

List of Principal Officials

City Officials

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

Executive Team

John Stevenson	City Manager
	City Attorney
	Director of Parks & Recreation
Karen Chew	Assistant City Manager
Mike Davies	
Karen Diaz	City Clerk / Director of Administrative Services
Pamela Ehler	
Bailey Grewal	City Engineer
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 Assumptions regarding management and non-management positions likewise impact the computation. The methodology for computing these overhead factors is as follows:

- **Department Overhead** 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 Supporting Overhead Calculations				
Management Positions	Non-Personnel Costs			
Community I	Development			
Community Development Director	Building Division			
Administrative Secretary	Planning Commission			
	Planning Division			
	Housing			
Engineering				
City Engineer	Engineering			
Administrative Secretary	Transportation			
	Construction Inspection			
	NPDES			
Public V	<u></u>			
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			
Poli	ce			
Police Chief				
Lieutenants (4)				
Executive Secretary to Chief				
Padavalo	 pment Agency			
Redevelopment Manager	pment Agency			
1 0				
Other C				
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	47.41%
Engineering	61.02%
Public Works	113.37%
Parks and Recreation	110.07%
Police	35.70%
Redevelopment Agency	68.69%
Other City-wide	30.86%

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

CO	COMPENSATION PLAN								
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E				
MANAGEMENT & MID-MANAGEMENT:	·								
Accountant I	4,562	4,790	5,029	5,281	5,545				
Accountant II	5,028	5,280	5,544	5,821	6,112				
Accountant III	5,544	5,821	6,112	6,418	6,739				
Administrative Program Analyst	4,101	4,306	4,522	4,748	4,985				
Arts Manager	5,563	5,841	6,133	6,440	6,762				
Assistant City Clerk	4,502	4,727	4,964	5,212	5,472				
Assistant City Engineer	8,023	8,424	8,846	9,288	9,752				
Assistant City Manager	9,293	9,757	10,245	10,757	11,295				
Assistant Engineer	5,566	5,844	6,137	6,443	6,765				
Assistant Finance Director	7,778	8,167	8,576	9,004	9,455				
Assistant Planner	5,103	5,358	5,626	5,907	6,202				
Associate Engineer	6,136	6,443	6,765	7,103	7,458				
Associate Planner	5,626	5,907	6,202	6,513	6,838				
Chief Bldg. Official	7,726	8,112	8,518	8,944	9,391				
Chief Information Systems Officer	7,980	8,378	8,797	9,237	9,699				
Chief of Planning	7,726	8,112	8,518	8,944	9,391				
City Attorney	10,549	11,076	11,630	12,212	12,822				
City Clerk/Director of Admin Services	8,221	8,633	9,064	9,517	9,993				
City Engineer	9,293	9,757	10,245	10,757	11,295				
City Manager	12,375	12,994	13,644	14,326	15,042				
Development Project Manager	6,133	6,440	6,762	7,100	7,455				
Director of Community Development	9,293	9,757	10,245	10,757	11,295				
Director of Economic Development	8,632	9,064	9,517	9,993	10,493				
Director of Finance and Info Systems	9,293	9,757	10,245	10,757	11,295				
Director of Parks and Recreation	8,632	9,064	9,517	9,993	10,493				
Director of Public Works	8,632	9,064	9,517	9,993	10,493				
Facilities Manager	5,626	5,907	6,202	6,513	6,838				
Finance Operations Manager	6,375	6,694	7,028	7,380	7,749				
Fleet Manager	5,616	5,896	6,191	6,501	6,826				
Grants Administrator	5,388	5,658	5,940	6,237	6,549				
Grants Writer	4,234	4,446	4,668	4,901	5,146				
Housing Manager	7,092	7,447	7,819	8,210	8,620				
Human Resources Manager	6,745	7,082	7,436	7,808	8,199				
Management Analyst	5,063	5,316	5,582	5,861	6,154				
Neighborhood Preservation Spec.	5,015	5,266	5,529	5,806	6,096				
Park Planner	5,626	5,907	6,202	6,513	6,838				
Parks Services Manager	6,162	6,470	6,794	7,133	7,490				
Police Chief	10,390	10,909	11,455	12,027	12,629				
Police Lieutenant	7,674	8,058	8,461	8,884	9,328				
Project Services Manager	6,544	6,871	7,215	7,575	7,954				
Project Services Specialist	5,034	5,286	5,550	5,828	6,119				
Purchasing Agent	4,938	5,185	5,444	5,716	6,002				
Recreation Manager	5,563	5,841	6,133	6,440	6,762				
Redevelopment Manager	7,726	8,112	8,518	8,944	9,391				
Redevelopment Specialist	5,187	5,446	5,719	6,005	6,305				
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	COMPENSA	ΓΙΟΝ PLA	.N		
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
Redevelopment/Economic Devel Analyst	6,534	6,860	7,203	7,564	7,942
Right-of-Way Agent	6,607	6,937	7,284	7,648	8,030
Senior Associate Engineer	6,443	6,766	7,104	7,459	7,832
Senior Engineer	6,764	7,102	7,457	7,830	8,222
Senior Financial Analyst	6,570	6,899	7,244	7,606	7,986
Senior Planner	6,359	6,677	7,011	7,361	7,729
Solid Waste Manager	6,038	6,340	6,657	6,990	7,339
Streets Manager	6,038	6,340	6,657	6,990	7,339
Supervising Engineer	7,456	7,829	8,221	8,632	9,063
Utility Billing Supervisor	4,391	4,611	4,841	5,083	5,338
Wastewater Operations Manager	6,038	6,340	6,657	6,990	7,339
Water Operations Manager	6,038	6,340	6,657	6,990	7,339
Webmaster	4,587	4,816	5,057	5,310	5,575
OFFICE EMPLOYEES					
Accounting Assistant I	2,972	3,120	3,276	3,440	3,612
Accounting Assistant II	3,276	3,440	3,612	3,793	3,982
Accounting Technician I	3,483	3,657	3,840	4,032	4,234
Accounting Technician II	3,840	4,032	4,234	4,446	4,668
Accounting Technician III	4,234	4,446	4,668	4,901	5,146
Administrative Assistant I	2,862	3,006	3,156	3,314	3,479
Administrative Assistant II	3,155	3,313	3,479	3,653	3,835
Administrative Secretary	3,722	3,908	4,104	4,309	4,525
Code Enforcement Officer I	4,549	4,776	5,015	5,266	5,529
Code Enforcement Officer II	5,015	5,266	5,529	5,806	6,096
Code Enforcement Technician I	3,394	3,564	3,742	3,929	4,126
Code Enforcement Technician II	3,741	3,928	4,125	4,331	4,548
Combination Building Inspector I	4,549	4,776	5,015	5,266	5,529
Combination Building Inspector II	5,015	5,266	5,529	5,806	6,096
Construction Inspector I	4,675	4,909	5,155	5,412	5,683
Construction Inspector II	5,154	5,411	5,682	5,966	6,264
Deputy City Clerk	3,890	4,084	4,289	4,503	4,728
Economic Development Technician	4,068	4,271	4,485	4,709	4,944
Engineering Services Specialist I	4,692	4,926	5,172	5,431	5,703
Engineering Services Specialist II	5,172	5,431	5,703	5,988	6,287
Engineering Technician I	4,256	4,469	4,692	4,927	5,173
Engineering Technician II	4,692	4,926	5,172	5,431	5,703
Executive Assistant	4,369	4,588	4,817	5,058	5,311
Executive Secretary to the Police Chief	4,369	4,588	4,817	5,058	5,311
Geographic Info Systems Coordinator	6,484	6,808	7,149	7,506	7,882
Human Resources Assistant	3,539	3,716	3,901	4,096	4,301
Human Resources Specialist	4,508	4,733	4,970	5,218	5,479
Information Systems Specialist I	5,441	5,713	5,998	6,298	6,613
Information Systems Specialist II	5,999	6,299	6,614	6,944	7,292
Information Systems Technician I	3,840	4,032	4,234	4,446	4,668
Information Systems Technician II	4,234	4,446	4,668	4,901	5,146
Payroll Specialist	4,234	4,446	4,668	4,901	5,146

COMPENSATION PLAN							
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E		
Permits Technician I	3,690	3,875	4,069	4,272	4,486		
Permits Technician II	4,069	4,273	4,486	4,711	4,946		
Plan Check Engineer	5,608	5,889	6,183	6,492	6,817		
Planning Technician I	3,690	3,875	4,069	4,272	4,486		
Planning Technician II	4,069	4,273	4,486	4,711	4,946		
Police Records Clerk I	3,262	3,425	3,596	3,776	3,965		
Police Records Clerk II	3,597	3,777	3,966	4,164	4,372		
Police Records Clerk III	3,966	4,164	4,372	4,591	4,820		
Purchasing Assistant	4,114	4,320	4,536	4,763	5,001		
Receptionist	2,861	3,004	3,154	3,312	3,478		
Recreation Services Coordinator	3,979	4,178	4,387	4,606	4,836		
Recreation Services Supervisor	4,606	4,836	5,078	5,331	5,598		
Redevelopment Technician	4,069	4,273	4,486	4,711	4,946		
Right-of-Way Technician	4,069	4,273	4,486	4,711	4,946		
Senior Code Enforcement Officer	5,530	5,806	6,096	6,401	6,721		
Senior Combination Building Inspector	5,530	5,806	6,096	6,401	6,721		
Senior Permits Technician	4,487	4,712	4,947	5,195	5,455		
Senior Planning Technician	4,487	4,712	4,947	5,195	5,455		
Supervising Construction Inspector	5,683	5,967	6,265	6,578	6,907		
PUBLIC WORKS-MAINTENANCE							
Assistant Equipment Mechanic	3,628	3,809	3,999	4,199	4,409		
Collection System Worker	3,826	4,017	4,218	4,429	4,650		
Cross-Connection Control Specialist	3,939	4,136	4,343	4,560	4,788		
Custodian	2,915	3,061	3,214	3,374	3,543		
Electrician	4,458	4,681	4,915	5,161	5,419		
Facility Maintenance Worker	3,916	4,112	4,318	4,533	4,760		
Parks/Landscape Maint. Worker I	3,330	3,497	3,672	3,855	4,048		
Parks/Landscape Maint. Worker II	3,671	3,855	4,048	4,250	4,463		
Parks/Landscape Specialist	4,047	4,250	4,462	4,685	4,920		
Parks/Landscape Supervisor	4,606	4,836	5,078	5,331	5,598		
Senior Equipment Mechanic	4,499	4,724	4,960	5,208	5,469		
Solid Waste Equipment Operator I	3,724	3,910	4,105	4,311	4,526		
Solid Waste Equipment Operator II	4,106	4,311	4,526	4,753	4,990		
Solid Waste Equipment Op/Lead Worker	4,751	4,989	5,238	5,500	5,775		
Street Maintenance Lead Worker	4,221	4,432	4,653	4,886	5,130		
Street Maintenance Worker I	3,330	3,497	3,672	3,855	4,048		
Street Maintenance Worker II	3,671	3,855	4,048	4,250	4,463		
Street Sweeper Operator	3,826	4,017	4,218	4,429	4,650		
Streets Supervisor	5,223	5,485	5,759	6,047	6,349		
Wastewater Laboratory Technician I	3,989	4,188	4,398	4,618	4,849		
Wastewater Laboratory Technician II	4,399	4,619	4,849	5,092	5,346		
Wastewater Maintenance Supervisor	4,541	4,768	5,007	5,257	5,520		
Wastewater Treatment Plant Operator Asst.	3,155	3,313	3,479	3,653	3,835		
Wastewater Treatment Plant Operator I	3,845	4,037	4,239	4,451	4,673		
Wastewater Treatment Plant Operator II	4,240	4,452	4,674	4,908	5,153		
Wastewater Treatment Plant Operator III	4,674	4,908	5,153	5,411	5,681		

COMPENSATION PLAN								
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E			
Wastewater Treatment Plant Supv.	5,008	5,258	5,521	5,797	6,087			
Water Customer Service Technician	4,088	4,293	4,507	4,733	4,969			
Water Distribution Lead Worker	4,543	4,770	5,009	5,259	5,522			
Water Distribution Worker I	3,737	3,924	4,120	4,326	4,542			
Water Distribution Worker II	4,120	4,326	4,543	4,770	5,008			
Water Distribution Supervisor	5,223	5,485	5,759	6,047	6,349			
Water Production Supervisor	5,223	5,485	5,759	6,047	6,349			
Water Production Worker I	3,464	3,638	3,819	4,010	4,211			
Water Production Worker II	3,820	4,011	4,212	4,422	4,643			
Water Reclamation Specialist/USA	3,628	3,809	3,999	4,199	4,409			
Water Service Worker I	3,365	3,534	3,710	3,896	4,090			
Water Service Worker II	3,709	3,895	4,089	4,294	4,509			
POLICE								
Community Service Officer I	3,293	3,457	3,630	3,812	4,002			
Community Service Officer II	3,630	3,812	4,002	4,202	4,412			
Community Service Officer III	4,003	4,203	4,413	4,634	4,866			
Police Officer	5,060	5,313	5,579	5,858	6,151			
Police Officer - Special Assignment	5,313	5,579	5,858	6,151	6,459			
Sergeant	6,006	6,307	6,622	6,953	7,301			

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.
- Economic Incentives/Disincentives: In some cases it may be desirable to use fees as a means of encouraging or discouraging certain activities.
- Competitive Restraints: 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.

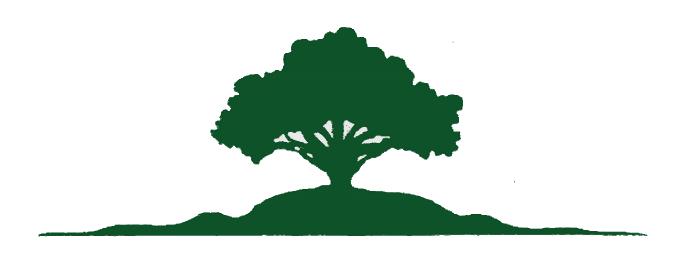
METHODOLOGY

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 2004/05 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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Budget Assumptions for Computing Overhead Costs								
Department/Division	Personnel	Supplies & Services	Capital	Total				
City-wide								
Administration (a)	508,189	130,606	0	638,795				
City Clerk (a)	460,212	128,785	0	588,997				
Human Resources (a)	471,316	262,371	1,900	735,587				
City Attorney (a)	301,396	146,042	0	447,438				
Economic Development (a)	198,321	279,279	10,000	487,600				
Finance (a)	986,145	454,604	5,200	1,445,949				
Community Facilities (a)	300,206	332,418	0	632,624				
Non-Departmental (a)	20,020	3,469,662	0	3,489,682				
Community Development								
Building	2,353,515	475,546	47,000	2,876,061				
Planning Division	1,140,170	316,631	11,000	1,467,801				
Housing	303,380	301,907	14,000	619,287				
Police								
Police	10,102,214	2,721,126	75,100	12,898,440				
Engineering								
Engineering	956,707	296,824	0	1,253,531				
Traffic and Transportation	289,363	170,772	0	460,135				
NPDES	173,263	156,744	0	330,007				
Construction Inspection	598,070	128,581	0	726,651				
Capital Improvement Program	2,553,563	1,308,841	71,000	3,933,404				
Park and Recreation								
Administration	520,704	201,435	2,500	724,639				
City Pool	392,195	308,267	0	700,462				
Sports	79,511	148,867	0	228,378				
Programs	116,675	196,740	0	313,415				
Park Planning	535,632	902,631	133,858	1,572,121				
Community Center	121,431	105,120	0	226,551				
Landscape	349,176	678,659	20,000	1,047,835				
Public Works								
Solid Waste Enterprise	1,795,802	3,197,756	718,462	5,712,020				
Water Enterprise	1,935,822	5,685,235	1,372,852	8,993,909				
Wastewater Enterprise	1,410,798	2,950,697	501,715	4,863,210				
Streets	1,379,083	1,012,265	415,500	2,806,848				
Redevelopment Agency								
Redevelopment Agency	330,416	7,402,266	3,687,668	11,420,350				
(a) Factored into Other City-wide overhead.								



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Accountant I Department: Finance & Information Systems

Step A							
Step 11		\$4,561.81	/Month	\$30.41	/Hour		
Benefit	Multiplier				Cata	~~~	
PERS - Employee	0.08000	364.94		Non Sw	Cate orn Manageme		nagamant
PERS - Employee	0.14066	641.66		Non-Sw	om manageme	int & Wind-Wia	nagement
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	77.23					
Life Insurance	0.000284	23.32					
Deferred Comp.		110.00					
Workers Comp.	0.05030	229.46			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	66.15		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,409.43	52.82%	\$46.47	\$21.67	\$14.34	\$ 82.49
	Total Bellettis				Ψ21.07	ΨΙποτ	ψο Δ. 1 5
		Annual Salar	ry + Benefits	\$83,654.83			
Step B							
		\$4,789.90	/Month	\$31.93	/Hour		
	Total Benefits	\$2,475.89	51.69%	\$48.44	\$22.59	\$14.95	\$85.97
		Annual Sala	ry + Benefits	\$87,189.53			
Store C							
Step C		\$5,029.40	/Month	\$33.53	/Hour		
	Total Benefits	\$2,549.54	50.69%	\$50.53	\$23.56	\$15.59	\$89.68
		Annual Sala	ry + Benefits	\$90,947.22			
Step D							
		\$5,280.87	/Month	\$35.21	/Hour		
	Total Benefits	\$2,626.87	49.74%	\$52.72	\$24.58	\$16.27	\$93.57
		Annual Salar	ry + Benefits	\$94,892.78			
Step E							
	_ _	\$5,544.91	/Month	\$36.97	/Hour		
	Total Benefits	\$2,708.06	48.84%	\$55.02	\$25.65	\$16.98	\$97.65
		Annual Sala	ry + Benefits	\$99,035.63			

Accountant I Department: Parks and Recreation

Step A							
Step A		\$4,561.81	/Month	\$30.41	/Hour		
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<u>Benefit</u>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.08000	364.94		Non-Sv	worn Manageme	ent & Mid-Ma	nagement
PERS - Employer	0.14066	641.66					
PERS Survivor		3.00					
Management Incen EAP	tive	0.00 3.67					
Health Insurance		3.67 711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	77.23					
Life Insurance	0.000284	23.32					
Deferred Comp.	0.000204	110.00					
Workers Comp.	0.05030	229.46			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	66.15		& Benefits	Overhead Overhead	Overhead	Rate
Wicarcarc	0.01150	00.13	-	<u>ee Benefits</u>	Overneuu	Overneuu	<u>rate</u>
	Total Benefits	\$ 2,409.43	52.82%	\$46.47	\$51.16	\$14.34	\$111.97
		Annual Sala	ry + Benefits	\$83,654.83	•		
Step B							
		\$4,789.90	/Month	\$31.93	/Hour		
	Total Benefits	\$2,475.89	51.69%	\$48.44	\$53.32	\$14.95	\$116.70
	Total Benefits	Ψ2,173.09	31.0770	ψ10.11	φυυ.υ	ΨΙΙΙΟ	Ψ110.70
		Annual Sala	ry + Benefits	\$87,189.53	:		
Step C							
Step C		\$5,029.40	/Month	\$33.53	/Цоне		
		φ3,029.40	/Wionth	φ33.33	/Hour		
	Total Benefits	\$2,549.54	50.69%	\$50.53	\$55.62	\$15.59	\$121.73
		Annual Sala	ry + Benefits	\$90,947.22	İ		
~							
Step D							
		\$5,280.87	/Month	\$35.21	/Hour		
	Total Benefits	\$2.626.97	40.740/	¢52.72	φ 5 0 Λ2	¢16 27	¢127.01
	iotai benefits	\$2,626.87	49.74%	\$52.72	\$58.03	\$16.27	\$127.01
		Annual Sala	ry + Benefits	\$94,892.78			
				1, 1,02 20.0	:		
Step E							
- Step E		\$5,544.91	/Month	\$36.97	/Hour		
		ψυ,υπτ./1	/ IVIOIIUI	φ30.97	/11Oul		
	Total Benefits	\$2,708.06	48.84%	\$55.02	\$60.56	\$16.98	\$132.56
		Annual Sala	rv + Renefits	\$99,035.63			
		minual Sala	ij i Denemes	Ψ22,033.03	:		

Accountant II Department: Finance & Information Systems

Step A							
Step 11		\$5,028.19	/Month	\$33.52	/Hour		
Benefit	Multiplier				Cote		
PERS - Employee	0.08000	402.26		Non Su	vorn Manageme	egory ent & Mid Mo	nagamant
PERS - Employee	0.14066	707.27		11011-21	voin manageme	ent & Mid-Ma	magement
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	85.13					
Life Insurance	0.000284	25.70					
Deferred Comp.		110.00					
Workers Comp.	0.05030	252.92			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	72.91		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,552.84	50.77%	\$50.54	\$23.57	\$15.60	\$89.70
	Total belieffts				φ 23.3 1	ф15.00	ФОЭ./ U
		Annual Sala	ry + Benefits	\$90,972.34	:		
Step B							
		\$5,279.60	/Month	\$35.20	/Hour		
	Total Benefits	\$2,626.48	49.75%	\$52.71	\$24.58	\$16.26	\$93.55
		Annual Sala	ry + Benefits	\$94,872.92	:		
Step C							
		\$5,543.58	/Month	\$36.96	/Hour		
	Total Benefits	\$2,707.65	48.84%	\$55.01	\$25.65	\$16.97	\$97.63
		Annual Sala	ry + Benefits	\$99,014.78	:		
Step D							
		\$5,820.76	/Month	\$38.81	/Hour		
	Total Benefits	\$2,792.88	47.98%	\$57.42	\$26.77	\$17.72	\$101.92
		Annual Sala	ry + Benefits	\$103,363.72	!		
Step E							
		\$6,111.80	/Month	\$40.75	/Hour		
	Total Benefits	\$2,882.38	47.16%	\$59.96	\$27.96	\$18.50	\$106.42
		Annual Sala	ry + Benefits	\$107,930.11	:		

Accountant II Department: Parks and Recreation

Step A							
Step 14		\$5,028.19	/Month	\$33.52	/Hour		
D 01/	3.6 1.1 11	1-7-		,			
Benefit E. I.	<u>Multiplier</u>	100.06		N. C		egory	,
PERS - Employee	0.08000	402.26		Non-Sv	vorn Manageme	ent & Mid-Ma	nagement
PERS - Employer	0.14066	707.27					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance Dental Insurance		711.18 143.30					
	0.016020						
LTD Insurance	0.016930	85.13					
Life Insurance	0.000284	25.70					
Deferred Comp.	0.05020	110.00			110.050/	20.0707	
Workers Comp. Vision Benefit	0.05030	252.92		Hanneler Data	110.07%	30.86%	Total Hannler
Medicare	426.12	35.51 72.91		•	Department	City-Wide	Total Hourly
Medicare	0.01450	72.91	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,552.84	50.77%	\$50.54	\$55.63	\$15.60	\$121.77
		Annual Sala	ry + Benefits	\$90,972.34			
					•		
Step B							
		\$5,279.60	/Month	\$35.20	/Hour		
	Total Benefits	\$2,626.48	49.75%	\$52.71	\$58.02	\$16.26	\$126.99
		Annual Sala	ry + Benefits	\$94,872.92	i		
Step C							
Step C		\$5,543.58	/Month	\$36.96	/Hour		
		φε,ε ιειεσ	,1,1011111	Ψ20.70	/110 u 1		
	Total Benefits	\$2,707.65	48.84%	\$55.01	\$60.55	\$16.97	\$132.53
		Annual Sala	ry + Benefits	\$99,014.78	•		
Step D							
		\$5,820.76	/Month	\$38.81	/Hour		
	T . 1	## ##	48.00-	A== 45	4.22.5	4.5 5.	4420.5
	Total Benefits	\$2,792.88	47.98%	\$57.42	\$63.21	\$17.72	\$138.35
		Annual Sala	ry + Benefits	\$103,363.72	1		
G. B							
Step E		67 111 00	/ N / 1	*			
		\$6,111.80	/Month	\$40.75	/Hour		
	Total Benefits	\$2,882.38	47.16%	\$59.96	\$66.00	\$18.50	\$144.47
		Annual Salar	ry + Benefits	\$107,930.11			
				1	•		
L							

Accountant III Department: Finance & Information Systems

Step A							
		\$5,544.12	/Month	\$36.96	/Hour		
Benefit	<u>Multiplier</u>				Categ	orv	
PERS - Employee	0.08000	443.53		Non-Swo	orn Managemen		agement
PERS - Employer	0.14066	779.84			J		
PERS Survivor		3.00					
Management Incen	ntive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	93.86					
Life Insurance	0.000284	28.34					
Deferred Comp.		110.00					
Workers Comp.	0.05030	278.87			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	80.39	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,711.49	48.91%	\$55.04	\$25.66	\$16.98	\$97.68
		Annual Sala	ry + Benefits	\$99,067.30	=		
~ -							
Step B							
		\$5,821.33	/Month	\$38.81	/Hour		
	Total Benefits	\$2,793.06	47.98%	\$57.43	\$26.78	\$17.72	\$101.93
		42, 72.00	.,,,,,,,	40.000	Ψ=00.0	42	410100
		Annual Sala	ry + Benefits	\$103,372.62	-		
					_		
Step C							
		\$6,112.39	/Month	\$40.75	/Hour		
	T-4-1 D C4.	Φ2 992 5 6	47 160/	\$50.07	\$27.0 6	φ10. 5 0	¢107.42
	Total Benefits	\$2,882.56	47.16%	\$59.97	\$27.96	\$18.50	\$106.43
		Annual Sala	ry + Benefits	\$107,939.46			
			J 1111111	+	=		
Step D							
		\$6,418.01	/Month	\$42.79	/Hour		
		Ψυ,πΙυ.υΙ	, 1,1011111	ψ τ 2.79	,11001		
	Total Benefits	\$2,976.54	46.38%	\$62.63	\$29.20	\$19.33	\$111.16
		Annual Sala	ry + Benefits	\$112,734.64	=		
Step E							
		\$6,738.91	/Month	\$44.93	/Hour		
		ψυ, 130.71	/ 1 V1 O11t11	ф 11 .93	/110ul		
	Total Benefits	\$3,075.22	45.63%	\$65.43	\$30.51	\$20.19	\$116.12
		Annual Sala	ry + Benefits	\$117,769.58	=		

Accounting Assistant I Department: Finance & Information Systems

Step A							
Step A		\$2,971.73	/Month	\$19.81	/Hour		
		Ψ 2 ,271.73	/IVIOIIIII	Ψ12.01	/110ti		
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	237.74			Office E	mployees	
PERS - Employer	0.14066	418.00					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.04.40.50	143.30					
LTD Insurance	0.016930	50.31					
Life Insurance		6.51					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	149.48			46.63%	30.86%	m . 1 *** 1
Vision Benefit	426.12	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	43.09	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,801.79	60.63%	\$31.82	\$14.84	\$9.82	\$56.48
		Annual Sala	ry + Benefits	\$57,282.26			
Step B							
•		\$3,120.32	/Month	\$20.80	/Hour		
		40,120.02	,1,101111	Ψ20.00	, 110d1		
	Total Benefits	\$1,843.05	59.07%	\$33.09	\$15.43	\$10.21	\$58.73
		Annual Sala	ry + Benefits	\$59,560.43			
~ ~							
Step C		\$3,276.33	/Month	\$21.84	ДІоня		
		φ3,270.33	/Wionth	\$21.04	/HOUI		
	Total Benefits	\$1,890.23	57.69%	\$34.44	\$16.06	\$10.63	\$61.13
		Annual Sala	ry + Benefits	\$61,998.75			
Step D							
		\$3,440.15	/Month	\$22.93	/Hour		
	Total Benefits	\$1,939.77	56.39%	\$35.87	\$16.72	\$11.07	\$63.66
		Annual Salar	ry + Benefits	\$64,558.99			
Step E							
	_	\$3,612.16	/Month	\$24.08	/Hour		
	Total Benefits	\$1,991.78	55.14%	\$37.36	\$17.42	\$11.53	\$66.31
		Annual Sala	ry + Benefits	\$67,247.24			
					·		

Accounting Assistant II Department: Finance & Information Systems

Step A							
Бер П		\$3,276.34	/Month	\$21.84	/Hour		
Donofit	Multiplion				Cat		
Benefit Employee	<u>Multiplier</u> 0.08000	262.11				egory mployees	
PERS - Employee PERS - Employer	0.14066	460.85			Office E	impioyees	
PERS Survivor	0.14000	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	55.47					
Life Insurance	0.010930	6.51					
		0.00					
Deferred Comp. Workers Comp.	0.05030	164.80			46.630/	20.0707	
Vision Benefit	426.12	35.51		Handr Data	46.63%	30.86%	Total Hourly
Medicare				Hourly Rate		City-Wide	
Medicare	0.01450	47.51	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,893.90	57.81%	\$34.47	\$16.07	\$10.64	\$61.18
		Annual Salar	ry + Benefits	\$62,042.91			
~ 5							
Step B		42.440.4 6					
		\$3,440.16	/Month	\$22.93	/Hour		
	Total Benefits	\$1,939.77	56.39%	\$35.87	\$16.72	\$11.07	\$63.66
		Annual Sala	ry + Benefits	\$64,559.11			
			•				
Step C							
		\$3,612.16	/Month	\$24.08	/Hour		
	T . I D . C.	φ1 001 7 0	55 140/	ф 25 26	Φ1 5 40	411.53	\$ ((.31)
	Total Benefits	\$1,991.78	55.14%	\$37.36	\$17.42	\$11.53	\$66.31
		Annual Salar	ry + Benefits	\$67,247.37			
				-			
Step D							
	_	\$3,792.77	/Month	\$25.29	/Hour		
	Tatal Decision	63 046 40	52.0 60/	#20.02	¢10 15	φ13 Δ1	¢.co.oo
	Total Benefits	\$2,046.40	53.96%	\$38.93	\$18.15	\$12.01	\$69.09
		Annual Salar	ry + Benefits	\$70,070.04			
Charle E							
Step E		¢2 002 41	/M c 41-	\$0.5.55	/II -		
		\$3,982.41	/I VI Onth	\$26.55	/Hour		
	Total Benefits	\$2,103.74	52.83%	\$40.57	\$18.92	\$12.52	\$72.01
		Annual Salar	ry + Benefits	\$73,033.84			

Accounting Technician I Department: Finance & Information Systems

Step A							
		\$3,483.30	/Month	\$23.22	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	278.66				mployees	
PERS - Employer	0.14066	489.96				1 7	
PERS Survivor		3.00	ı				
Management Incen	itive	0.00	1				
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	58.97					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	175.21			46.63%	30.86%	
Vision Benefit	426.12	35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	50.51	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,956.49	56.17%	\$36.27	\$16.91	\$11.19	\$64.37
		Annual Sala	ry + Benefits	\$65,277.42			
Step B							
		\$3,657.47	/Month	\$24.38	/Hour		
	Total Benefits	\$2,005.48	54.83%	\$37.75	\$17.60	\$11.65	\$67.01
	Total Belleties	φ2,003.10	3 1.03 70	φοπιο	φ17700	Ψ11100	ψ07.01
		Annual Sala	ry + Benefits	\$67,955.35	•		
Step C							
		\$3,840.34	/Month	\$25.60	/Hour		
	Total Benefits	\$2,060,79	52 660/	\$39.34	\$18.34	\$12.14	\$69.82
	Total Belletits	\$2,060.78	53.66%	Ф39.34	Ф10.54	φ1 2.14	ΦU9.02
		Annual Sala	ry + Benefits	\$70,813.42			
			•		ļ		
Step D							
		\$4,032.36	/Month	\$26.88	/Hour		
		ΨΤ, ΟυΔ. Ο Ο	/ 1 /1 /11/11	φ20.00	/ 110ul		
	Total Benefits	\$2,118.84	52.55%	\$41.01	\$19.12	\$12.65	\$72.78
			- ··	4=2 04 1 2 1			
		Annual Sala	ry + Benefits	\$73,814.39	•		
Step E							
Step 12		\$4,233.97	/Month	\$28.23	/Hour		
		ψ -1 9 20009 1	, 1,1011111	Ψ20.23	/110ul		
	Total Benefits	\$2,179.81	51.48%	\$42.76	\$19.94	\$13.19	\$75.89
			- ··	h= < 0 <= - :			
		Annual Sala	ry + Benefits	\$76,965.41	!		

