870 216.47 Morther Comp. 0.00 Workers Comp. 0.00450 Mortes Comp. 0.00450 Morther Comp.	Benefit	Multiplier						
PERS Survivor	PERS - Employee		355.61					
Management Incentive	PERS - Employer	0.12032	534.83					
Health Insurance	PERS Survivor		3.00	1				
Health Insurance	Management Incen	tive	0.00	1				
Dental Insurance	EAP		3.19					
LTD Insurance	Health Insurance		642.00					
Life Insurance	Dental Insurance		135.79					
Deferred Comp. O.04870 216.47 216.47 September Medicare Medicare O.01450 O.04870 216.47 O.04870 O.0487	LTD Insurance	0.017827	79.24					
Norkers Comp. 0.04870 216.47 35.51 Hourly Rate Department & City-Wide Northead One-head Northead Nort	Life Insurance		7.58					
Norkers Comp. 0.04870 216.47 35.51 Hourly Rate Department & City-Wide Northead One-head Northead Nort	Deferred Comp.		0.00	1				
Vision Benefit Medicare 426.12 0.01450 64.45 64.45 35.51 64.45 8 Benefits Hourly Rate & Benefits Department Overhead Overhead Overhead City-Wide Rate Overhead Total Hourly Rate & Benefits Benefits Earth overhead Overhead Overhead Total Hourly Rate & Benefits Benefits September 15.15 September 15.15 </td <td>_</td> <td>0.04870</td> <td></td> <td></td> <td></td> <td>133.11%</td> <td>31.69%</td> <td></td>	_	0.04870				133.11%	31.69%	
Medicare					Hourly Rate			Total Hourly
Total Benefits \$ 2,077.68 46.74% \$43.48 \$57.88 \$13.78 \$115.15					•	_	-	-
Step B	111041104110	0.01.00		-		<u> </u>	O VOI III WA	
Step B		Total Benefits	\$ 2,077.68	46.74%	\$43.48	\$57.88	\$13.78	\$115.15
Step B			Annual Sala	rv + Benefits	\$78,272.96			
\$4,667.32 /Month \$31.12 /Hour Total Benefits \$2,137.02 45.79% \$45.36 \$60.38 \$14.37 \$120.12 Annual Salary + Benefits \$81,652.09 Step C \$4,900.69 /Month \$32.67 /Hour Total Benefits \$2,202.67 44.95% \$47.36 \$63.04 \$15.01 \$125.40 Annual Salary + Benefits \$85,240.36 Step D \$5,145.72 /Month \$34.30 /Hour Total Benefits \$2,271.61 44.15% \$49.45 \$65.82 \$15.67 \$130.94 Annual Salary + Benefits \$89,008.05 Step E \$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76				,		:		
\$4,667.32 /Month \$31.12 /Hour Total Benefits \$2,137.02 45.79% \$45.36 \$60.38 \$14.37 \$120.12 Annual Salary + Benefits \$81,652.09 Step C \$4,900.69 /Month \$32.67 /Hour Total Benefits \$2,202.67 44.95% \$47.36 \$63.04 \$15.01 \$125.40 Annual Salary + Benefits \$85,240.36 Step D \$5,145.72 /Month \$34.30 /Hour Total Benefits \$2,271.61 44.15% \$49.45 \$65.82 \$15.67 \$130.94 Annual Salary + Benefits \$89,008.05 Step E \$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76	Sten B							
Total Benefits \$2,137.02 45.79% \$45.36 \$60.38 \$14.37 \$120.12	экер Б		04 ((7.22	/N f	Ф21.10	/T.T		
Step C S4,900.69 Month \$32.67 Hour			54,007.32	/Month	\$31.12	/Hour		
Step C		Total Benefits	\$2,137.02	45.79%	\$45.36	\$60.38	\$14.37	\$120.12
Step C			Ammal Cala	Dans £ 4a	601 (53 00			
\$4,900.69 /Month \$32.67 /Hour Total Benefits \$2,202.67 44.95% \$47.36 \$63.04 \$15.01 \$125.40 Annual Salary + Benefits \$85,240.36 Step D \$5,145.72 /Month \$34.30 /Hour Total Benefits \$2,271.61 44.15% \$49.45 \$65.82 \$15.67 \$130.94 Annual Salary + Benefits \$89,008.05 Step E Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76			Annuai Saia	ry + Benefits	\$81,052.09	:		
\$4,900.69 /Month \$32.67 /Hour Total Benefits \$2,202.67 44.95% \$47.36 \$63.04 \$15.01 \$125.40 Annual Salary + Benefits \$85,240.36 Step D \$5,145.72 /Month \$34.30 /Hour Total Benefits \$2,271.61 44.15% \$49.45 \$65.82 \$15.67 \$130.94 Annual Salary + Benefits \$89,008.05 Step E Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76								
Total Benefits \$2,202.67	Step C		04.000.60	/N. f	#22.67	/7.7		
Step D S5,145.72 Month \$34.30 Hour			\$4,900.69	/Month	\$32.67	/Hour		
Step D S5,145.72 Month \$34.30 Hour		Total Renefits	\$2 202 67	44 95%	\$47.36	\$63.04	\$15.01	\$125.40
Step D \$5,145.72 /Month \$34.30 /Hour Total Benefits \$2,271.61		Total Beliefits	\$2,202.07	44.9370	φ+7.50	ψυσ.υ-τ	\$13.01	ψ123.40
Step D \$5,145.72 /Month \$34.30 /Hour Total Benefits \$2,271.61			Annual Sala	rv + Benefits	\$85,240.36			
\$5,145.72 /Month \$34.30 /Hour Total Benefits \$2,271.61 44.15% \$49.45 \$65.82 \$15.67 \$130.94 Annual Salary + Benefits \$89,008.05 Step E \$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76				,		:		
\$5,145.72 /Month \$34.30 /Hour Total Benefits \$2,271.61 44.15% \$49.45 \$65.82 \$15.67 \$130.94 Annual Salary + Benefits \$89,008.05 Step E \$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76	Step D							
Total Benefits \$2,271.61 44.15% \$49.45 \$65.82 \$15.67 \$130.94 Annual Salary + Benefits \$89,008.05 Step E \$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76	Step D		OF 145 53	/N / - 41	A- 1 -	/**		
Step E \$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76			\$5,145.72	/Month	\$34.30	/Hour		
Step E \$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76		Total Benefits	\$2 271 61	44 15%	\$49.45	\$65.82	\$15.67	\$130.94
Step E \$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76		_ 5 000 _ 5000000	\$ - , - , 1.01	. 1.12 / 0	Ψ12110	\$00.0 2	42010 1	\$2000 ·
\$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76			Annual Sala	ry + Benefits	\$89,008.05			
\$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76								
\$5,403.01 /Month \$36.02 /Hour Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76	Step E							
Total Benefits \$2,344.00 43.38% \$51.65 \$68.75 \$16.37 \$136.76			\$5,403.01	/Month	\$36.02	/Hour		
			. ,		, _			
Annual Salary + Benefits\$92,964.13		Total Benefits	\$2,344.00	43.38%	\$51.65	\$68.75	\$16.37	\$136.76
Annual Salary + Benefits \$92,964.13				. 75	000 0111			
			Annual Sala	ry + Benefits	\$92,964.13	<u>.</u>		

Water Distribution Supervisor Department: Public Works

Step A							
Step 11		\$5,110.65	/Month	\$34.07	/Hour		
		\$3,110.03	/IVIOIIIII	Φ54.07	/IIoui		
Benefit	Multiplier						
PERS - Employee	0.08000	408.85					
PERS - Employer	0.12032	614.91					
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79					
LTD Insurance	0.017827	91.11					
Life Insurance		7.58					
Deferred Comp.		0.00	1				
Workers Comp.	0.04870	248.89			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	74.10		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			-				
	Total Benefits	\$ 2,264.94	44.32%	\$49.17	\$65.45	\$15.58	\$130.20
		Annual Sala	ry + Benefits	\$88,507.07	<u>.</u>		
Step B							
		\$5,366.19	/Month	\$35.77	/Hour		
		4-,	,	4551,,	,		
	Total Benefits	\$2,333.64	43.49%	\$51.33	\$68.33	\$16.27	\$135.93
		Annual Sala	ry + Benefits	\$92,397.90	<u> </u>		
Step C							
		\$5,634.49	/Month	\$37.56	/Hour		
		ŕ					
	Total Benefits	\$2,409.13	42.76%	\$53.62	\$71.38	\$16.99	\$142.00
		Annual Sala	ry + Benefits	\$96,523.47	<u>-</u>		
					<u> </u>		
Step D							
1		\$5,916.22	/Month	\$39.44	/Hour		
		Ψυ9210022	, 1,1011111	ψ57.77	,110ui		
	Total Benefits	\$2,488.39	42.06%	\$56.03	\$74.58	\$17.76	\$148.37
		Annual Sala	ry + Benefits	\$100,855.31	_		
					<u>. </u>		
Step E							
1		\$6,212.03	/Month	\$41.41	/Hour		
		Ψυ,μ12.03	/ 141011111	φ+1.41	/110u1		
	Total Benefits	\$2,571.62	41.40%	\$58.56	\$77.95	\$18.56	\$155.06
		Annual Sala	ry + Benefits	\$105,403.75	_		
					-		

Water Distribution Worker I Department: Public Works

Step A							
Step 11		\$3,656.45	/Month	\$24.38	/Hour		
		\$ 5 ,030. 1 3	/ IVIOIIIII	Φ 21. 30	/Tioui		
Benefit	Multiplier						
PERS - Employee	0.08000	292.52					
PERS - Employer	0.12032	439.94					
PERS Survivor		3.00	1				
Management Incen	tive	0.00	1				
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	65.18					
Life Insurance		7.58					
Deferred Comp.		0.00	1				
Workers Comp.	0.04870	178.07			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.02		& Benefits	Overhead	Overhead	Rate
111041104110	0.01.00		_		O , or menta	O VOI III WA	<u> </u>
	Total Benefits	\$ 1,855.80	50.75%	\$36.75	\$48.92	\$11.64	\$97.31
		Annual Sala	ry + Benefits	\$66,147.04	_		
					-		
Step B							
o Vr		\$3,839.27	/Month	\$25.60	/Llour		
		\$3,037.21	/ IVIOIILII	\$23.00	/ Moul		
	Total Benefits	\$1,904.05	49.59%	\$38.29	\$50.97	\$12.13	\$101.39
		Annual Sala	ry + Benefits	\$68,919.87	=		
Step C							
		\$4,031.24	/Month	\$26.87	/Hour		
	Total Benefits	\$1,958.06	48.57%	\$39.93	\$53.15	\$12.65	\$105.73
			. D	051 051 54			
		Annual Sala	ry + Benefits	\$71,871.54	=		
Step D							
		\$4,232.80	/Month	\$28.22	/Hour		
	Total Benefits	\$2,014.77	47.60%	\$41.65	\$55.44	\$13.20	\$110.29
		A mm.s al C al a	Do	674 070 70			
		Annual Sala	ry + Benefits	\$74,970.79	=		
G. B							
Step E							
		\$4,444.44	/Month	\$29.63	/Hour		
	Total Benefits	\$2,074.31	46.67%	\$43.46	\$57.85	\$13.77	\$115.08
	Total Delicitis	Ψ2,077.31	TU.U / / 0	ψττυ	ψυ1.00	Ψ10.//	Ψ113,00
		Annual Sala	ry + Benefits	\$78,225.00	_		
					<u>-</u>		
-							

Water Distribution Worker II Department: Public Works

Step A							
5 .6 p 11		\$4,031.51	/Month	\$26.88	/Hour		
		Ψ 1,001.01	/ 1 V1O11t11	Ψ 20. 00	/110 G 1		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	322.52					
PERS - Employer	0.12032	485.07					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	71.87					
Life Insurance		7.58					
Deferred Comp.	0.04050	0.00					
Workers Comp.	0.04870	196.33		п	133.11%	31.69%	T () III)
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	58.46	<u>-</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,961.32	48.65%	\$39.95	\$53.18	\$12.66	\$105.79
		Annual Sala	ry + Benefits	\$71,913.93			
					•		
Step B							
-		\$4,233.08	/Month	\$28.22	/Hour		
		\$ 1, 200 100	, 1.1011411	Ψ=0:==	,110 01		
	Total Benefits	\$2,014.84	47.60%	\$41.65	\$55.45	\$13.20	\$110.30
		Annual Sala	ry + Benefits	\$74,975.10	:		
Stan C							
Step C		\$4,444.73	/Month	\$29.63	/Hour		
		ŕ					
	Total Benefits	\$2,074.39	46.67%	\$43.46	\$57.85	\$13.77	\$115.09
		Aal Cala		Ø70 220 <i>52</i>			
		Annuai Saia	ry + Benefits	\$78,229.53	!		
Stop D							
Step D		04.666.0=	/N # .1		/T.T.		
		\$4,666.97	/Month	\$31.11	/Hour		
	Total Benefits	\$2,136.92	45.79%	\$45.36	\$60.38	\$14.37	\$120.11
		Annual Cala	ry + Benefits	\$81,646.68			
		Annuai Sala	ry Delicitis	901,040.00	:		
Stop E							
Step E		\$4,900.32	/Month	\$32.67	/Hour		
	T . 1D	ŕ				015.04	0127.20
	Total Benefits	\$2,202.57	44.95%	\$47.35	\$63.03	\$15.01	\$125.39
		Annual Sala	ry + Benefits	\$85,234.68	:		