Accounting Technician I Department: Police

Stop A							
Step A		\$3,483.30	/Month	\$23.22	/Hour		
		40,100100	,1,1011411	4-04-1			
Benefit	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	278.66			Office E	mployees	
PERS - Employer	0.14066	489.96					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	58.97					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	175.21			35.70%	30.86%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	50.51	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,956.49	56.17%	\$36.27	\$12.95	\$11.19	\$60.40
		Annual Sala	rv + Benefits	\$65,277.42			
				. /	:		
Step B							
Step B		\$3,657.47	/Month	\$24.38	Люн		
		φ3,037.47	/Wionui	\$24.36	/Hour		
	Total Benefits	\$2,005.48	54.83%	\$37.75	\$13.48	\$11.65	\$62.88
		Annual Sala	ry + Benefits	\$67,955.35			
Step C		Φ2 0 40 2 4	/3. #				
		\$3,840.34	/Month	\$25.60	/Hour		
	Total Benefits	\$2,060.78	53.66%	\$39.34	\$14.04	\$12.14	\$65.52
		. ,		·	·	·	
		Annual Sala	ry + Benefits	\$70,813.42			
					• 		
Step D							
		\$4,032.36	/Month	\$26.88	/Hour		
		ψ .,σ υΔ.ιυ σ	, 1,1011111	Ψ20.00	, 11041		
	Total Benefits	\$2,118.84	52.55%	\$41.01	\$14.64	\$12.65	\$68.30
			. D	ф #3 04 4 30			
		Annual Sala	ry + Benefits	\$73,814.39	:		
Step E							
		\$4,233.97	/Month	\$28.23	/Hour		
		Ф 1, 433.77	/ IVIOIIIII	\$28.23	/ FIOUT		
	Total Benefits	\$2,179.81	51.48%	\$42.76	\$15.26	\$13.19	\$71.22
		Annual Sala	ry + Benefits	\$76,965.41			
			•	. ,	ļ.		
L							

Accounting Technician II Department: Finance & Information Systems

Stop A		•					
Step A		\$3,840.37	/Month	\$25.60	/Hour		
		ψ5,040.57	/Wionui	Ψ25.00	/110til		
<u>Benefit</u>	<u>Multiplier</u>					egory _	
PERS - Employee	0.08000	307.23			Office E	mployees	
PERS - Employer	0.14066	540.19					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	65.02					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	193.17			46.63%	30.86%	
Vision Benefit	426.12	35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	55.69	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,064.46	53.76%	\$39.37	\$18.35	\$12.15	\$69.87
		Annual Sala	ry + Benefits	\$70,857.95			
		Timuu Suu	i j i Deliciies	ψτο,σετι σ ε	!		
Step B							
ыср Б		\$4.022.20	Month	¢27,00	/II		
		\$4,032.39	/WOILII	\$26.88	/Hour		
	Total Benefits	\$2,118.85	52.55%	\$41.01	\$19.12	\$12.65	\$72.78
		Annual Sala	ry + Benefits	\$73,814.91	•		
Step C		\$4,234.01	Month	\$28.23	/11011#		
		φ 4,234. 01	/Wionth	\$20.23	/HOUI		
	Total Benefits	\$2,179.82	51.48%	\$42.76	\$19.94	\$13.19	\$75.89
		Annual Sala	ry + Benefits	\$76,965.95			
Step D							
		\$4,445.71	/Month	\$29.64	/Hour		
		•					
	Total Benefits	\$2,243.84	50.47%	\$44.60	\$20.79	\$13.76	\$79.15
		Annual Sala	ry + Benefits	\$80,274.55	:		
C. F							
Step E		φ <i>4.66</i> 5 00	/N.f	^-	77		
		\$4,667.99	/Month	\$31.12	/Hour		
	Total Benefits	\$2,311.05	49.51%	\$46.53	\$21.69	\$14.36	\$82.58
		Annual Sala	ry + Benefits	\$83,748.58			
					:		

Accounting Technician II Department: Police

Stan A							
Step A		\$3,840.37	/Month	\$25.60	/Hour		
		φ5,040.57	/Wionui	φ25.00	/110u1		
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	307.23			Office E	mployees	
PERS - Employer	0.14066	540.19					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	65.02					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	193.17			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	55.69	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,064.46	53.76%	\$39.37	\$14.05	\$12.15	\$65.57
	Total Belieffts				Ψ14.02	Ψ12.12	Ψουιο
		Annual Sala	ry + Benefits	\$70,857.95			
Step B							
		\$4,032.39	/Month	\$26.88	/Hour		
	Total Benefits	\$2,118.85	52.55%	\$41.01	\$14.64	\$12.65	\$68.30
		Annual Sala	ry + Benefits	\$73,814.91			
2 2							
Step C		\$4,234.01	/Month	\$28.23	/Hour		
		Ψ 1,20 1.01	/1011111	Ψ20.23	/110 u 1		
	Total Benefits	\$2,179.82	51.48%	\$42.76	\$15.26	\$13.19	\$71.22
		Annual Sala	ry + Benefits	\$76,965.95			
Step D							
		\$4,445.71	/Month	\$29.64	/Hour		
	Total Benefits	\$2,243.84	50.47%	\$44.60	\$15.92	\$13.76	\$74.28
	Total Delicitis				Ψ± <i>J•J</i> Δ	ψ 1.3./ U	ψ <i>1 -1.40</i>
		Annual Sala	ry + Benefits	\$80,274.55			
Step E							
		\$4,667.99	/Month	\$31.12	/Hour		
	Total Benefits	\$2,311.05	49.51%	\$46.53	\$16.61	\$14.36	\$77.49
		Annual Sala	ry + Benefits	\$83,748.58			

Accounting Technician III Department: Finance & Information Systems

Step A							
Step 11		\$4,233.88	/Month	\$28.23	/Hour		
Benefit	Multiplion				Cate	ogowy.	
PERS - Employee	<u>Multiplier</u> 0.08000	338.71				egory mployees	
PERS - Employee	0.14066	595.54			Office E	imployees	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	71.68					
Life Insurance	*********	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	212.96			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	61.39		& Benefits	Overhead Overhead	Overhead	Rate
1/10010410		01.09	-	<u> </u>	<u> </u>		
	Total Benefits	\$ 2,183.45	51.57%	\$42.78	\$19.95	\$13.20	\$75.93
		Annual Salar	ry + Benefits	\$77,008.00	1		
Step B							
1		\$4,445.57	/Month	\$29.64	/Hour		
	T 15 C	#2.242. 00	50.45 0.4	44.60	440 70	442 - 6	φ = 0.4 =
	Total Benefits	\$2,243.80	50.47%	\$44.60	\$20.79	\$13.76	\$79.15
		Annual Salar	ry + Benefits	\$80,272.45	1		
Step C							
1		\$4,667.85	/Month	\$31.12	/Hour		
	Total Benefits	\$2,311.01	49.51%	\$46.53	\$21.69	\$14.36	\$82.58
				·		,	1
		Annual Salar	ry + Benefits	\$83,746.38			
Step D							
		\$4,901.25	/Month	\$32.67	/Hour		
	Total Benefits	\$2,381.59	48.59%	\$48.55	\$22.64	\$14.98	\$86.17
		Annual Salar	rv + Renefits	\$87,393.99			
		. imuui bala	i, Denemos	ΨΟΙ,9ΟΣΟΙΣΣ	:		
Step E		ΦE 146 21	/M a 41.	ф <u>с. 1. 3.1</u>			
		\$5,146.31	/Wiontn	\$34.31			
	Total Benefits	\$2,455.69	47.72%	\$50.68	\$23.63	\$15.64	\$89.95
		Annual Salar	ry + Benefits	\$91,223.99	:		

Accounting Technician III Department: Police

Step A							-
Step A		\$4,233.88	/Month	\$28.23	/Hour		
		₱4,∠33.00	/ IVIOIIUI	φ 40.43	/110uI		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	338.71			Office E	mployees	
PERS - Employer	0.14066	595.54					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	71.68					
Life Insurance		6.51					
Deferred Comp.	0.07075	0.00					
Workers Comp.	0.05030	212.96		** * * ·	35.70%	30.86%	m / 1 **
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	61.39	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,183.45	51.57%	\$42.78	\$15.27	\$13.20	\$71.26
		Annual Salar	ry + Benefits	\$77,008.00			
					· 		
Step B							
		\$4,445.57	/Month	\$29.64	/Hour		
		+ -, - 		Ψ22.01			
	Total Benefits	\$2,243.80	50.47%	\$44.60	\$15.92	\$13.76	\$74.28
		Annual Salar	ry + Benefits	\$80,272.45	·		
G G							
Step C		\$4,667.85	/Month	¢21 12	/Hour		
		φ 1 ,υυ/.δ5	/IVIOIIIII	\$31.12	/riouf		
	Total Benefits	\$2,311.01	49.51%	\$46.53	\$16.61	\$14.36	\$77.49
		Annual Salar	rv + Benefits	\$83,746.38			
		Duidi	-, . -	4007, 10100			
Step D							
		¢4 001 25	Month	\$22.CZ	/П		
		\$4,901.25	/IVIOIII	\$32.67	/Hour		
	Total Benefits	\$2,381.59	48.59%	\$48.55	\$17.33	\$14.98	\$80.87
			T	фо ж сос ос			
		Annual Salar	ry + Benefits	\$87,393.99	:		
Step E							
-		\$5,146.31	/Month	\$34.31	/Hour		
	T. (.1.D. C.	•				64 ₹ ₹ 4	φΩ4.4 4
	Total Benefits	\$2,455.69	47.72%	\$50.68	\$18.09	\$15.64	\$84.41
		Annual Salar	ry + Benefits	\$91,223.99	i		

Administrative Assistant I Department: Administration

Step A							
Step A		\$2,862.42	/Month	\$19.08	/Hour		
D 6"4	N. M 14 to - 12 o - 1	,			O-4		
Benefit DEDS Employee	<u>Multiplier</u> 0.08000	228.99				egory	
PERS - Employee PERS - Employer	0.14066	402.63			Office E	mployees	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	48.46					
Life Insurance	0.010,30	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	143.98			36.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	41.51		& Benefits	Overhead	Overhead	Rate
			-				,
	Total Benefits	\$ 1,768.74	61.79%	\$30.87	\$11.23	\$9.53	\$51.63
		Annual Salar	ry + Benefits	\$55,573.89			
Step B							
1		\$3,005.54	/Month	\$20.04	/Hour		
	Total Benefits	\$1,808.35	60.17%	\$32.09	\$11.67	\$9.90	\$53.67
					•	·	·
		Annual Salar	ry + Benefits	\$57,766.64			
Step C							
		\$3,155.82	/Month	\$21.04	/Hour		
	Total Benefits	\$1,853.79	58.74%	\$33.40	\$12.15	\$10.31	\$55.85
		Annual Salar	rv Ronofite	\$60,115.27			
		Amiuai Salai	ry + Denemis	φυυ,113.47			
Step D		фа 212 - : :					
		\$3,313.61	/Month	\$22.09	/Hour		
	Total Benefits	\$1,901.50	57.38%	\$34.77	\$12.65	\$10.73	\$58.14
		Annual Salar	ry + Benefits	\$62,581.33			
Step E		¢2 470 20	Month	Ф02.00	/П		
		\$3,479.29		\$23.20			
	Total Benefits	\$1,951.60	56.09%	\$36.21	\$13.17	\$11.17	\$60.55
		Annual Salar	ry + Benefits	\$65,170.70			

Administrative Assistant I Department: Community Development

Ctor A							
Step A		¢2 962 42	Month	¢10.00	/Hour		
		\$2,862.42	/Month	\$19.08	/Hour		
Benefit	Multiplier				Cate	egory _	
PERS - Employee	0.08000	228.99				mployees	
PERS - Employer	0.14066	402.63				1 7	
PERS Survivor		3.00					
Management Incen	itive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	48.46					
Life Insurance	0.010,00	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	143.98			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	41.51		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	41.51	_	<u>w benefits</u>	Overneau	Overneau	Rate
	Total Benefits	\$ 1,768.74	61.79%	\$30.87	\$14.64	\$9.53	\$55.04
		Annual Salar	ry + Benefits	\$55,573.89			
					•		
Step B							
		\$3,005.54	/Month	\$20.04	/Hour		
		φυ,ουυ.υ-ι	ANIOHHI	Ψ20.04	/ Hour		
	Total Benefits	\$1,808.35	60.17%	\$32.09	\$15.21	\$9.90	\$57.21
		Annual Salar	ry + Benefits	\$57,766.64			
					•		
Step C							
•		\$3,155.82	/Month	\$21.04	/Hour		
		ψυ,1υυ.υ2	ANIOHHI	Ψ21.04	/ Hour		
	Total Benefits	\$1,853.79	58.74%	\$33.40	\$15.83	\$10.31	\$59.54
							•
		Annual Salar	ry + Benefits	\$60,115.27			
			•		:		
Step D							
Step D		¢2 212 <i>(</i> 1	/M on 41-	#22 00	/T.T.		
		\$3,313.61	/I vi onth	\$22.09	/Hour		
	Total Benefits	\$1,901.50	57.38%	\$34.77	\$16.48	\$10.73	\$61.98
	Total Delicitis	φ1,701.30	31.30%	φ 34. //	ф10 .4 0	φ10./3	φυ1.70
		Annual Salar	rv + Renefits	\$62,581.33			
		imuai galal	ry i Denemis	ψυ201.33	:		
Cton E							
Step E		**					
		\$3,479.29	/Month	\$23.20	/Hour		
	T (1D C)	Φ1 0 5 1 c 0	F < 000	#26.25	017 1 2	011 1	φ <i>c</i> 4 = 4
	Total Benefits	\$1,951.60	56.09%	\$36.21	\$17.16	\$11.17	\$64.54
		Annual Sal-	my Domo£4	¢ <i>6</i> E 170 70			
		Annual Sala	ry + benefits	\$65,170.70	:		

Administrative Assistant I Department: Economic Development

Ctore A							
Step A		¢2 9/2 42	/N / a m 4 la	¢10.00	/I I		
		\$2,862.42	/Month	\$19.08	/Hour		
Benefit	Multiplier				Cate	egory _	
PERS - Employee	0.08000	228.99				mployees	
PERS - Employer	0.14066	402.63					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	48.46					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	143.98			145.86%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	41.51		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 1,768.74	61.79%	\$30.87	\$45.03	\$9.53	\$85.44
		Annual Sala	ry + Benefits	\$55,573.89	i		
Ctor D							
Step B		\$3,005.54	/Month	\$20.04	/Llour		
		Ф 3,003.34	/Wionth	\$20.04	/Hour		
	Total Benefits	\$1,808.35	60.17%	\$32.09	\$46.81	\$9.90	\$88.81
		Annual Sala	ry + Benefits	\$57,766.64			
Step C		\$2.1 <i>EE</i> 93	/N /I = 41=	#21.04	/T.Y		
		\$3,155.82	/Month	\$21.04	/Hour		
	Total Benefits	\$1,853.79	58.74%	\$33.40	\$48.71	\$10.31	\$92.42
		Annual Sala	ry + Benefits	\$60,115.27	:		
Step D							
		\$3,313.61	/Month	\$22.09	/Hour		
	Total Benefits	\$1,901.50	57.38%	\$34.77	\$50.71	\$10.73	\$96.21
				ΨΨ ••••	+- ·•· -	T	T- 21-2
		Annual Sala	ry + Benefits	\$62,581.33	:		
Step E							
	_	\$3,479.29	/Month	\$23.20	/Hour		
	Total Benefits	\$1,951.60	56.09%	\$36.21	\$52.81	\$11.17	\$100.19
		Annual Sala	ry + Benefits	\$65,170.70			
			•		:		

Administrative Assistant I Department: Engineering

C4 A							
Step A	\$2,862.42 /Month			¢10.00	/Поли		
		\$2,802.42	/Month	\$19.08	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory _	
PERS - Employee	0.08000	228.99				mployees	
PERS - Employer	0.14066	402.63				1 3	
PERS Survivor		3.00					
Management Incentive	e	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	48.46					
Life Insurance	0.010/30	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	143.98			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	41.51		& Benefits	Overhead	Overhead	
Medicale	0.01430	41.31	-	& Delients	Overneau	Overneau	Rate
T	otal Benefits	\$ 1,768.74	61.79%	\$30.87	\$18.84	\$9.53	\$59.24
		Annual Salar	ry + Benefits	\$55,573.89			
Step B							
	_	\$3,005.54	/Month	\$20.04	/Hour		
		. ,					
T	otal Benefits	\$1,808.35	60.17%	\$32.09	\$19.58	\$9.90	\$61.58
		Annual Salar	ry + Benefits	\$57,766.64			
Step C							
		\$3,155.82	/Month	\$21.04	/Hour		
		ŕ					
T	otal Benefits	\$1,853.79	58.74%	\$33.40	\$20.38	\$10.31	\$64.08
		Annual Salar	ry + Benefits	\$60,115.27			
				-			
Step D							
	_	\$3,313.61	/Month	\$22.09	/Hour		
		. /	- -	,			
T	otal Benefits	\$1,901.50	57.38%	\$34.77	\$21.21	\$10.73	\$66.71
		Annual Sala	ry + Benefits	\$62,581.33			
Step E							
	_	\$3,479.29	/Month	\$23.20	/Hour		
		,		+==: = 0	2 2		
T	otal Benefits	\$1,951.60	56.09%	\$36.21	\$22.09	\$11.17	\$69.47
		Annual Salar	ry + Benefits	\$65,170.70			
I							

Administrative Assistant I Department: Finance & Information Systems

Step A							
Бер П		\$2,862.42	/Month	\$19.08	/Hour		
Dom of:4	M14:1:	,			Cat		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	228.99				egory mployees	
PERS - Employee	0.14066	402.63			Office E	inployees	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP	arve.	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	48.46					
Life Insurance	0.010,30	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	143.98			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	41.51		& Benefits	Overhead Overhead	Overhead	Rate
1120020012	0.01.00		•	<u> </u>	O 1 02 12 000	0 , 01 11000	2.000
	Total Benefits	\$ 1,768.74	61.79%	\$30.87	\$14.40	\$9.53	\$54.80
		Annual Salar	ry + Benefits	\$55,573.89			
Step B							
Бер Б		\$3,005.54	/Month	\$20.04	/Hour		
		. ,					
	Total Benefits	\$1,808.35	60.17%	\$32.09	\$14.96	\$9.90	\$56.96
		Annual Salar	ry + Benefits	\$57,766.64			
Step C							
Step C		\$3,155.82	/Month	\$21.04	/Hour		
	Total Benefits	•				¢10.21	¢50.20
	Total belieffts	\$1,853.79	58.74%	\$33.40	\$15.57	\$10.31	\$59.28
		Annual Salar	ry + Benefits	\$60,115.27			
Step D							
		\$3,313.61	/Month	\$22.09	/Hour		
	Total Benefits	\$1,901.50	57.38%	\$34.77	\$16.21	\$10.73	\$61.71
		Annual Cala	m Donofita	¢60 EQ1 22			
		Annual Salar	ry + Denems	\$62,581.33	·		
Step E							
		\$3,479.29	/Month	\$23.20	/Hour		
	Total Benefits	\$1,951.60	56.09%	\$36.21	\$16.88	\$11.17	\$64.26
		Annual Salar	ry + Benefits	\$65,170.70			

Administrative Assistant I Department: Public Works

C. A							
Step A		\$2,862.42 /Month			/1.1		
		\$2,862.42	/Month	\$19.08	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	228.99				mployees	
PERS - Employer	0.14066	402.63				1 - 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	48.46					
Life Insurance	0.010,00	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	143.98			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	41.51		& Benefits	<u>Overhead</u>	Overhead	Rate
Wiedreare	0.01 150	11.01	-	ee Bellettes	Overneua	Overneud	<u> </u>
	Total Benefits	\$ 1,768.74	61.79%	\$30.87	\$35.00	\$9.53	\$75.41
		Annual Salar	ry + Benefits	\$55,573.89			
Step B							
		\$3,005.54	/Month	\$20.04	/Hour		
	Total Benefits	\$1,808.35	60.17%	\$32.09	\$36.38	\$9.90	\$78.38
		Annual Salar	my Donofita	\$E7 766 6A			
		Aimuai Salai	ry + Belletits	\$57,766.64	:		
Stop C							
Step C		40.455.00					
		\$3,155.82	/Month	\$21.04	/Hour		
	Total Benefits	¢1 952 70	58.74%	\$33.40	\$37.86	\$10.31	\$81.57
	Total Belletits	\$1,853.79	38.74%	\$33. 4 0	\$37.00	\$10.51	фо1.57
		Annual Salar	ry + Renefits	\$60,115.27			
		imuai galal	ij i Denemes	ψυυ,113,41	:		
Stop D							
Step D		do 010 61	/A.f1		~~		
		\$3,313.61	/Month	\$22.09	/Hour		
	Total Benefits	\$1,901.50	57.38%	\$34.77	\$39.42	\$10.73	\$84.91
	Total Delicitis	ψ1,501.50	31.3070	φ J=1. / /	ψ <i>37•¬Δ</i>	φ10./3	ψ 07. /1
		Annual Salar	ry + Benefits	\$62,581.33			
				, , ,	•		
Step E							
		\$3,479.29	/Month	\$23.20	/Llour		
		φ υ,417.47	/ IVIOIIIII	\$23.20	/110uf		
	Total Benefits	\$1,951.60	56.09%	\$36.21	\$41.05	\$11.17	\$88.43
		•					
		Annual Salar	ry + Benefits	\$65,170.70			
					i		
5							

Administrative Assistant II Department: Administration

C4 A							
Step A		\$3,155.37	/Month	\$21.04	/Hour		
		φομουίο	711011111	Ψ21.01	711041		
<u>Benefit</u>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.08000	252.43			Office E	mployees	
PERS - Employer	0.14066	443.83					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	53.42					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	158.72			36.37%	30.86%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	45.75	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,857.32	58.86%	\$33.42	\$12.15	\$10.31	\$55.89
			ry + Benefits	\$60,152.31	·	·	·
		Amidai Sala	ly Denemes	ψ00,132.31	•		
Step B							
Step D		¢2 212 1 <i>1</i>	Month	#22.00	/III		
		\$3,313.14	/Monu	\$22.09	/Hour		
	Total Benefits	\$1,901.36	57.39%	\$34.76	\$12.64	\$10.73	\$58.13
		Annual Sala	ry + Benefits	\$62,573.98	•		
Step C		φ 2 47 0 00	/N /f1	422.1 0	~~		
		\$3,478.80	/Month	\$23.19	/Hour		
	Total Benefits	\$1,951.45	56.10%	\$36.20	\$13.17	\$11.17	\$60.54
		. ,	•	,	•	•	
		Annual Sala	ry + Benefits	\$65,162.98			
Step D							
		\$3,652.74	/Month	\$24.35	/Hour		
	Total Benefits	\$2,004.05	54.86%	\$37.71	\$13.72	\$11.64	\$63.07
	Total Delicities	ΨΔ,004.03	J+.0U70	φ31.11	ψ 1.J. I Δ	ψ 11.U4	ψυσ•υ/
		Annual Sala	ry + Benefits	\$67,881.43			
Step E							
	_	\$3,835.37	/Month	\$25.57	/Hour		
	Total Danafita	¢2.050.29	52 600/	¢20.20	¢14 20	¢12 12	¢65 70
	Total Benefits	\$2,059.28	53.69%	\$39.30	\$14.29	\$12.13	\$65.72
		Annual Sala	ry + Benefits	\$70,735.80			
					•		

Administrative Assistant II Department: Community Development

Cton A		_					
Step A		\$3,155.37	/Month	\$21.04	/Lour		
		ф3,133.37	/Wionui	Φ21. 0 4	/Houi		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	252.43				mployees	
PERS - Employer	0.14066	443.83					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	53.42					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	158.72			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	45.75	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,857.32	58.86%	\$33.42	\$15.84	\$10.31	\$59.57
	Total Delicitis				ψ13.04	φ10.51	ψ57.51
		Annual Sala	ry + Benefits	\$60,152.31	:		
Step B		\$2.242.44	75 d				
		\$3,313.14	/Month	\$22.09	/Hour		
	Total Benefits	\$1,901.36	57.39%	\$34.76	\$16.48	\$10.73	\$61.97
		Annual Sala	ry + Benefits	\$62,573.98			
		Timuu Suu	ly Delicites	ψ02,575.50	•		
Step C							
Step C		\$3,478.80	/Month	\$23.19	/Hour		
		40,17000	,1,101141	Ψ20.13	,11041		
	Total Benefits	\$1,951.45	56.10%	\$36.20	\$17.16	\$11.17	\$64.54
			TD 64.	φ. 			
		Annual Sala	ry + Benefits	\$65,162.98	<u> </u>		
G B							
Step D							
		\$3,652.74	/Month	\$24.35	/Hour		
	Total Benefits	\$2,004.05	54.86%	\$37.71	\$17.88	\$11.64	\$67.23
	1 our Donoing	Ψ2,001.03	21.0070	φυ / . / 1	Ψ1.100	ΨΑΣΙΟΊ	ΨΟ
		Annual Sala	ry + Benefits	\$67,881.43			
					:		
Step E							
		\$3,835.37	/Month	\$25.57	/Hour		
		•					_
	Total Benefits	\$2,059.28	53.69%	\$39.30	\$18.63	\$12.13	\$70.05
		Annual Sala	rv + Benefits	\$70,735.80			
			-J · Donoins	Ψ. σ, ευισο	1		
<u> </u>							

Administrative Assistant II Department: Economic Development

C. A							
Step A		40.455.05	A. F 1	421.04	/T T		
		\$3,155.37	/Month	\$21.04	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory_	
PERS - Employee	0.08000	252.43				mployees	
PERS - Employer	0.14066	443.83			011100 2	inproject	
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	53.42					
Life Insurance	0.010730	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	158.72			145.86%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	45.75		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	45.73	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 1,857.32	58.86%	\$33.42	\$48.74	\$10.31	\$92.47
		Annual Sala	ry + Benefits	\$60,152.31			
					•		
Step B							
		\$3,313.14	/Month	\$22.09	/Hour		
		ψυ,υ1υ.14	/141011111	Ψ22.07	/110ti		
	Total Benefits	\$1,901.36	57.39%	\$34.76	\$50.71	\$10.73	\$96.20
		Annual Sala	ry + Benefits	\$62,573.98	:		
Step C							
		\$3,478.80	/Month	\$23.19	/Hour		
		. ,					
	Total Benefits	\$1,951.45	56.10%	\$36.20	\$52.81	\$11.17	\$100.18
		Annual Sala	ry + Benefits	\$65,162.98	•		
					<u> </u>		
Step D							
1		\$3,652.74	/Month	\$24.35	/Hour		
		ψυ,υυΔ./4	/ 1 V1 O11111	φ24.33	/110ul		
	Total Benefits	\$2,004.05	54.86%	\$37.71	\$55.01	\$11.64	\$104.36
					•	•	•
		Annual Sala	ry + Benefits	\$67,881.43			
			-	·	!		
Step E							
- Step E		¢2 025 25	/M a m 41-	425.55	лт		
		\$3,835.37	/ IVIONTN	\$25.57	/Hour		
	Total Benefits	\$2,059.28	53.69%	\$39.30	\$57.32	\$12.13	\$108.75
	_ 0.001 _ 0.0001100	4 2,000.20	23.0770	Ψυν.υ	~~ .	Ψ	Ψ=0000
		Annual Sala	ry + Benefits	\$70,735.80			
				4.0,700.00	•		

Administrative Assistant II Department: Engineering

C. A							
Step A		ф2 1 <i>55</i> 25	/A / .1	421.04	/11		
		\$3,155.37	/Month	\$21.04	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	252.43				mployees	
PERS - Employer	0.14066	443.83				FJ	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	53.42					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	158.72			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	45.75		& Benefits	Overhead	Overhead	Rate
	Total Benefits	¢ 1.957.20	58.86%	\$33.42	\$20.39	\$10.31	\$64.12
	Total belieffts	\$ 1,857.32	38.80%	\$33.42	\$20.39	\$10.51	Ф04.1 2
		Annual Sala	ry + Benefits	\$60,152.31	:		
Step B							
		\$3,313.14	/Month	\$22.09	/Hour		
	Total Benefits	\$1,901.36	57.39%	\$34.76	\$21.21	\$10.73	\$66.70
		Annual Sala	rv + Renefits	\$62,573.98			
		7 midai Sala	ly Benefits	Ψ02,513.70	•		
Step C		φ 3.47 0.00	0.5				
		\$3,478.80	/Month	\$23.19	/Hour		
	Total Benefits	\$1,951.45	56.10%	\$36.20	\$22.09	\$11.17	\$69.46
		Annual Sala	ry + Ronofite	\$65,162.98			
		Amiuai Sala	i j i Denemes	ψυυ,104.70	·		
Step D		Φ2 (52 5 1	/h /f				
		\$3,652.74	/Month	\$24.35	/Hour		
	Total Benefits	\$2,004.05	54.86%	\$37.71	\$23.01	\$11.64	\$72.36
		Annual Sala	ry + Benefits	\$67,881.43	ı		
Step E							
		\$3,835.37	/Month	\$25.57	/Hour		
	Total Benefits	\$2,059.28	53.69%	\$39.30	\$23.98	\$12.13	\$75.40
		Annual Sala	rv + Renefits	\$70,735.80			
		Ould	Ly . Delicites	Ψ. 0,122.00	•		

Administrative Assistant II Department: Finance & Information Systems

Step A							
Бер П		\$3,155.37	/Month	\$21.04	/Hour		
Benefit	<u>Multiplier</u>				Cate	ogowy.	
PERS - Employee	0.08000	252.43				egory mployees	
PERS - Employee	0.14066	443.83			Office E	imployees	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	53.42					
Life Insurance	*********	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	158.72			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	45.75		& Benefits	Overhead	Overhead	Rate
1,10010410			-				
	Total Benefits	\$ 1,857.32	58.86%	\$33.42	\$15.58	\$10.31	\$59.31
		Annual Sala	ry + Benefits	\$60,152.31			
Step B							
Step B		\$3,313.14	/Month	\$22.09	/Hour		
					*		*
	Total Benefits	\$1,901.36	57.39%	\$34.76	\$16.21	\$10.73	\$61.70
		Annual Sala	ry + Benefits	\$62,573.98			
Step C							
Step C		\$3,478.80	/Month	\$23.19	/Hour		
	Total Benefits	\$1,951.45	56.10%	\$36.20	\$16.88	\$11.17	\$64.25
	Total Belletits	ψ1,231.13	30.1070	φ20.20	Ψ10.00	ΨΙΙΙΙ	ψο 1.20
		Annual Sala	ry + Benefits	\$65,162.98			
Step D							
		\$3,652.74	/Month	\$24.35	/Hour		
	Total Benefits	\$2,004.05	54.86%	\$37.71	\$17.58	\$11.64	\$66.93
	- 3-2-1-2			·	,		,
		Annual Sala	ry + Benefits	\$67,881.43			
Step E							
		\$3,835.37	/Month	\$25.57	/Hour		
	Total Benefits	\$2,059.28	53.69%	\$39.30	\$18.32	\$12.13	\$69.75
		Annual Sala	ry + Benefits	\$70,735.80			
					1		

Administrative Assistant II Department: Public Works

C4 A							
Step A		\$3,155.37	/Month	\$21.04	/Hour		
	35 34 34	,			a .		
Benefit E 1	<u>Multiplier</u>	252.42				egory 1	
PERS - Employee	0.08000	252.43			Office E	mployees	
PERS - Employer	0.14066	443.83					
PERS Survivor		3.00					
Management Incen	itive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	53.42					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	158.72			113.37%	30.86%	
Vision Benefit	426.12	35.51		•	Department	City-Wide	Total Hourly
Medicare	0.01450	45.75	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,857.32	58.86%	\$33.42	\$37.89	\$10.31	\$81.62
		Annual Sala	ry + Benefits	\$60,152.31			
		Timuu Suu	i j i Deliciios	400,102.01	!		
Step B							
ыер Б		†2.212.11					
		\$3,313.14	/Month	\$22.09	/Hour		
	Total Benefits	¢1 001 26	57.39%	\$2476	\$39.41	\$10.73	\$84.90
	Total Benefits	\$1,901.36	37.39%	\$34.76	\$39.41	\$10.73	\$84.90
		Annual Sala	ry + Benefits	\$62,573.98			
			·		•		
Step C							
Step C		¢2 470 00	/N / 0 - 0 4 la	ф 22.1 0	αт		
		\$3,478.80	/Month	\$23.19	/Hour		
	Total Benefits	\$1,951.45	56.10%	\$36.20	\$41.04	\$11.17	\$88.42
	Total Delicitis	\$1,931.43	30.1070	φ30.20	φ-1.0-	φ11.17	φοο.42
		Annual Sala	ry + Benefits	\$65,162.98			
		Aimuai Sala	ry + Delicints	φυ3,102.70	:		
G B							
Step D							
		\$3,652.74	/Month	\$24.35	/Hour		
	Total Benefits	\$2,004.05	54.86%	\$37.71	\$42.76	\$11.64	\$92.10
				4.7 00: ::			
		Annual Sala	ry + Benefits	\$67,881.43	:		
Step E							
	_	\$3,835.37	/Month	\$25.57	/Hour		
		•					
	Total Benefits	\$2,059.28	53.69%	\$39.30	\$44.55	\$12.13	\$95.98
		Annual Sala	ry + Benefits	\$70,735.80	i.		

Administrative Program Analyst Department: Public Works

Stan A							
Step A		\$4,101.25	/Month	\$27.34	/Hour		
		\$ 4 ,101.23	/Wionth	φ21.34	/110u1		
Benefit	Multiplier				Cate	<u>egory</u>	
PERS - Employee	0.08000	328.10		Non-Sv	vorn Manageme	ent & Mid-Ma	nagement
PERS - Employer	0.14066	576.88					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	69.43					
Life Insurance	0.000284	20.97					
Deferred Comp.	0.07070	110.00					
Workers Comp.	0.05030	206.29			113.37%	30.86%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	59.47	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,267.80	55.30%	\$42.46	\$48.14	\$13.10	\$103.70
		Annual Sala	ry + Benefits	\$76,428.63			
Step B							
		\$4,306.31	/Month	\$28.71	/Hour		
		+ -,		7-3			
	Total Benefits	\$2,326.14	54.02%	\$44.22	\$50.13	\$13.64	\$107.99
		Annual Sala	ry + Benefits	\$79,589.45	:		
G							
Step C		\$4,521.63	/Month	\$30.14	ДІоня		
		Φ4,321.03	/Wionth	\$30.14	/HOUI		
	Total Benefits	\$2,391.25	52.88%	\$46.09	\$52.25	\$14.22	\$112.56
		Annual Sala	ry + Benefits	\$82,954.55			
					I		
Step D							
		\$4,747.71	/Month	\$31.65	/Hour		
	Takal D. C.			φ40.0 <i>=</i>	Φ 5 4 40	\$14.03	\$11F 3F
	Total Benefits	\$2,459.62	51.81%	\$48.05	\$54.48	\$14.83	\$117.35
		Annual Salar	ry + Benefits	\$86,487.90	:		
Step E							
- 5 to p = 2		\$4,985.10	/Month	\$33.23	/Hour		
		•				***	
	Total Benefits	\$2,531.40	50.78%	\$50.11	\$56.81	\$15.46	\$122.38
		Annual Sala	ry + Benefits	\$90,197.92	:		

Administrative Secretary Department: Administration

~ .			ment. Hun				
Step A							
		\$3,722.32	/Month	\$24.82	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	297.79				mployees	
PERS - Employer	0.14066	523.58			Office E	mproyees	
PERS Survivor	071.000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	63.02					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	187.23			36.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.97		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			=				
	Total Benefits	\$ 2,028.76	54.50%	\$38.34	\$13.95	\$11.83	\$64.12
		Annual Sala	ry + Benefits	\$69,012.99	:		
Step B							
		\$3,908.44	/Month	\$26.06	/Hour		
	T. (.1 D C)	¢2 001 27	52.250/	¢20.02	¢14.53	¢12.22	¢((7 0
	Total Benefits	\$2,081.37	53.25%	\$39.93	\$14.52	\$12.32	\$66.78
		Annual Sala	ry + Benefits	\$71,877.70	1		
Step C							
		\$4,103.86	/Month	\$27.36	/Hour		
	Total Benefits	\$2,140.47	52.16%	\$41.63	\$15.14	\$12.85	\$69.62
		Ψ = ,1	02.1070	Ψ 12100	41011	412100	ψ03 10 <u></u>
		Annual Sala	ry + Benefits	\$74,931.88	:		
Step D							
		\$4,309.05	/Month	\$28.73	/Hour		
	Total Benefits	\$2,202.51	51.11%	\$43.41	\$15.79	\$13.40	\$72.60
		Annual Sala	ry + Benefits	\$78,138.77			
					:		
Step E		¢4 534 50	/ N /L o 41.	\$20.4 =	/11		
		\$4,524.50	/Iviontn	\$30.16	/Hour		
	Total Benefits	\$2,267.66	50.12%	\$45.28	\$16.47	\$13.97	\$75.72
		Annual Sala	ry + Benefits	\$81,506.01	1		

Administrative Secretary Department: Community Development

Step A \$3,722.32 /Month \$24.82 /Hour	
\$3,722.32 /Wonth \$24.82 /Hour	
Benefit Multiplier	<u>Category</u>
	Office Employees
PERS - Employer 0.14066 523.58	
PERS Survivor 3.00	
Management Incentive 0.00	
EAP 3.67	
Health Insurance 711.18	
Dental Insurance 143.30	
LTD Insurance 0.016930 63.02	
Life Insurance 6.51	
Deferred Comp. 0.00	
Workers Comp. 0.05030 187.23 47.4	1% 30.86%
Vision Benefit 426.12 35.51 Hourly Rate Depar	
Medicare 0.01450 53.97 & Benefits Over	•
35.77 <u>a Benefits</u> <u>Over</u>	Mate Mate
Total Benefits \$ 2,028.76 54.50% \$38.34 \$	18.18 \$11.83 \$68.35
Annual Salary + Benefits \$69,012.99	
Step B	
\$3,908.44 /Month \$26.06 /Hour	
φ 3,700.44 /1 v 101tt11	
Total Benefits \$2,081.37 53.25% \$39.93 \$18.	.93 \$12.32 \$71.19
A 10 1 D 64 077 70	
Annual Salary + Benefits \$71,877.70	
Step C	
\$4,103.86 /Month \$27.36 /Hour	
<u> </u>	
Total Benefits \$2,140.47 52.16% \$41.63 \$19.	.74 \$12.85 \$74.21
Annual Salary + Benefits \$74,931.88	
Step D	
\$4,309.05 /Month \$28.73 /Hour	
φ20.75 /11out	
Total Benefits \$2,202.51 51.11% \$43.41 \$20.	.58 \$13.40 \$77.39
Annual Salary + Benefits \$78,138.77	
Step E	
\$4,524.50 /Month \$30.16 /Hour	
φτ ,υυ. /111011ti1 φ50.10 /110ti	
Total Benefits \$2,267.66 50.12% \$45.28 \$21.	.47 \$13.97 \$80.72
Annual Salary + Benefits \$81,506.01	

Administrative Secretary Department: Economic Development

C. A							
Step A		Ф2 Т 22 22	A. F 1	424.02	/T T		
		\$3,722.32	/Month	\$24.82	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory_	
PERS - Employee	0.08000	297.79				mployees	
PERS - Employer	0.14066	523.58			311100	inproject	
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	63.02					
Life Insurance	0.010/30	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	187.23			145.86%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.97		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	33.71	-	<u>a benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,028.76	54.50%	\$38.34	\$55.93	\$11.83	\$106.10
		Annual Sala	ry + Benefits	\$69,012.99			
					•		
Step B							
		\$3,908.44	/Month	\$26.06	/Hour		
		ψ5,200.44	/141011111	Ψ20.00	/ Hour		
	Total Benefits	\$2,081.37	53.25%	\$39.93	\$58.25	\$12.32	\$110.50
		A 1 C - 1	D	ф я 1 0 лл л 0			
		Annual Sala	ry + Benefits	\$71,877.70	ŧ		
Step C							
		\$4,103.86	/Month	\$27.36	/Hour		
						_	
	Total Benefits	\$2,140.47	52.16%	\$41.63	\$60.72	\$12.85	\$115.20
			- a.	*= 1 0 • 1 0 0			
		Annual Sala	ry + Benefits	\$74,931.88	i		
Step D							
	_	\$4,309.05	/Month	\$28.73	/Hour		
		. ,= == ==	> -	÷ 2 00	-		
	Total Benefits	\$2,202.51	51.11%	\$43.41	\$63.32	\$13.40	\$120.13
		Annual Sala	ry + Benefits	\$78,138.77	•		
					.		
Step E							
1	_	\$4,524.50	/Month	\$30.16	/Hour		
		ψ-1,02-1.00	, 141011111	ψ50.10	/110u1		
	Total Benefits	\$2,267.66	50.12%	\$45.28	\$66.05	\$13.97	\$125.30
		Annual Sala	ry + Benefits	\$81,506.01			
					·		

Administrative Secretary Department: Engineering

Ctor A							
Step A		\$3,722.32	/Month	\$24.82	/Hour		
		\$5,122.32	/IVIOIIIII	Φ 24.02	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	297.79				mployees	
PERS - Employer	0.14066	523.58					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	63.02					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	187.23			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.97	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,028.76	54.50%	\$38.34	\$23.39	\$11.83	\$73.57
			ry + Benefits	\$69,012.99	·	·	·
		Amidai Sala	ly Denemes	ψ0,012.	•		
Step B							
Step D		\$3,908.44	Month	\$26.06	/II		
		φ3,900.44	/Wionth	\$26.06	/Hour		
	Total Benefits	\$2,081.37	53.25%	\$39.93	\$24.37	\$12.32	\$76.62
		Annual Sala	ry + Benefits	\$71,877.70	:		
~ ~							
Step C		\$4,103.86	/Month	\$27.36	/Lour		
		ψ+,105.00	/Wionth	\$27.30	/110u1		
	Total Benefits	\$2,140.47	52.16%	\$41.63	\$25.40	\$12.85	\$79.88
		Annual Sala	ry + Benefits	\$74,931.88			
Step D							
		\$4,309.05	/Month	\$28.73	/Hour		
	Total Benefits	\$2,202.51	51.11%	\$43.41	\$26.49	\$13.40	\$83.29
			. D. 694	Φ = 0 430 ==			
		Annual Sala	ry + Benefits	\$78,138.77	ı		
Step E							
		\$4,524.50	/Month	\$30.16	/Hour		
	Total Benefits	\$2,267.66	50.12%	\$45.28	\$27.63	\$13.97	\$86.88
		Annual Sala	ry + Benefits	\$81,506.01	:		
<u> </u>							

Administrative Secretary Department: Finance & Information Systems

Stop A							
Step A		\$3,722.32	/Month	\$24.82	/Hour		
		Φ3,122.32	/Wionth	φ24.02	/110u1		
Benefit	Multiplier				<u>Cate</u>	egory	
PERS - Employee	0.08000	297.79			Office E	mployees	
PERS - Employer	0.14066	523.58					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	63.02					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	187.23			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.97		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,028.76	54.50%	\$38.34	\$17.88	\$11.83	\$68.05
	Total Delicitis				ψ17.00	Ψ11.03	ψ00.02
		Annual Sala	ry + Benefits	\$69,012.99	į		
Char D							
Step B		\$3,908.44	Month	\$26.06	/тт		
		\$ 3 ,90 0.44	/WOILII	\$26.06	/Hour		
	Total Benefits	\$2,081.37	53.25%	\$39.93	\$18.62	\$12.32	\$70.87
		Annual Salar	ry + Benefits	\$71,877.70			
Step C		\$4,103.86	/Month	\$27.36	/II.o.um		
		φ 4 ,103.00	/Wionth	\$27.30	/Hour		
	Total Benefits	\$2,140.47	52.16%	\$41.63	\$19.41	\$12.85	\$73.88
		Annual Salar	ry + Benefits	\$74,931.88			
					! 		
Step D							
	_	\$4,309.05	/Month	\$28.73	/Hour		
	Total Benefits	\$2,202.51	51.11%	\$43.41	\$20.24	\$13.40	\$77.05
		Annual Cal-	mr Dana 64	¢70 120 77			
		Annual Salar	ry + benefits	\$78,138.77	i .		
Step E							
		\$4,524.50	/Month	\$30.16	/Hour		
	Total Benefits	\$2,267.66	50.12%	\$45.28	\$21.11	\$13.97	\$80.37
		Annual Salar	ry + Benefits	\$81,506.01	:		

Administrative Secretary Department: Parks and Recreation

C4 A							
Step A		#2 522 22	/N. f d.	\$24.02	/T T		
		\$3,722.32	/Month	\$24.82	/Hour		
Benefit	<u>Multiplier</u>				Cato	egory _	
PERS - Employee	0.08000	297.79				mployees	
PERS - Employer	0.14066	523.58				1 2	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	63.02					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	187.23			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.97		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 2,028.76	54.50%	\$38.34	\$42.20	\$11.83	\$92.37
		Annual Sala	ry + Benefits	\$69,012.99			
Step B							
		\$3,908.44	/Month	\$26.06	/Hour		
	Total Benefits	\$2,081.37	53.25%	\$39.93	\$43.95	\$12.32	\$96.21
		A	D	ф я 1 0 88 8 0			
		Annual Sala	ry + Benefits	\$71,877.70	!		
Step C							
Step C		\$4,103.86	/Month	\$27.36	/Hour		
		+ -,=		7-110			
	Total Benefits	\$2,140.47	52.16%	\$41.63	\$45.82	\$12.85	\$100.30
		Annual Sala	rv + Renefits	\$74,931.88			
		Tarrium Dula	- J . Deliciius	Ψ7-192-01-000	Į		
Step D							
		\$4,309.05	/Month	\$28.73	/Hour		
	Total Benefits	\$2,202.51	51.11%	\$43.41	\$47.78	\$13.40	\$104.59
		Annual Sala	rv + Benefits	\$78,138.77			
				4.3,100.7	:		
Step E							
		\$4,524.50	/Month	\$30.16	/Hour		
	Total Dansfitz	•				¢12 07	¢100 10
	Total Benefits	\$2,267.66	50.12%	\$45.28	\$49.84	\$13.97	\$109.10
		Annual Sala	ry + Benefits	\$81,506.01			
					·		

Administrative Secretary Department: Public Works

Ctor A							
Step A		¢2 722 22	/Month	\$24.82	/Hour		
		\$3,722.32	/IVIOIIIII	Φ 24.02	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	297.79				mployees	
PERS - Employer	0.14066	523.58					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	63.02					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	187.23			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.97	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,028.76	54.50%	\$38.34	\$43.47	\$11.83	\$93.64
			ry + Benefits	\$69,012.99	·	·	·
		Amidai Sala	ly Denemes	ψ0,012.	•		
Step B							
Step B		\$3,908.44	/Month	\$26.06	/II.o.um		
		φ3,900.44	/Wionth	\$20.00	/Hour		
	Total Benefits	\$2,081.37	53.25%	\$39.93	\$45.27	\$12.32	\$97.53
		Annual Sala	ry + Benefits	\$71,877.70	:		
Step C		\$4,103.86	/Month	\$27.36	/Lour		
		φ -1,103.00	/Wionth	\$27.30	/110u1		
	Total Benefits	\$2,140.47	52.16%	\$41.63	\$47.20	\$12.85	\$101.67
		Annual Sala	ry + Benefits	\$74,931.88			
					·		
Step D							
		\$4,309.05	/Month	\$28.73	/Hour		
	Total Benefits	\$2,202.51	51.11%	\$43.41	\$49.22	\$13.40	\$106.02
			. Th	450 430 ==			
		Annual Sala	ry + Benefits	\$78,138.77	:		
Step E							
		\$4,524.50	/Month	\$30.16	/Hour		
	Total Benefits	\$2,267.66	50.12%	\$45.28	\$51.34	\$13.97	\$110.59
		Annual Salar	ry + Benefits	\$81,506.01	:		

Arts Manager Department: Parks and Recreation

G							
Step A		4==<		4.2. 0.0	<i></i>		
		\$5,563.07	/Month	\$37.09	/Hour		
Benefit	<u>Multiplier</u>				Cate	JORY	
PERS - Employee	0.08000	445.05		Non-Sw	orn Managemen		agement
PERS - Employer	0.14066	782.50		TOII-5W	om manageme	iit & iviid-iviai	iagement
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP	uive	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	94.18					
Life Insurance	0.010930	28.44					
	0.000264	110.00					
Deferred Comp. Workers Comp.	0.05030	279.82			110.050/	20.0707	
Vision Benefit	426.12	35.51		Hourly Data	110.07% Department	30.86%	Total Hourly
Medicare				Hourly Rate	-	City-Wide	•
Medicare	0.01450	80.66	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,717.32	48.85%	\$55.20	\$60.76	\$17.03	\$133.00
		Annual Sala	ry + Benefits	\$99,364.62			
Step B							
		\$5,841.22	/Month	\$38.94	/Hour		
		ŕ					
	Total Benefits	\$2,799.18	47.92%	\$57.60	\$63.40	\$17.78	\$138.78
				4402 40402			
		Annual Sala	ry + Benefits	\$103,684.82	•		
Step C							
		\$6,133.28	/Month	\$40.89	/Hour		
		ŕ					
	Total Benefits	\$2,888.99	47.10%	\$60.15	\$66.21	\$18.56	\$144.92
		Annual Sala	ry + Benefits	\$108,267.26	<u>-</u>		
					<u> </u>		
Step D							
		\$6,439.95	/Month	\$42.93	/Hour		
		+ -,, -	,	Ψ.2.73	,		
	Total Benefits	\$2,983.29	46.32%	\$62.82	\$69.15	\$19.39	\$151.36
		Annual Sala	ry + Benefits	\$113,078.83	_		
					<u> </u>		
Step E							
1		\$6,761.95	/Month	\$45.08	/Hour		
		ψυ, / υ1./3	, 141011111	φ 4 υ.06	/110ul		
	Total Benefits	\$3,082.30	45.58%	\$65.63	\$72.24	\$20.25	\$158.12
		. ,	· ·			•	•
		Annual Sala	ry + Benefits	\$118,130.98			
			-		•		

Assistant City Clerk Department: Administration

C4 = A							
Step A		¢4 503 05	/N / 41-	¢20.01	/T T · ·		
		\$4,502.05	/Month	\$30.01	/Hour		
Benefit	Multiplier				Cates	gorv	
PERS - Employee	0.08000	360.16		Non-Sw	orn Managemen		nagement
PERS - Employer	0.14066	633.26			C		C
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	76.22					
Life Insurance	0.000284	23.01					
Deferred Comp.		110.00					
Workers Comp.	0.05030	226.45			36.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.28	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,391.05	53.11%	\$45.95	\$16.71	\$14.18	\$76.85
	1 0001 20101110				Ψ200.2	Ψ1.010	φ. στου
		Alliluai Sala	ry + Benefits	\$82,717.19	:		
Cton D							
Step B		Φ4 505 15	/3. f 1	***	~~		
		\$4,727.15	/Month	\$31.51	/Hour		
	Total Benefits	\$2,456.60	51.97%	\$47.89	\$17.42	\$14.78	\$80.09
			T) (01)	ΦΩ < 2 0 7 0 2			
		Annual Sala	ry + Benefits	\$86,205.02	ŧ		
C. C							
Step C		44063.74	0.5				
		\$4,963.51	/Month	\$33.09	/Hour		
	Total Benefits	\$2,529.28	50.96%	\$49.95	\$18.17	\$15.41	\$83.53
	Total Belletitis	Ψ2,327.20	30.5070	Ψ17.72	ΨΙΟ.Ι΄	ΨΙΟΙΙΙ	φουισο
		Annual Sala	ry + Benefits	\$89,913.47			
					•		
Step D							
		\$5,211.69	/Month	\$34.74	/Hour		
	Total Benefits	\$2,605.59	50.00%	\$52.12	\$18.96	\$16.08	\$87.15
	Total Delicitis	Ψ2,003.33	50.0070	φ υ2.1 2	φ10.70	Ψ10.00	ψυ/•13
		Annual Sala	ry + Benefits	\$93,807.35	:		
G							
Step E		φ <i>ε 15</i> 2 25	/M o m +1-	#26.10	ЛХ		
		\$5,472.27	/Wiontn	\$36.48	/Hour		
	Total Benefits	\$2,685.72	49.08%	\$54.39	\$19.78	\$16.78	\$90.95
		Annual Sala	ry + Benefits	\$97,895.93	•		

Assistant City Engineer Department: Engineering

Cton A							
Step A		\$9.022.24	/N /f = 41-	¢52.40	/II · ·		
		\$8,023.24	/Month	\$53.49	/Hour		
Benefit	Multiplier				Cates	gorv	
PERS - Employee	0.08000	641.86		Non-Sw	orn Manageme		agement
PERS - Employer	0.14066	1,128.55			8		8
PERS Survivor	*******	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	135.83					
Life Insurance	0.000284	41.01					
Deferred Comp.	0.000201	110.00					
Workers Comp.	0.05030	403.57			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department 1	City-Wide	Total Hourly
Medicare	0.01450	116.34		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.01430	110.54	_	& Belletits	Overneau	Overneau	Rate
	Total Benefits	\$ 3,473.82	43.30%	\$76.65	\$46.77	\$23.65	\$147.07
		Annual Sala	ry + Benefits	\$137,964.75	:		
Step B							
		\$8,424.40	/Month	\$56.16	/Hour		
		. ,					
	Total Benefits	\$3,593.51	42.66%	\$80.12	\$48.89	\$24.72	\$153.73
		Annual Sala	ry + Benefits	\$144,214.95	:		
Step C							
		\$8,845.62	/Month	\$58.97	/Hour		
		ŕ					
	Total Benefits	\$3,723.04	42.09%	\$83.79	\$51.13	\$25.86	\$160.77
		Annual Sala	ry + Benefits	\$150,823.90	<u>.</u>		
					-		
Step D							
		\$9,287.90	/Month	\$61.92	/Hour		
		<i>4</i> - , - 0 1 . . . 0	, 1,1011111	ψ01.72	, 11001		
	Total Benefits	\$3,859.04	41.55%	\$87.65	\$53.48	\$27.05	\$168.17
		Annual Sala	ry + Benefits	\$157,763.30			
					<u> </u>		
Step E							
1		\$9,752.30	/Month	\$65.02	/Hour		
		Ψ, 1 54.50	/ 1 V1 O11t11	φυ3.02	/11Oul		
	Total Benefits	\$4,001.84	41.03%	\$91.69	\$55.95	\$28.30	\$175.94
		. ,		• • • • • •			
		Annual Sala	ry + Benefits	\$165,049.68			
			•		:		