Water Operations Manager Department: Public Works

Step A							
Step 11		\$5,908.01	/Month	\$39.39	/Hour		
		\$3,700.01	/IVIOIIIII	\$37.37	/110u1		
Benefit	Multiplier						
PERS - Employee	0.08000	472.64					
PERS - Employer	0.12032	710.85					
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79)				
LTD Insurance	0.017827	105.32					
Life Insurance	0.00034	36.16)				
Deferred Comp.		110.00)				
Workers Comp.	0.04870	287.72			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	85.67		& Benefits	Overhead	Overhead	Rate
111041104110	0.01.00		_		<u> </u>	O VOI III WA	
	Total Benefits	\$ 2,627.85	44.48%	\$56.91	\$75.75	\$18.03	\$150.69
		Annual Sala	ry + Benefits	\$102,430.26			
Step B							
J. C.		\$6,203.41	/Month	\$41.36	/Llour		
		\$0,203.41	/IVIOIIIII	\$41.30	/Houi		
	Total Benefits	\$2,707.77	43.65%	\$59.41	\$79.08	\$18.83	\$157.31
				040 < 02440			
		Annual Sala	ry + Benefits	\$106,934.10	<u>.</u>		
Step C		06.512.50	A. 6. 41				
		\$6,513.58	/Month	\$43.42	/Hour		
	Total Benefits	\$2,795.03	42.91%	\$62.06	\$82.61	\$19.66	\$164.33
	Total Delicitis	\$2,793.03	42.91/0	\$02.00	\$62.01	\$17.00	φ10 4. 33
		Annual Sala	ry + Benefits	\$111,703.33			
			3		:		
Step D							
Step D		06.020.26	/N / L - 41	* * = ~ =	/**		
		\$6,839.26	/Month	\$45.60	/Hour		
	Total Benefits	\$2,886.66	42.21%	\$64.84	\$86.31	\$20.55	\$171.70
	Town Dononts	Ψ2,000.00	12,21/0	Ψ0-1-0-1	ψυυ.υ 1	Ψ#0+00	Ψ1/1./0
		Annual Sala	ry + Benefits	\$116,711.02			
			-		:		
Step E							
Step E		\$7,181.22	/Month	¢17 07	/Hour		
		Φ1,101.44	/ IVIOIILII	\$47.87	/ NOUI		
	Total Benefits	\$2,982.87	41.54%	\$67.76	\$90.20	\$21.47	\$179.43
		Annual Cal-	my ± Danatta	¢131 0/0 10			
		Annual Sala	ry + Benefits	\$121,969.10	:		

Water Production Supervisor Department: Public Works

Step A							
Step 11		\$5,110.65	/Month	\$34.07	/Hour		
		\$3,110.03	/IVIOIIIII	Φ54.07	/IIoui		
Benefit	Multiplier						
PERS - Employee	0.08000	408.85					
PERS - Employer	0.12032	614.91					
PERS Survivor		3.00)				
Management Incen	tive	0.00)				
EAP		3.19)				
Health Insurance		642.00)				
Dental Insurance		135.79					
LTD Insurance	0.017827	91.11					
Life Insurance		7.58					
Deferred Comp.		0.00	1				
Workers Comp.	0.04870	248.89			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	74.10		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			-				
	Total Benefits	\$ 2,264.94	44.32%	\$49.17	\$65.45	\$15.58	\$130.20
		Annual Sala	ry + Benefits	\$88,507.07	<u>.</u>		
Step B							
		\$5,366.19	/Month	\$35.77	/Hour		
		4-,	,	4551,,	,		
	Total Benefits	\$2,333.64	43.49%	\$51.33	\$68.33	\$16.27	\$135.93
		Annual Sala	ry + Benefits	\$92,397.90	<u> </u>		
Step C							
		\$5,634.49	/Month	\$37.56	/Hour		
		ŕ					
	Total Benefits	\$2,409.13	42.76%	\$53.62	\$71.38	\$16.99	\$142.00
		Annual Sala	ry + Benefits	\$96,523.47	<u>-</u>		
					<u> </u>		
Step D							
1		\$5,916.22	/Month	\$39.44	/Hour		
		Ψυ9210022	, 1,1011111	ψ57.77	,110ui		
	Total Benefits	\$2,488.39	42.06%	\$56.03	\$74.58	\$17.76	\$148.37
		Annual Sala	ry + Benefits	\$100,855.31	_		
					<u>. </u>		
Step E							
1		\$6,212.03	/Month	\$41.41	/Hour		
		Ψυ,μ12.03	/ 141011111	φ+1.41	/110u1		
	Total Benefits	\$2,571.62	41.40%	\$58.56	\$77.95	\$18.56	\$155.06
		Annual Sala	ry + Benefits	\$105,403.75	_		
					-		

Water Production Worker I Department: Public Works

Step A							
Step 11		\$3,391.18	/Month	\$22.61	/Hour		
		ψο,ο,,,,,	/ IVIOIIII	Ψ22.01	/110u1		
<u>Benefit</u>	Multiplier						
PERS - Employee	0.08000	271.29					
PERS - Employer	0.12032	408.03					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance	0.017027	135.79					
LTD Insurance	0.017827	60.45					
Life Insurance		7.58					
Deferred Comp.	0.04070	0.00			122.110/	24 (00)	
Workers Comp.	0.04870	165.15		Handa Data	133.11%	31.69%	Total Hande
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	49.17	-	& Benefits	<u>Overhead</u>	Overhead	Rate
	Total Benefits	\$ 1,781.17	52.52%	\$34.48	\$45.90	\$10.93	\$91.31
		Annual Sala	ry + Benefits	\$62,068.17	·		
Step B							
		\$3,560.74	/Month	\$23.74	/Hour		
	Total Benefits	¢1 025 60	51.27%	¢25 01	\$47.80	\$11.38	\$95.09
	Total Belletits	\$1,825.68	31.27%	\$35.91	547.80	\$11.30	\$95.09
		Annual Sala	rv + Benefits	\$64,637.06			
			J		:		
Step C							
····		\$3,738.78	/Month	\$24.93	/Lour		
		\$5,750.76	/IVIOIIIII	\$24.93	/110u1		
	Total Benefits	\$1,875.77	50.17%	\$37.43	\$49.82	\$11.86	\$99.12
		Annual Sala	ry + Benefits	\$67,374.59			
					· 		
Step D							
		\$3,925.71	/Month	\$26.17	/Hour		
	Total Benefits	\$1,928.37	49.12%	\$39.03	\$51.95	\$12.37	\$103.34
		A	D C4	670 240 00			
		Annual Sala	ry + Benefits	\$70,248.99	1		
Step E							
Биер Е		\$4,122.00	/Month	¢27.49	/Hour		
		⊅ 1 ,1∠∠.UU	/ IVIOIIIII	\$27.48	/ 110ui		
	Total Benefits	\$1,983.59	48.12%	\$40.70	\$54.18	\$12.90	\$107.78
		Annual Sala	ry + Benefits	\$73,267.11	i		

Water Production Worker II Department: Public Works

Ston A							
Step A		¢2 720 16	Month	\$24.02	/Llour		
		\$3,739.16	/Month	\$24.93	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	299.13					
PERS - Employer	0.12032	449.90					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	66.66					
Life Insurance	***************************************	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	182.10			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.22		& Benefits	Overhead	Overhead	Rate
ivicalcuic	0.01430	34.22	_	& Benefits	Overneau	Overneau	Kate
	Total Benefits	\$ 1,879.07	50.25%	\$37.45	\$49.86	\$11.87	\$99.18
		Annual Sala	ry + Benefits	\$67,418.75			
Step B							
		\$3,926.12	/Month	\$26.17	/Hour		
		<i>\$6,5</i> 20112	71.1011411	Ψ=0.17	,110 01		
	Total Benefits	\$1,928.48	49.12%	\$39.03	\$51.96	\$12.37	\$103.35
		Annual Sala	ry + Benefits	\$70,255.16			
Step C							
		\$4,122.42	/Month	\$27.48	/Hour		
		Ψ 1,122112	,1,1011011	Ψ27.10	711041		
	Total Benefits	\$1,983.71	48.12%	\$40.71	\$54.19	\$12.90	\$107.79
		Annual Sala	ry + Benefits	\$73,273.59			
			•				
Step D							
экер Б		¢4 220 54	/Month	000.00	/Hang		
		\$4,328.54	/ IVIOIIIII	\$28.86	/Hour		
	Total Benefits	\$2,041.70	47.17%	\$42.47	\$56.53	\$13.46	\$112.46
	Total Delicities	Ψ2,0-11.70	7/.1//0	ψ -τ2•-τ /	φυ σ.υυ	ψ 13.7 U	Ψ 1124-TU
		Annual Sala	ry + Benefits	\$76,442.94			
		Sala	., Denoits	ψ/0911247T			
Stor E							
Step E			/s. r				
		\$4,544.97	/Month	\$30.30	/Hour		
	Total Day Cr	#2 102 50	46.369/	044.22	050.00	01404	0117.35
	Total Benefits	\$2,102.59	46.26%	\$44.32	\$58.99	\$14.04	\$117.35
		A m 1 G - 1	Dans 64	670 770 7 <i>C</i>			
		Annual Sala	ry + Benefits	\$79,770.76			

Water Service Worker I Department: Public Works

Step A							
Step 11		\$3,292.02	/Month	\$21.95	/Hour		
		ΦΟ,ΣΣΣ.	/ IVIOIIII	Ψ21.73	/110th		
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.08000	263.36					
PERS - Employer	0.12032	396.10					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	58.69					
Life Insurance		7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	160.32			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	47.73		& Benefits	Overhead	Overhead	Rate
			<u>-</u>				
	Total Benefits	\$ 1,753.27	53.26%	\$33.64	\$44.77	\$10.66	\$89.07
		Annual Sala	ry + Benefits	\$60,543.47			
Step B							
		\$3,456.62	/Month	\$23.04	/Hour		
		ŕ					
	Total Benefits	\$1,796.39	51.97%	\$35.02	\$46.62	\$11.10	\$92.73
		Annual Sala	ry + Benefits	\$63,036.12			
		11111uu Suu	i j · Bellettes	\$60,000.12	:		
Step C							
1		\$3,629.45	/Month	\$24.20	/Hour		
		40,000	,	4	,		
	Total Benefits	\$1,845.02	50.83%	\$36.50	\$48.58	\$11.57	\$96.64
		4 16 1	. D. C.	067 602 60			
		Annual Sala	ry + Benefits	\$65,693.60	:		
CA D							
Step D		03.040.05	/N &	. -			
		\$3,810.92	/Month	\$25.41	/Hour		
	Total Benefits	\$1,896.07	49.75%	\$38.05	\$50.65	\$12.06	\$100.75
		A 10 1	D	0.00 403 05			
		Annual Sala	ry + Benefits	\$68,483.95	:		
Stop E							
Step E		@4 AA1 47	/Month	#2 6.60	/TT		
		\$4,001.47	/1VIOIIII	\$26.68	/Hour		
	Total Benefits	\$1,949.68	48.72%	\$39.67	\$52.81	\$12.57	\$105.06
				0=4 115 0			
		Annual Sala	ry + Benefits	\$71,413.82	į		