Assistant City Manager Department: Administration

Step A							
Step 11		\$9,292.68	/Month	\$61.95	/Hour		
		<i>47)=7 = 11 3</i>	, = . = . = . = .	7			
Benefit	<u>Multiplier</u>	7 40.07			Cate		
PERS - Employee	0.08000	748.05			Non-Swor	n Director	
PERS - Employer PERS Survivor	0.14066	1,315.25					
	tivo	3.00 57.91					
Management Incen EAP	uive	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	157.33					
Life Insurance	0.000284	47.50					
Deferred Comp.	0.000204	110.00					
Workers Comp.	0.05030	467.42			36.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	134.74		& Benefits	Overhead	Overhead	Rate
			=				
	Total Benefits	\$ 3,934.87	42.34%	\$88.18	\$32.07	\$27.21	\$147.47
		Annual Salar	ry + Benefits	\$158,730.55	_		
					•		
Step B							
		\$9,757.31	/Month	\$65.05	/Hour		
	T ID S	φ.4.00 2.2 0	41.020/	ф о д Т .	Ф22.25	#20.21	φ1. 5 0.41
	Total Benefits	\$4,003.38	41.03%	\$91.74	\$33.37	\$28.31	\$153.41
		Annual Salar	ry + Benefits	\$165,128.37			
					•		
Step C							
		\$10,245.18	/Month	\$68.30	/Hour		
		•					
	Total Benefits	\$4,153.40	40.54%	\$95.99	\$34.91	\$29.62	\$160.53
		Annual Salar	w Donofita	¢172 702 00			
		Annuai Salai	ry + Benefits	\$172,783.00	=		
Stop D							
Step D		¢10 <i>757 44</i>	Month	Ф Д 1 . Д 2	///		
		\$10,757.44	/ IVIOIIIII	\$71.72	/ nour		
	Total Benefits	\$4,310.92	40.07%	\$100.46	\$36.54	\$31.00	\$167.99
		Annual Salar	ry + Benefits	\$180,820.35	<u>:</u>		
G. F							
Step E		ф11 20	/3. F 1				
		\$11,295.31	/Month	\$75.30	/Hour		
	Total Benefits	\$4,476.32	39.63%	\$105.14	\$38.24	\$32.45	\$175.83
				•			
		Annual Salar	ry + Benefits	\$189,259.57	_		
					•		

Assistant Engineer Department: Engineering

Q. A							
Step A		4== <= 00	2.5	427.44	/ * *		
		\$5,565.99	/Month	\$37.11	/Hour		
Benefit	<u>Multiplier</u>				Cate	porv	
PERS - Employee	0.08000	445.28		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14066	782.91					
PERS Survivor		3.00					
Management Incen	itive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30	1				
LTD Insurance	0.016930	94.23					
Life Insurance	0.000284	28.45					
Deferred Comp.		110.00)				
Workers Comp.	0.05030	279.97			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	80.71	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,718.21	48.84%	\$55.23	\$33.70	\$17.04	\$105.97
		Annual Sala	ry + Benefits	\$99,410.44			
			•		=		
Step B							
Step B		\$5,844.29	/Month	\$29.06	/II		
		ф5,044.29	/Wionth	\$38.96	/Hour		
	Total Benefits	\$2,798.70	47.89%	\$57.62	\$35.16	\$17.78	\$110.56
		, ,		, , , , ,			,
		Annual Sala	ry + Benefits	\$103,715.85			
					=		
Step C							
		\$6,136.50	/Month	\$40.91	/Hour		
		ψ0,130.30	/141011111	ψ+0.71	/Hour		
	Total Benefits	\$2,887.06	47.05%	\$60.16	\$36.71	\$18.56	\$115.43
		Annual Sala	ry + Benefits	\$108,282.78	_		
					=		
Step D							
		\$6,443.33	/Month	\$42.96	/Hour		
		ŕ					
	Total Benefits	\$2,979.84	46.25%	\$62.82	\$38.33	\$19.39	\$120.54
		Annual Sala	ry + Benefits	\$113,078.05	=		
Step E							
		\$6,765.50	/Month	\$45.10	/Hour		
		ŕ					
	Total Benefits	\$3,077.26	45.48%	\$65.62	\$40.04	\$20.25	\$125.91
							
		Annual Sala	ry + Benefits	\$118,113.09	=		

Assistant Engineer Department: Public Works

C. A							
Step A		Φ Ε.Ε.Ε. 0.0	73 F	ф от 11	/T T		
		\$5,565.99	/Month	\$37.11	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	445.28		Non-Sy	vorn Manageme		nagement
PERS - Employer	0.14066	782.91		T (OII B)	vom managem	one co ivila ivia	magement
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	94.23					
Life Insurance	0.000284	28.45					
Deferred Comp.	0.000201	110.00					
Workers Comp.	0.05030	279.97			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	80.71		& Benefits	Overhead Overhead	Overhead	Rate
Wiedicare	0.01430	00.71	_	& Deficites	Overneau	Overneau	Kate
	Total Benefits	\$ 2,718.21	48.84%	\$55.23	\$62.61	\$17.04	\$134.88
		Annual Sala	ry + Benefits	\$99,410.44			
					•		
Step B							
1		\$5,844.29	/Month	\$38.96	/Hour		
		ψ5,044.27	/Wolldi	Ψ30.70	/IIoui		
	Total Benefits	\$2,798.70	47.89%	\$57.62	\$65.33	\$17.78	\$140.73
		Annual Sala	ry + Benefits	\$103,715.85			
					•		
Step C							
		\$6,136.50	/Month	\$40.91	/Hour		
		ψ0,120.20	/1011111	ψ+0.71	/ Hour		
	Total Benefits	\$2,887.06	47.05%	\$60.16	\$68.20	\$18.56	\$146.92
							·
		Annual Sala	ry + Benefits	\$108,282.78			
			-		:		
Step D							
		¢6 442 22	/M c 41c	0.40.00	/TT -		
		\$6,443.33	/Ivionth	\$42.96	/Hour		
	Total Benefits	\$2,979.84	46.25%	\$62.82	\$71.22	\$19.39	\$153.43
	Total Delicitis	Ψ2,717.04	+U.2J 70	φυ2.02	φ/1.44	φ17.37	ф13 3.4 3
		Annual Sala	ry + Benefits	\$113,078.05			
		zimiuai gala	i j i Delicites	Ψ115,070.03	:		
Ctore E							
Step E		*					
		\$6,765.50	/Month	\$45.10	/Hour		
	T (ID C)	ф2 0 77 2 5	45 400	A = = =	ф л.4.3 0	φ 20.25	4170.37
	Total Benefits	\$3,077.26	45.48%	\$65.62	\$74.39	\$20.25	\$160.26
		A	Da 64	¢110 113 00			
		Annual Sala	ry + Benefits	\$118,113.09	į		

Assistant Equipment Mechanic Department: Public Works

C							
Step A		Φ 2 (25 5 0	/b.fd.	454.40	/T T		
		\$3,627.58	/Month	\$24.18	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	290.21			Public Works		<u>.</u>
PERS - Employer	0.14066	510.26			r done works	TVIAITICOTATIO	
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	61.41					
Life Insurance	0.010730	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	182.47			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	52.60		& Benefits	Overhead	Overhead	Rate
Medicare	0.01430	32.00	-	& Delients	Overneau	Overneau	Nate
	Total Benefits	\$ 2,000.11	55.14%	\$37.52	\$42.54	\$11.58	\$91.63
		Annual Sala	ry + Benefits	\$67,532.33	:		
Step B							
		\$3,808.96	/Month	\$25.39	/Hour		
		•					
	Total Benefits	\$2,051.29	53.85%	\$39.07	\$44.29	\$12.06	\$95.42
		Annual Cala	w Donofita	¢70 222 00			
		Annual Sala	ry + Delients	\$70,323.00	•		
G. G							
Step C							
		\$3,999.41	/Month	\$26.66	/Hour		
		** ***		* * o = *	**	*** ==	400.45
	Total Benefits	\$2,108.88	52.73%	\$40.72	\$46.17	\$12.57	\$99.46
			T. 01.	4=3 400 4			
		Annual Sala	ry + Benefits	\$73,299.45	:		
Step D							
		\$4,199.38	/Month	\$28.00	/Hour		
		,					
	Total Benefits	\$2,169.35	51.66%	\$42.46	\$48.14	\$13.10	\$103.70
		Annual Sala	ry + Benefits	\$76,424.72	:		
Step E							
		\$4,409.35	/Month	\$29.40	/Hour		
		. ,	- -	,_,,			
	Total Benefits	\$2,232.84	50.64%	\$44.28	\$50.20	\$13.66	\$108.15
		Annual Sala	ry + Benefits	\$79,706.26	:		

Assistant Finance Director Department: Finance & Information Systems

Step A							
		\$7,778.39	/Month	\$51.86	/Hour		
Benefit	<u>Multiplier</u>				<u>Cate</u>	oorv	
PERS - Employee	0.08000	622.27		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14066	1,094.11		Tion 5 W	om manageme	111 62 11110 11101	iugement
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	131.69					
Life Insurance	0.000284	39.76					
Deferred Comp.		110.00					
Workers Comp.	0.05030	391.25			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	112.79	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,398.53	43.69%	\$74.51	\$34.74	\$22.99	\$132.25
		Annual Sala	ry + Benefits	\$134,123.05	_		
					-		
Step B							
		\$8,167.31	/Month	\$54.45	/Hour		
	T . 1 D . C .	Φ2.51.4.45	12.020/	Φ == 00	426.21	#24.02	ф130.33
	Total Benefits	\$3,514.45	43.03%	\$77.88	\$36.31	\$24.03	\$138.22
		Annual Sala	ry + Benefits	\$140,181.16			
			•		=		
Step C							
·		\$8,575.67	/Month	\$57.17	/Hour		
		ŕ					
	Total Benefits	\$3,640.03	42.45%	\$81.44	\$37.97	\$25.13	\$144.54
		Annual Sala	ry + Benefits	\$146,588.43			
		Amuai Sala	ry Denemis	Ψ170,300.43	=		
Step D							
Step D		\$9,004.46	/Month	\$60.03	/Hour		
		ψ ク,υυπ.πυ	/ IVIOIIUI	φυυ.υ3	/110ul		
	Total Benefits	\$3,771.88	41.89%	\$85.18	\$39.71	\$26.28	\$151.17
		,		***			
		Annual Sala	ry + Benefits	\$153,316.05	:		
Chara E							
Step E		ΦΩ <i>45.4.6</i> Ω	/ N / 1	* - - -	~~		
		\$9,454.68	/Month	\$63.03	/Hour		
	Total Benefits	\$3,910.32	41.36%	\$89.10	\$41.54	\$27.49	\$158.14
		. ,	· · ·	,			
		Annual Sala	ry + Benefits	\$160,380.06	<u>-</u>		
					-		

Assistant Planner Department: Community Development

Ctor A							
Step A		¢5 102 52	/N / 0 m 4 ln	¢24.02	/Поли		
		\$5,102.52	/Month	\$34.02	/Hour		
Benefit	Multiplier				Cate	egor <u>y</u>	
PERS - Employee	0.08000	408.20		Non-Sv	vorn Manageme		nagement
PERS - Employer	0.14066	717.72					C
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	86.39					
Life Insurance	0.000284	26.08					
Deferred Comp.		110.00					
Workers Comp.	0.05030	256.66			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	73.99	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,575.70	50.48%	\$51.19	\$24.27	\$15.80	\$91.25
	Total Belieffts				Ψ2-1.27	φ12.00	Ψ21.25
		Annual Sala	ry + Benefits	\$92,138.58	:		
C ₄ D							
Step B		Φ <i>E 35E (5</i>	/N. f d.	025 52	~~		
		\$5,357.65	/Month	\$35.72	/Hour		
	Total Benefits	\$2,650.48	49.47%	\$53.39	\$25.31	\$16.47	\$95.17
		Annual Sala	ry + Benefits	\$96,097.47	i		
Step C		φ= (3= = 3	/3. f 1				
		\$5,625.53	/Month	\$37.50	/Hour		
	Total Benefits	\$2,732.85	48.58%	\$55.72	\$26.42	\$17.19	\$99.34
		Annual Sala	ry + Benefits	\$100,300.55	:		
G. B							
Step D		φ ε 00 < 00	/A /	_			
		\$5,906.80	/Month	\$39.38	/Hour		
	Total Benefits	\$2,819.34	47.73%	\$58.17	\$27.58	\$17.95	\$103.71
		Annual Sala	ry + Benefits	\$104,713.79			
Step E							
		\$6,202.14	/Month	\$41.35	/Hour		
						440 - -	h400 c =
	Total Benefits	\$2,910.16	46.92%	\$60.75	\$28.80	\$18.75	\$108.30
		Annual Sala	ry + Benefits	\$109,347.68			

Associate Engineer Department: Engineering

Step A \$6,135.85 Month \$40.91 Hour Benefit Multiplier Category PERS - Employee 0.08000 490.87 Non-Sworn Management & Mid-Management	
Benefit Multiplier Category	
The system of th	ement
PERS - Employer 0.14066 863.07	,01110111
PERS Survivor 3.00	
Management Incentive 0.00	
EAP 3.67	
Health Insurance 711.18	
Dental Insurance 143.30	
LTD Insurance 0.016930 103.88	
Life Insurance 0.000284 31.37	
Deferred Comp. 110.00	
Workers Comp. 0.05030 308.63 61.02% 30.86%	
Vision Benefit 426.12 35.51 Hourly Rate Department City-Wide 7	Total Hourly
Medicare 0.01450 88.97 <u>& Benefits</u> <u>Overhead</u> <u>Overhead</u>	Rate
Total Benefits \$ 2,893.45 47.16% \$60.20 \$36.73 \$18.58	\$115.50
Annual Salary + Benefits \$108,351.55	4
Step B	
\$6,442.64 /Month \$42.95 /Hour	
Total Benefits \$2,984.12 46.32% \$62.85 \$38.35 \$19.39	\$120.58
10tal Beliefits \$2,70 i.12 10.32% \$00.00 \$00.00	Ψ120.20
Annual Salary + Benefits \$113,121.10	
· ————	
Step C	
\$6,764.77 /Month \$45.10 /Hour	
φ 0,704.77 /Wolldi	
Total Benefits \$3,083.17 45.58% \$65.65 \$40.06 \$20.26	\$125.97
	•
Annual Salary + Benefits \$118,175.36	
Step D	
\$7,103.01 /Month \$47.35 /Hour	
ψτ/.55 /Hour	
Total Benefits \$3,187.18 44.87% \$68.60 \$41.86 \$21.17	\$131.63
Annual Salary + Benefits \$123,482.33	
Step E	
\$7,458.16 /Month \$49.72 /Hour	
+1,12022 12000 4000 71000	
Total Benefits \$3,296.39 44.20% \$71.70 \$43.75 \$22.12	\$137.57
Annual Salary + Benefits \$129,054.65	

Associate Planner Department: Community Development

Step A							
		\$5,625.74	/Month	\$37.50	/Hour		
Dom of 4	N/I14:1:	,			Cata	~	
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	450.06		Non Sw	Cates orn Managemen		nagamant
PERS - Employee	0.14066	791.32		Non-Sw	om Managemen	iii & Miu-Mai	iagement
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	95.24					
Life Insurance	0.000284	28.76					
Deferred Comp.		110.00					
Workers Comp.	0.05030	282.97			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	81.57		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,736.59	48.64%	\$55 . 75	\$26.43	\$17.20	\$99.38
	Total Benefits		ry + Benefits	\$100,347.92	Ψ20112	Ψ17120	Ψ,,,
		Alliuai Sala	ry + Denemes	\$100,547.72	:		
Step B							
~~r		\$5,907.03	/Month	\$39.38	/Hour		
		1-9		,			
	Total Benefits	\$2,819.41	47.73%	\$58.18	\$27.58	\$17.95	\$103.71
		Annual Sala	ry + Benefits	\$104,717.28	:		
Step C							
Step C		\$6,202.38	/Month	\$41.35	/Hour		
	Total Benefits	\$2,910.23	46.92%	\$60.75	\$28.80	\$18.75	\$108.30
			TD 614	ф100 251 25			
		Annual Sala	ry + Benefits	\$109,351.35	!		
Step D							
		\$6,512.50	/Month	\$43.42	/Hour		
	Total Benefits	\$3,005.60	46.15%	\$63.45	\$30.08	\$19.58	\$113.12
		Annual Cala	ny Danafita	¢11/ 017 10			
		Amiuai Sala	ry + Benefits	\$114,217.12	:		
Step E							
		\$6,838.12	/Month	\$45.59	/Hour		
	Total Benefits	\$3,105.73	45.42%	\$66.29	\$31.43	\$20.46	\$118.18
		Annual Sala	ry + Benefits	\$119,326.18			
			•		:		

Chief Bldg. Official Department: Community Development

C4 A							
Step A		φ π.π. σ.π.σ.σ.	/3 f .1	₽ ₽ 1 ₽ 1	/		
		\$7,725.92	/Month	\$51.51	/Hour		
Benefit	<u>Multiplier</u>				Cate	gorv	
PERS - Employee	0.08000	618.07		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14066	1,086.73		1,011 2,11	om manageme	110 00 17110 17101	-uge-mem
PERS Survivor	0.1.000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	130.80					
Life Insurance	0.000284	39.49					
Deferred Comp.		110.00					
Workers Comp.	0.05030	388.61			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	112.03		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 3,382.40	43.78%	\$74.06	\$35.11	\$22.85	\$132.02
		Annual Sala	ry + Benefits	\$133,299.79	:		
Step B							
1		\$8,112.22	/Month	\$54.08	/Hour		
	T. (.1 D C)	¢2.407.51	42 110/	ф 77. 4 0	\$26.60	\$33.00	¢127.00
	Total Benefits	\$3,497.51	43.11%	\$77.40	\$36.69	\$23.88	\$137.98
		Annual Sala	ry + Benefits	\$139,316.74	:		
Step C							
-		\$8,517.83	/Month	\$56.79	/Hour		
	Total Benefits	\$3,622.24	42.53%	\$80.93	\$38.37	\$24.97	\$144.28
		Annual Sala	ry + Benefits	\$145,680.79			
				,	•		
Step D		\$8,943.72	/Month	\$59.62	/Hour		
	T. 1D. C.	ŕ				#26.12	φ 1 5 0 0 0
	Total Benefits	\$3,753.20	41.96%	\$84.65	\$40.13	\$26.12	\$150.90
		Annual Sala	ry + Benefits	\$152,363.03	:		
Step E							
		\$9,390.90	/Month	\$62.61	/Hour		
	Total Benefits	\$3,890.71	41.43%	\$88.54	\$41.98	\$27.32	\$157.85
					, 0	, 33 -	,
		Annual Sala	ry + Benefits	\$159,379.39	:		

Chief Information Systems Officer Department: Finance & Information Systems

Step A							
-		\$7,979.52	/Month	\$53.20	/Hour		
Benefit	<u>Multiplier</u>				Cate	oorv	
PERS - Employee	0.08000	638.36		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14066	1,122.40		Tion 5 W	om manageme	111 62 11110 11101	iagement
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	135.09					
Life Insurance	0.000284	40.79					
Deferred Comp.		110.00					
Workers Comp.	0.05030	401.37			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	115.70	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,460.38	43.37%	\$76.27	\$35.56	\$23.53	\$135.36
		Annual Sala	ry + Benefits	\$137,278.78	:		
Step B							
		\$8,378.50	/Month	\$55.86	/Hour		
	Total Benefits	\$3,579.39	42.72%	\$79.72	\$37.17	\$24.60	\$141.49
		Ammuel Cele	Domo#4a	¢1.42.40.4.69			
		Annuai Saia	ry + Benefits	\$143,494.68	=		
Step C							
Step C		\$8,797.42	/Month	\$58.65	/Hour		
		φο,171.42	/Wionth	Ψ.ΟΟ.	/Hour		
	Total Benefits	\$3,708.21	42.15%	\$83.37	\$38.87	\$25.73	\$147.97
		Annual Sala	ry + Benefits	\$150,067.62			
				,,	•		
Step D							
		\$9,237.29	/Month	\$61.58	/Hour		
	Total Benefits	\$3,843.48	41.61%	\$87.21	\$40.66	\$26.91	\$154.78
		Annual Sala	ry + Benefits	\$156,969.21	•		
Step E							
		\$9,699.16	/Month	\$64.66	/Hour		
		ŕ				heo 1 =	h
	Total Benefits	\$3,985.50	41.09%	\$91.23	\$42.54	\$28.15	\$161.92
		Annual Sala	ry + Benefits	\$164,215.88	_		
					-		

Chief of Planning Department: Community Development

		_					
Step A							
		\$7,725.92	/Month	\$51.51	/Hour		
Donofit	Multiplian				Catan		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	618.07		Non Cur	<u>Categ</u> orn Managemen		agamant
				Non-Swo	om Managemen	ii & Mid-Maii	agement
PERS - Employer PERS Survivor	0.14066	1,086.73 3.00					
	tirro						
Management Incen	uve	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.01.0020	143.30					
LTD Insurance	0.016930	130.80					
Life Insurance	0.000284	39.49					
Deferred Comp.	0.07070	110.00					
Workers Comp.	0.05030	388.61			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	112.03	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,382.40	43.78%	\$74.06	\$35.11	\$22.85	\$132.02
		Annual Sala	ry + Benefits	\$133,299.79			
Step B							
~~r		\$8,112.22	/Month	\$54.08	/Hour		
		φ0,112.22	/Wionui	\$34.06	/Houi		
	Total Benefits	\$3,497.51	43.11%	\$77.40	\$36.69	\$23.88	\$137.98
	1000120110110	φο, 157101	.5.1170	Ψ	42 000	Ψ 201 00	41070
		Annual Sala	ry + Benefits	\$139,316.74			
			,	1 21)2	1		
Step C							
Siep C		φο 515 ο 3	7. 5 1				
		\$8,517.83	/Month	\$56.79	/Hour		
	Total Benefits	\$2,622.24	42.520/	\$80.93	¢20 27	\$24.97	\$144.28
	Total Benefits	\$3,622.24	42.53%	\$80.93	\$38.37	\$24.97	\$144.28
		Annual Cala	wy Donofita	¢1 <i>45 6</i> 90 70			
		Annual Sala	ry + Benefits	\$145,680.79	:		
Step D							
		\$8,943.72	/Month	\$59.62	/Hour		
		ŕ					
	Total Benefits	\$3,753.20	41.96%	\$84.65	\$40.13	\$26.12	\$150.90
		Annual Sala	ry + Benefits	\$152,363.03			
					-		
Step E							
1	-	\$9,390.90	/Month	\$62.61	/Hour		
		φ2,330.30	/ 141011111	\$02.01	/110ul		
	Total Benefits	\$3,890.71	41.43%	\$88.54	\$41.98	\$27.32	\$157.85
	_ 0.001 _ 0.001110	42,070.71	.1.1570	φοσιε-1	¥ -2•20	Ψ	420,000
		Annual Sala	ry + Benefits	\$159,379.39			
				+10,000	:		

City Attorney Department: Attorney

C. A							1
Step A		440 740 00		4-0.00			
		\$10,548.99	/Month	\$70.33	/Hour		
Benefit	<u>Multiplier</u>				Categ	orv	
PERS - Employee	0.08000	848.55			Non-Sworr		
PERS - Employer	0.14066	1,491.97			TYOH BWOH	Director	
PERS Survivor	0.11000	3.00					
Management Incen	tive	57.91					
EAP	ui ve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	178.59					
Life Insurance	0.000284	53.93					
Deferred Comp.	0.000204	110.00					
Workers Comp.	0.05030	530.61			48.46%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department		Total Hourly
Medicare	0.01450	152.96		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	132.90	_	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 4,321.18	40.96%	\$99.13	\$48.04	\$30.59	\$177.76
		Annual Sala	ry + Benefits	\$178,442.09			
					:		
Step B							
zwp z		\$11,076.44	/Month	\$73.84	/Поли		
		\$11,070. 44	/Wionth	\$73.84	/Hour		
	Total Benefits	\$4,409.02	39.81%	\$103.24	\$50.02	\$31.86	\$185.12
			D 614	Φ10 5 0 35 40			
		Annuai Sala	ry + Benefits	\$185,825.48	:		
Step C							
		\$11,630.26	/Month	\$77.54	/Hour		
	Total Benefits	\$4,579.32	39.37%	\$108.06	\$52.36	\$33.35	\$193.77
		Annual Sala	ry + Benefits	\$194,514.96			
		Alliuai Sala	ry + Denemis	\$194,314.90	•		
Cr D							
Step D							
		\$12,211.77	/Month	\$81.41	/Hour		
	T (15 %)	0.4.7.7 0.4.1	20.055	4412.15	Φ 54.05	424.6 4	φ σοσ ο <
	Total Benefits	\$4,758.14	38.96%	\$113.13	\$54.82	\$34.91	\$202.86
		A mmus 1 Cs 1-	my Donoff4s	¢202 (20 02			
		Annuai Sala	ry + Benefits	\$203,638.92	:		
G							
Step E							
		\$12,822.36	/Month	\$85.48	/Hour		
	Takal Dom Cr	04.047.00	20.570/	4110 47	Φ <i>ΕΠ.</i> 4Ω	\$26.55	0313 41
	Total Benefits	\$4,945.89	38.57%	\$118.46	\$57.40	\$36.55	\$212.41
		A mmus 1 Cs 1-	my Donoff4s	¢212 210 07			
		Annuai Sala	ry + Benefits	\$213,219.07	:		

City Clerk/Director of Admin Services Department: Administration

\$8,221.45 /Month \$54.81 /Hour Benefit Multiplier Category PERS - Employee 0.08000 662.35 Non-Sworn Director PERS - Employer 0.14066 1,164.57 Non-Sworn Director PERS Survivor 3.00 3.00 Management Incentive 57.91 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 139.19 Life Insurance 0.000284 42.03 Deferred Comp. 110.00
Benefit Multiplier Category PERS - Employee 0.08000 662.35 Non-Sworn Director PERS - Employer 0.14066 1,164.57 PERS Survivor 3.00 Management Incentive 57.91 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 139.19 Life Insurance 0.000284 42.03 Deferred Comp. 110.00
PERS - Employee 0.08000 662.35 Non-Sworn Director PERS - Employer 0.14066 1,164.57 PERS Survivor 3.00 Management Incentive 57.91 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 139.19 Life Insurance 0.000284 42.03 Deferred Comp. 110.00
PERS - Employer 0.14066 1,164.57 PERS Survivor 3.00 Management Incentive 57.91 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 139.19 Life Insurance 0.000284 42.03 Deferred Comp. 110.00
PERS Survivor 3.00 Management Incentive 57.91 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 139.19 Life Insurance 0.000284 42.03 Deferred Comp. 110.00
Management Incentive 57.91 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 139.19 Life Insurance 0.000284 42.03 Deferred Comp. 110.00
EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 139.19 Life Insurance 0.000284 42.03 Deferred Comp. 110.00
Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 139.19 Life Insurance 0.000284 42.03 Deferred Comp. 110.00
Dental Insurance 143.30 LTD Insurance 0.016930 139.19 Life Insurance 0.000284 42.03 Deferred Comp. 110.00
LTD Insurance 0.016930 139.19 Life Insurance 0.000284 42.03 Deferred Comp. 110.00
Life Insurance 0.000284 42.03 Deferred Comp. 110.00
Deferred Comp. 110.00
Workers Comp. 0.05030 413.54 36.37% 30.86%
Vision Benefit 426.12 35.51 Hourly Rate Department City-Wide Total Hourly Rate Department
Medicare 0.01450 119.21 & Benefits Overhead Overhead Rat
Wichicale 0.01430 119.21 & Belletts Overhead Overhead Rate
Total Benefits \$ 3,605.46 43.85% \$78.85 \$28.68 \$24.33 \$131.
Annual Salary + Benefits \$141,922.93
Step B
\$8,632.52 /Month \$57.55 /Hour
Total Benefits \$3,657.51 42.37% \$81.93 \$29.80 \$25.28 \$137.
10tal Delients \$3,037.31 42.37% \$61.93 \$29.00 \$25.26 \$137.0
Annual Salary + Benefits \$147,480.37
Step C
\$9,064.15 /Month \$60.43 /Hour
φ> ,00 112 /1101111 φ00113 /11011
Total Benefits \$3,790.23 41.82% \$85.70 \$31.17 \$26.44 \$143.
Annual Salary + Benefits \$\frac{\$154,252.59}{}
Step D
\$9,517.36 /Month \$63.45 /Hour
Total DanaSita \$2,000.00 41,000/ \$00.05 \$23.01 \$25.00 \$440.00
Total Benefits \$3,929.60 41.29% \$89.65 \$32.61 \$27.66 \$149. 9
Annual Salary + Benefits \$161,363.42
Step E
\$9,993.22 /Month \$66.62 /Hour
φ 2,273.22 /1 V 10HtH \$00.02 /Π0H
Total Benefits \$4,075.93 40.79% \$93.79 \$34.12 \$28.94 \$156.
Annual Salary + Benefits \$168,829.80

City Engineer Department: Engineering

Step A \$9,292.68 /Month \$61.95 /Hour Benefit Multiplier Category PERS - Employee 0.08000 748.05 Non-Sworn Director	
Benefit Multiplier Category	
PERS - Employee (1000) /4x 05 Non-Sworn Director	
1 ,	
PERS - Employer 0.14066 1,315.25	
PERS Survivor 3.00	
Management Incentive 57.91	
EAP 3.67	
Health Insurance 711.18	
Dental Insurance 143.30	
LTD Insurance 0.016930 157.33	
Life Insurance 0.000284 47.50	
Deferred Comp. 110.00	
Workers Comp. 0.05030 467.42 61.02% 30.86%	
· · · · · · · · · · · · · · · · · · ·	Total Hourly
Medicare 0.01450 134.74 & Benefits Overhead Overhead	<u>Rate</u>
Total Benefits \$ 3,934.87 42.34% \$88.18 \$53.81 \$27.21	\$169.20
Annual Salary + Benefits\$158,730.55_	
Step B	
\$9,757.31 /Month \$65.05 /Hour	
Total Benefits \$4,003.38 41.03% \$91.74 \$55.98 \$28.31	\$176.02
Annual Salary + Benefits \$165,128.37	
Step C	
\$10,245.18 /Month \$68.30 /Hour	
\$10,243.16 /WORLIN \$08.50 /Hour	
Total Benefits \$4,153.40 40.54% \$95.99 \$58.57 \$29.62	\$184.18
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
Annual Salary + Benefits \$172,783.00	
Step D	
\$10,757.44 /Month \$71.72 /Hour	
Total Benefits \$4,310.92 40.07% \$100.46 \$61.30 \$31.00	\$192.75
A LC L . D @4 0400.020.27	
Annual Salary + Benefits <u>\$180,820.35</u>	
Step E	
\$11,295.31 /Month \$75.30 /Hour	
Total Benefits \$4,476.32 39.63% \$105.14 \$64.16 \$32.45	\$201.75
7.,	
Annual Salary + Benefits \$189,259.57	

City Manager Department: Administration

		\$15,042.10	/Month	\$100.28	/Hour		
Benefit	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.08000	1,258.97		City Manager			
PERS - Employer	0.14066	2,213.58					
PERS Survivor		3.00					
Management Incen	tive	695.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	254.66					
Life Insurance	0.000284	76.90					
Deferred Comp.		200.00					
Workers Comp.	0.05030	756.62			36.37%	30.86%	
Vision Benefit	426.12	35.51		& Benefits	Department	City-Wide	Total Hourly
Medicare	0.01450	218.11		& Overhead	Overhead	Overhead	Rate
	Total Benefits	\$ 6,570.49	43.68%	\$144.08	\$52.41	\$45.66	\$242.15
		Annual Salar	y + Benefits	\$259,351.08	<u>.</u>		

Code Enforcement Officer I Department: Community Development

Step A							
Stop 11		\$4,548.69	/Month	\$30.32	/Hour		
		, ,		,			
Benefit Employee	<u>Multiplier</u>	363.00			Cate		
PERS - Employee	0.08000	363.90			Office En	nployees	
PERS - Employer PERS Survivor	0.14066	639.82 3.00					
	tivo	0.00					
Management Incen EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	77.01					
Life Insurance	0.010730	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	228.80			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.96		& Benefits	Overhead Overhead	Overhead	Rate
Wiedicare	0.01430	03.70	_	<u>a benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,278.65	50.09%	\$45.52	\$21.58	\$14.05	\$81.14
		Annual Sala	ry + Benefits	\$81,928.06	:		
Step B							
		\$4,776.12	/Month	\$31.84	/Hour		
	Total Benefits	\$2,337.24	48.94%	\$47.42	\$22.48	\$14.63	\$84.54
	Total Belleties	Ψ2,337.21	10.5 170	Ψ2	Ψ22110	Ψ2 1100	φο ι.ε. :
		Annual Sala	ry + Benefits	\$85,360.40	:		
G. G							
Step C		\$ 04.4.03	0.5				
		\$5,014.93	/Month	\$33.43	/Hour		
	Total Benefits	\$2,409.45	48.05%	\$49.50	\$23.47	\$15.27	\$88.23
		, ,		,	,	•	
		Annual Sala	ry + Benefits	\$89,092.63	:		
Step D							
		\$5,265.68	/Month	\$35.10	/Hour		
	Takal D. C.	,				615.05	\$02.12
	Total Benefits	\$2,485.28	47.20%	\$51.67	\$24.50	\$15.95	\$92.12
		Annual Sala	ry + Benefits	\$93,011.46	:		
Step E							
		\$5,528.96	/Month	\$36.86	/Hour		
	Total Benefits	\$2,564.89	46.39%	\$53.96	\$25.58	\$16.65	\$96.19
	Total Delicities	Ψ2,304.09	+0.3770	φ33.70	φ⊿υ.υ0	ψ10.03	ψ /U•1 /
		Annual Sala	ry + Benefits	\$97,126.24	<u>.</u>		
					•		

Code Enforcement Officer II Department: Community Development

G4 A							
Step A		Φ Ε 04 Ε 0 8	7.5	Ф22.42	/T T		
		\$5,015.07	/Month	\$33.43	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	onrv	
PERS - Employee	0.08000	401.21			Office En		
PERS - Employer	0.14066	705.42			Office Li	прюусся	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
	0.017020						
LTD Insurance	0.016930	84.91					
Life Insurance		6.51					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	252.26			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	72.72	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,419.68	48.25%	\$49.56	\$23.50	\$15.29	\$88.36
		Annual Sala	ry + Benefits	\$89,216.96			
			•	1217	•		
Step B							
ыср Б		Φ Ξ 2 < Ξ 02	/3 f .1				
		\$5,265.82	/Month	\$35.11	/Hour		
	T. (.1 D C)	¢2.495.22	47.200/	\$51.65	¢24.50	\$15.05	¢02.12
	Total Benefits	\$2,485.32	47.20%	\$51.67	\$24.50	\$15.95	\$92.12
		Annual Cala	ry + Benefits	\$93,013.75			
		Alliluai Sala	ry + Delicitis	\$75,015.75	•		
~ ~							
Step C							
		\$5,529.11	/Month	\$36.86	/Hour		
	Total Benefits	\$2,564.94	46.39%	\$53.96	\$25.58	\$16.65	\$96.19
		Annual Sala	ry + Benefits	\$97,128.64	<u>-</u>		
					-		
Step D							
1		\$5,805.57	/Month	\$38.70	/Hour		
		ψυ,000.37	/ 1 VI OIIIII	φ36.70	/110u1		
	Total Benefits	\$2,648.54	45.62%	\$56.36	\$26.72	\$17.39	\$100.47
		. ,	2.30	4-2330	,		,
		Annual Sala	ry + Benefits	\$101,449.28			
				,	=		
Step E							
Step E		φ.c. 0.0 = 0.5	/N # .1	٠	~~		
		\$6,095.85	/Month	\$40.64	/Hour		
	Total Dansfitz	\$2.726.21	44 000/	\$ 50.00	¢27.02	¢10 17	¢1040 7
	Total Benefits	\$2,736.31	44.89%	\$58.88	\$27.92	\$18.17	\$104.97
		Annual Cala	m Ronofita	\$105 095 05			
		Amuai Sala	ry + Benefits	\$105,985.95	•		

Code Enforcement Technician I Department: Community Development

C4 A							
Step A		#2 204 20	/3 f .1	ф аа <i>(</i> а	/T T		
		\$3,394.39	/Month	\$22.63	/Hour		
Benefit	<u>Multiplier</u>				Cate	gorv	
PERS - Employee	0.08000	271.55			Office En		
PERS - Employer	0.14066	477.45			Office Li	npioyees	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	57.47					
Life Insurance	0.010930	6.51					
		0.00					
Deferred Comp.	0.05020				4= 4407	20.0<0/	
Workers Comp. Vision Benefit	0.05030	170.74		Hannly Data	47.41%	30.86%	Total Hanneler
	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	49.22	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,929.60	56.85%	\$35.49	\$16.83	\$10.95	\$63.27
		Annual Sala	ry + Benefits	\$63,887.88			
					•		
Step B							
экер Б		¢2 564 11	/Month	ф22. 7 .6	Δ.Y.		
		\$3,564.11	/Month	\$23.76	/Hour		
	Total Benefits	\$1,970.74	55.29%	\$36.90	\$17.49	\$11.39	\$65.78
	Total Delicitis	Ψ1,270.74	33.2770	φ30.70	φ17•42	φ11.37	ψ05.76
		Annual Sala	rv + Renefits	\$66,418.21			
		THIRAU SUIL	i j i Delicites	Ψου, 110.21	:		
C4 = C							
Step C							
		\$3,742.31	/Month	\$24.95	/Hour		
	Total Benefits	\$2,024.63	54.10%	\$38.45	\$18.23	\$11.86	\$68.54
		Annual Sala	ry + Benefits	\$69,203.32	<u> </u>		
Step D							
		\$3,929.43	/Month	\$26.20	/Hour		
		T - 7		\$ 20.20			
	Total Benefits	\$2,081.21	52.96%	\$40.07	\$19.00	\$12.37	\$71.43
		Annual Sala	ry + Benefits	\$72,127.70			
					•		
Step E							
- Step L		¢4 135 00	/M on 11-	***	л		
		\$4,125.90	/I vi onth	\$27.51	/Hour		
	Total Benefits	\$2,140.62	51.88%	\$41.78	\$19.81	\$12.89	\$74.47
	Total Delicitis	φ2,140.02	31.00%	φ 4 1./0	φ17.01	φ 14.0 7	φ/ +.+ /
		Annual Salar	ry + Benefits	\$75,198.29			
		Amuai Sala	1 J Denemes	Ψ13,170.29	<u> </u>		

Code Enforcement Technician II Department: Community Development

G. A							
Step A		ф2 Т 4 1 2 6	/3.5 .1	#24.04	/T T		
		\$3,741.26	/Month	\$24.94	/Hour		
Benefit	<u>Multiplier</u>				Cate	porv	
PERS - Employee	0.08000	299.30			Office Er		
PERS - Employer	0.14066	526.25			ome a	iipioj ee s	
PERS Survivor	0.1.000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	63.34					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	188.19			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.25		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,034.49	54.38%	\$38.50	\$18.25	\$11.88	\$68.64
		Annual Sala	ry + Benefits	\$69,309.00			
Step B							
		\$3,928.32	/Month	\$26.19	/Hour		
		. ,		·			
	Total Benefits	\$2,080.88	52.97%	\$40.06	\$18.99	\$12.36	\$71.42
		Annual Sala	ry + Benefits	\$72,110.38	<u>:</u>		
Step C							
		\$4,124.74	/Month	\$27.50	/Hour		
	Total Benefits	\$2,140.27	51.89%	\$41.77	\$19.80	\$12.89	\$74.46
		Annual Sala	ry + Benefits	\$75,180.11	Ī.		
Step D							
		\$4,330.98	/Month	\$28.87	/Hour		
	T . 1 D . ~	42.202 ==	#0 0 == /	* * * = = -	ф е о - -	0.42.4.	4
	Total Benefits	\$2,202.63	50.86%	\$43.56	\$20.65	\$13.44	\$77.65
		A mm al G-1	mr. Dama@4-	ф л о 402 22			
		Annual Salar	ry + benefits	\$78,403.32	•		
Step E							
		\$4,547.52	/Month	¢20.22	/Цон-		
		Φ4, 541.52	/WIOIIII	\$30.32	/Hour		
	Total Benefits	\$2,268.12	49.88%	\$45.44	\$21.54	\$14.02	\$81.00
	_ 0 001 _ 0 0101100	\$ - ,200.12	.2.0070	Ψ	¥==••	Ψ=	402100
		Annual Sala	ry + Benefits	\$81,787.69			
			•		i		

Collection System Worker Department: Public Works

Cton A							
Step A		#2 025 00	/N. f d.	\$35.51	/T T		
		\$3,825.80	/Month	\$25.51	/Hour		
Benefit	Multiplier				Cate	gorv	
PERS - Employee	0.08000	306.06			Public Works		
PERS - Employer	0.14066	538.14					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	64.77					
Life Insurance	*********	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	192.44			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	55.47		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01 130	33.17	-	a Denemb	Overneuu	Overneud	Rute
	Total Benefits	\$ 2,060.05	53.85%	\$39.24	\$44.49	\$12.11	\$95.83
		Annual Sala	ry + Benefits	\$70,630.24			
					i		
Step B							
Бер Б		\$4,017.09	/Month	¢27.79	/11		
		\$4,017.09	/Wionth	\$26.78	/Hour		
	Total Benefits	\$2,114.23	52.63%	\$40.88	\$46.34	\$12.61	\$99.83
	Total Delicitis	Ψ2,114.23	32.0370	ψ+0.00	ψ τυ. Στ	ψ12.01	ψ,,,,,
		Annual Sala	rv + Benefits	\$73,575.81			
			- J ·	+10,0100	į		
Stop C							
Step C		* 1 * 1 = 0 1					
		\$4,217.94	/Month	\$28.12	/Hour		
	Tatal Danafita	\$2.174.06	£1 £(0/	\$42.62	¢40.22	¢12.15	¢104.00
	Total Benefits	\$2,174.96	51.56%	\$42.62	\$48.32	\$13.15	\$104.09
		Annual Cala	mr. Domofita	\$76.714.00			
		Annual Salar	ry + Benefits	\$76,714.90	:		
g							
Step D							
		\$4,428.84	/Month	\$29.53	/Hour		
						4	•
	Total Benefits	\$2,238.74	50.55%	\$44.45	\$50.40	\$13.72	\$108.56
				.			
		Annual Sala	ry + Benefits	\$80,010.95	:		
Step E							
		\$4,650.28	/Month	\$31.00	/Hour		
		¥ -,020.20	,	Ψ21.00	. = 20 002		
	Total Benefits	\$2,305.70	49.58%	\$46.37	\$52.58	\$14.31	\$113.26
		Annual Sala	ry + Benefits	\$83,471.80	_		
					•		

Combination Building Inspector I Department: Community Development

Stop A							
Step A		\$4,548.69	/Month	\$30.32	/Hour		
		ψτ,5το.07	/WOILLI	ψ50.52	/110u1		
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	363.90			Office E	mployees	
PERS - Employer	0.14066	639.82					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	77.01					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	228.80			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.96		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,278.65	50.09%	\$45.52	\$21.58	\$14.05	\$81.14
	Total Benefits				Ψ21100	Ψ1 1100	Ψ01111
		Annual Salai	ry + Benefits	\$81,928.06	:		
Stop D							
Step B		¢477610	Month	¢21.04	/TT		
		\$4,776.12	/IVIOIIIII	\$31.84	/Hour		
	Total Benefits	\$2,343.75	49.07%	\$47.47	\$22.50	\$14.65	\$84.62
		Annual Salar	ry + Benefits	\$85,438.52	•		
Step C		Φ 5 Ω14 Ω2	/N /I = 41=	Ф22. 42.	// X		
		\$5,014.93	/Month	\$33.43	/Hour		
	Total Benefits	\$2,415.96	48.18%	\$49.54	\$23.49	\$15.29	\$88.31
		,			•	•	-
		Annual Salar	ry + Benefits	\$89,170.75	i		
Step D							
		\$5,265.68	/Month	\$35.10	/Hour		
	Total Benefits	\$2,491.79	47.32%	\$51.72	\$24.52	\$15.96	\$92.19
		. ,>		,	· ·		
		Annual Salar	ry + Benefits	\$93,089.58	:		
Step E							
Stop E		\$5,528.96	/Month	\$36.86	/Hour		
		•					40.5
	Total Benefits	\$2,571.40	46.51%	\$54.00	\$25.60	\$16.66	\$96.27
		Annual Salar	ry + Benefits	\$97,204.36			
					•		

Combination Building Inspector II Department: Community Development

Step A							
1		\$5,015.07	/Month	\$33.43	/Hour		
Benefit	<u>Multiplier</u>				Categ	TOPV	
PERS - Employee	0.08000	401.21			Office En		
PERS - Employer	0.14066	705.42			Office En	iipioyees	
PERS Survivor		3.00					
Management Incen	tive	0.00	1				
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30	1				
LTD Insurance	0.016930	84.91					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	252.26		:	47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	72.72	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,419.68	48.25%	\$49.56	\$23.50	\$15.29	\$88.36
		Annual Sala	ry + Benefits	\$89,216.96			
Step B							
		\$5,265.82	/Month	\$35.11	/Hour		
	Total Benefits	\$2,491.83	47.32%	\$51.72	\$24.52	\$15.96	\$92.20
		Annual Sala	ry + Benefits	\$93,091.87	:		
Step C		¢5 520 11	Month	#26.96	/II.		
		\$5,529.11	/IVIOIIIII	\$36.86	/Hour		
	Total Benefits	\$2,571.45	46.51%	\$54.00	\$25.60	\$16.66	\$96.27
		Annual Sala	ry + Benefits	\$97,206.76	:		
Step D							
		\$5,805.57	/Month	\$38.70	/Hour		
	Total Benefits	\$2,655.05	45.73%	\$56.40	\$26.74	\$17.41	\$100.55
		Annual Sala	ry + Benefits	\$101,527.40			
					<u> </u>		
Step E							
		\$6,095.85	/Month	\$40.64	/Hour		
	Total Benefits	\$2,742.82	44.99%	\$58.92	\$27.94	\$18.18	\$105.04
		Annual Sala	ry + Benefits	\$106,064.07			
			•		i		

Construction Inspector I Department: Parks and Recreation

C4 a A							1
Step A		Φ <i>Α (</i> 55 40	/A. f1	ф 21.1=	/1.1		
		\$4,675.49	/Month	\$31.17	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory_	
PERS - Employee	0.08000	374.04				mployees	
PERS - Employer	0.14066	657.65				1 3	
PERS Survivor		3.00					
Management Incen	ntive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	79.16					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	235.18			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	67.79		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 2,316.99	49.56%	\$46.62	\$51.31	\$14.38	\$112.31
		Annual Sala	ry + Benefits	\$83,909.78	ı		
Step B							
		\$4,909.26	/Month	\$32.73	/Hour		
	T 1 D T	#2.204.04	10 7 50	4.0.6	4.53.59	4.5 00	444
	Total Benefits	\$2,384.01	48.56%	\$48.62	\$53.52	\$15.00	\$117.15
		Annual Sala	ry + Benefits	\$87,519.32			
Step C							
		\$5,154.73	/Month	\$34.36	/Hour		
	T. (.1 D. C.	φο 450 O 1	47 (00)	φ ε Α = =	655.05	01	\$122.22
	Total Benefits	\$2,458.24	47.69%	\$50.75	\$55.87	\$15.66	\$122.28
		Annual Salar	ry + Benefits	\$91,355.59			
				+- 1,000,00	ļ		
Step D							
Step D		\$5,412.46	/Month	\$36.08	/Llour		
		φυ,414.40	/ IVIOIIUI	φ30.08	/110ul		
	Total Benefits	\$2,536.18	46.86%	\$52.99	\$58.33	\$16.35	\$127.67
		Annual Sala	ry + Benefits	\$95,383.67	:		
Ct. F							
Step E		ΦΕ (Ω2 ΩΩ	/N /f = (1	*27 C2	/T.T		
		\$5,683.09	/Month	\$37.89	/Hour		
	Total Benefits	\$2,618.01	46.07%	\$55.34	\$60.92	\$17.08	\$133.33
		<u> </u>		.			
		Annual Sala	ry + Benefits	\$99,613.15	ļ.		

Construction Inspector II Department: Parks and Recreation

C. A							
Step A		4.54.53.53	2.5	42426	/T T		
		\$5,153.53	/Month	\$34.36	/Hour		
Benefit	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	412.28				mployees	
PERS - Employer	0.14066	724.90			011100 2	p103000	
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	87.25					
Life Insurance	0.010/30	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	259.22			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	74.73		& Benefits	Overhead Overhead	Overhead	Rate
Wicdicarc	0.01430	74.73	-	<u>a benefits</u>	Overneau	Overneau	Rate
	Total Benefits	\$ 2,461.55	47.76%	\$50.77	\$55.88	\$15.67	\$122.31
		Annual Sala	ry + Benefits	\$91,380.91			
					•		
Step B							
		\$5,411.21	/Month	\$36.07	/Hour		
		ψυ, π11.21	/IVIOIIII	Ψ30.07	/110ti		
	Total Benefits	\$2,535.79	46.86%	\$52.98	\$58.32	\$16.35	\$127.65
		Annual Sala	ry + Benefits	\$95,364.01			
			,		:		
Step C							
Step C		ΦΕ (01 ΠΠ	/N /I = 41-	427 .00	ar.		
		\$5,681.77	/Month	\$37.88	/Hour		
	Total Benefits	\$2,617.61	46.07%	\$55.33	\$60.90	\$17.07	\$133.31
	Total Delicitis	\$2,017.01	40.07 /0	φ33.33	φυυ. 20	φ17.07	φ133.31
		Annual Sala	ry + Benefits	\$99,592.52			
		Aimuai Sala	ry + Delicities	φ,,,,,,,,,,,,	:		
G B							
Step D							
		\$5,965.86	/Month	\$39.77	/Hour		
	Total Benefits	\$2,703.51	45.32%	\$57.80	\$63.62	\$17.83	\$139.25
				44040			
		Annual Sala	ry + Benefits	\$104,032.44	:		
Step E							
		\$6,264.15	/Month	\$41.76	/Hour		
	Total Benefits	\$2,793.72	44.60%	\$60.39	\$66.47	\$18.63	\$145.49
				h.a.a			
		Annual Sala	ry + Benefits	\$108,694.36	i.		

Community Service Officer I Department: Police

Cton A							
Step A		¢2 202 04	/N / 41-	¢21.05	/11		
		\$3,292.84	/Month	\$21.95	/Hour		
Benefit	Multiplier				<u>Cate</u>	gorv	
PERS - Employee	0.08000	263.43			Non-Swor		
PERS - Employer	0.14066	463.17					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	55.75					
Life Insurance		9.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	165.63			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	47.75		& Benefits	Overhead	Overhead	<u>Rate</u>
			_				
	Total Benefits	\$ 1,901.38	57.74%	\$34.63	\$12.36	\$10.69	\$57.68
		Annual Sala	ry + Benefits	\$62,330.66			
					•		
Step B							
		\$3,457.48	/Month	\$23.05	/Hour		
		ŕ					
	Total Benefits	\$1,938.50	56.07%	\$35.97	\$12.84	\$11.10	\$59.92
		Annual Sala	ry + Benefits	\$64,751.76	i.		
Step C							
		\$3,630.36	/Month	\$24.20	/Hour		
		ŕ					
	Total Benefits	\$1,990.77	54.84%	\$37.47	\$13.38	\$11.56	\$62.42
		Annual Sala	ry + Benefits	\$67,453.55			
Step D							
		\$3,811.87	/Month	\$25.41	/Hour		
		ŕ					
	Total Benefits	\$2,045.66	53.67%	\$39.05	\$13.94	\$12.05	\$65.04
		Annual Salar	ry + Benefits	\$70,290.44	:		
C/ F							
Step E		4.002.4					
		\$4,002.47	/Month	\$26.68	/Hour		
	Total Benefits	\$2 102 20	50 550/	¢40.71	¢1 <i>4 5</i> 2	¢12 E4	ሲ ፈ 7 የለ
	Total Delients	\$2,103.30	52.55%	\$40.71	\$14.53	\$12.56	\$67.80
		Annual Salar	ry + Ronofite	\$73,269.17			
		Amuai Sala	y + Delicitis	φ13,407.11	:		

Community Service Officer II Department: Police

C4 A							
Step A		#2 (20 12	/N. f d.	\$24.20	/		
		\$3,630.12	/Month	\$24.20	/Hour		
Benefit	Multiplier				<u>Cate</u>	gorv	
PERS - Employee	0.08000	290.41			Non-Swor		
PERS - Employer	0.14066	510.61					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	61.46					
Life Insurance		9.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	182.60			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	52.64		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			-				,
	Total Benefits	\$ 2,003.37	55.19%	\$37.56	\$13.41	\$11.59	\$62.55
		Annual Salar	ry + Benefits	\$67,601.90	:		
Step B							
Бер Б		\$3,811.63	/Month	\$25.41	/Hour		
		. ,					
	Total Benefits	\$2,045.59	53.67%	\$39.05	\$13.94	\$12.05	\$65.04
		Annual Sala	ry + Benefits	\$70,286.56			
				-	•		
Step C		\$4,002.21	/Month	\$26.68	/Hour		
		ψ+,002.21	/WOILLI	Ψ20.08	/110u1		
	Total Benefits	\$2,103.22	52.55%	\$40.70	\$14.53	\$12.56	\$67.79
		Annual Sala	ry + Benefits	\$73,265.10			
			-		!		
Step D		\$4,202.32	Month	\$20.02	/Hour		
		φ 4 ,404.34	AVIOLIUI	\$28.02			
	Total Benefits	\$2,163.73	51.49%	\$42.44	\$15.15	\$13.10	\$70.69
		Annual Salar	ry + Benefits	\$76,392.56			
Step E							
- ысръ		\$4,412.43	/Month	\$29.42	/Hour		
		. , - =	-	*=>·12			
	Total Benefits	\$2,227.27	50.48%	\$44.26	\$15.80	\$13.66	\$73.73
		Annual Salar	ry + Benefits	\$79,676.39			
				*12,010i07	! 		

Community Service Officer III Department: Police

Step A							
1		\$4,002.89	/Month	\$26.69	/Hour		
D 64	3.6 14. 15	,			G 4		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	320.23			<u>Cates</u> Non-Swo		
PERS - Employee PERS - Employer	0.14066	563.05			NOII-SWO	III Police	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	67.77					
Life Insurance	0.010,00	9.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	201.35			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	58.04		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 2,116.09	52.86%	\$40.79	\$14.56	\$12.59	\$67.94
		Annual Sala	ry + Benefits	\$73,427.81	:		
~ D							
Step B		φ4. 3 03.03	/N. f	\$20.02	~~		
		\$4,203.03	/Month	\$28.02	/Hour		
	Total Benefits	\$2,163.95	51.49%	\$42.45	\$15.15	\$13.10	\$70.70
		Annual Sala	ry + Benefits	\$76,403.76			
		12222	23 . 20110110	4.0,1001	=		
Step C							
		\$4,413.19	/Month	\$29.42	/Hour		
	Total Benefits	\$2,227.49	50.47%	\$44.27	\$15.80	\$13.66	\$73.74
	Total Belieffts	Ψ2,227.49	30.4770	ψ -τ /	Ψ15.00	Ψ13.00	Ψ13.14
		Annual Sala	ry + Benefits	\$79,688.16	:		
Step D							
		\$4,633.85	/Month	\$30.89	/Hour		
		ŕ					
	Total Benefits	\$2,294.22	49.51%	\$46.19	\$16.49	\$14.25	\$76.93
		Annual Sala	ry + Benefits	\$83,136.77	_		
Step E							
		\$4,865.54	/Month	\$32.44	/Hour		
	Total Benefits	\$2,364.28	48.59%	\$48.20	\$17.21	\$14.87	\$80.28
		Annual Sala	ry + Benefits	\$86,757.81			
				·			

Construction Inspector I Department: Engineering

C4 A							
Step A		φ <i>4. ε</i> 55. 40	/A # .1	021.15	/T T		
		\$4,675.49	/Month	\$31.17	/Hour		
Benefit	<u>Multiplier</u>				Cates	porv	
PERS - Employee	0.08000	374.04			Office En		
PERS - Employer	0.14066	657.65			011100 21	iipioj ce s	
PERS Survivor	0.1.000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	79.16					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	235.18			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	67.79		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,316.99	49.56%	\$46.62	\$28.44	\$14.38	\$89.45
		Annual Sala	ry + Benefits	\$83,909.78	_		
Step B							
-		\$4,909.26	/Month	\$32.73	/Hour		
		+ -,	,	7	,		
	Total Benefits	\$2,384.01	48.56%	\$48.62	\$29.67	\$15.00	\$93.29
		Annual Sala	ry + Benefits	\$87,519.32	<u>.</u>		
Step C							
		\$5,154.73	/Month	\$34.36	/Hour		
		. ,					
	Total Benefits	\$2,458.24	47.69%	\$50.75	\$30.97	\$15.66	\$97.38
		Annual Sala	ry + Benefits	\$91,355.59			
Step D							
		\$5,412.46	/Month	\$36.08	/Hour		
						4	
	Total Benefits	\$2,536.18	46.86%	\$52.99	\$32.33	\$16.35	\$101.68
			D #*	ΦΩ Ε 202 <=			
		Annual Sala	ry + Benefits	\$95,383.67	:		
Stor E							
Step E		ሰ ፫ ረርረን ዕል	/A.f1	*	~~		
		\$5,683.09	/Month	\$37.89	/Hour		
	Total Benefits	\$2,618.01	46.07%	\$55.34	\$33.77	\$17.08	\$106.18
	Total Delicitis	φ2,010.01	40.07%	фээ.34	φ33.11	φ1/.00	φ100.10
		Annual Sala	ry + Benefits	\$99,613.15			
		Dala	. Jenema	477,013.13	=		