Water Service Worker II Department: Public Works

Step A							
		\$3,628.96	/Month	\$24.19	/Hour		
Benefit	<u>Multiplier</u>						
PERS - Employee	0.08000	290.32					
PERS - Employer	0.12032	436.64					
PERS Survivor	0.12032	3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	64.69					
Life Insurance	0.017027	7.58					
Deferred Comp.		0.00					
Workers Comp.	0.04870	176.73			133.11%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	52.62		& Benefits	Overhead	Overhead	Rate
Wicarcarc	0.01430	32.02	_	<u> CC Deficites</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 1,848.07	50.93%	\$36.51	\$48.60	\$11.57	\$96.69
		Annual Sala	ry + Benefits	\$65,724.28	:		
Step B							
		\$3,810.40	/Month	\$25.40	/Hour		
	Total Benefits	\$1,895.93	49.76%	\$38.04	\$50.64	\$12.05	\$100.74
		Annual Sala	ry + Benefits	\$68,475.97			
		7 minuai Saia	ly Denents	\$00,473.77	:		
Step C							
Step C		Ø4 000 02	/N / 41-	#26.67	/**		
		\$4,000.93	/Month	\$26.67	/Hour		
	Total Benefits	\$1,949.53	48.73%	\$39.67	\$52.81	\$12.57	\$105.05
	Total Benefits	Ψ1,5 15.55	10.7570	\$65.67	φο 2. 01	ψ1 2. 07	\$100.00
		Annual Sala	ry + Benefits	\$71,405.44			
					:		
Step D							
		\$4,200.97	/Month	\$28.01	/Hour		
		Ψ 19200• 21	, 111011111	Ψ20.01	, 110ul		
	Total Benefits	\$2,005.81	47.75%	\$41.38	\$55.08	\$13.11	\$109.57
		Annual Sala	ry + Benefits	\$74,481.39	:		
Step E							
		\$4,411.02	/Month	\$29.41	/Hour		
						200	
	Total Benefits	\$2,064.91	46.81%	\$43.17	\$57.47	\$13.68	\$114.32
		A1 G -1	1 Day : 64	077 711 12			
		Annual Sala	ry + Benefits	\$77,711.13	:		

Webmaster Department: Finance & Information Management

Step A							
Step 11		\$4,487.50	/Month	\$29.92	/Hour		
		ФТ,ТО7.30	/IVIOIIIII	\$2J.JL	/110ui		
Benefit	Multiplier						
PERS - Employee	0.08000	359.00					
PERS - Employer	0.12032	539.94					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.19					
Health Insurance		642.00					
Dental Insurance		135.79					
LTD Insurance	0.017827	80.00					
Life Insurance	0.00034	27.46					
Deferred Comp.		110.00					
Workers Comp.	0.04870	218.54			42.61%	31.69%	
Vision Benefit	426.12	35.51		Hourly Rate	Department 1	City-Wide	Total Hourly
Medicare	0.01450	65.07		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	03.07	_	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,219.50	49.46%	\$44.71	\$19.05	\$14.17	\$77.94
		Annual Sala	ry + Benefits	\$80,483.92	_		
					=		
Step B							
SWP B		\$4,711.87	/Month	¢21.41	/П.		
		54, /11.0/	/IVIOIIIII	\$31.41	/ HOUI		
	Total Benefits	\$2,280.81	48.41%	\$46.62	\$19.86	\$14.77	\$81.26
		Annual Sala	ry + Benefits	\$83,912.15			
		1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	i j · Bellelles	+ + + + + + + + + + + + + + + + + + + 	=		
Step C							
		\$4,947.46	/Month	\$32.98	/Hour		
		φ 4,24 7.40	/IVIOIIIII	\$32.96	/ Moul		
	Total Benefits	\$2,348.53	47.47%	\$48.64	\$20.73	\$15.41	\$84.78
		Annual Sala	ry + Benefits	\$87,551.97	_		
					-		
Step D							
Step B		\$5,194.84	/Month	\$34.63	/Hour		
		φ3,17 4.04	/IVIOIIIII	\$34.03	/ Moul		
	Total Benefits	\$2,419.64	46.58%	\$50.76	\$21.63	\$16.09	\$88.48
		Annual Sala	ry + Benefits	\$91,373.79	•		
Cton F							
Step E							
		\$5,454.58	/Month	\$36.36	/Hour		
	Total Benefits	\$2,494.31	45.73%	\$52.99	\$22.58	\$16.79	\$92.37
	i otai Deliellis			\$34.39	944.30	φ10./ /	⊅74.3 /
		Annual Sala	ry + Benefits	\$95,386.70	:		

City of Brentwood Building Fees Examples

Fee Description	Fee
1. Single Family Dwelling ¹	3,090.01
2. Commercial Building ²	4,456.41
3. Swimming Pool	1,216.50
4. Permit Issuance	61.88
5. Inspector Hourly Rate	103.23

¹ Based on a 2,200 square foot residence

² Based on a 5,000 square foot commercial building

TYPE OF BUILDING	VALUATION
APARTMENT HOUSES:	
Type I or II F.R.*	\$84.80/sq. ft.
Type V - Masonry (or Type III)	\$68.30/sq. ft.
Type V - Wood Frame	\$61.30/sq. ft.
Type 1 - Basement Garage	\$32.00/sq. ft.
AUDITORIUMS:	
Type I or II F.R.	\$89.70/sq. ft.
Type II-1 Hour	\$63.70/sq. ft.
Type II - N	\$60.50/sq. ft.
Type III - 1 Hour	\$68.10/sq. ft.
Type III - N	\$64.90/sq. ft.
Type V -1 Hour	\$62.50/sq. ft.
Type V-N	\$59.40/sq. ft.
BANKS:	
Type I or II F.R.*	\$128.40/sq. ft.
Type II-1 Hour	\$92.20/sq. ft.
Type II - N	\$87.80/sq. ft.
Type III - 1 Hour	\$104.50/sq. ft.
Type III- N	\$99.80/sq. ft.
Type V - 1 Hour	\$92.20/sq. ft.
Type V-N	\$87.70/sq. ft.
BOWLING ALLEYS:	
Type II - 1 Hour	\$42.90/sq. ft.
Type II - N	\$89.10/sq. ft.
Type III - 1 Hour	\$47.10/sq. ft.
Type III - N	\$44.80/sq. ft.
Type V - 1 Hour	\$40.10/sq. ft.
CHURCHES:	
Type I or II F.R.	\$84.70/sq. ft.
Type II - 1 Hour	\$63.30/sq. ft.
Type II - N	\$60.10/sq. ft.
Type III - 1 Hour	\$67.90/sq. ft.
Type III - N	\$64.70/sq. ft.
Type V - 1 Hour	\$61.80/sq. ft.
Type V - N	\$58.90/sq. ft.

^{*}Add 0.5 percent to total cost for each story over three

CONVALESCENT HOSPITALS:	
Type I or II F.R.*	\$120.20/sq. ft.
Type I - 1 Hour	\$94.20/sq. ft.
Type III - 1 Hour	\$100.80/sq. ft.
Type V - 1 Hour	\$85.70/ sq. ft.
DWELLINGS:	
Type V - Masonry	\$74.30/sq. ft.
Type V -Wood Frame	\$67.60/sq. ft.
Type V - Wood Frame Custom (Design built one time in one year - over 2,500 square feet)	
	\$74.00/sq. ft.
Basements:	#10.60/ B
Finished	\$18.60/sq. ft.
Unfinished	\$14.20/sq. ft.
FIRE STATIONS:	
Type I or II F.R.	\$98.20/sq. ft.
Type II - 1 Hour	\$63.70/sq. ft.
Type II - N	\$60.50/sq. ft.
Type III - 1 Hour	\$70.80/sq. ft.
Type III - N	\$67.20/sq. ft.
Type V - 1 Hour	\$63.30/sq. ft.
Type V - N	\$60.10/sq. ft.
HOMES FOR THE ELDERLY:	400 (0)
Type I or II F.R.	\$88.60/sq. ft.
Type II - 1 Hour	\$71.00/sq. ft.
Type II - N	\$67.60/sq. ft.
Type III - 1 Hour Type III - N	\$74.00/sq. ft. \$70.80/sq. ft.
Type V -1 Hour	\$70.60/sq. ft.
Type V - N	\$67.10/sq. ft.
Type V IV	φον.10/34. 1ε.
HOSPITALS:	
Type I or II F.R.*	\$140.70/sq. ft.
Type III - 1 Hour	\$117.10/sq. ft.
Type V - 1 Hour	\$108.60/sq. ft.
WOTER CAND MOTER C	
HOTELS AND MOTELS:	# 00.00/ 3
Type I or II F.R.*	\$88.00/sq. ft.
Type III - 1 Hour	\$76.00/sq. ft.
Type III - N	\$72.30/sq. ft.
Type V - 1 Hour	\$66.20/sq. ft.
Type V - N	\$63.20/sq. ft.

^{*}Add 0.5 percent to total cost for each story over three

INDUSTRIAL PLANTS:	
Type I or II F.R.	\$48.80/sq. ft.
Type II - 1 Hour	\$33.30/sq. ft.
Type II - (Stock)	\$31.50/sq. ft.
Type III - 1 Hour	\$36.70/sq. ft.
Type III - N	\$35.10/sq. ft.
Tilt-up	\$24.70/sq. ft.
Type V - 1 Hour	\$33.20/sq. ft.
Type V - N	\$31.20/sq. ft.
2)60	\$51.20/5q. 10
JAILS:	
Type I or II F.R.	\$137.60/sq. ft.
Type III - 1 Hour	\$125.10/sq. ft.
Type V - 1 Hour	\$89.90/sq. ft.
LIBRARIES:	
Type I or II F.R.	\$100.80/sq. ft.
Type I I - 1 Hour	\$70.50/sq. ft.
Type II - N	\$66.90/sq. ft.
Type III - 1 Hour	\$76.70/sq. ft.
Type III - N	\$73.00/sq. ft.
Type V - 1 Hour	\$68.70/sq. ft.
Type V - N	\$65.50/sq. ft.
MEDICAL OFFICES.	
MEDICAL OFFICES:	\$102.00/gg ft
Type I or II F.R.	\$102.90/sq. ft.
Type II - 1 Hour	\$76.60/sq. ft.
Type II - N	\$73.00/sq. ft.
Type III - 1 Hour	\$83.80/sq. ft.
Type III - N	\$79.90/sq. ft.
Type V - 1 Hour	\$78.00/sq. ft.
Type V - N	\$73.70/sq. ft.
OFFICES:	
Type I or II F.R.*	\$92.20/sq. ft.
Type II - 1 Hour	\$59.70/sq. ft.
Type II - N	\$56.90/sq. ft.
* a	\$50.70/sq. ft. \$65.70/sq. ft.
Type III - 1 Hour	
Type III - N	\$62.70/sq. ft.
Type V - 1 Hour	\$60.80/sq. ft.
Type V - N	\$58.00/sq. ft.
PRIVATE GARAGES:	
PRIVATE GARAGES: Wood frame	\$19.90/sa ft
Wood frame	\$19.90/sq. ft. \$23.50/sq. ft
	\$19.90/sq. ft. \$23.50/sq. ft. \$14.20/sq. ft.