Construction Inspector II Department: Engineering

G							
Step A							
		\$5,153.53	/Month	\$34.36	/Hour		
Benefit	<u>Multiplier</u>				Cate	orv	
PERS - Employee	0.08000	412.28			Office En		
PERS - Employer	0.14066	724.90			Office Li	npioyees	
PERS Survivor	0.14000	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
	0.017020						
LTD Insurance	0.016930	87.25					
Life Insurance		6.51					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	259.22			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	74.73	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,461.55	47.76%	\$50.77	\$30.98	\$15.67	\$97.41
		Annual Sala	ry + Benefits	\$91,380.91			
			·				
Step B							
экер Б		¢ <i>E 1</i> 11 21	/N /I o m 4 la	ф2.c.07.	πт		
		\$5,411.21	/Month	\$36.07	/Hour		
	Total Benefits	\$2,535.79	46.86%	\$52.98	\$32.33	\$16.35	\$101.66
	Total Delicitis	Ψ2,333.17	40.0070	ψ32.70	φ32.33	φ10.55	φ101.00
		Annual Sala	ry + Benefits	\$95,364.01			
		Timum Sum	i y . Delicités	Ψ>υ,υσ1101	•		
Step C							
Step C		4 - - - - - - - - - -	2.5				
		\$5,681.77	/Month	\$37.88	/Hour		
	T . 1D . C.	Φ2 (17 (1	46.070/	Φ 55 22	ф22 Б .С	415.05	010717
	Total Benefits	\$2,617.61	46.07%	\$55.33	\$33.76	\$17.07	\$106.16
			. D. 694	φορ. 502. 52			
		Annual Sala	ry + Benefits	\$99,592.52	<u> </u>		
Step D							
		\$5,965.86	/Month	\$39.77	/Hour		
		ŕ					
	Total Benefits	\$2,703.51	45.32%	\$57.80	\$35.27	\$17.83	\$110.90
		Annual Sala	ry + Benefits	\$104,032.44	<u>-</u>		
					<u>-</u>		
Step E							
	-	\$6,264.15	/Month	\$41.76	/Hour		
		Ψυ, Δυτ. 13	, 141011111	φ+1./0	/110ul		
	Total Benefits	\$2,793.72	44.60%	\$60.39	\$36.85	\$18.63	\$115.87
						•	•
		Annual Sala	ry + Benefits	\$108,694.36			
			-		=		
<u> </u>							

Cross-Connection Control Specialist Department: Public Works

C4 A							
Step A		ф 2 020 40	/b.f1	42626	/T T		
		\$3,939.48	/Month	\$26.26	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory egory	
PERS - Employee	0.08000	315.16			Public Works		e
PERS - Employer	0.14066	554.13					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	66.70					
Life Insurance	0.010,30	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	198.16			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	57.12		& Benefits	Overhead	Overhead	Rate
Wicuicaic	0.01430	37.12	=	<u>a benefits</u>	Overneau	Overneau	Rate
	Total Benefits	\$ 2,094.43	53.17%	\$40.23	\$45.61	\$12.41	\$98.25
		Annual Sala	ry + Benefits	\$72,406.91			
Step B							
		\$4,136.45	/Month	\$27.58	/Hour		
		. ,		,			
	Total Benefits	\$2,150.32	51.98%	\$41.91	\$47.52	\$12.93	\$102.36
		Annual Sala	ry + Benefits	\$75,441.32			
			•		!		
Step C							
Step C		¢4 242 20	Month	¢20.06	/TT		
		\$4,343.28	/WOILII	\$28.96	/Hour		
	Total Benefits	\$2,212.86	50.95%	\$43.71	\$49.55	\$13.49	\$106.75
	Total Belieffts	Ψ2,212.00	30.7370	φ+3.71	ψ-12.55	ψ13.42	φ100.75
		Annual Sala	rv + Renefits	\$78,673.68			
		rimuui Gala	., Denemos	Ψ10,013.00	:		
C(D							
Step D							
		\$4,560.44	/Month	\$30.40	/Hour		
	m . 15 ~	φο οπο ==	40.0.5	* * = = = =	d= 4 <0	4.4.0	411
	Total Benefits	\$2,278.53	49.96%	\$45.59	\$51.69	\$14.07	\$111.35
			. D. et.	Φ 03 Δ =			
		Annual Sala	ry + Benefits	\$82,067.67	ļ.		
G. F							
Step E							
		\$4,788.46	/Month	\$31.92	/Hour		
		•					
	Total Benefits	\$2,347.48	49.02%	\$47.57	\$53.94	\$14.68	\$116.19
		~ -		40 = -21 ==			
		Annual Sala	ry + Benefits	\$85,631.35	i		

Custodian **Department: Parks and Recreation**

Ctor A							
Step A		¢2 01 4 00	/N /f = 41-	¢10.42	/II · ·		
		\$2,914.89	/Montn	\$19.43	/Hour		
Benefit	Multiplier				Cato	egor <u>y</u>	
PERS - Employee	0.08000	233.19			Public Works		e
PERS - Employer	0.14066	410.01					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	49.35					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	146.62			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	42.27		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 1,784.60	61.22%	\$31.33	\$34.49	\$9.67	\$75.48
		Annual Sala	ry + Benefits	\$56,393.92			
					•		
Step B							
		\$3,060.63	/Month	\$20.40	/Hour		
	Total Benefits	\$1,825.01	59.63%	\$32.57	\$35.85	\$10.05	\$78.47
		Annual Sala	ry + Benefits	\$58,627.68			
					•		
Step C							
		\$3,213.67	/Month	\$21.42	/Hour		
	Total Benefits	¢1 071 20	58.23%	\$22.00	\$37.31	\$10.46	¢01 <i>47</i>
	Total Belletits	\$1,871.28	38.23%	\$33.90	\$37.31	\$10.40	\$81.67
		Annual Sala	rv + Benefits	\$61,019.36			
				402,027.00	:		
Step D							
Sicp		\$3,374.35	/Month	\$22.50	Hour		
		Ψυ,υ / Τ.υυ	/ 1 /1 /11/11	φ22.30	/ 110ul		
	Total Benefits	\$1,919.87	56.90%	\$35.29	\$38.85	\$10.89	\$85.04
		Annual Cal-	my Danata	\$62 5 20 62			
		Annual Sala	ry + Benefits	\$63,530.63	:		
Step E							
-		\$3,543.07	/Month	\$23.62	/Hour		
	Takal D. C.	•				611 24	400 55
	Total Benefits	\$1,970.89	55.63%	\$36.76	\$40.46	\$11.34	\$88.57
		Annual Sala	ry + Benefits	\$66,167.46			
					•		

Custodian **Department: Police**

C. A							
Step A		*****		***			
		\$2,914.89	/Month	\$19.43	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	233.19			Public Works		a
PERS - Employer	0.14066	410.01			Tublic Works	Mannenane	
PERS Survivor	0.14000	3.00					
Management Incen	ntive	0.00					
EAP	iti ve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	49.35					
Life Insurance	0.010730	6.51					
Deferred Comp.		0.01					
Workers Comp.	0.05030	146.62			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Data	Department	City-Wide	Total Hourly
Medicare	0.01450	42.27		& Benefits	Overhead		-
Medicare	0.01430	42.21	_	& Dellettis	Overneau	Overhead	Rate
	Total Benefits	\$ 1,784.60	61.22%	\$31.33	\$11.18	\$9.67	\$52.18
		Annual Sala	ry + Benefits	\$56,393.92			
					•		
Step B							
•		\$3,060.63	/Month	\$20.40	/Hour		
		φυ,ουσιου	/IVIOIIII	Ψ20.40	/110ti		
	Total Benefits	\$1,825.01	59.63%	\$32.57	\$11.63	\$10.05	\$54.25
		Annual Sala	ry + Benefits	\$58,627.68			
		121114411	- J	\$23,027700	:		
Step C							
Siep C		ф2 21 2 с	A. F 1				
		\$3,213.67	/Month	\$21.42	/Hour		
	Total Benefits	\$1,871.28	58.23%	\$33.90	\$12.10	\$10.46	\$56.46
	Total Delicitis	\$1,671.26	36.23%	φ33.70	φ12.10	φ10 .4 0	φ30.40
		Annual Sala	ry + Benefits	\$61,019.36			
		Aimuai Sala	i y Denemis	ψ01,017.50	i		
Ctor D							
Step D							
		\$3,374.35	/Month	\$22.50	/Hour		
	T (15 C)	Φ1 O10 OF	# < 0.000	40 = 4 0	44.	640.00	φ =0 = 0
	Total Benefits	\$1,919.87	56.90%	\$35.29	\$12.60	\$10.89	\$58.79
		Annual Cala	my Domofft-	\$62 F20 62			
		Annual Sala	ry + Benefits	\$63,530.63	:		
G F							
Step E		_					
		\$3,543.07	/Month	\$23.62	/Hour		
	m . 15	4.050.0		**	4.2.1.	4.1.2.	
	Total Benefits	\$1,970.89	55.63%	\$36.76	\$13.12	\$11.34	\$61.23
		Ammyal Gal-	Do ₽4	¢66 167 46			
		Annual Sala	ry + Benefits	\$66,167.46	į		

Deputy City Clerk Department: Administration

Stop A							
Step A		¢2 000 02	Month	¢25 02	/Hour		
		\$3,889.92	/Month	\$25.93	/Hour		
Benefit	Multiplier				Cates	gorv	
PERS - Employee	0.08000	311.19			Office En		
PERS - Employer	0.14066	547.16				1 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	65.86					
Life Insurance	0.010,30	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	195.66			36.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	56.40		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	30.40	-	& Delicitis	Overneau	Overneau	Rate
	Total Benefits	\$ 2,079.44	53.46%	\$39.80	\$14.47	\$12.28	\$66.55
		Annual Sala	ry + Benefits	\$71,632.35	_		
Step B							
Stop B		\$4,084.42	/Month	¢27.22	/House		
		φ4,004.42	/Wionun	\$27.23	/Hour		
	Total Benefits	\$2,128.08	52.10%	\$41.42	\$15.06	\$12.78	\$69.26
	Total Belletitis	Ψ2,120.00	32.1070	Ψ-11-12	φ12.00	Ψ12.70	ψον.20
		Annual Sala	ry + Benefits	\$74,549.91			
			•				
Step C							
Step C		φ 4 300 < 4	(A. f	** • * • •			
		\$4,288.64	/Month	\$28.59	/Hour		
	Total Benefits	¢2 190 92	51.06%	\$43.19	\$15.71	\$13.33	\$72.23
	Total Belletits	\$2,189.83	31.00%	\$43.19	\$15./I	\$13.33	\$12.23
		Ammal Cala	Domo@4a	\$77.741.61			
		Annuai Sala	ry + Benefits	\$77,741.61	•		
Step D							
		\$4,503.07	/Month	\$30.02	/Hour		
	Total Benefits	\$2,254.67	50.07%	\$45.05	\$16.39	\$13.90	\$75.34
		Annual Sala	ry + Benefits	\$81,092.90	<u>.</u>		
					= 		
Step E							
1		\$4,728.22	/Month	\$31.52	/Hour		
		ΨΤ, 1 20.22	/141011111	φ31.32	/110u1		
	Total Benefits	\$2,322.76	49.13%	\$47.01	\$17.10	\$14.51	\$78.61
		,		•			
		Annual Sala	ry + Benefits	\$84,611.75			
			-	·	=		
I							

Development Project Manager Department: Economic Development

Chara A							
Step A		φ.c. 122 02	/3 <i>f</i> .1	# 40, 00	/T T		
		\$6,132.93	/Month	\$40.89	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	porv	
PERS - Employee	0.08000	490.63		Non-Sw	orn Manageme		agement
PERS - Employer	0.14066	862.66		1,011 2,11	9111 1/1mingeriie		.ugee
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	103.83					
Life Insurance	0.000284	31.35					
Deferred Comp.		110.00					
Workers Comp.	0.05030	308.49			145.86%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	88.93		& Benefits	Overhead	Overhead	Rate
			=				
	Total Benefits	\$ 2,892.55	47.16%	\$60.17	\$87.77	\$18.57	\$166.50
		Annual Sala	ry + Benefits	\$108,305.74	•		
					•		
Step B							
		\$6,439.58	/Month	\$42.93	/Hour		
		,		,			
	Total Benefits	\$2,983.17	46.33%	\$62.82	\$91.63	\$19.38	\$173.83
		Annual Sala	ry + Benefits	\$113,072.99			
		Alliluai Sala	ly + Delicitis	\$113,072.33	:		
Stop C							
Step C			2.5				
		\$6,761.56	/Month	\$45.08	/Hour		
	Total Benefits	\$3,082.18	45.58%	\$65.62	\$95.72	\$20.25	\$181.60
	Total Delicitis	\$3,082.18	45.56%	φυ3.02	φ93.12	φ20.23	ф101.00
		Annual Sala	ry + Benefits	\$118,124.85			
			J	,	:		
Step D							
		\$7,099.63	/Month	¢47.22	/Hour		
		\$1,U99.U3	/ IVIOIIIII	\$47.33	/ HOUT		
	Total Benefits	\$3,186.14	44.88%	\$68.57	\$100.02	\$21.16	\$189.75
		Annual Sala	ry + Benefits	\$123,429.29	:		
C/ F							
Step E		Φ Ε ΛΕΛ (1	/A. f d	*	~~		
		\$7,454.61	/Month	\$49.70	/Hour		
	Total Benefits	\$3,295.30	44.20%	\$71.67	\$104.54	\$22.11	\$198.32
	Total Delicities	Ψ3,273.30	77.2070	Ψ/1.0/	ψ ±υτι»Τ	ψ είε. ΙΙ	Ψ 1 / U•J 4
		Annual Sala	ry + Benefits	\$128,998.96			
			•		:		
<u> </u>							

Director of Community Development Department: Community Development

Cton A							
Step A		ΦΩ 202 (Ω	/N. f 1	φ ε1 05	/T T		
		\$9,292.68	/Month	\$61.95	/Hour		
Benefit	Multiplier				Cates	gorv	
PERS - Employee	0.08000	748.05			Non-Swori		
PERS - Employer	0.14066	1,315.25					
PERS Survivor		3.00					
Management Incen	tive	57.91					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	157.33					
Life Insurance	0.000284	47.50					
Deferred Comp.		110.00					
Workers Comp.	0.05030	467.42			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	134.74	<u>. </u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,934.87	42.34%	\$88.18	\$41.81	\$27.21	\$157.20
			ry + Benefits	\$158,730.55	7	*	4 -21124
		Alliuai Saia	ry + Denemes	φ130,730.33	ŧ		
Stop P							
Step B		φο σεσ 21	/3 <i>f</i>				
		\$9,757.31	/Month	\$65.05	/Hour		
	Total Benefits	\$4,003.38	41.03%	\$91.74	\$43.49	\$28.31	\$163.54
		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		47	7	7-5-5-	4-2232
		Annual Sala	ry + Benefits	\$165,128.37	<u>.</u>		
Step C							
		\$10,245.18	/Month	\$68.30	/Hour		
		ŕ					
	Total Benefits	\$4,153.40	40.54%	\$95.99	\$45.51	\$29.62	\$171.12
			D 614	ф 183 8 03 00			
		Annual Sala	ry + Benefits	\$172,783.00	<u>:</u>		
G 5							
Step D		_					
		\$10,757.44	/Month	\$71.72	/Hour		
	T 1 D	Φ4.210.02	40.050	M400.4	φ. 45 . 63	031.00	4470 00
	Total Benefits	\$4,310.92	40.07%	\$100.46	\$47.63	\$31.00	\$179.08
		Annual Sala	ry + Benefits	\$180,820.35			
		Aimuai Sala	iy + Delicitis	φ100,020.33	:		
Stop E							
Step E		¢11 205 21	/N /f = /1	477.	7.7		
		\$11,295.31	/Month	\$75.30	/Hour		
	Total Benefits	\$4,476.32	39.63%	\$105.14	\$49.85	\$32.45	\$187.44
	Total Delicities	ψτ,τ/0.32	JJ.UJ/0	Ψ103.14	ψ -1 7.03	ψ υΔ1 υ	Ψ ± 07• 11
		Annual Sala	ry + Benefits	\$189,259.57			
				+20,920,01	•		

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

Step A							
		\$9,292.68	/Month	\$61.95	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cate</u>	oorv	
PERS - Employee	0.08000	748.05			Non-Swor		
PERS - Employer	0.14066	1,315.25			TYON BWON	a Brector	
PERS Survivor		3.00					
Management Incent	ive	57.91					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	157.33					
Life Insurance	0.000284	47.50					
Deferred Comp.		110.00					
Workers Comp.	0.05030	467.42			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	134.74		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,934.87	42.34%	\$88.18	\$41.12	\$27.21	\$156.51
	Total Bolloffes				Ψ1112	42772 1	Ψ10001
		Annual Salar	ry + Denemis	\$158,730.55	=		
Step B							
экер Б		\$9,757.31	/Month	\$65.05	/Hour		
	Total Benefits	\$4,003.38	41.03%	\$91.74	\$42.77	\$28.31	\$162.82
		Annual Salar	ry + Benefits	\$165,128.37	=		
Step C		\$10,245.18	/Month	\$68.30	/Hour		
		\$10,243.16	/Wionth	\$08.30	/Hour		
	Total Benefits	\$4,153.40	40.54%	\$95.99	\$44.76	\$29.62	\$170.37
		Annual Sala	ry + Benefits	\$172,783.00			
			-		=		
Step D							
		\$10,757.44	/Month	\$71.72	/Hour		
	Total Benefits	\$4,310.92	40.07%	\$100.46	\$46.84	\$31.00	\$178.29
		Annual Salar	rv + Renefits	\$180,820.35			
		· · · · · · · · · · · · · · · · · · ·	, Delicities	Ψ±00,0±0.00	=		
Step E							
		\$11,295.31	/Month	\$75.30	/Hour		
	Total Benefits	\$4,476.32	39.63%	\$105.14	\$49.02	\$32.45	\$186.61
		Annual Sala	rv + Benefits	\$189,259.57			
			J . 201101100		=		

Director of Economic Development Department: Economic Development

Step A							
Step A		\$8,632.45	/Month	\$57.55	/Lour		
		φο,U32.43	/WOILLI	Ф 51.55	/HOUI		
Benefit	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.08000	695.23			Non-Swor		
PERS - Employer	0.14066	1,222.39					
PERS Survivor		3.00	ı				
Management Incen	itive	57.91					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	146.15					
Life Insurance	0.000284	44.13					
Deferred Comp.		110.00					
Workers Comp.	0.05030	434.21			145.86%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	125.17		& Benefits	Overhead	Overhead	Rate
			=				<u></u>
	Total Benefits	\$ 3,731.84	43.23%	\$82.43	\$120.23	\$25.44	\$228.10
		Annual Sala	ry + Benefits	\$148,371.53			
					<u>-</u>		
Step B							
1		\$9,064.07	/Month	\$60.43	/Hour		
		Ψ2,004.07	/141011111	φου.+3	/110ui		
	Total Benefits	\$3,790.21	41.82%	\$85.70	\$125.00	\$26.44	\$237.14
		Annual Sala	ry + Benefits	\$154,251.40			
Step C							
		\$9,517.28	/Month	\$63.45	/Hour		
		+-) ·		+			
	Total Benefits	\$3,929.57	41.29%	\$89.65	\$130.76	\$27.66	\$248.07
		Annual Sala	ry + Benefits	\$161,362.17			
Step D							
1		\$9,993.14	/Month	\$66.62	/Hour		
		φ <i>J</i> , <i>JJJ</i> .14	/ 141011111	\$00.02	/110ul		
	Total Benefits	\$4,075.90	40.79%	\$93.79	\$136.81	\$28.94	\$259.55
				•		•	
		Annual Sala	ry + Benefits	\$168,828.49			
			-	· · · · · · · · · · · · · · · · · · ·			
Step E							
- Stop L		¢10 /02 00	Month	фc0.07	/II		
		\$10,492.80	/ IVIOIII	\$69.95	/Hour		
	Total Benefits	\$4,229.55	40.31%	\$98.15	\$143.16	\$30.29	\$271.60
	Tomi Delicitis	Ψ 1,227.33	10.5170	Ψ>0.13	Ψ1-10-10	φυσ•2	ψ 2.1.0 0
		Annual Sala	ry + Benefits	\$176,668.12			
				42.0,00012	:		

Director of Parks and Recreation Department: Parks and Recreation

		_					
Step A							
		\$8,632.45	/Month	\$57.55	/Hour		
<u>Benefit</u>	Multiplier				Cates	oorv	
PERS - Employee	0.08000	695.23			Non-Swori		
PERS - Employer	0.14066	1,222.39			Tion Swon	in Director	
PERS Survivor	0.11000	3.00					
Management Incen	tive	57.91					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	146.15					
Life Insurance	0.000284	44.13					
Deferred Comp.		110.00					
Workers Comp.	0.05030	434.21			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	125.17		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,731.84	43.23%	\$82.43	\$90.73	\$25.44	\$198.60
	Total belieffts				\$90.73	Ђ 25.44	\$198.00
		Annual Sala	ry + Benefits	\$148,371.53	:		
Stop D							
Step B		\$9,064.07	/Month	\$60.43	/Hour		
		Ψ>,004.07	/ IVIOIIII	ψ00.+3	/11oui		
	Total Benefits	\$3,790.21	41.82%	\$85.70	\$94.33	\$26.44	\$206.47
		Annual Salar	ry + Benefits	\$154,251.40			
			•				
Step C		_					
		\$9,517.28	/Month	\$63.45	/Hour		
	Total Benefits	\$3,929.57	41.29%	\$89.65	\$98.68	\$27.66	\$215.98
		Ammuel Color	ur Donofita	¢1 <i>(</i> 1 2 <i>(</i> 2 17			
		Annual Sala	ry + Benefits	\$161,362.17	:		
Step D							
		\$9,993.14	/Month	\$66.62	/Hour		
	Total Benefits	\$4,075.90	40.79%	\$93.79	\$103.24	\$28.94	\$225.98
		Annual Cala	ry + Benefits	\$168,828.49			
		Ammuai Salai	y + Denemis	Φ100,048.49	:		
Step E							
	_	\$10,492.80	/Month	\$69.95	/Hour		
	Total Benefits	\$4,229.55	40.31%	\$98.15	\$108.04	\$30.29	\$236.47
		Annual Sala	ry + Ronofita	\$176 668 12			
		Annuai Salai	y + Denemis	\$176,668.12	:		
I							

Director of Public Works Department: Public Works

Step A							
Step A		\$8,632.45	/Month	\$57.55	/Hour		
		Ф0,032.43	/Wionth	Ф 51.55	/HOUI		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.08000	695.23			Non-Sworn	n Director	
PERS - Employer	0.14066	1,222.39					
PERS Survivor		3.00					
Management Incen	tive	57.91					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	146.15					
Life Insurance	0.000284	44.13					
Deferred Comp.		110.00					
Workers Comp.	0.05030	434.21			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	125.17	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,731.84	43.23%	\$82.43	\$93.45	\$25.44	\$201.32
			ry + Benefits	\$148,371.53	·		·
		7 muai Sala	ly Denemes	Ψ140,571.55	:		
Step B							
экер Б		\$9,064.07	/Month	\$60.43	/II.ovw		
		\$ 5,004.0 7	/Wionth	\$00.43	/Hour		
	Total Benefits	\$3,790.21	41.82%	\$85.70	\$97.16	\$26.44	\$209.30
		Annual Sala	ry + Benefits	\$154,251.40			
					•		
Step C							
		\$9,517.28	/Month	\$63.45	/Hour		
	T 15 T	*	44.2004	† 00 < ■	**	A	** **********************************
	Total Benefits	\$3,929.57	41.29%	\$89.65	\$101.64	\$27.66	\$218.94
		Annual Salar	ry + Benefits	\$161,362.17			
			•	, ,,	•		
Step D							
		\$9,993.14	/Month	\$66.62	/Hour		
	Total Benefits	\$4,075.90	40.79%	\$93.79	\$106.34	\$28.94	\$229.07
		Annual Sala	ry + Benefits	\$168,828.49	:		
Step E							
		\$10,492.80	/Month	\$69.95	/Hour		
	Total Benefits	\$4,229.55	40.31%	\$98.15	\$111.28	\$30.29	\$239.71
	Total Delicitis	ψ Τ ,229.33	TU.J1/0	φ20.13	ψ 111.4 0	ψ30•43	ψ <i>≅3.7•1</i> 1
		Annual Salar	ry + Benefits	\$176,668.12	_		
					•		

Economic Development Technician Department: Economic Development

Step A							
Step A		\$4.067.73	/Month	\$27.12	/Llour		
		\$4,067.73	/IVIOIIIII	\$47.12	/Hour		
Benefit	Multiplier				Cate	egory egory	
PERS - Employee	0.08000	325.42			Office E	mployees	
PERS - Employer	0.14066	572.17					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	68.87					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	204.61			145.86%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	58.98	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,133.21	52.44%	\$41.34	\$60.30	\$12.76	\$114.40
		Annual Sala	ry + Benefits	\$74,411.29			
Step B							
•		\$4,271.12	/Month	\$28.47	/Hour		
		¥ -,= : = ·==	,1,101141	Ψ20	,11001		
	Total Benefits	\$2,184.53	51.15%	\$43.04	\$62.78	\$13.28	\$119.09
		Annual Sala	ry + Benefits	\$77,467.79	1		
g. G							
Step C		¢4 404 67	/N / 0 m 4 lp	Φ20.00	/11		
		\$4,484.67	/Month	\$29.90	/Hour		
	Total Benefits	\$2,249.11	50.15%	\$44.89	\$65.48	\$13.85	\$124.23
		Annual Sala	ry + Benefits	\$80,805.39	1		
Step D							
		\$4,708.91	/Month	\$31.39	/Hour		
	T 10 7			****	4.0.55	44.	44.
	Total Benefits	\$2,316.92	49.20%	\$46.84	\$68.32	\$14.45	\$129.61
		Annual Salar	ry + Benefits	\$84,309.86			
		rammun Dala	., Denemo	ψυτ,υυν.ου	1		
Step E							
- Step E		¢4 044 25	Month	#22.0 5	/II		
		\$4,944.35	/Iviontn	\$32.96	/Hour		
	Total Benefits	\$2,388.11	48.30%	\$48.88	\$71.30	\$15.08	\$135.27
		Annual Cala	my Ronofita	¢Q7 ∩Q∩ <i>5∠</i>			
		Amuai Sala	ry + Benefits	\$87,989.56	1		

Electrician **Department: Public Works**

~ .							
Step A							
		\$4,458.33	/Month	\$29.72	/Hour		
Benefit	<u>Multiplier</u>				Cate	oorv	
PERS - Employee	0.08000	356.67			Public Works -		
PERS - Employer	0.14066	627.11			Tublic Works	Wantenance	
PERS Survivor	0.14000	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
	0.017020						
LTD Insurance	0.016930	75.48					
Life Insurance		6.51					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	224.25			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	64.65	- - -	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,251.32	50.50%	\$44.73	\$50.71	\$13.80	\$109.25
		Annual Sala	ry + Benefits	\$80,515.85			
Step B							
·······································		\$4,681.25	/Month	\$31.21	/Llour		
		φ+,001.23	/IVIOIIIII	\$31.21	/Houi		
	Total Benefits	\$2,315.06	49.45%	\$46.64	\$52.88	\$14.39	\$113.92
	Total Belletius	\$2, 515.00	.>	Ψ 1000 1	\$ -1 00	Ψ2.00	Ψ1100>=
		Annual Sala	ry + Benefits	\$83,955.70			
			·				
Step C							
Step C		04.015.21	/ N / 1	***	~~		
		\$4,915.31	/Month	\$32.77	/Hour		
	Total Benefits	\$2,385.84	48.54%	\$48.67	\$55.18	\$15.02	\$118.88
	Total Belletits	\$2,383.84	48.34%	Φ40. 07	ф55.16	\$15.02	ф110.00
		Annual Cala	ry + Benefits	\$87,613.79			
		Alliuai Sala	ry + Denemis	\$67,013.79	•		
Step D							
		\$5,161.07	/Month	\$34.41	/Hour		
						_	_
	Total Benefits	\$2,460.16	47.67%	\$50.81	\$57.60	\$15.68	\$124.09
		Annual Sala	ry + Benefits	\$91,454.78	<u>.</u>		
Step E							
		\$5,419.13	/Month	\$36.13	/Hour		
		Ψυ, 11/110	, 1,1011111	ψ30.13	, 11001		
	Total Benefits	\$2,538.19	46.84%	\$53.05	\$60.14	\$16.37	\$129.56
		Annual Sala	ry + Benefits	\$95,487.82			
			-	·	=		
I							

Engineering Services Specialist I Department: Engineering

Ctor A							
Step A		\$4.601.52	/Month	\$31.28	/Hour		
		\$4,691.52	/IVIOIIIII	\$31.26	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	375.32			Office E	mployees	
PERS - Employer	0.14066	659.91					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	79.43					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	235.98			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	68.03		& Benefits	Overhead	Overhead	Rate
	T I D C	Φ 2.221.04	40.400/	Φ.4.6.7	Φ20. 52	ф1.4.42	φοο π 1
	Total Benefits	\$ 2,321.84	49.49%	\$46.76	\$28.53	\$14.43	\$89.71
		Annual Salar	ry + Benefits	\$84,160.30	:		
Step B							
экер Б		\$4,926.10	/Month	\$32.84	/Hour		
		¥ 1,5 = 00= 0	,1,101141	Ф 2. 0.	,11041		
	Total Benefits	\$2,382.59	48.37%	\$48.72	\$29.73	\$15.04	\$93.49
		Annual Sala	ry + Benefits	\$87,704.26			
					i		
Step C		Φ 5 153 4 0	/3 f1	**			
		\$5,172.40	/Month	\$34.48	/Hour		
	Total Benefits	\$2,457.07	47.50%	\$50.86	\$31.04	\$15.70	\$97.59
		4 101	. D. 64	401 553 (0			
		Annual Sala	ry + Benefits	\$91,553.68	:		
Step D							
	_	\$5,431.02	/Month	\$36.21	/Hour		
	Total Benefits	\$2,535.28	46.68%	\$53.11	\$32.41	\$16.39	\$101.90
		Annual Cala	my Danasita	\$0 <i>5 505 57</i>			
		Amiuai Sala	ry + Benefits	\$95,595.57	:		
Step E							
		\$5,702.57	/Month	\$38.02	/Hour		
	Total Benefits	\$2,617.39	45.90%	\$55.47	\$33.84	\$17.12	\$106.43
		Annual Sala	ry + Benefits	\$99,839.55	:		