^{*}Add 0.5 percent to total cost for each story over three

PUBLIC BUILDINGS:	
Type I or II F.R.	\$107.40/sq. ft.
Type II - 1 Hour	\$80.10/sq. ft.
Type II - N	\$76.60/sq. ft.
Type III - 1 Hour	\$89.70/sq. ft.
Type III - N	\$85.70/sq. ft.
Type V - 1 Hour	\$79.30/sq. ft.
Type V - N	\$76.10/sq. ft.
PUBLIC GARAGES:	
Type I or II F.R.*	\$42.40/sq. ft.
Type I or II Open Parking	\$33.20/sq. ft.
Type II - N	\$24.80/sq. ft.
Type III - 1 Hour	\$29.90/sq. ft.
Type III - N	\$28.60/sq. ft.
Type V - 1 Hour	\$24.70/sq. ft.
RESTAURANTS:	
Type III - 1 Hour	\$80.00/sq. ft.
Type III - N	\$76.20/sq. ft.
Type V - 1 Hour	\$70.90/sq. ft.
Type V - N	\$67.50/sq. ft.
COHOOL C.	
SCHOOLS:	¢0(20/
Type I or II F.R.	\$96.30/sq. ft.
Type I or II F.R. Type II - 1 Hour	\$68.70/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour	\$68.70/sq. ft. \$69.20/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS:	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type III - 1 Hour Type V - 1 Hour	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft. \$50.40/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type III - 1 Hour Type V - 1 Hour	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft. \$50.40/sq. ft.
Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Type V - 1 Hour Type III - 1 Hour Type V - 1 Hour Canopies	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft. \$50.40/sq. ft. \$22.00/sq. ft.
Type I or II F.R. Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type III - N Type III - 1 Hour Type V - 1 Hour Canopies STORES: Type I or II F.R.*	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft. \$50.40/sq. ft. \$72.10/sq. ft.
Type I or II F.R. Type III - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Type V - 1 Hour Type V - 1 Hour Canopies STORES: Type I or II F.R.* Type II - 1 Hour	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft. \$22.00/sq. ft.
Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Type III - 1 Hour Type V - 1 Hour Type V - 1 Hour Type V - 1 Hour Canopies STORES: Type I or II F.R.* Type II - 1 Hour Type II - 1 Hour Type II - 1 Hour	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft. \$50.40/sq. ft. \$72.10/sq. ft.
Type I or II F.R. Type III - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Type V - 1 Hour Type V - 1 Hour Canopies STORES: Type I or II F.R.* Type II - 1 Hour	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft. \$522.00/sq. ft. \$43.40/sq. ft.
Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Type V - 1 Hour Type III - 1 Hour Type V - 1 Hour Canopies STORES: Type I or II F.R.* Type II - 1 Hour Type II - 1 Hour Type III - 1 Hour Type III - 1 Hour	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft. \$50.40/sq. ft. \$22.00/sq. ft. \$43.40/sq. ft. \$43.40/sq. ft. \$43.40/sq. ft. \$53.10/sq. ft.
Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Type V - 1 Hour Type III - 1 Hour Type V - 1 Hour Canopies STORES: Type I or II F.R.* Type II - 1 Hour Type II - N Type III - N Type III - N	\$68.70/sq. ft. \$69.20/sq. ft. \$65.60/sq. ft. \$63.30/sq. ft. \$69.90/sq. ft. \$57.10/sq. ft. \$57.40/sq. ft. \$50.40/sq. ft. \$22.00/sq. ft. \$43.40/sq. ft. \$43.40/sq. ft. \$43.40/sq. ft.

^{*}Add 0.5 percent to total cost for each story over three

THEATERS: Type I or II F.R. Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N	\$93.90/sq. ft. \$68.10/sq. ft. \$64.80/sq. ft. \$61.40/sq. ft. \$58.60/sq. ft.
WAREHOUSES: Type I - II F.R. Type II - 1 Hour Type II - V - N Type III - 1 Hour Type III - N	\$42.70/sq. ft. \$25.30/sq. ft. \$23.80/sq. ft. \$29.00/sq. ft. \$27.70/sq. ft.
EQUIPMENT: Air Conditioning: Commercial Residential	\$3.70/sq. ft. \$3.00/sq. ft.
SPRINKLER SYSTEMS: Commercial Residential	\$1.90/sq. ft. \$1.25/sq. ft.
PATIO STRUCTURES/STORAGE SHEDS	\$10.00/sq. ft.
LATH STRUCTURES/DECKS	\$2.70/sq. ft.
SWIMMING POOLS/SPAS	Contract Price
FENCES: Wood Masonry or concrete Retaining walls TENANT IMPROVEMENTS	\$6.50/lineal ft. \$8.00/sq. ft. \$8.00/sq. ft. Contract price
INTERIOR PARTITIONS: Wall not exceeding 8 ft. in height Wall exceeding 8 ft. in height Drop ceiling	\$27.00/lineal ft. \$35.00/lineal ft. \$2.00/sq. ft.

^{*}Add 0.5 percent to total cost for each story over three

Office automation per permit \$2.22, or 1 percent whichever is greater.

CALCULATION - SCHEDULE A-1 MISCELLANEOUS & FLAT FEE SCHEDULE

BUILDING PERMIT FEE Fee based on valuation and Rate Schedule

PLAN REVIEW:

Standard Plan Check65% of permit feeMaster Plan Check Program50% of permit feeEnergy Plan Check\$71.61/bldg

OFFICE AUTOMATION - PER PERMIT \$2.22 or 1% whichever is greater

DEMOLITION PERMIT 1/2 hour *

INVESTIGATION WITH REPORT:

Up to 5,000 sq. ft. 1 hour *
5,001 to 10,000 sq. ft. 1 1/2 hours *
10,001 to 100,000 sq. ft. 2 hours *
100,001 sq. ft. and above 4 1/2 hours *

CONSTRUCTION WATER:

Single Family Dwelling
Multi-Family Dwelling
Non Residential
\$20.20/MFD
\$2.56/sq.ft.

REROOF:

Commercial Fee based on valuation and Rate Schedule Residential 1/2 hour *

MOBILE HOME SET-UP

(Does not include plumb, elect and mech) 1 hour * + .50 S.M.I.

CHANGE OF OCCUPANCY INVESTIGATION WITH REPORT:

Up to 5,000 sq. ft. 1 hour *
5,001 to 10,100 sq. ft. 1 1/2 hours *
10,001 to 100,000 sq. ft. 2 1/2 hours *
100,001 sq. ft. and above 3 1/2 hours *

APPLICATION AND INSPECTION FEES FOR RELOCATED BUILDINGS:

Up to 5,000 sq. ft. 11/2 hours * 5,001 sq. ft. and above 11/2 hours *

^{*} Combination Building Inspector II rate per Cost Allocation Plan (including overhead)

CALCULATION - SCHEDULE A-1 MISCELLANEOUS & FLAT FEE SCHEDULE

POOLS/SPAS/OUTDOOR KITCHENS:

Swimming pool, incl. Electrical & Plumbing (gunite or fiberglass)

Liner Type, incl. Electrical & Plumbing - Inground

Above Ground, incl. Electrical & Plumbing (no plan check fee)

Gazebo with Self Contained Spa, incl Electrical (no plan check fee)

Outdoor BBQ with Kitchen (no plan check fee)

Self Contained Spa or Above Ground Doughboy Style Pool

\$737.27/pool
\$310.00/pool
\$255.75/pool
\$174.17/spa
\$179.81/unit

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours (Minimum charge - two hours)
Sundays and Holidays- twice above rate.

Reinspection fee assessed under provisions of Section 305 (g) 1 hour *

Inspections for which no fee is specifically indicated (Minimum charge - one-half hour)

Additional plan review required by changes, additions 1 hour * or revisions to approved plans (Minimum charge - one-half hour)

1 hour *

1 hour *

^{*} Combination Building Inspector II rate per Cost Allocation Plan (including overhead)

^{**} or the total hourly cost to the jurisdiction, whichever is greater. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

PERMIT ISSUANCE:

for issuing each permit \$61.88 for issuing each supplemental permit \$11.05

PLAN REVIEW 65 percent of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.22 or 1% whichever is greater

SYSTEM FEE SCHEDULE

NEW BUILDINGS:

(The following fees shall include all wiring and electrical equipment in or on each building, or other electrical equipment on the same premises constructed at the same time except swimming pools.)

New residential, non-residential buildings \$0.04 /sq. ft.

ALTERATIONS & ADDITIONS:

Alterations, additions and modifications to existing buildings

SPA:

Self Contained Spa 1/2 hour * /spa
Other types of swimming pools, therapeutic whirlpools, spas and alterations
to existing swimming pools
Use Unit Fee Schedule

CARNIVALS AND CIRCUSES - carnivals, circuses and other traveling shows or exhibitions utilizing transportable type rides, booths, displays and attractions

Electric generators and electrically driven rides \$16.93 each

Mechanically driven rides and walk-through attractions

or displays having electrical lighting \$5.07 each

Permanently installed rides, booths, displays and attractions

Use Unit Fee Schedule

TEMPORARY POWER SERVICE:

Temporary service power pole or pedestal, including

all pole or pedestal-mounted receptacle outlets & appurtenances \$16.93 each

^{*} Combination Building Inspector II rate per Cost Allocation Plan (including overhead)

The following fees will be charged in addition to the permit issuance fee

UNIT FEE SCHEDULE:

RECEPTACLE, SWITCH AND LIGHTING OUTLETS:

Receptacle, switch, lighting or other outlets at which current is used or controlled, except services, feeders and meters:

First 20 \$0.83 each Additional fixtures \$0.49 each

(Note: For multioutlet assemblies, each 5 ft. or fraction thereof may be considered as one outlet)

LIGHTING FIXTURES:

Lighting fixtures, sockets or other lamp-holding devices:

First 20	\$0.83 each
Additional fixtures	\$0.49 each

Pole or platform-mounted lighting fixtures \$0.79 each

Theatrical-type lighting fixtures or assemblies \$3.37 each

RESIDENTIAL APPLIANCES:

Fixed residential appliances or receptacle outlets for same, including wall-mounted electric ovens, counter-mounting cooking tops, electric ranges, self-contained room, console, or through-wall air conditioners, space heaters, food waste grinders, dishwashers, washing machines, water heaters, clothes dryers, or other motor-operated alliances not exceeding one horsepower (HP) in rating

\$3.37 each

(Note: For other types of air conditioners and other electrical ratings)

SEE POWER APPARATUS

NON-RESIDENTIAL APPLIANCES:

Self-contained factory-wired, non-residential appliances not exceeding one horsepower (HP), kilowatt (KW), or kilovolt-ampere (KVA), in rating, including medical and dental devices, foot, beverage and ice cream cabinets, illuminated show cases, drinking fountains, vending machines, laundry machines, or similar types of equipment

\$3.37 each

(Note: For other types of air conditioners and other motor-driven appliances having larger electrical ratings)

SEE POWER APPARATUS

^{*} Combination Building Inspector II rate per Cost Allocation Plan (including overhead)

POWER APPARATUS:

Motors, generators, transformers, rectifiers, synchronous converters, capacitors, industrial heating, air conditioners, and heat pumps, cooking or baking equipment and other apparatus, as follows:

Rating in horsepower (HP), kilowatts (KW), kilovolt-amperes (KVA), or kilovolt-amperes (KVAR):

Up to and including 1		\$3.37 each
Over 1 and not over 10		\$8.46 each
Over 10 and not over 50		\$16.93 each
Over 50 and not over 100		\$33.87 each
Over 100		\$50.80 each

Note:

- 1. For equipment or appliances having more than one motor, transformer, heater, etc., the sum of the combined ratings may be used.
- 2. These fees include all switches, circuit breakers, contactors, thermostats, relays and other directly related control equipment.

BUSWAYS:

Trolley and plug-in-type busways:

\$5.07 each 100 ft

Note: An additional fee will be required for lighting fixtures, motors and other appliances that are connected to trolley and plug-in-type busways. No fee is required for portable tools.

SIGNS, OUTLINE LIGHTING AND MARQUEES:

Signs, outline lighting systems or marquees supplied from one branch circuit	\$16.93 each
Additional branch circuits within the sign, outline lighting system or marquee	\$3.37 each

SERVICES:

SERVICES.	
Services of 600 volts or less and not over 200 amperes in rating	\$20.88 each
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$42.33 each
Services over 600 volts or over 1000 amperes in rating	\$84.67 each

MISCELLANEOUS APPARATUS, CONDUITS AND CONDUCTORS:

Electrical apparatus, conduits and conductors for which a permit is required	
but for which no fees herein set forth.	\$12.42 each

Note: This fee is not applicable when a fee is paid for one or more services, outlets, fixtures, appliances, power apparatus, busways, signs or other equipment.

^{*} Combination Building Inspector II rate per Cost Allocation Plan (including overhead)

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours (Minimum charge - two hours)
Sundays and Holidays- twice above rate.

1 hour *

Reinspection fee assessed under provisions of Section 305 (g)

1 hour *

Inspections for which no fee is specifically indicated (Minimum charge - one-half hour)

1 hour *

Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - one-half hour)

1 hour *

^{*} Combination Building Inspector II rate per Cost Allocation Plan (including overhead)

^{**} or the total hourly cost to the jurisdiction, whichever is greater. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

CALCULATION - SCHEDULE C PLUMBING PERMIT FEES

PERMIT ISSUANCE:

for issuing each permit \$61.88 for issuing each supplemental permit \$11.05

PLAN REVIEW 65 percent of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.22 or 1% whichever is greater

SYSTEM FEE SCHEDULE

NEW BUILDINGS:

New residential, non-residential buildings \$0.04 /sq. ft.

SWIMMING POOLS:

Swimming pool or Spa \$50.80 /each

The following fees will be charged in addition to the permit issuance fee

UNIT FEE SCHEDULE

1. For each plumbing fixture on one trap or a set of fixtures on one trap		
(including water, drainage piping and backflow protection therefor)	\$7.90	/each
2. For each building sewer and each trailer park sewer	\$16.93	/each
3. Rainwater systems - per drain (inside building)	\$7.91	/each
4. For each cesspool (where permitted)	\$28.22	/each
5. For each private sewage disposal system	\$45.16	/each
6. For each water heater and/or vent	\$7.91	/each
7. For each gas-piping system of one to five outlets	\$5.65	/each
8. For each additional gas piping system outlet, per outlet	\$1.13	/each
9. For each industrial waste pretreatment interceptor including		
its trap and vent, excepting kitchen-type grease interceptors		
functioning as fixture traps	\$7.91	/each
10. For each installation, alteration or repair of water piping		
and/or water treating equipment, each	\$7.91	/each
11. For each repair or alteration of drainage or vent		
piping, each fixture	\$7.91	/each
12. For each lawn sprinkler system on any one meter including		
backflow protection devices therefor	\$7.91	/each
13. For atmospheric-type vacuum breakers not included in item 12:		
1 to 5	\$5.65	/each
over 5, each	\$1.13	/each
14. For each backflow protective device other than atmospheric		
type vacuum breakers:		
2 inch diameter and smaller	\$7.91	/each
over 2 inch diameter	\$16.93	/each
15. Water Softener and/or RO system installation.	\$7.91	/each

CALCULATION - SCHEDULE C PLUMBING PERMIT FEES

OTHER INSPECTIONS AND FEES: **

Additional plan review required by changes, additions

or revisions to approved plans (Minimum charge - one-half hour)

Inspections outside of normal business hours

(Minimum charge - two hours) 1 hour *

Sundays and Holidays- twice above rate.

Reinspection fee assessed under provisions of Section 305 (g) 1 hour *

Inspections for which no fee is specifically indicated 1 hour *

(Minimum charge - one-half hour)

1 hour *

^{*} Combination Building Inspector II rate per Cost Allocation Plan (including overhead)

^{**} or the total hourly cost to the jurisdiction, whichever is greater. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

PERMIT:

for issuing each permit \$61.88 for issuing each supplemental permit \$11.05

PLAN REVIEW 65 percent of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.22 or 1% whichever is greater

NEW BUILDINGS:

New residential, non-residential buildings

\$0.04 /sq. ft.

The following fees will be charged in addition to the permit issuance fee

UNIT FEE SCHEDULE:

 For the installation or relocation of each forced-air or gravity-type furnace or burner, including ducts and vents attached to such appliance, up to and including 	
100,000 Btu/h	\$10.15
2. For the installation or relocation of each forced-air or gravity-type furnace or burner, including ducts and vents attached to such appliance over 100,000 Btu/h	\$12.42
3. For the installation or relocation of each floor furnace, including vent	\$10.15
4. For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$10.15
5. For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$5.08
6. For the repair of, alteration of, or addition to each heating appliance, refrigeration unit, cooling unit, absorption unit, or each heating, cooling, absorption, or evaporative cooling system, including installation of controls regulated by this code	\$10.15
7. For the installation or relocation of each boiler or compressor to and including three horsepower, or each absorption system to and including 100,000 Btu/h	\$10.15
8. For the installation or relocation of each boiler or compressor over three horsepower to and including 15 horsepower, or each absorption system over 100,000 Bu/h and including 500,000 Btu/h	\$18.63
9. For the installation or relocation of each boiler or compressor over three-horsepower to and including 15 horsepower, or each absorption system over 100,000 Btu/h and including 500,000 Btu/h	\$25.41

^{*} Combination Building Inspector II rate per Cost Allocation Plan (including overhead)

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

10. For the installation or relocation of each boiler or compressor over 30 horsepower to and including 50 horsepower, or for each absorption system over 1,000,000 Btu/h to and including 1,750,000 Btu/h	\$37.82
11. For the installation or relocation of each boiler or refrigeration compressor over 50 horsepower, or each absorption system over 1,750,000 Btu/h	\$63.22
12. For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto Note: This fee shall not apply to an air-handling unit which is a portion of a factor assembled appliance, boiling unit, evaporative cooler or absorption unit for which a permit is required elsewhere in this code.	\$7.44 ory-
13. For each air-handling unit over 10,000 cfm	\$12.42
14. For each evaporative cooler other than portable type	\$7.35
15. For each ventilation fan connected to a single duct	\$5.08
16. For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$7.35
17. For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$7.35
18. For the installation or relocation of each domestic-type incinerator	\$12.42
19. For the installation or relocation of each commercial or industrial-type incinerator	\$50.80
20. For each appliance or piece of equipment regulated by this code but not classed in other appliance categories, or for which no other fee is listed in this code	\$7.35
21. When Chapter 22 is applicable (see Section 103), permit fees for fuel-gas piping shall be as follows:	
For each gas-piping system of one to four outlets For each gas piping system of five or more outlets, per outlet	\$3.39 \$0.85
22. When Chapter 24 is applicable (see Section 103), permit fees for process piping shall be as follows:	
For each hazardous process piping system (HPP) of one to four outlets	\$5.65
For each piping system of five or more outlets, per outlet	\$1.13
For each nonhazardous process piping system (NPP) of 1 to 4 outlets For each piping system of five or more outlets, per outlet	\$2.26 \$0.56
To each piping system of five of more ounces, per ounce	ψ0.50

^{*} Combination Building Inspector II rate per Cost Allocation Plan (including overhead)

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours

(Minimum charge - two hours)

Sundays and Holidays- twice above rate.

Reinspection fee assessed under provisions of Section 305 (g)

Inspections for which no fee is specifically indicated
(Minimum charge - one-half hour)

Additional plan review required by changes, additions
or revisions to approved plans (Minimum charge - one-half hour)

^{*} Combination Building Inspector II rate per Cost Allocation Plan (including overhead)

^{**} or the total hourly cost to the jurisdiction, whichever is greater. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

PERMIT FEE RATE SCHEDULE

VALUATION FEES							
Range				Inc	rement		
	Low		High	В	ase Fee		
\$	1.00	\$	500.00	\$	61.88		NA
	Low		High		Base Fee		r \$100
\$	501.00	\$	2,000.00	\$	61.88	\$	3.27
	Low		High	В	ase Fee	per	\$1000
\$	2,001.00	\$	25,000.00	\$	110.95	\$	14.73
\$	25,001.00	\$	50,000.00	\$	423.15	\$	10.64
\$	50,001.00	\$	100,000.00	\$	685.88	\$	7.38
\$	100,001.00	\$	500,000.00	\$ 1	1,046.83	\$	5.74
\$	500,001.00	\$	1,000,000.00	\$ 3	3,268.29	\$	4.81
\$ 1	,000,001.00	\$	99,999,999.00	\$ 3	5,383.58	\$	3.20

City of Brentwood Administrative Citations

Description	Fine
First Violation	100.00
Second Violation	250.00
Third Violation	500.00
Further Violation	500.00

Each day a violation continues is deemed a separate offense.

City of Brentwood Planning Fees

	Fee Description Fee		
1	Annexations	rcc	
1.	0-5 ac.	1,911.00	
	6-50 ac.	13,384.00	
	50+ ac.	19,120.00	
2	General/Specific Plan Amendment	19,120.00	
	0-5 ac.	2,819.00	
	6-50 ac.	8,920.00	
	50+ ac.	11,150.00	
3	Rezoning/ZOA	11,130.00	
3.	0-5 ac.	3,472.00	
	6-50 ac.	11,112.00	
	50+ ac.	13,889.00	
1	Design Review	15,667.00	
•	Residential		
	1-4 units	\$824.00 per unit	
	5-15 units	5,937.00	
	16+ units	6,597.00	
	Residential Plan Check	659.00	
	Nonresidential	039.00	
	1-2,500 sq ft	3,652.00	
	2,501-10,000 sq ft	5,479.00	
	10,000+ sq ft	6,575.00	
	Nonresidential Plan Check	730.00	
	Landscape Plan	611.00	
	Landscape Plan Check	60.00	
_	Conditional Use Permit		
	Residential		
	1-4 units	\$564.50 per unit	
	5-15 units	4,064.00	
	16+ units	4,517.00	
	Residential Plan Check	451.00	
	Nonresidential		
	1-2,500 sq ft	2,258.00	
	2,501-10,000 sq ft	3,387.00	
	10,000+ sq ft	4,064.00	
	Nonresidential Plan Check	451.00	
	Daycare	110.00	
	Daycare Plan Check	11.05	

City of Brentwood Planning Fees

	rianning rees		
	Fee Description	Fee	
6.	Tentative Maps		
	1-4 lots	2,438.00	
	5-50 lots	19,502.00	
	51+ lots	24,378.00	
	Final Map Plan Check	2,438.00	
	Negative Declaration	1,724.00	
	Mitigated Negative Declaration		
	Prepared by the City of Brentwood	2,762.00	
	Prepared by City's Consultant	Consultant Cost + 25% for City Admin.	
	Mitigation Monitoring	1,243.00	
7.	Planned Development		
	Residential per Unit		
	0-5 ac.	6,944.00	
	6-50 ac.	12,501.00	
	50+ ac.	13,889.00	
	Nonresidential per Sq ft		
	0-5 ac.	7,348.00	
	6-50 ac.	10,417.00	
	50+ ac.	12,501.00	
8.	Variance		
	Residential		
	1-4 units	2,258.00	
	5-15 units	4,064.00	
	16+ units	4,517.00	
	Residential Plan Check	451.00	
	Nonresidential		
	1-2,500 sq ft	2,258.00	
	2,501-10,000 sq ft	3,387.00	
	10,000+ sq ft	4,064.00	
	Nonresidential Plan Check	451.00	
	Admin Variance	590.00 per unit	
	Admin Variance Plan Check	45.00 per unit	
9.	Sign Permit/Review		
	Administrative	199.00	
	Sign CUP	590.00	
	Temporary Use Permit for Signs & Banners	0.00	
10	. Appeals	110.00	
	* *		

City of Brentwood Planning Fees

Fee Description	Fee
11. Categorical Exemption	160.00
12. Environmental Impact Report	Consultant Cost + 25% for City Admin.
13. Temporary Use Permit	428.00
14. Admin Oil Permit	552.00
15. Development Agreement	3,839.00
16. Amendments	1/2 current fee
17. Time Extensions	1/2 current fee
18. Special Services Fee - per dwelling unit	84.00
19. RGMP Allocation Fee	2,304.00
20. Agricultural Mitigation Fee	5,222.00
21. Residential Street Addressing	257.00
22. Peer Review	Consultant Cost +15% for City Admin.
23. Special Studies (Traffic, etc)	Consultant Cost +25% for City Admin.

Engineering Fees

Fee Description	Fee
1. Tentative Map Rvw	2,257.00
2. Ind./Comm Map Rvw > 1 acre	1,657.00
3. Ind./Comm Map Rvw < 1 acre	788.00
4. Construction Inspection	128.00
5a. Encroachment Permit	55.00
5b. EP-Subdivision/Development	111.00
5c. EP-Utilities cost of work > \$10,000	290.00
5d. EP-Utilities cost of work < \$10,000	109.00
6a. Grading Permit < 10,000 CY	111.00
6b. Grading Permit > 10,000 CY	562.00
7. Lot Line Adjustment	548.00
8. Plan Check	110.00
9. Disk Copies	6.50
10. Oversize Xerox	5.70
11. Apportionment Processing Fee	219.00
12. Base Map Revision Fee	26.15
13 Thermoplastic Stencils - "No Dumping - Drains to Creek"	16.33

City of Brentwood **Engineering Fees**

I. ENGINEERING/INFRASTRUCTURE REVIEW FEE

A. **Tentative Map Review** \$2,257.00 + \$10/lot

B. **Industrial/Commercial (1 acre & above)** \$1,657.00 + \$1,000/acre

Conditional Use Permit & Design Review

C. Industrial/Commercial Map Review (under 1 acre) \$788.00

Conditional Use Permit & Design Review

II. MAPS, PLANS, AND DOCUMENT REVIEWS

A. Final Map Checking - Deposit for Actual Cost

1. Deposit at the time of first submittal for actual cost of labor and \$1,044.00 + \$30.00/lot

materials.