Engineering Services Specialist II Department: Engineering

C4 A							
Step A		\$5,172.48	/Month	\$34.48	/Hour		
		\$5,172.48	/Month	\$34.48	/Hour		
Benefit	Multiplier				Cate	egory _	
PERS - Employee	0.08000	413.80				mployees	
PERS - Employer	0.14066	727.56					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	87.57					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	260.18			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	75.00		& Benefits	Overhead	Overhead	Rate
			=				
	Total Benefits	\$ 2,467.28	47.70%	\$50.93	\$31.08	\$15.72	\$97.73
		Annual Sala	ry + Benefits	\$91,677.07			
Step B							
		\$5,431.10	/Month	\$36.21	/Hour		
	Total Benefits	\$2,535.30	46.68%	\$53.11	\$32.41	\$16.39	\$101.90
	101411 20110110	42,000.00	.0.0070	400122	402012	Ψ2000	41010 0
		Annual Salar	ry + Benefits	\$95,596.87	:		
~ ~							
Step C		4	25 1				
		\$5,702.66	/Month	\$38.02	/Hour		
	Total Benefits	\$2,617.42	45.90%	\$55.47	\$33.84	\$17.12	\$106.43
	Total Beliefits	Ψ2,017.42	43.7070	φυυ /	ψ33.04	Ψ17.12	φ100.43
		Annual Sala	ry + Benefits	\$99,840.92			
			-		:		
Step D							
		\$5,987.79	/Month	\$39.92	/Hour		
	Total Dansett	\$2.702.64	AE 150/	¢ <i>57</i> 0 <i>4</i>	¢25.26	¢17 00	¢111 10
	Total Benefits	\$2,703.64	45.15%	\$57.94	\$35.36	\$17.88	\$111.18
		Annual Sala	ry + Benefits	\$104,297.17			
				<u> </u>	<u> </u>		
Step E							
		\$6,287.18	/Month	\$41.91	/Hour		
	Takal D. C.			₼ ∠ ० = 4	436.04	610.70	011€1
	Total Benefits	\$2,794.17	44.44%	\$60.54	\$36.94	\$18.68	\$116.17
		Annual Sala	ry + Benefits	\$108,976.23			
			•		İ.		
B							

Engineering Technician I Department: Engineering

Ctor A							
Step A		\$4,255.74	/Month	\$28.37	/Hour		
Donofit	Multiplion				Cate	OCOME!	
Benefit Employee	<u>Multiplier</u> 0.08000	340.46				egory mployees	
PERS - Employee PERS - Employer	0.14066	540.46 598.61			Office E	inployees	
PERS - Employer PERS Survivor	0.14000	3.00					
	tirra	0.00					
Management Incen EAP	uive	3.67					
Health Insurance		711.18					
Dental Insurance	0.016020	143.30					
LTD Insurance	0.016930	72.05					
Life Insurance		6.51					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	214.06		TT 1 D 4	61.02%	30.86%	T 4 1 TT 1
Vision Benefit	426.12	35.51		•	Department	City-Wide	Total Hourly
Medicare	0.01450	61.71	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,190.06	51.46%	\$42.97	\$26.22	\$13.26	\$82.45
		Annual Sala	ry + Benefits	\$77,349.64			
					•		
Step B							
		\$4,468.53	/Month	\$29.79	/Hour		
	Total Benefits	\$2,250.74	50.37%	\$44.80	\$27.33	\$13.82	\$85.95
		Annual Sala	ry + Benefits	\$80,631.18	:		
Step C							
		\$4,691.95	/Month	\$31.28	/Hour		
	Total Benefits	¢2 219 20	40.410/	\$46.74	¢20 52	¢14.43	¢00.77
	Total Benefits	\$2,318.30	49.41%	\$46.74	\$28.52	\$14.42	\$89.67
		Annual Sala	rv + Benefits	\$84,123.04			
				-,,	•		
Step D							
Stop D		\$4,926.55	/Month	\$32.84	/Hour		
	Total Benefits	\$2,389.24	48.50%	\$48.77	\$29.76	\$15.05	\$93.58
		Annual Sala	ry + Benefits	\$87,789.49			
				. ,	ļ.		
Step E							
1		\$5,172.88	/Month	\$34.49	/Hour		
		•					
	Total Benefits	\$2,463.73	47.63%	\$50.91	\$31.06	\$15.71	\$97.68
		Annual Sala	ry + Benefits	\$91,639.26			

Engineering Technician II Department: Engineering

Ctor A							
Step A		\$4,691.52	Month	\$31.28	/Hour		
		\$4,091.52	/WOILII	\$31.26	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	375.32				mployees	
PERS - Employer	0.14066	659.91					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	79.43					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	235.98			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	68.03	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,321.84	49.49%	\$46.76	\$28.53	\$14.43	\$89.71
	Total Delicitis				Ψ20.55	Ψ14.43	ψ02.71
		Annual Sala	ry + Benefits	\$84,160.30	1		
C. D							
Step B		¢4.026.10	/N / 0 m 4 ln	Ф 22 0.4	лт		
		\$4,926.10	/Month	\$32.84	/Hour		
	Total Benefits	\$2,389.10	48.50%	\$48.77	\$29.76	\$15.05	\$93.57
		Annual Sala	ry + Benefits	\$87,782.38			
Step C							
		\$5,172.40	/Month	\$34.48	/Hour		
	Total Benefits	\$2,463.58	47.63%	\$50.91	\$31.06	\$15.71	\$97.68
		A mm.v.al Cal-	w Doo#4-	¢01 (21 00			
		Annual Sala	ry + Benefits	\$91,631.80	:		
Step D							
- Step D		\$5,431.02	/Month	\$36.21	/Hour		
		•					
	Total Benefits	\$2,541.79	46.80%	\$53.15	\$32.43	\$16.40	\$101.99
		Annual Sala	ry + Benefits	\$95,673.69			
Step E							
		\$5,702.57	/Month	\$38.02	/Hour		
	Total Benefits	\$2,623.90	46.01%	\$55.51	\$33.87	\$17.13	\$106.51
		Annual Sala	ry + Benefits	\$99,917.67			
					: 		

Executive Assistant Department: Attorney

Stop A							
Step A		\$4,369.42	/Month	\$29.13	/Hour		
5 44.	35 34 34	. ,		·			
Benefit	<u>Multiplier</u>	240.55				egory 1	
PERS - Employee	0.08000	349.55			Office E	mployees	
PERS - Employer	0.14066	614.60					
PERS Survivor	4.	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.04.6020	143.30					
LTD Insurance	0.016930	73.97					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	219.78			48.46%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	63.36	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,224.44	50.91%	\$43.96	\$21.30	\$13.56	\$78.82
		Annual Salar	ry + Benefits	\$79,126.31			
Step B							
1		\$4,587.89	/Month	\$30.59	/Hour		
		Ψ 4, 507.07	/IVIOIILII	\$30.39	/110ui		
	Total Benefits	\$2,280.32	49.70%	\$45.79	\$22.19	\$14.13	\$82.10
		Annual Salar	ry + Benefits	\$82,418.56			
Step C							
		\$4,817.29	/Month	\$32.12	/Hour		
	T . 1D . C.	Ф 2 240 со	40.700/	φ. 45.5 0	422.15	61474	ΦΩ 7
	Total Benefits	\$2,349.69	48.78%	\$47.78	\$23.15	\$14.74	\$85.68
		A 1 G - 1 -	D64	¢07,002,70			
		Annual Salar	ry + Benefits	\$86,003.69			
G							
Step D							
		\$5,058.15	/Month	\$33.72	/Hour		
	Total Benefits	\$2,422.52	47.89%	\$49.87	\$24.17	\$15.39	\$89.43
			_				
		Annual Sala	ry + Benefits	\$89,768.09			
Step E		<u>-</u>					
	_	\$5,311.06	/Month	\$35.41	/Hour		
		1 - 7 0	- 1	+			
	Total Benefits	\$2,499.00	47.05%	\$52.07	\$25.23	\$16.07	\$93.36
		Annual Salar	ry + Benefits	\$93,720.70			

Executive Assistant Department: Administration

Stop A							
Step A		\$4,369.42	/Month	\$29.13	/Hour		
		ψ1,502.12	/ IVIOII III	Ψ27.13	/110 u 1		
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	349.55			Office E	mployees	
PERS - Employer	0.14066	614.60					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.04.40.00	143.30					
LTD Insurance	0.016930	73.97					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	219.78			36.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	63.36	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,224.44	50.91%	\$43.96	\$15.99	\$13.56	\$73.51
		Annual Salar	ry + Benefits	\$79,126.31			
Step B							
r		\$4,587.89	/Month	\$30.59	/Hour		
		Ψ -1,507.0 2	/IVIOIIIII	\$30.39	/110u1		
	Total Benefits	\$2,280.32	49.70%	\$45.79	\$16.65	\$14.13	\$76.57
		Annual Salar	ry + Benefits	\$82,418.56			
Step C							
		\$4,817.29	/Month	\$32.12	/Hour		
	T . 1D . C.	Φ 2 240 60	40.700/	φ. 45.5 0	Φ1 2 20	61474	Φ 7 0.00
	Total Benefits	\$2,349.69	48.78%	\$47.78	\$17.38	\$14.74	\$79.90
		Annual Salar	w Donofita	¢94 002 40			
		Aimuai Salai	ry + Denemis	\$86,003.69			
G. B							
Step D							
		\$5,058.15	/Month	\$33.72	/Hour		
	m . 1 ~ ~	A- 17-		* *	4.0.1.	4. 	405.4 5
	Total Benefits	\$2,422.52	47.89%	\$49.87	\$18.14	\$15.39	\$83.40
		A 10 1	D. 604	400 5 40 00			
		Annual Sala	ry + Benefits	\$89,768.09			
Step E							
		\$5,311.06	/Month	\$35.41	/Hour		
	m . 1 ~ ~			*=	4. 00.	4 =	фо т о-
	Total Benefits	\$2,499.00	47.05%	\$52.07	\$18.94	\$16.07	\$87.07
		Annual Salar	ry + Benefits	\$93,720.70			
-							

Executive Secretary to the Police Chief Department: Police

Stop A							
Step A		\$4,369.42	/Month	\$29.13	/Hour		
		\$4,309.42	/Wionth	\$29.13	/HOUI		
Benefit	Multiplier				Cates	<u>gory</u>	
PERS - Employee	0.08000	349.55			Office En	nployees	
PERS - Employer	0.14066	614.60					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	73.97					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	219.78			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	63.36	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,224.44	50.91%	\$43.96	\$15.69	\$13.56	\$73.22
		Annual Salar	ry + Benefits	\$79,126.31			
Step B							
		\$4,587.89	/Month	\$30.59	/Hour		
		. ,		·			
	Total Benefits	\$2,280.32	49.70%	\$45.79	\$16.35	\$14.13	\$76.26
		Annual Salar	ry + Benefits	\$82,418.56	:		
Step C							
		\$4,817.29	/Month	\$32.12	/Hour		
	Total Benefits	\$2,349.69	48.78%	\$47.78	\$17.06	\$14.74	\$79.58
			D 614	Φος ορα το			
		Annual Salar	ry + Benefits	\$86,003.69	ŧ		
Step D							
		\$5,058.15	/Month	\$33.72	/Hour		
	T . 1 D	Φο 100 75	45 005	440.6	04 ₹ 00	φ4 # 30	403 25
	Total Benefits	\$2,422.52	47.89%	\$49.87	\$17.80	\$15.39	\$83.06
		Annual Sal-	my Domo£4	<u></u>			
		Annual Salar	ry + Denemis	\$89,768.09	:		
C. F							
Step E							
		\$5,311.06	/Month	\$35.41	/Hour		
	Total Dan Cr	¢2 400 00	47.050/	\$53.05	¢10 50	¢17.07	¢07.73
	Total Benefits	\$2,499.00	47.05%	\$52.07	\$18.59	\$16.07	\$86.72
		Annual Salar	ry _ Ronofita	\$03 720 70			
		Amuai Salal	ry + Denemis	\$93,720.70	:		

Facilities Manager Department: Parks and Recreation

C4 A							
Step A		4 - - - - - - - - -		42= = 0	(T.T.		
		\$5,625.74	/Month	\$37.50	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	450.06		Non-Sv	vorn Manageme		nagement
PERS - Employer	0.14066	791.32		T (OII &)	, orm remanded	2110 00 17110 1710	
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	95.24					
Life Insurance	0.000284	28.76					
Deferred Comp.	0.000201	110.00					
Workers Comp.	0.05030	282.97			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	81.57		& Benefits	Overhead Overhead	Overhead	Rate
Wiedicare	0.01430	01.57	_	<u> C Delicits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,736.59	48.64%	\$55.75	\$61.36	\$17.20	\$134.32
		Annual Sala	ry + Benefits	\$100,347.92			
					•		
Step B							
1		\$5,907.03	/Month	\$39.38	/Hour		
		ψ5,707.05	/Wolldi	ψ37.30	/110u1		
	Total Benefits	\$2,817.97	47.71%	\$58.17	\$64.03	\$17.95	\$140.14
		Annual Sala	ry + Benefits	\$104,700.02			
			,				
Step C							
Step C		¢< 202 20	Month	¢41.25	/TT		
		\$6,202.38	/Monui	\$41.35	/Hour		
	Total Benefits	\$2,907.29	46.87%	\$60.73	\$66.85	\$18.74	\$146.32
	Total Belieffts	Ψ2,501.25	40.0770	ψ00.75	ψ00.02	ψ10.74	ψ140.52
		Annual Sala	ry + Benefits	\$109,315.97			
			J Doneins	¥107,010.71			
Stop D							
Step D		A < = 1 = = = =					
		\$6,512.50	/Month	\$43.42	/Hour		
	Total Danielia	¢2 001 0 <i>c</i>	46,000	¢(2.42	¢∠0 01	¢10 <i>57</i>	¢153 01
	Total Benefits	\$3,001.06	46.08%	\$63.42	\$69.81	\$19.57	\$152.81
		Annual Sala	ry + Benefits	\$11 <i>A</i> 162 72			
		Amuai Sala	ry + Delients	\$114,162.72			
Stor E							
Step E		.					
		\$6,838.12	/Month	\$45.59	/Hour		
	Taran Para	#2.000.53	45.000	ф. с. с. с. т.	653.03	\$20.44	4150 / 2
	Total Benefits	\$3,099.53	45.33%	\$66.25	\$72.92	\$20.44	\$159.62
		Annual Cala	my Domofita	¢110.251.01			
		Annual Sala	ry + Benefits	\$119,251.81			

Facility Maintenance Worker Department: Parks and Recreation

Step A							
Step A		\$3,916.16	/Month	\$26.11	/Hour		
		ψ5,710.10	/IVIOIIIII	Ψ20.11	/110ti		
<u>Benefit</u>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.08000	313.29			Public Works	- Maintenance	e
PERS - Employer	0.14066	550.85					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	66.30					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	196.98			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	56.78		& Benefits	Overhead	Overhead	Rate
			-				,
	Total Benefits	\$ 2,087.38	53.30%	\$40.02	\$44.06	\$12.35	\$96.43
		Annual Salar	ry + Benefits	\$72,042.45	:		
Step B							
зіер Б		\$4,111.97	/Month	\$27.41	/Hour		
		Ψ 1,111,7	/ IVIOIIII	Ψ27.11	711041		
	Total Benefits	\$2,142.92	52.11%	\$41.70	\$45.90	\$12.87	\$100.47
		Annual Salar	ry + Benefits	\$75,058.63			
			•		•		
Step C							
		\$4,317.57	/Month	\$28.78	/Hour		
	Total Benefits	\$2,205.09	51.07%	\$43.48	\$47.86	\$13.42	\$104.77
		Annual Salar	ry + Benefits	\$78,271.86			
					•		
Step D		* * *					
		\$4,533.44	/Month	\$30.22	/Hour		
	Total Benefits	\$2,270.37	50.08%	\$45.36	\$49.93	\$14.00	\$109.28
		Annual Cala	mr Domoffee	¢Q1 <i>{15 7/</i>			
		Annual Salar	ry + benemis	\$81,645.76	•		
Step E							
		\$4,760.12	/Month	\$31.73	/Hour		
	Total Benefits	\$2,338.91	49.14%	\$47.33	\$52.09	\$14.60	\$114.03
		A	Do @4	\$05.100.24			
		Annual Salar	ry + Benefits	\$85,188.34	:		

Finance Operations Manager Department: Finance & Information Systems

Step A							
Step A		\$6,374.87	/Month	\$42.50	/Hour		
		φυ,374.07	/Wionth	φ 42.30	/IIoui		
Benefit	Multiplier				Categ	ory	
PERS - Employee	0.08000	509.99		Non-Swo	orn Managemen	nt & Mid-Man	agement
PERS - Employer	0.14066	896.69					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.04.40.00	143.30					
LTD Insurance	0.016930	107.93					
Life Insurance	0.000284	32.59					
Deferred Comp.	0.05020	110.00					
Workers Comp.	0.05030	320.66		T	46.63%	30.86%	75 4 1 TT 1
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	92.44	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,966.95	46.54%	\$62.28	\$29.04	\$19.22	\$110.54
		Annual Salar	ry + Benefits	\$112,101.78	:		
Step B							
		\$6,693.61	/Month	\$44.62	/Hour		
	T . 1 D . C .	Φ2 0 c1 20	45.500	Φ.C. 0.2	ф 20.22	ф 2 0.0 =	0117.40
	Total Benefits	\$3,061.29	45.73%	\$65.03	\$30.32	\$20.07	\$115.42
		Annual Salar	my Donofita	¢117 050 Q1			
		Alliluai Salai	ly + Delients	\$117,058.84	=		
Chara C							
Step C		4= 0.00 0.0					
		\$7,028.29	/Month	\$46.86	/Hour		
	Total Benefits	\$3,164.20	45.02%	\$67.95	\$31.68	\$20.97	\$120.60
	Total Belletits	\$5,104.20	43.02%	\$07.95	\$31.0 0	\$20.97	\$120.00
		Annual Salar	rv + Renefits	\$122,309.98			
		Alliluai Salai	y + Denemes	\$122,307.70	Ē		
Stop D							
Step D		\$7 270 71	/Month	¢40.20	/Llour		
		\$7,379.71	AMORUI	\$49.20	/ FIOUF		
	Total Benefits	\$3,272.27	44.34%	\$71.01	\$33.11	\$21.91	\$126.04
		, - ,	112 1,0	Ŧ - -	,		, 5.5.
		Annual Sala	ry + Benefits	\$127,823.69			
					<u> </u>		
Step E							
		\$7,748.69	/Month	\$51.66	/Hour		
		φ1,140.03	/1011111	Φ.31.00	/110u1		
	Total Benefits	\$3,385.73	43.69%	\$74.23	\$34.61	\$22.91	\$131.75
		, - , - , -		,			,
		Annual Salar	ry + Benefits	\$133,613.08			
					<u> </u>		

Fleet Manager Department: Public Works

Step A							
~ · · · · · ·		\$5,615.54	/Month	\$37.44	/Hour		
		40,02010 1	, 1, 1011411	40.011			
<u>Benefit</u>	<u>Multiplier</u>				Cates		
PERS - Employee	0.08000	449.24		Non-Sw	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.14066	789.88					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	95.07					
Life Insurance	0.000284	28.71					
Deferred Comp.		110.00					
Workers Comp.	0.05030	282.46			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	81.43	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,733.45	48.68%	\$55.66	\$63.10	\$17.18	\$135.94
		Annual Sala	ry + Benefits	\$100,187.88	_		
					=		
Step B							
1		\$5,896.32	/Month	\$39.31	/Hour		
		ψ5,070.52	/IVIOIIIII	ψ37.31	/110ui		
	Total Benefits	\$2,816.12	47.76%	\$58.08	\$65.85	\$17.92	\$141.86
		Annual Sala	ry + Benefits	\$104,549.24	:		
~ ~							
Step C		Φζ 101 13	/A /	***	~~		
		\$6,191.13	/Month	\$41.27	/Hour		
	Total Benefits	\$2,906.78	46.95%	\$60.65	\$68.76	\$18.72	\$148.13
	1 out Delicities	φ 2, ,, σσ., σ	.0.,0,,	Ψ0000	φοσσ	Ψ1017_	Ψ110110
		Annual Sala	ry + Benefits	\$109,174.90			
			-		=		
Step D							
		\$6,500.69	/Month	\$43.34	/Hour		
		ψυ, Συυ. υ Σ	, 141011111	ψ+J.J4	,110ul		
	Total Benefits	\$3,001.97	46.18%	\$63.35	\$71.82	\$19.55	\$154.72
		Annual Sala	ry + Benefits	\$114,031.85	<u>-</u>		
Step E							
		\$6,825.72	/Month	\$45.50	/Hour		
	TO LID OF	ŕ				den 45	h # < 4 < 4
	Total Benefits	\$3,101.91	45.44%	\$66.18	\$75.04	\$20.42	\$161.64
		Annual Sala	ry + Benefits	\$119,131.65	=		

Geographic Info. Systems Coordinator Department: Engineering

Step A							
1		\$6,484.18	/Month	\$43.23	/Hour		
Benefit	<u>Multiplier</u>				<u>Categ</u>	iorv	
PERS - Employee	0.08000	518.73			Office En		
PERS - Employer	0.14066	912.06			Office En	ipioyees	
PERS Survivor	012.10.0	3.00					
Management Incentive	ve	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	109.78					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	326.15			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	94.02	_	& Benefits	Overhead	Overhead	<u>Rate</u>
1	Total Benefits	\$ 2,863.92	44.17%	\$62.32	\$38.03	\$19.23	\$119.58
		Annual Salar	ry + Benefits	\$112,177.21	:		
Step B		_					
		\$6,808.39	/Month	\$45.39	/Hour		
	Total Benefits	\$2,958.29	43.45%	\$65.11	\$39.73	\$20.09	\$124.93
	Total Belletits	\$2,936.29	43.4370	φυ3.11	ф39.73	φ20.09	φ1 24. 93
		Annual Sala	ry + Benefits	\$117,200.13			
			•	·	!		
Step C							
1		\$7,148.81	/Month	\$47.66	/Hour		
		Ψ7,12 10101	711201111	Ψ17.00	/110 u 1		
7	Total Benefits	\$3,061.23	42.82%	\$68.07	\$41.53	\$21.00	\$130.60
		Annual Salar	ry + Benefits	\$122,520.44	i		
Step D							
		\$7,506.25	/Month	\$50.04	/Hour		
_	T . 1D	φο 1 co ο c	40.000	φ=4 4=	0.42.42	da4 0 <	4436 5
1	Total Benefits	\$3,169.31	42.22%	\$71.17	\$43.43	\$21.96	\$136.56
		Annual Salar	rv + Renefite	\$128,106.76			
		Amuai Salal	ry Denents	Ψ120,100.70	:		
Step E							
- Step L		\$7,881.56	/Month	¢50.54	/Цоне		
		φ/,001.30	/ IVIOIIIII	\$52.54	/ HOUT		
	Total Benefits	\$3,282.81	41.65%	\$74.43	\$45.41	\$22.97	\$142.81
		•					
		Annual Sala	ry + Benefits	\$133,972.40			
					• 		

Grants Administrator Department: Finance & Information Systems

Stop A							
Step A		¢5 200 10	/N / 0 + 0 4 lo	¢25.02	/II over		
		\$5,388.18	/Month	\$35.92	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	431.05		Non-Sv	vorn Manageme		nagement
PERS - Employer	0.14066	757.90			C		C
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	91.22					
Life Insurance	0.000284	27.54					
Deferred Comp.		110.00					
Workers Comp.	0.05030	271.03			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	78.13		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,663.54	49.43%	\$53.68	\$25.03	\$16.56	\$95.27
		Annual Sala	ry + Benefits	\$96,620.59	ı		
C. D							
Step B		Φ <i>E (E</i>	/N /f = 41-	007.70	/T.T		
		\$5,657.59	/Month	\$37.72	/Hour		
	Total Benefits	\$2,741.33	48.45%	\$55.99	\$26.11	\$17.28	\$99.38
		Annual Sala	ry + Benefits	\$100,787.06			
Step C		4 7 9 4 9					
		\$5,940.47	/Month	\$39.60	/Hour		
	Total Benefits	\$2,826.87	47.59%	\$58.45	\$27.25	\$18.04	\$103.74
		Annual Sala	ry + Benefits	\$105,208.09	:		
Step D							
		\$6,237.49	/Month	\$41.58	/Hour		
	Total Benefits	\$2,916.69	46.76%	\$61.03	\$28.46	\$18.83	\$108.31
	Total Delicitis	Ψ2,710.09	70.70/0	ψ 01.0 3	Ψ≝Ο∙ΤΟ	Ψ10.03	ψ100.01
		Annual Sala	ry + Benefits	\$109,850.18	:		
Step E							
		\$6,549.37	/Month	\$43.66	/Hour		
	Total Benefits	•				¢10 <i>47</i>	¢112 12
	10tai Benefits	\$3,011.00	45.97%	\$63.74	\$29.72	\$19.67	\$113.12
		Annual Sala	ry + Benefits	\$114,724.37	:		

Grants Writer Department: Finance & Information Systems

Step A							
Step A		\$4,233.88	/Month	\$28.23	/Hour		
		ψτ,233.00	/Wionui	Ψ20.23	/110u1		
Benefit	Multiplier				<u>Cate</u>	egory	
PERS - Employee	0.08000	338.71		Non-Sv	vorn Manageme	ent & Mid-Ma	nagement
PERS - Employer	0.14066	595.54					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.01.0020	143.30					
LTD Insurance	0.016930	71.68					
Life Insurance	0.000284	21.64					
Deferred Comp.	0.05020	110.00					
Workers Comp. Vision Benefit	0.05030	212.96		IIl D.4.	46.63%	30.86%	T-4-1 II
	426.12	35.51		•	Department	City-Wide	Total Hourly
Medicare	0.01450	61.39	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,308.59	54.53%	\$43.62	\$20.34	\$13.46	\$77.41
		Annual Sala	ry + Benefits	\$78,509.60			
Step B							
		\$4,445.57	/Month	\$29.64	/Hour		
	T. (.1 D C)	¢2 269 02	52.200/	¢45.43	¢21 10	¢14.03	¢00.73
	Total Benefits	\$2,368.93	53.29%	\$45.43	\$21.18	\$14.02	\$80.63
		Annual Sala	rv + Renefits	\$81,774.06			
		Aimuai Saia	ly Delicities	ψο1,774.00	•		
Step C							
Step C		¢4.667.05	/N /I = 41-	Ф21 12	<i>a</i>		
		\$4,667.85	/Month	\$31.12	/Hour		
	Total Benefits	\$2,436.15	52.19%	\$47.36	\$22.08	\$14.61	\$84.06
	Total Belieffts	Ψ2, 130.13	32.1770	ψ17.20	Ψ22.00	Ψ1-1.01	φοιισσ
		Annual Sala	rv + Benefits	\$85,247.98			
				1 ,	:		
Step D							
		\$4,901.25	/Month	\$32.67	/Hour		
		Ψ-192-01-22	, 141011111	ψ32.07	/110u1		
	Total Benefits	\$2,506.72	51.14%	\$49.39	\$23.03	\$15.24	\$87.65
		Annual Sala	ry + Benefits	\$88,895.60			
					•		
Step E							
		\$5,146.31	/Month	\$34.31	/Hour		
	m . 1 ~ ~		- 0 :-	*		4.5 0 5	401.1-
	Total Benefits	\$2,580.83	50.15%	\$51.51	\$24.02	\$15.90	\$91.43
		A	Da @4	¢02 525 60			
		Annual Sala	ry + Benefits	\$92,725.60	:		

Housing Manager Department: Community Development

Step A							
200p 11		\$7,091.93	/Month	\$47.28	/Hour		
D 6"4	N. G 142 12	. ,			Cata		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	567.35		Non Cu	Cates orn Manageme		nagamant
PERS - Employee	0.14066	997.55		Non-Sw	om Manageme	iii & Miu-Mai	iagement
PERS Survivor	0.14000	3.00					
Management Incen	tive.	0.00					
EAP	arve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	120.07					
Life Insurance	0.000284	36.25					
Deferred Comp.		110.00					
Workers Comp.	0.05030	356.72			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	102.83		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,187.44	- 44.94%	\$68.53	\$32.49	\$21.15	<u> </u>
	Total Belletits				Ф32.49	\$21.13	Φ122.1 7
		Annual Sala	ry + Benefits	\$123,352.47	:		
Step B							
-		\$7,446.53	/Month	\$49.64	/Hour		
	Total Benefits	\$3,292.81	44.22%	\$71.60	\$33.94	\$22.09	\$127.63
		Annual Sala	ry + Benefits	\$128,872.06			
			•		:		
Step C		¢7 010 0 <i>5</i>	Month	Φ50 12	/II		
		\$7,818.85	/WOILII	\$52.13	/Hour		
	Total Benefits	\$3,407.30	43.58%	\$74.84	\$35.48	\$23.09	\$133.42
		Annual Sala	ry + Benefits	\$134,713.87			
G. B.					•		
Step D		\$8,209.80	/Month	\$54.73	/Hour		
	Total Benefits	\$3,527.52	42.97%	\$78.25	\$37.10	\$24.15	\$139.49
		Annual Sala	ry + Benefits	\$140,847.77	:		
Step E							
		\$8,620.29	/Month	\$57.47	/Hour		
	Total Benefits	\$3,653.74	42.39%	\$81.83	\$38.79	\$25.25	\$145.87
		Annual Sala	ry + Benefits	\$147,288.36	:		