2. Planning Department plan check fee \$2,437.00

B. Plan Checking - Deposit for Actual Cost

- 1. Grading Plans
 - a. 3% of the estimated cost of the grading and associated improvements
 - b. Plan revisions after approval \$110.00 /sheet
- 2. Public Improvements and Private Streets Deposit for Actual Cost
 - a. 2.5% of construction cost for first \$250,000, plus
 - b. 2.25% of construction cost from \$250,000 \$1,000,000, plus
 - c. 2% of construction cost over \$1,000,000
 - d. Additional deposit of ½% of construction cost if costs exceed fees collected.
 - e. Plan revisions after approval \$110.00 /sheet
- 3. Other On-Site Private Improvements Deposit for Actual Cost
 - a. 1% of construction cost at the time of first submittal.
 - b. 1/4% of construction cost additional deposit if costs exceed fees collected.
 - c. Plan revisions after approval \$110.00 /sheet

C. Document Review

1. Legal description and plat for abandonment	\$110.00
2. Certificate of Correction	\$110.00
3. Dedication documents	\$110.00
4. Legal description	\$110.00
5. Miscellaneous document review	\$110.00

D. Overhead Multiplier

Two times the gross hourly wage rate (including benefits).

City of Brentwood Engineering Fees

III. INSPECTION FEES

A. Publicly Maintained Improvements (Streets, Water, Sewer, Storm Drains)

- 1. 5% first \$100,000
- 2. 4.5% second \$100,000
- 3. 4% next \$300,000
- 4. 3.5% over \$500,000

B. Privately Maintained

- 1. 2% first \$100,000
- 2. 1.5% second \$100,000
- 3. 1% next \$300,000
- 4. ½% over \$500,000

C. Miscellaneous Inspections (Per Hour)	\$128.00
IV. ENCROACHMENT PERMIT FEES	
A. Processing Fee	
1. Subdivision/Development	\$111.00
2. General (All Other)	\$55.00
3. EP – Utilities Cost of Work > \$10,000	\$290.00
4. EP – Utilities Cost of Work < \$10,000	\$109.00
B. Inspection Fees*	\$64.00 minimum
1. Trenching for Utilities	\$128.00 /hour
2. Curb Cut or Driveway	
a. Commercial	\$2.10 /LF
b. Residential	\$1.25 /LF
3. Excavation	
a. Street Crossing	\$1.00 /LF
b. Parallel to Street	\$0.10 /LF
4. Paving	
a. Conform Paving	\$1.25 /SF
b. Minor Pavement Repair	\$54.00
c. Street Lane	\$1.50 /SF x 3% cost
5. Install Curb and Gutter	\$0.15 /LF
6. Curb Drain	\$10.35 /each
7. Install Sidewalk	\$0.25 /LF

City of Brentwood Engineering Fees

B.	Inspection Fees* (cont.)		
8.	Install Access Ramp	\$36.00 /each	
9.	Sewer Tap or Cap at Main	\$86.00 /each	
10.	Sewer Cap at Property Line	\$26.00 /each	
11.	Sewer Line Repair	\$128.00 /each	
12.	Water Service Repair	\$128.00 /each	
13.	Water Service Abandonment	\$128.00 /each	
14.	Street Light	\$36.00 /each	
15.	Wells		
	a. Drilling Permit	\$53.00 /each	
	b. Abandonment Inspections	\$26.00 /each	
16.	Miscellaneous Permit Inspections	\$128.00 /hour	
* Pro	rated based on hourly inspection fee		
V. GR	ADING PERMIT FEE		
A.	Processing Fee		
1.	10,000 cubic yards or less	\$111.00	
2.	over 10,000 cubic yards	\$562.00	
B.	B. Inspection Fees		
1.	3.54% of estimated cost of grading and associated improvements		
VI. API	PORTIONMENT PROCESSING FEE		
A.	Processing /Review	\$219.00	
	Plus		
B.	Muni Fee (per Market) – See Muni Fees listed Jan. 12, 2001	Per Market	
VII. MIS	SCELLANEOUS FEES		
A.	Contra Costa County Flood Control Area Drainage Fees		
	As set forth in Contra Costa County Ordinance at the time of Fina	l Map.	
	Approval.	1	
В.	Reimbursement Area Fees - As Calculated by City Engineer.		
	, , ,	\$549.00	
C.	Lot Line Adjustment (Per Parcel)	\$548.00	
D.	Copies Provided on Diskette (Per File)	\$6.50	
E.	Oversize Xerox Copies (Per Sheet)	\$5.70	
F.	Base Map Revision Fee (per new/revised parcel/lot)	\$26.15	
	Prior to Final Map or Lot Line Adjustment Recordation		

City of Brentwood Police Fees

	Fee Description Fee		
1.	ABC Permit	23.00	
2.	Record Review	33.00	
3.	Visa Clearance	23.00	
4.	Loss Verification Letter	21.00	
5.	Finger Prints	31.25	
6.	Police & Accident Reports *	.20/page	
7.	VIN Verification	21.00	
8a.	Citation Sign off - Residents	No Charge	
8b.	Citation Sign off - Non-Residents	25.00	
9.	Repossession Filing Fee **	15.00	
10.	Stored Vehicle	110.75	
11.	Abandoned Vehicle	109.25	
12.	Special Event Permit	100.75	
13.	Block Party Permit	61.00	
14.	Background Check ***	350.50	
15.	Photos	29.75	
16.	Audio/Video Tapes	40.75	
17.	2nd Response Disturbance	Actual Cost	
18.	False Alarm Response	40.25	
19.	Civil Subpoena - 4 hour Minimum	Actual Cost	
20.	Parking Permit	5.75	

Other Services	
21. Bicycle Registration	Free service for Brentwood Residents
22. Special Event/Response ****	Actual Cost

^{*} Police & Accident Reports estimated average of 3 pages per report

^{**} Repossession fee - Government Code Sec. 27851

^{***} Includes the cost of finger printing

^{****} Non-Profit Organizations - Police Officer Step E Rate per CAP (not including overhead)

^{****} For Profit Organizations - Police Officer Step E Rate per CAP (including overhead)

CITY OF BRENTWOOD

DEVELOPMENT FEE PROGRAM

General Plan Build Out

Fee	S.F.R.	A.S.R.	M.F.R.	Office	Commercial	Industrial
Category	Per Unit	Per Unit	Per Unit	Sq. Ft.	Sq. Ft.	Sq. Ft.
Water Facilities	6,000.32	4,783.11	4,715.18	1.3091	1.3091	0.7576
Wastewater Facilities	4,040.06	2,671.41	3,072.32	1.2131	0.9860	0.5186
Roadways	7,909.41	3,445.68	4,933.59	5.4818	3.6806	3.6806
Parks & Trails	6,603.25	4,309.49	4,981.40	-	-	-
Community Facilities	2,200.53	1,470.87	1,684.61	0.2897	0.2897	0.2012
Administration	715.80	446.29	518.71	0.2219	0.1676	0.1380
EDFPD Fire Mitigation Fee	296.00	296.00	296.00	0.0600	0.0600	0.0600
North East Area Deannexation Utility Fees *						
Diablo Water District	2,104.22					
Ironhouse Sanitation District	707.25					
Total Fees	\$ 30,576.84	\$ 17,422.85	\$ 20,201.81	\$ 8.58	\$ 6.49	\$ 5.36

S.F.R.-Single Family Residence. A.S.R.-Active Senior Residence. M.F.R.-Multi-Family Residence

^{*} North east Deannexation Area is bounded by the railroad tracks to the west, Marsh Creek to the east, Lonetree to the south and Neroly/Delta Road to the north.

City of Brentwood Affordable Housing

The Affordable Housing requirement consists of building 10% of residential developments as affordable.

Breakdown of Affordable Levels		
Single Family	7% Low Income 3% Very Low Income	
Multi Family	5% Low Income 5% Very Low Income	

One of the options available for satisfying the Affordable Housing Ordinance for single family projects is thru the payment of In-Lieu fees. Authorization to pay In-Lieu fees must be secured from the City Manager and is discouraged by the City Council.

In-Lieu Fee
\$9,644 per market rate unit built
or
\$72,011 per low income unit not built
\$101,575 per very low income unit not built

The Developer is directed to Section 17.725 of the Municipal Code for details of the Ordinance and is encouraged to negotiate the specifics of how the particular development will comply with the Ordinance.

EAST COUNTY TRANSPORTATION IMPROVEMENT AUTHORITY JPA (CITIES OF ANTIOCH, BRENTWOOD, OAKLEY AND CONTRA COSTA COUNTY) Regional Traffic Mitigation

Type of Use	Fee Units	Fee Amount
Single family residential units, duet homes, and		
residential condominiums	Per dwelling unit	7,902.00
Multiple family residential	Per dwelling unit	4,847.00
Commercial	Per square foot of gross floor area	1.05
Office	Per square foot of gross floor area	1.05
Industrial	Per square foot of gross floor area	1.05
Other	Per peak hour trips as determined	7,902.00

Fee Amount includes: .50% ECCRFFA Program Admin Charge 2% ECTIA Program Admin Charge

	.
Fee Description	Fee
Gymnastics & Crafts	
Mommy and Me	51.61
Kindergym	51.61
Gymnastics	51.61
Arts/Crafts	47.96
Dance Class	
Youth Dance Classes (1/2 hour class per week)	21.49
Youth Dance Classes (1 hour class per week)	42.97
Adult Dance Classes	53.66
Martial Arts	
Tai Chi Chih	51.15
Taekwon-Do	51.15
5 Tibetan Rites of Rejuvenation	34.78
Youth Safety & Self-defense	25.58
Jacks Martial Arts (1st Child per class)	5.00
Jacks Martial Arts (2nd Child per class)	4.00
Jacks Martial Arts (3rd Child per class)	3.00
Kickboxing Aerobics	51.15
Health/Fitness/Safety	
Interfaith Mediation	7.16
Yoga Heart Meditative Movement (1 day per week)	30.69
Yoga Heart Meditative Movement (2 days per week)	50.29
First Aid	34.78
CPR	37.85
Pilates Mat Class (1 day per week)	30.69
Pilates Mat Class (2 days per week)	50.29
Babysitter's Training Course	50.29
Childbirth Intensive Classses	61.38
Music	
Kindermusik Village	70.00
Kindermusik Our Time	140.00
Kindermusik Imagine That	140.00
Guitar for the Beginner	51.15
Piano & Keyboarding	61.38
Lifetime Activities	
Golf Program:	
Youth	41.85
Adult	41.85
Tennis Program:	
Youth	16.37
Adult	32.74

Fee Description	Fee	
Animal Activities		
Puppy Training Class	38.87	
Beginning Dog Obedience	38.87	
Intermediate Dog Obedience	38.87	
Introduction to Dog Agility	26.60	
Special Interest		
Baby Talk	40.92	
Wonderful Ones	40.92	
Toddlerifics	40.92	
Creative Play	40.92	
American Language	47.06	
Introduction to Italian I	47.06	
Introduction to Italian II	50.13	
Getting Over the Fear of Computers	40.92	
Children's Drawing	22.51	
Beginning Communications	40.92	
Cooking Classes	44.65	
Women's Bicycling Basics	61.38	
BMX Cycling Basics	10.23	
Track Club	51.15	
Creative Writing Club	32.74	
Writer's Round Table	32.74	
Duplicate Bridge	6.14	
Financial Planning for the Individual Investor	25.58	
Living, Dying & Grieving	56.27	
How to Make the Most of Your Grill	10.23	

Fee Description	Fee
Youth Sports	
Pre-School Kickball	30.69
Pre-School Floor Hockey	36.83
Pre-School Basketball	47.06
Pre-School Soccer Indoor	46.80
Pre-School Soccer Outdoor	41.08
Pre-School Flag Tag	57.04
Pre-School Sandlot T-Ball	30.69
Youth Baseball Pee Wee	49.10
Youth Softball ASA Girls U10	92.07
Youth Softball ASA Girls U12	107.42
Youth Softball Tournaments	204.60
Youth Softball Clinics	51.15
NFL Youth Flag Football	70.91
Youth Basketball	58.47
Youth Basketball Tournaments Girls	153.45
Youth Basketball Tournaments Boys	153.45
Youth Volleyball Clinics	61.38
Youth Basketball Clinics	30.69
Late Fee	20.00
Camps	
Voyagers Adventure Camp (per session)	127.88
Youth Basketball Camps Grades 5&6	61.38
Youth Basketball Camps Grades 7&8	81.84
Adult Sports	
Men's 3-Man Basketball League	166.75
Men's 30+ Basketball League	524.80
Men's Basketball Open League	572.88
Men's & Women's Fall Slo-Pitch Softball League	455.24
Competitive Coed Softball	455.24
Men's and Women's Summer Slo-Pitch Summer League	667.61
Recreational Coed Softball League	389.76
Men's & Women's Winter Slo-Pitch Practice League	179.03
Adult Softball Tournaments	187.21
Adult Volleyball Coed	255.75

Fee Description	Fee
	1 60
Older Adult Programs On the Road Again Trips for Adults 50+	5.00 - 100.00
Soup & Salad Luncheon	3.00 - 100.00
50+ Potluck/Luncheons	3.00 - 20.00
AARP 55 Alive/Mature Driving Class	10.00
Fun With Oil Printing for Adults 50+	16.00
Senior Value Card	10.00
Aquatics	10.00
Parent/Child	40.00
3 & 4 year Beginner Level	47.00
5 & 6 year Beginner Level	47.00
7 & Up Beginner Level	47.00
Pre-Advanced Beginner Level	40.00
Advanced Beginner/Intermediate	40.00
Recreational Swim	3.00
10 swims	25.00
25 swims	50.00
Lap swim	2.00
16 swims	20.00
Water Fitness	47.00
Move It and Lose It	47.00
X-TREME Fun Camp	47.00
Lifeguard Certification	170.00
National Pool & Water Park Jr. Lifeguard Training	100.00
Special Events	
Fun Run	15.00
Fright Fest	25.00
Lunch with Bunny:	
Adults	5.12
Children	3.07
Lunch with Dracula:	
Adults	5.12
Children	3.07
Lunch with Santa:	
Adults	5.12
Children	3.07
Excursions	45.00

Fee Description	Fee
Rentals	
Field Rental:	
Field Lights per Field per hour	14.00
Field Preparation for Softball/Baseball per field	20.00
Field Preparation for Football/Soccer per field	60.00
Youth League Field Use per participant	7.50
Aquatics Center:	
Competitive Pool	865.00
Picnic Tables - 2 hr (2 hr max)	25.00
Recereation/Slide Pools	690.00
Aquatic Park - 3 hrs	1,550.00
Gazebo	75.00
Open Gym:	
Byron Gym (per person per day)	1.00
Liberty High New Gym (per person per day)	2.00
Multi-purpose Room:	
Non Profit Rate (per hour)	35.81
Private Rate (per hour)	51.15
Deposit without alcohol permit	250.00
Deposit with alcohol permit	500.00
Rental Liability Insurance	98.00-500.00
Blue Room:	
Non-profit Rate (per hour)	15.35
Private Rate (per hour)	15.35
Deposit without alcohol permit	125.00
Deposit with alcohol permit	250.00
Rental Liability Insurance	98.00-500.00

USE OF BRENTWOOD UNION SCHOOL DISTRICT FACILITIES FEE SCHEDULE

Room/Facility	Non Profit Residential	Commercial Non Resident	Custodial
Bristow or Edna Hill School Gymnasium	\$30.00/hour	\$60.00/hour	*As long as occupied
Bristow Exercise Room	\$15.00/hour	\$35.00/hour	*As long as occupied

^{*}There is a one-hour minimum on all custodial charges.

Use of facilities during the weekend, holiday, evening or non-school hours requires overtime charges for custodial/technicalmonitor services. All groups are responsible for these overtime charges. The average hourly overtime charge for one person is \$35.00 per hour.

A food service worker will be assigned and billed separately by the food services department if a kitchen is included in the use of facilities.

Charges for use of open spaces (i.e. parking lots) will be determined on an individual basis.

A Park/Recreation Leader will be assigned by the Parks and Recreation Department, and billed separately by the City of Brentwood Finance Department.

A DAMAGE DEPOSIT OF \$200 WILL BE REQUIRED FOR USE OF ANY FACILITIES.

City of Brentwood Utility Billing Fees

Fee Description	Fees
Application Fee	27.63
Return Check Fee	11.05
Tampering Fee	276.28

City of Brentwood Business Tax Fees

Fee Description	Fee
Gross Receipts:	
Minimum	100.00
\$333,334 - \$500,000	\$0.30 per \$1,000
\$500,001 - \$1,000,000	\$150 + \$0.25 per \$1,000 in excess of \$500,000
\$1,000,001 and up	\$275 + \$0.15 per \$1,000 in excess of \$1,000,000
Initial Application Fee	\$30.75
Certificate Duplication Fee	\$20.50
Late Penalty	10% - \$30.00 Mininum

City of Brentwood Administration Fees

Fee Description	Fees
Agenda Packet Subscription	\$350.00/per year
Audio Tape	\$16.57
Candidate Filing Fee ²	\$25.00
Document Certification	\$11.05
Municipal Code	Actual
Municipal Code Supplements	Actual
Notary Fee ⁴	\$10.00/per signature
Notice of Intent to Circulate Petition ³	\$200.00
Passport Execution Fee ¹	\$30.00
Passport Photos	\$10.00
Photo Copies	\$0.20 per page
Voter Transcript	\$5.52
Compact Disc	\$10.00

¹ U.S. Department of State

² E.C.10228

³ E.C. 9202

⁴ G.C. 8211

Education and Technology Center

Fee Description	Fees
B	#2.50 C
Rent	\$3.50 per sq. ft.
Security Deposit	Amount equal to one months rent
Tenant computer and phone set up	\$200.00
Phone deposit	\$500.00 per phone
Non-refundable key charge	\$35.00 per office
Tenant photocopy cost after 500 copies per month	\$0.03 per copy
Telephone/Computer Service	Actual Cost Reimbursement
Rent late payment -	
after the fifth prior to the fifteenth of the month	5% of monthly rent
after the fifteenth of the month	25% of monthly rent

Water Enterprise Rates

	1998/99	1999/00	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06	2006/07
Consumption Charge									
Per 1,000 gallons	1.59	1.63	1.68	1.81	1.89	see Tiers	see Tiers	see Tiers	see Tiers
Residential Tiers									
Tier 1: Units 1-10	n/a	n/a	n/a	n/a	n/a	2.19	2.23	2.27	2.31
Tier 2: Units 11-20	n/a	n/a	n/a	n/a	n/a	2.61	2.66	2.71	2.76
Tier 3: Units 21-30	n/a	n/a	n/a	n/a	n/a	3.13	3.19	3.25	3.31
Tier 4: Units 31 and over	n/a	n/a	n/a	n/a	n/a	3.65	3.72	3.80	3.87
Commercial Tiers									
Tier 1: Units 1-10	n/a	n/a	n/a	n/a	n/a	2.19	2.23	2.27	2.31
Tier 2: Units 11 and over	n/a	n/a	n/a	n/a	n/a	2.61	2.66	2.71	2.76
Base Rate Charge:									
5/8" or 3/4 Meter	10.25	10.50	10.76	11.66	12.20	14.00	14.28	14.57	14.86
1" Meter	15.44	15.82	16.21	17.57	18.38	21.09	21.51	21.95	22.38
1-1/2" Meter	30.68	31.43	32.20	34.90	36.51	41.90	42.74	43.60	44.47
2" Meter	51.17	52.42	53.72	58.21	60.89	69.89	71.28	72.71	74.17
3" Meter	85.29	87.37	89.54	97.03	101.50	116.50	118.83	121.21	123.63
4" Meter	136.46	139.79	143.25	155.24	162.39	186.39	190.12	193.92	197.80
6" Meter	272.98	279.65	286.58	310.57	324.86	372.87	380.33	387.94	395.70

Water Service Standby Charge \$60.00

Water Reconnect Charge \$30.00

Fireline 4" \$8.00

Fireline 6" \$12.00

Fireline 8" \$16.00

(Rate is based on \$2.00 per inch of the Fire Service Line)

Hydrant Meters Deposit \$2,500 Usage \$3.58 per 1,000 Gallons

Wastewater Enterprise Rates

Customer Category Fiscal Year:	199	99/00	20	00/01	20	01/02	20	02/03	20	03/04	2(04/05	20	05/06	20	06/07	20	07/08
Residential	\$7.98	Monthly F	ixed	Base Rate	es + V	/ariable R	ate/1	1,000 Ga.	to a (Ceiling:								
Variable Rate per 1,000 gallons/month	\$	1.73	\$	1.73	\$	2.07	\$	2.20	\$	2.73	\$	2.78	\$	2.84	\$	2.90	\$	2.96
Total Ceiling Rate (fixed base + variable rate)	\$	18.00	\$	18.90	\$	21.00	\$	23.75	\$	25.51	\$	26.79	\$	28.12	\$	29.53	\$	31.01
Commercial	\$7.98	Monthly F	ixed	Rate+ Va	riabl	e Rate/1,0	00 G	allons of	Sewe	r Flow:								
Auto Sales and Repair	\$	1.90	\$	1.90	\$	2.26	\$	2.41	\$	3.00	\$	3.06	\$	3.12	\$	3.18	\$	3.24
Barber & Beauty Shops	\$	1.59	\$	1.59	\$	1.90	\$	2.02	\$	2.50	\$	2.55	\$	2.60	\$	2.65	\$	2.70
Bakery	\$	4.88	\$	4.88	\$	5.80	\$	6.16	\$	7.69	\$	7.85	\$	8.00	\$	8.16	\$	8.33
Car Washes	\$	1.64	\$	1.64	\$	1.95	\$	2.09	\$	2.58	\$	2.63	\$	2.68	\$	2.73	\$	2.79
Gas Stations	\$	1.84	\$	1.84	\$	2.19	\$	2.34	\$	2.90	\$	2.96	\$	3.01	\$	3.07	\$	3.13
Grocery Stores	\$	4.15	\$	4.15	\$	4.93	\$	5.24	\$	6.54	\$	6.67	\$	6.80	\$	6.94	\$	7.08
Hotels without Restaurants	\$	1.90	\$	1.90	\$	2.26	\$	2.41	\$	2.99	\$	3.05	\$	3.11	\$	3.17	\$	3.23
Institutions, Churches, Homeowners Assoc.	\$	1.68	\$	1.68	\$	2.01	\$	2.15	\$	2.65	\$	2.70	\$	2.76	\$	2.81	\$	2.87
Laundromats	\$	1.73	\$	1.73	\$	2.07	\$	2.21	\$	2.73	\$	2.78	\$	2.84	\$	2.90	\$	2.96
Laundry, Commercial	\$	2.24	\$	2.24	\$	2.67	\$	2.84	\$	3.53	\$	3.60	\$	3.67	\$	3.74	\$	3.82
Office Buildings, Banks	\$	1.70	\$	1.70	\$	2.03	\$	2.17	\$	2.68	\$	2.73	\$	2.79	\$	2.84	\$	2.91
Restaurants	\$	4.88	\$	4.88	\$	5.49	\$	5.82	\$	7.26	\$	7.41	\$	7.56	\$	7.70	\$	7.87
Retail Stores	\$	1.73	\$	1.73	\$	2.07	\$	2.21	\$	2.73	\$	2.78	\$	2.84	\$	2.90	\$	2.96
Schools	\$	1.59	\$	1.59	\$	1.90	\$	2.02	\$	2.50	\$	2.55	\$	2.60	\$	2.65	\$	2.70
Other Commercial	\$	1.78	\$	1.78	\$	2.13	\$	2.27	\$	2.80	\$	2.85	\$	2.92	\$	2.98	\$	3.04
Mixed Use		n/a		n/a		n/a	\$	3.01	\$	3.66	\$	3.73	\$	3.81	\$	3.89	\$	3.97

Wastewater Service Standby Charge

\$80.00

Solid Waste Enterprise Rates

Residential I	Rates:	Apartm	ents:
Senior Rate	12.95		
32-Gallon	19.32	32-Gallon	21.93
64-Gallon	28.72	64-Gallon	25.07
96-Gallon	34.47	96-Gallon	32.38

			C	Commerc	ial	
		32 Gal.	64 Gal.	96 Gal.	Compacto	or Service
늘	1	21.93	25.07	40.73		
Per k	2	28.20	37.60	47.00	Pick Up Charge	156.67 per pick up
Service F Week	3	41.78	48.05	53.27	Tonnage Charge	52.22 per ton
er.	Each addition	onal 32-Gallon o	of Refuse col	lected:		
S	Addition	al		9.40		

Comme	ercial Bin	Service Rates	s (Refuse)					
				Co	ontainer Si	ize		
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
H	1	88.26	176.52	245.45	318.57	381.24	456.44	605.80
Per k	2	161.89	323.79	459.57	616.24	743.67	891.99	1,190.71
Service P Week	3	235.01	470.02	701.89	919.15	1,115.51	1,337.98	1,783.98
erv V	4	323.79	647.58	919.15	1,232.49	1,487.34	1,783.98	2,381.42
S	5	396.90	793.81	1,161.47	1.535.39	1.859.18	2.229.97	2.974.69

Comme	rcial Bin S	Service Rate	s (Mixed I	· o	ontainer Si	ize		
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
er	1	70.61	141.21	196.36	254.85	304.99	365.15	484.64
P k	2	129.52	259.03	367.66	493.00	623.14	713.59	952.57
ice I Veek	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service Wee	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ň	5	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Comme	rcial Bin S	Service Rate	s (Cardbo	ard Only)				
				Co	ntainer Si	ize		
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
er	1	N/A	31.33	N/A	57.45	N/A	83.56	104.45
P k	2	N/A	57.45	N/A	104.45	N/A	146.23	188.01
Service F Week	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A
erv	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A
S	5	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Drop-	Box Rental
Roll-Off Security Deposit	522.24
Container Pick-Up and Delivery	Charge
2 to 8 Cubic Yards	78.34
10 to 40 Cubic Yards	156.67
Plus per day charge	26.11 /day
Plus tonnage charge	52.22 /ton Refuse
Plus tonnage charge	29.25 /ton Wood, Yard and C&D
Plus tonnage charge	41.78 /ton Mixed Recyclables
Plus tonnage charge	0.00 Cardboard Only

City of Brentwood Solid Waste Enterprise Rates Special Charges (*)

Residential Service Extra Charges	S
Bags (1st 2 bags)	\$9.40
Each Additional Bag	\$3.13
Euch Maditional Bag	ψ3.13
Mattresses	
King, queen, full set	\$26.12
Twin set	\$15.67
Single pieces	\$15.67
Furniture, Appliances, Other(*)	
Chair, loveseat	\$15.67
Couch	\$20.89
Coffee table	\$15.67
Stove	26.12
Hot water heater	\$26.12
Refrigerator (w/o CFC's - cert req.)	\$26.12
Refrigerator (w/CFC's)	\$52.22
Washer/dryer	
Single	\$26.12
Pair	\$52.22
Bike	\$15.67
Lawn mower	\$15.67
Stroller	\$15.67
High chair	\$15.67
Crib-change table	\$15.67
Swimming pool (kids)	\$15.67
B.B.Q. (Small)	\$15.67
B.B.Q. (Large)	\$20.89
Dining room table & chairs (4)	\$15.67
Steam Clean Cart (Per Cart)	\$26.12
Cart Replacement	\$52.22
Television	\$26.12
Television with Console	\$41.78
Microwaves	\$15.67
Propane Tanks	\$26.12
Computer Monitors	\$26.12
Computer CPU's	\$15.67
Printers	\$15.67

Fee to Steam Clean FL Bin (*)	\$78.34
Call Back Fee for FL Bin	\$ See volume fee below
Lock Charge	\$31.33

Commercial Roll-off Service Extra Charges			
Fee to Steam Clean Roll-Off Bin	\$156.67		
Call Back Fee for Roll-off Bin	\$78.34		
Relocation Fee	\$78.34		
Stand-by time	\$78.34 per hour		
Lock Charge	\$31.33		
Minimum Pulls per Month = 2	\$156.67 /pull + weight		

Volume-based fees for extras (27 cu. Ft. = 1 cu. yard)		
1 cu. yds	\$22.07	
2 cu. yds	\$44.13	
3 cu. yds	\$61.36	
4 cu. yds	\$79.64	
5 cu. yds	\$95.31	
6 cu. yds	\$114.11	
8 cu. yds	\$151.46	

Other Service Extra Charges		
Passenger tires (16" or less)	\$4.17	
Passenger tires (16" or less) w/rims	\$6.27	
Truck tire (greater than 16")	\$7.31	
Truck tire (greater than 16") w/rims	\$10.44	
Tractor Tires	\$26.12-\$208.90(*)	

^{*} The City will determine the charges for items not listed above based on labor, vehicle and processing costs.

RESOLUTION NO. 2969

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE 2003/04 COST ALLOCATION PLAN.

- WHEREAS, Government Code Sections 65104, 65909.5, 66014 and 66451.2 allow the City to establish fees to offset the City's administrative costs in processing permits, licenses, subdivision maps and entitlements; and
- WHEREAS, Brentwood Municipal Code § 17.800 requires payment of such processing fees in conjunction with any application submitted for permits, licenses, subdivision maps and entitlements; and
- **WHEREAS,** on November 10, 1998 the City Council previously adopted Resolution No. 98-195 to establish processing fees, which is now outdated; and
- **WHEREAS**, On November 14, 2000, by Resolution No. 2198 the City Council adopted the DMG-Maximus Report for computing fees for City services and revising the City services fees.
- **WHEREAS**, on May 27, 2003, the City Council adopted the 2003/04 2007/08 Capital Improvement Program which is an integral part of the overall system of public facility development; and
- **WHEREAS**, the City Council has periodically revised development impact fees for public facilities, including the most recent revisions contained in Resolution 2643 adopted on August 13, 2002; and
- WHEREAS, the City has compiled certain Cost Allocation Plans, the most recent of which was adopted August 13, 2002, to compare direct and indirect administrative costs in providing various services to the community; and
- WHEREAS, City Finance Department researched and developed the Cost Allocation Plan and City Fees, Fiscal Year 2003/04 report, which develops a model for computing fees to cover the City's direct and indirect (overhead) administrative costs incurred in response to requests for permits, maps, licenses and entitlements, and which proposes a revised schedule of such fees; and
- **WHEREAS**, the Report and supporting data were available for public inspection and review for ten (10) days prior to this public hearing; and
- WHEREAS, a public hearing has been noticed and held in accordance with Government Code Section 66018; and
- **WHEREAS**, the City Council has considered the information provided to it by those testifying, and has reviewed and considered the information provided in the staff report and staff presentation and has read and considered the Report and supporting data.

NOW, THEREFORE BE IT RESOLVED,

Section 1. Findings:

The Council makes each of the following findings:

A. The purpose of the processing fees is to support those City services which are undertaken as a direct or indirect result of members of the public using the services of the City, in particular the services of permits, licenses, subdivision maps and entitlements.

- B. After considering the Report and supporting data and the testimony received at this public hearing, the Council approves and adopts the 2003/04 Cost Allocation Plan and the Report, and incorporates them herein, and further finds that future development in the City of Brentwood will generate a continued need for the services specified in the Report.
- C. The Report and the testimony establish:
 - 1. That there is a reasonable relationship between the need for the fee and the type of service for which the fee is imposed; and
 - 2. That there is a reasonable relationship between the amount of the fee and the estimated reasonable cost of providing the type of service for which the fee is imposed; and
 - 3. The amount of service provided does not exceed what is reasonably necessary in order to process the requested service;
 - 4. That the cost estimates set forth in the 2003/04 Cost Allocation Plan and the Report are reasonable and best approximate the direct and indirect (overhead) costs of City staff and consultants for providing the necessary service to respond to the public's requests
- D. The method of allocating the City's administrative costs of processing service bears a fair and reasonable relationship to each member of the public's burden on, and benefit from, the services requested by that member.
- E. The fees do not exceed the estimated reasonable cost of providing the service for which the fee is charged.

Section 2. Fees Imposed:

- A. Each person requesting a service in the City of Brentwood for which a fee is imposed pursuant to the Report shall pay the processing fee set forth in the Report.
- B. On July 1 of each year, the fees shall be automatically adjusted by an amount equal to the percentage of increase or decrease in the consumer price index for this region, as last computed before the July 1 date.
- C. The fees may also be adjusted if the City updates or modifies the Cost Allocation Plan or the Report and conducts a public hearing to implement a new or revised fee or fees based upon such update or modification.
- D. The applicable fee shall be determined on the basis of the fee schedule in effect at the time the application is submitted to the City for the requested service. The fee shall be payable in full at the time the application is submitted.
- E. The adoption of this Resolution does not affect the ability of the City to request an agreement between the applicant and the City to pay extraordinary processing costs and to establish deposit accounts.
- F. Notwithstanding anything to the contrary herein, the fee for copying public records requested by a member of the public, shall not exceed the direct costs of duplication.

Section 3. Fee Adjustment or Waiver or Reimbursement:

A person subject to the fee imposed pursuant to this Resolution may apply to the City Council for adjustment to that fee, or a waiver of that fee, or reimbursement of part or all of the fee, solely by following the written protest procedure in the time and manner provided by Government Code Section 66020 and detailing the reasons for the adjustment, waiver or reimbursement.

- A. A person subject to the fees imposed pursuant to this Resolution that desires an adjustment or waiver of such fees shall follow the protest procedure contained in Government Code Section 66020 (as may be amended), and within the time frame set forth in subsection (d) thereof (as may be amended) or risk the loss of the legal ability to request such adjustment or waiver. In no event shall the City waive its right to rely on other applicable limitations periods, including without limitation those set forth in Government Code Section 66022 (as may be amended).
- B. A person may apply to the City Council for an adjustment to the fees by filing an application with the City Clerk. The application shall be made in writing and must identify the reasons why the City's processing fees should be adjusted. At a minimum, the reasons should explain why a reasonable relationship is lacking between the service provided by the City, the costs incurred by the City for such service and the fees imposed by the City for such service.
- C. The application shall be filed with the City Clerk no later than the deadline for filing protests as mentioned in subpart A. above. The City Clerk will present the application to the City's Finance Director or designee.
- D. The City's Finance Director, or designee, shall make a written determination on the application. The City's Finance Director, or designee, may authorize an adjustment so long as the adjustment does not exceed Ten Percent of the total amount of fees sought to be imposed by the City. Recommendations by the City's Finance Director, or designee, for adjustments in excess of Ten Percent will be forwarded to the City Council for final determination. The method and timing of implementing the adjustment is subject to the discretion of the City's Finance Director (or designee) or City Council where applicable.
- E. Any adjustment granted is limited to the project as proposed. If there is any change in the project, the fee adjustment is suspended so that the City's Finance Director, or City Council where applicable, may re-evaluate where the adjustment is still appropriate.
- F. Decisions of the City's Finance Director, or designee, are subject to appeal to the City Council so long as such appeal is made in writing and within 10 days of the decision.

Section 4. Use of Fee Revenues:

The revenues raised by payment of these fees, along with any interest earned, shall be used to pay for the City's administrative costs spelled out in the Report, including without limitation the capital costs and labor and contract costs directly or indirectly associated with providing the requested service.

Section 5. Subsequent Analysis of the Fees:

The fees established herein are adopted and implemented by the Council in reliance on the comprehensive studies that have been prepared by the City and consultants to the City. During the coming years, the City will continue to gather additional information that may affect the nature, scope and type of services to be provided in response to requests of the public. Notwithstanding any term or condition of any permit, subdivision map, license or entitlement granted by the City, it is existing policy that the City Council may revise the fees to incorporate the findings and conclusions of further studies, as well as increases due to inflation, and that such revisions shall apply to any prior approved projects, as well as new projects.

Section 6. Effective Date of Revised Fees:

The fees shall be effective sixty (60) days after the adoption of this Resolution; provided, however, that, upon enactment of this Resolution, any person may pay the revised fees instead of the current fees.

Section 7. Severability:

Each component of the fees and all portions of this Resolution are severable. Should any individual component of the fee or other provision of this Resolution be adjudged to be invalid and unenforceable, the remaining provisions shall be and continue to be fully effective, and the fee shall be fully effective except as to that portion that has been judged to be invalid.

Section 8. Repeal of Inconsistent Resolutions

Resolution No. 2366 is hereby repealed.

Section 9. Exemption from California Environmental Quality Act (CEQA):

The City Council finds that CEQA does not apply to the adoption of this Resolution, pursuant to Sections 15061 and 15273 of the State CEQA Guidelines because:

- A. The fees established by this Resolution will be collected for the purposes of meeting operational expenses and maintaining service to those that request it; and
- B. Because the fees authorized by this Resolution will be collected at the application stage of the project, CEQA review will take place during the processing of the project. Therefore, it can be seen with certainty that the adoption of this Resolution establishing processing fees will not have a significant effect on the environment.

Section 10. Statute of Limitations:

City Clerk/Director of Administrative Services

Any judicial action or proceeding to attack, review, set aside, void, or annul the fees established by this Resolution, or the Resolution itself, shall be commenced within one hundred twenty (120) days of the passage of this Resolution. Any action to attack an adjustment adopted pursuant to Sections 2 or 5 shall be commenced within one hundred twenty (120) days of the adjustment.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Brentwood at a regular meeting held August 26, 2003 by the following vote:

AYES NOES: ABSENT:	Brían Swísher	
ATTEST:	Brian Swisher Mayor	
Karen Diaz		
Karen Diaz, CMC	<u> </u>	