Human Resources Assistant Department: Administration

Stop A							
Step A		\$3,538.68	/Month	\$23.59	/Hour		
Benefit	Multiplion				Cate	OGOWE!	
PERS - Employee	<u>Multiplier</u> 0.08000	283.09				egory mployees	
PERS - Employee	0.14066	497.75			Office E	impioyees	
PERS Survivor	0.14000	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	59.91					
	0.010930	6.51					
Life Insurance							
Deferred Comp.	0.05020	0.00			24.2504	20.0<0/	
Workers Comp.	0.05030	178.00		IIl D-4-	36.37%	30.86%	T-4-1 II
Vision Benefit	426.12	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	51.31	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,973.23	55.76%	\$36.75	\$13.37	\$11.34	\$61.45
		Annual Sala	ry + Benefits	\$66,142.94			
Step B							
Stop B		\$3,715.61	/Month	\$24.77	Доне		
		φ3,/13.01	/IVIOIIIII	\$24.77	/Houi		
	Total Benefits	\$2,023.06	54.45%	\$38.26	\$13.92	\$11.81	\$63.98
		Annual Sala	ry + Benefits	\$68,864.14			
Step C							
		\$3,901.39	/Month	\$26.01	/Hour		
		•					
	Total Benefits	\$2,079.24	53.29%	\$39.87	\$14.50	\$12.30	\$66.68
		Annual Sala	ry + Benefits	\$71,767.65	1		
Step D							
		\$4,096.46	/Month	\$27.31	/Hour		
		¥ .,070.10	, 1,1011111	Ψ27.31	, 11041		
	Total Benefits	\$2,138.23	52.20%	\$41.56	\$15.12	\$12.83	\$69.51
		Annual Sala	ry + Benefits	\$74,816.33			
					i		
Step E							
		\$4,301.29	/Month	\$20 £0	/Llour		
		φ 4 ,301.49	AMORUI	\$28.68	/ FIOUT		
	Total Benefits	\$2,200.17	51.15%	\$43.34	\$15.76	\$13.37	\$72.48
		Annual Sala	ry + Benefits	\$78,017.45			
					:		
5							

Human Resources Manager Department: Administration

Step A							
		\$6,745.06	/Month	\$44.97	/Hour		
Benefit	<u>Multiplier</u>				Cates	TOPE	
PERS - Employee	0.08000	539.60		Non-Sw	orn Managemen		agement
PERS - Employer	0.14066	948.76		Tion Sw	om manageme	in & Mila Mai	augement
PERS Survivor	0.11000	3.00					
Management Incer	ntive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	114.19					
Life Insurance	0.000284	34.48					
Deferred Comp.		110.00					
Workers Comp.	0.05030	339.28			36.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	97.80	=	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,080.78	45.67%	\$65.51	\$23.83	\$20.21	\$109.55
		Annual Sala	ry + Benefits	\$117,910.07	_		
Step B							
		\$7,082.31	/Month	\$47.22	/Hour		
		ŕ					
	Total Benefits	\$3,180.82	44.91%	\$68.42	\$24.89	\$21.11	\$114.42
		Annual Salar	ry + Benefits	\$123,157.54	_		
					•		
Step C							
		\$7,436.43	/Month	\$49.58	/Hour		
	Total Benefits	\$3,289.71	44.24%	\$71.51	\$26.01	\$22.07	\$119.58
		. ,		•	·	·	·
		Annual Sala	ry + Benefits	\$128,713.62	<u>-</u>		
Step D							
		\$7,808.25	/Month	\$52.06	/Hour		
	Total Benefits	\$3,404.04	43.60%	\$74.75	\$27.19	\$23.07	\$125.00
		φο,	1010070	Ψ	42.112	Ψ20107	Ψ12000
		Annual Salar	ry + Benefits	\$134,547.51	ŧ		
C/ F							
Step E		¢0 100 //	/N /I a 41.		лт		
		\$8,198.66	/Month	\$54.66	/Hour		
	Total Benefits	\$3,524.10	42.98%	\$78.15	\$28.43	\$24.12	\$130.69
		Annual Salar	ry + Benefits	\$140,673.09	:		

Human Resources Specialist Department: Administration

Step A							
		\$4,507.88	/Month	\$30.05	/Hour		
		Ψ-1,507.00	/IVIOIIIII	φυσισυ			
<u>Benefit</u>	<u>Multiplier</u>	_				egory	
PERS - Employee	0.08000	360.63			Office E	mployees	
PERS - Employer	0.14066	634.08					
PERS Survivor	tivo	3.00					
Management Incen EAP	tive	0.00 3.67					
Health Insurance		3.67 711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	76.32					
Life Insurance	0.010930	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	226.75			36.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.36		& Benefits	Overhead Overhead	Overhead	Rate
	3.01.20		_			<u> </u>	
	Total Benefits	\$ 2,266.31	50.27%	\$45.16	\$16.43	\$13.94	\$75.52
		Annual Salar	ry + Benefits	\$81,290.25	:		
G. D							
Step B		\$4,733.27	/Month	¢21.56	ДІоня		
		Ф4,733.27	/Wionth	\$31.56	/Hour		
	Total Benefits	\$2,330.79	49.24%	\$47.09	\$17.13	\$14.53	\$78.76
		Annual Salar	ry + Benefits	\$84,768.82			
Step C		Φ4.0 2 0.04	/3. # 1	***			
		\$4,969.94	/Month	\$33.13	/Hour		
	Total Benefits	\$2,402.36	48.34%	\$49.15	\$17.88	\$15.17	\$82.19
		Annual Salar	rv + Ronofita	\$88,467.57			
		Amuai Sala	ry + Denemis	φοο,407.57	:		
Step D							
1		\$5,218.43	/Month	\$34.79	/Hour		
	T. (.1.D. C.					01 ₹ 02	#95.00
	Total Benefits	\$2,477.50	47.48%	\$51.31	\$18.66	\$15.83	\$85.80
		Annual Salar	ry + Benefits	\$92,351.24	1		
Step E							
Step E		\$5,479.36	/Month	\$36.53	/Hour		
		Ψυήπισίου	, IVIOIIIII	ψ50.55	,11041		
	Total Benefits	\$2,556.40	46.66%	\$53.57	\$19.49	\$16.53	\$89.59
		Annual Salar	ry + Benefits	\$96,429.11	•		
				_	•		

Information Systems Specialist I Department: Finance & Information Systems

Step A							
Step 11		\$5,440.65	/Month	\$36.27	/Hour		
Dom of:4	M14:1:	,			Cat		
Benefit DEDS Employee	Multiplier	125.25				egory	
PERS - Employee	0.08000	435.25			Office E	mployees	
PERS - Employer PERS Survivor	0.14066	765.28 3.00					
	4:						
Management Incen	uve	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.016020	143.30					
LTD Insurance	0.016930	92.11					
Life Insurance		6.51					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	273.66		T	46.63%	30.86%	77 / LTT 1
Vision Benefit	426.12	35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	78.89	_	<u>& Benefits</u>	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,548.37	46.84%	\$53.26	\$24.83	\$16.44	\$94.53
		Annual Salar	ry + Benefits	\$95,868.22			
					•		
Step B							
Î		\$5,712.68	/Month	\$38.08	/Hour		
		φε,,, 12.00	,1,1011111	Ψ20.00	711041		
	Total Benefits	\$2,620.45	45.87%	\$55.55	\$25.90	\$17.14	\$98.60
		Annual Salar	ry + Benefits	\$99,997.57	:		
Step C		Φ 5 000 22	/N. f d.	420.00			
		\$5,998.32	/Month	\$39.99	/Hour		
	Total Benefits	\$2,706.82	45.13%	\$58.03	\$27.06	\$17.91	\$103.00
		Annual Salar	ry + Benefits	\$104,461.65			
			•		1		
Step D							
		\$6,298.23	/Month	\$41.99	/Hour		
		,	- 1122				
	Total Benefits	\$2,797.51	44.42%	\$60.64	\$28.27	\$18.71	\$107.62
		Annual Salar	ry + Benefits	\$109,148.94	ı		
Step E		A C (42.1.	/3. F				
		\$6,613.14	/Month	\$44.09	/Hour		
	Total Benefits	\$2,892.74	43.74%	\$63.37	\$29.55	\$19.56	\$112.48
		Annual Salar	ry + Benefits	\$114,070.59			
		Amidai Salai	ry + Delicitis	φ114,070.39	İ		

Information Systems Specialist II Department: Finance & Information Systems

Stop A							
Step A		\$5,998.85	/Month	\$20.00	/Llour		
		\$5,996.65	/Month	\$39.99	/Hour		
Benefit	<u>Multiplier</u>				<u>Cate</u>	gory	
PERS - Employee	0.08000	479.91			Office Er		
PERS - Employer	0.14066	843.80					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	101.56					
Life Insurance	0.010,00	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	301.74			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	86.98		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	80.98	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,717.16	45.29%	\$58.11	\$27.09	\$17.93	\$103.13
		Annual Sala	ry + Benefits	\$104,592.15	_		
					∃		
Step B							
1		\$6,298.79	/Month	\$41.99	/Hour		
		ψ0,2/0.7/	/IVIOIIIII	Φ+1.99	/110u1		
	Total Benefits	\$2,797.68	44.42%	\$60.64	\$28.28	\$18.71	\$107.63
		Annual Sala	ry + Benefits	\$109,157.69			
		Tillian Sam	i j i Delicites	Ψ105,127105	=		
Step C							
Step C		4.6.642.73					
		\$6,613.73	/Month	\$44.09	/Hour		
	Total Benefits	\$2,892.92	43.74%	\$63.38	\$29.55	\$19.56	\$112.49
	Total Delicitis	Ψ2,072.72	43.7470	φ 05.50	Ψ27.55	φ17.50	φ112.47
		Annual Sala	ry + Benefits	\$114,079.78			
		Tillian Sam	i j i Delicites	Ψ111,075170	=		
Stop D							
Step D			/h /r				
		\$6,944.42	/Month	\$46.30	/Hour		
	T. (.1 D C)	¢2 002 01	42.100/	\$66.35	\$20.00	¢20.44	\$11 5 5 0
	Total Benefits	\$2,992.91	43.10%	\$66.25	\$30.89	\$20.44	\$117.58
		Annual Sala	ry + Benefits	\$119,247.98			
		zaman bala		WII.92	=		
Stor E							
Step E		ф л 20 4 < 4	/A. f	<i>*</i>	~~		
		\$7,291.64	/Month	\$48.61	/Hour		
	Total Benefits	\$3,097.91	42.49%	\$69.26	\$32.30	\$21.37	\$122.93
	Zomi Dononto	Ψ3,071.71	12.77/0	ψ υν• Δυ	φ υπιού	Ψ#1•01	Ψ ±## •/U
		Annual Sala	ry + Benefits	\$124,674.58			
				·	=		
I							

Information Systems Technician I Department: Finance & Information Systems

Step A							
Step 11		\$3,840.37	/Month	\$25.60	/Hour		
		φ5,040.57	/WIOIIIII	φ25.00	/110u1		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>		
PERS - Employee	0.08000	307.23			Office En	nployees	
PERS - Employer	0.14066	540.19					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.01.0020	143.30					
LTD Insurance	0.016930	65.02					
Life Insurance		6.51					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	193.17		T	46.63%	30.86%	m 4 1 m 1
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	55.69	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,064.46	53.76%	\$39.37	\$18.35	\$12.15	\$69.87
		Annual Sala	ry + Benefits	\$70,857.95			
					i		
Step B							
•		\$4,032.39	/Month	\$26.88	/Hour		
		ψ 1,00210 3	,1,1011111	Ψ20.00	/110 u 1		
	Total Benefits	\$2,112.34	52.38%	\$40.96	\$19.10	\$12.64	\$72.71
		Annual Sala	ry + Benefits	\$73,736.79	i.		
Step C							
		\$4,234.01	/Month	\$28.23	/Hour		
		,					
	Total Benefits	\$2,173.31	51.33%	\$42.72	\$19.92	\$13.18	\$75.81
		Annual Sala	ry + Benefits	\$76,887.83	į		
Step D							
		\$4,445.71	/Month	\$29.64	/Hour		
		ŕ					
	Total Benefits	\$2,237.33	50.33%	\$44.55	\$20.77	\$13.75	\$79.08
		Annual Sala	ry + Benefits	\$80,196.43	l .		
Step E							
		\$4,667.99	/Month	\$31.12	/Hour		
		ŕ					
	Total Benefits	\$2,304.54	49.37%	\$46.48	\$21.67	\$14.34	\$82.50
			D	φοα (= 0.65			
		Annual Sala	ry + Benefits	\$83,670.46	:		

Information Systems Technician II Department: Finance & Information Systems

Step A							
Step A		\$4,233.88	/Month	\$28.23	/Hour		
		φ 4 ,233.00	/Wionth	φ20.23	/110u1		
Benefit	Multiplier				Cates	<u>gory</u>	
PERS - Employee	0.08000	338.71			Office En	nployees	
PERS - Employer	0.14066	595.54					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	71.68					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	212.96			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	61.39	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,183.45	51.57%	\$42.78	\$19.95	\$13.20	\$75.93
		Annual Sala	ry + Benefits	\$77,008.00			
					•		
Step B							
~~r -		\$4,445.57	/Month	\$29.64	/Hour		
		ψτ,ττο.ο7	/IVIOIIIII	\$29.04	/11oui		
	Total Benefits	\$2,237.29	50.33%	\$44.55	\$20.77	\$13.75	\$79.07
		Annual Sala	ry + Benefits	\$80,194.33	_		
					<u>-</u>		
Step C							
-		\$4,667.85	/Month	\$31.12	/Hour		
		Ψ 1,007100	7111011111	ψ31.12	711041		
	Total Benefits	\$2,304.50	49.37%	\$46.48	\$21.67	\$14.34	\$82.50
		Annual Salar	ry + Benefits	\$83,668.26	-		
					.		
Step D							
		\$4,901.25	/Month	\$32.67	/Hour		
		. ,	-	, =			
	Total Benefits	\$2,375.08	48.46%	\$48.51	\$22.62	\$14.97	\$86.10
		Annual Salar	ry + Benefits	\$87,315.87	!		
Step E							
		\$5,146.31	/Month	\$34.31	/Hour		
	Total Benefits	\$2,449.18	47.59%	\$50.64	\$23.61	\$15.63	\$89.87
			D 44.	φο4.4. 2 .0=			
		Annual Sala	ry + Benefits	\$91,145.87	:		

Management Analyst Department: Finance & Information Systems

Step A							
		\$5,063.17	/Month	\$33.75	/Hour		
Benefit	<u>Multiplier</u>				Categ	orv	
PERS - Employee	0.08000	405.05		Non-Swo	orn Managemen		agement
PERS - Employer	0.14066	712.19			C		
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	85.72					
Life Insurance	0.000284	25.88					
Deferred Comp.		110.00					
Workers Comp.	0.05030	254.68			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	73.42	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,563.59	50.63%	\$50.85	\$23.71	\$15.69	\$90.24
		Annual Salar	ry + Benefits	\$91,521.18	:		
G. D							
Step B		Φ = 24 < 22	25.1				
		\$5,316.33	/Month	\$35.44	/Hour		
	Total Benefits	\$2,637.77	49.62%	\$53.03	\$24.72	\$16.36	\$94.12
		Annual Salar	ry + Benefits	\$95,449.20			
					•		
Step C							
		\$5,582.14	/Month	\$37.21	/Hour		
	Total Benefits	\$2,719.51	48.72%	\$55.34	\$25.81	\$17.08	\$98.23
				·	•	•	·
		Annual Salar	ry + Benefits	\$99,619.87	<u> </u>		
Step D							
Sicp		\$5,861.25	/Month	\$39.08	/Hour		
		ψυ,001.43	/ IVIOIIUI	φ39.0δ	/110ul		
	Total Benefits	\$2,805.34	47.86%	\$57.78	\$26.94	\$17.83	\$102.55
		Annual Salar	ry + Benefits	\$103,999.07	:		
G							
Step E		ΦC 1E 4 31	/N /I - 41		AT.		
		\$6,154.31	/Month	\$41.03	/Hour		
	Total Benefits	\$2,895.45	47.05%	\$60.33	\$28.13	\$18.62	\$107.08
			TD	4400 707 63			
		Annual Salar	ry + Benefits	\$108,597.23	:		

Neighborhood Preservation Specialist Department: Administration

C. A							
Step A		Φ Ε 04 Ε 0 8	73. F I	ф 22.42	/T T		
		\$5,015.07	/Month	\$33.43	/Hour		
Benefit	<u>Multiplier</u>				Cates	porv	
PERS - Employee	0.08000	401.21		Non-Sw	orn Managemen		nagement
PERS - Employer	0.14066	705.42					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	84.91					
Life Insurance	0.000284	25.64					
Deferred Comp.	o.ooo_o.	110.00					
Workers Comp.	0.05030	252.26			36.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	72.72		& Benefits	<u>Overhead</u>	Overhead	Rate
Tylodicare	0.01 150	, 2., 2	_	et Denemes	<u> </u>	Overneud	<u> </u>
	Total Benefits	\$ 2,548.80	50.82%	\$50.43	\$18.34	\$15.56	\$84.33
		Annual Sala	ry + Benefits	\$90,766.49	•		
Step B							
		\$5,265.82	/Month	\$35.11	/Hour		
		, , , , , , , , , , , , , , , , , , , ,		,			
	Total Benefits	\$2,622.24	49.80%	\$52.59	\$19.13	\$16.23	\$87.94
		Annual Sala	ry + Benefits	\$94,656.78			
Step C							
		\$5,529.11	/Month	\$36.86	/Hour		
		, , , , , , ,		,			
	Total Benefits	\$2,703.20	48.89%	\$54.88	\$19.96	\$16.94	\$91.78
		Annual Sala	ry + Benefits	\$98,787.82	_		
					·		
Step D							
	_	\$5,805.57	/Month	\$38.70	/Hour		
		ŕ					
	Total Benefits	\$2,788.21	48.03%	\$57.29	\$20.84	\$17.68	\$95.81
		Annual Sala	ry + Benefits	\$103,125.42	Ī		
Step E							
		\$6,095.85	/Month	\$40.64	/Hour		
		.		1		A	****
	Total Benefits	\$2,877.48	47.20%	\$59.82	\$21.76	\$18.46	\$100.04
			. D	₼ 40 = ∠ = 0 00			
		Annual Sala	ry + Benefits	\$107,679.90	<u>:</u>		

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

C4 A							
Step A		#2 220 2 6	/N. f 1	ф 22.2 0	/1.1		
		\$3,330.26	/Month	\$22.20	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	266.42			Public Works		e
PERS - Employer	0.14066	468.43					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	56.38					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	167.51			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	48.29		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,910.21	57.36%	\$34.94	\$38.46	\$10.78	\$84.17
			ry + Benefits	\$62,885.61	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
		minual Sala	ly Denemes	ψ02,003.01			
Step B							
Step D		40.40.6	73. F				
		\$3,496.77	/Month	\$23.31	/Hour		
	Total Benefits	\$1,956.89	55.96%	\$36.36	\$40.02	\$11.22	\$87.60
	Total Bellettis	Ψ1,230.02	33.7070	φε σ.ε σ	Ψ10.02	Ψ11,22	φον.σσ
		Annual Sala	ry + Benefits	\$65,443.95			
Step C							
SW _P S		\$3,671.61	/Month	\$24.48	/Цоне		
		\$3,071.01	/Wionui	\$24.40	/HOUI		
	Total Benefits	\$2,009.76	54.74%	\$37.88	\$41.69	\$11.69	\$91.25
							•
		Annual Sala	ry + Benefits	\$68,176.44			
Step D							
1		\$3,855.19	/Month	\$25.70	/Hour		
		Ψυ,υυυιΙ	, 1,1011111	Ψ23.70	,11041		
	Total Benefits	\$2,065.27	53.57%	\$39.47	\$43.45	\$12.18	\$95.09
		Annual Sala	ry + Benefits	\$71,045.57			
Step E							
		\$4,047.95	/Month	\$26.99	/Hour		
		•					
	Total Benefits	\$2,123.56	52.46%	\$41.14	\$45.29	\$12.70	\$99.13
			_				
		Annual Sala	ry + Benefits	\$74,058.14			

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

~ .							
Step A							
		\$3,671.31	/Month	\$24.48	/Hour		
D 64	N/C14212				G-4		
Benefit Employee	<u>Multiplier</u> 0.08000	202.70			Public Works	egory Maintanana	-
PERS - Employee		293.70			Public Works	- Maintenance	9
PERS - Employer	0.14066	516.41					
PERS Survivor	·•	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.04.40.50	143.30					
LTD Insurance	0.016930	62.16					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	184.67			110.07%	30.86%	
Vision Benefit	426.12	35.51		•	Department	City-Wide	Total Hourly
Medicare	0.01450	53.23	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,013.34	54.84%	\$37.90	\$41.72	\$11.69	\$91.31
		Annual Sala	ry + Benefits	\$68,215.77			
			,		:		
Step B							
ыср Б		\$2.054.00	/N. f	427.7 0	~~		
		\$3,854.88	/Month	\$25.70	/Hour		
	Total Benefits	\$2,065.18	53.57%	\$39.47	\$43.44	\$12.18	\$95.09
	Total Belletits	\$2,003.16	33.31%	Ф39.4 7	Ф43.44	Ф12.10	\$95.09
		Annual Sala	ry + Benefits	\$71,040.62			
		Timuu Suu	i j i Bellelles	Ψ71,010102	•		
Chara C							
Step C							
		\$4,047.62	/Month	\$26.98	/Hour		
	E . 1D . C.	фо 100 4 <i>с</i>	50.460/	641 14	4.7.30	φ 13.5 0	Φ00.13
	Total Benefits	\$2,123.46	52.46%	\$41.14	\$45.28	\$12.70	\$99.12
		4 161	. D. 64	Φ 5.4 .0 5.3 .05			
		Annual Sala	ry + Benefits	\$74,052.95	:		
Step D							
	_	\$4,250.00	/Month	\$28.33	/Hour		
		. ,					
	Total Benefits	\$2,184.66	51.40%	\$42.90	\$47.22	\$13.24	\$103.35
		Annual Sala	ry + Benefits	\$77,215.89	·		
					<u> </u>		
Step E							
1		\$4,462.50	/Month	\$29.75	/Hour		
		ΨΤ9Τυ2030	, 141011111	ψ47.13	/110ul		
	Total Benefits	\$2,248.92	50.40%	\$44.74	\$49.25	\$13.81	\$107.80
		•		•			
		Annual Sala	ry + Benefits	\$80,536.99			
			-		:		
L							

Parks/Landscape Specialist Department: Parks and Recreation

Step A								
Stop 11		\$4	,047.33	/Month	\$26.98	/Hour		
			,		4-222			
Benefit Employee	<u>Multiplier</u>		222.70				egory	
PERS - Employee PERS - Employer	0.08000 0.14066		323.79 569.30			Public Works	- Maintenance	е
PERS - Employer PERS Survivor	0.14000		3.00					
Management Incen	tivo		0.00					
EAP	uve		3.67					
Health Insurance			711.18					
Dental Insurance			143.30					
LTD Insurance	0.016930		68.52					
Life Insurance	0.010730		6.51					
Deferred Comp.			0.00					
Workers Comp.	0.05030		203.58			110.07%	30.86%	
Vision Benefit	426.12		35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450		58.69		& Benefits	Overhead	Overhead	Rate
1/100/2011	0.01.00		20.07	_		0 , 02220	O , OI II OW C	21000
	Total Benefits	\$	2,127.04	52.55%	\$41.16	\$45.31	\$12.70	\$99.17
		An	nual Sala	ry + Benefits	\$74,092.47			
Step B								
		\$4	.249.70	/Month	\$28.33	/Hour		
			,					
	Total Benefits	\$	52,184.57	51.41%	\$42.90	\$47.22	\$13.24	\$103.35
		An	nual Sala	ry + Benefits	\$77,211.15	:		
Step C		\$ 1	160 10	Month	¢20.75	/II		
		74	,402.10	/Month	\$29.75	/Hour		
	Total Benefits	\$	52,248.82	50.40%	\$44.74	\$49.25	\$13.81	\$107.79
		A	al Cala	Domo£4a	¢00 522 00			
		An	nuai Saia	ry + Benefits	\$80,532.00	:		
Chara D								
Step D		.a	40 = 55					
		\$4	,685.29	/Month	\$31.24	/Hour		
	Total Benefits	\$	52,316.28	49.44%	\$46.68	\$51.38	\$14.40	\$112.46
			- ~ -	- ··	404.045.5			
		An	nual Sala	ry + Benefits	\$84,018.90	:		
Step E								
		\$4	919 55	/Month	\$32.80	/Hour		
		ψ=	9,1,000	/ 1 V1 OHUI	φ32.60	/110u1		
	Total Benefits	\$	52,387.12	48.52%	\$48.71	\$53.62	\$15.03	\$117.36
		An	nual Sala	ry + Benefits	\$87,680.15			
				•				
L								

Park Planner Department: Parks and Recreation

G. A							
Step A							
		\$5,625.74	/Month	\$37.50	/Hour		
Benefit	<u>Multiplier</u>				Cate	TOPW	
PERS - Employee	0.08000	450.06		Non-Sw	orn Managemen		nagement
PERS - Employer	0.14066	791.32		Tion Sw	om Manageme	nt & Wha Mai	iagement
PERS Survivor	0.14000	3.00					
Management Incen	tive.	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	95.24					
Life Insurance	0.000284	28.76					
Deferred Comp.	0.000201	110.00					
Workers Comp.	0.05030	282.97			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	81.57		& Benefits	<u>Overhead</u>	Overhead	Rate
1,10010410	0.01.00	01.67	_		<u> </u>	<u> </u>	
	Total Benefits	\$ 2,736.59	48.64%	\$55.75	\$61.36	\$17.20	\$134.32
		Annual Sala	ry + Benefits	\$100,347.92	:		
Step B							
		\$5,907.03	/Month	\$39.38	/Hour		
	Total Benefits	\$2,817.97	47.71%	\$58.17	\$64.03	\$17.95	\$140.14
	Total Beliefits	\$2,017.77	47.7170	φ30.17	φ υ-ι υσ	Ψ17.75	φ140.14
		Annual Sala	ry + Benefits	\$104,700.02			
Step C							
		\$6,202.38	/Month	\$41.35	/Hour		
	T-4-1 D C4-	¢2 007 20	46.070/	\$ CO 72	¢ 0.5	φ10. 7 .4	¢146.22
	Total Benefits	\$2,907.29	46.87%	\$60.73	\$66.85	\$18.74	\$146.32
		Annual Sala	ry + Benefits	\$109,315.97			
				,,	•		
Step D							
,		\$6,512.50	/Month	\$43.42	/Hour		
	Total Benefits	\$3,001.06	46.08%	\$63.42	\$69.81	\$19.57	\$152.81
	Total Delicitis	φ5,001.00	+0.00%	φυ3.42	φυ2.01	φ19.37	φ1 <i>52</i> .01
		Annual Sala	ry + Benefits	\$114,162.72	:		
G. F							
Step E		φ <i>C</i> 020 12	/N /L /1		77		
		\$6,838.12	/ Ivionth	\$45.59	/Hour		
	Total Benefits	\$3,099.53	45.33%	\$66.25	\$72.92	\$20.44	\$159.62
			.	****			
		Annual Sala	ry + Benefits	\$119,251.81	<u> </u>		

Parks/Landscape Supervisor Department: Parks and Recreation

G							
Step A							
		\$4,605.53	/Month	\$30.70	/Hour		
Donofit	Multiplian				Cata	~~~	
Benefit Employee	<u>Multiplier</u> 0.08000	368.44			Cates Public Works -		
PERS - Employee	0.14066	508.44 647.81			Public Works -	· Maintenance	
PERS - Employer PERS Survivor	0.14000	3.00					
	4:						
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.01.0020	143.30					
LTD Insurance	0.016930	77.97					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	231.66			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	66.78	<u> </u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,295.84	49.85%	\$46.01	\$50.64	\$14.20	\$110.85
		Annual Sala	ry + Benefits	\$82,816.39			
			•		ŧ		
Step B							
ыср Б		Φ4 02 5 01	/ N / 1	\$22.24	~~		
		\$4,835.81	/Month	\$32.24	/Hour		
	Total Benefits	\$2,361.80	48.84%	\$47.98	\$52.82	\$14.81	\$115.61
	Total Delicitis	\$2,501.60	40.0470	φ-1.20	φ32.02	φ 1-1.01	ф113.01
		Annual Sala	ry + Benefits	\$86,371.27			
			i y . Delicites	Ψου,ε / 1.2 /	•		
Stop C							
Step C		4=0== <0					
		\$5,077.60	/Month	\$33.85	/Hour		
	T . 1D . C.	Φ 2 424 01	47.050/	Φ 5 0.00	455.13	45.45	φ120. <i>C</i> T
	Total Benefits	\$2,434.91	47.95%	\$50.08	\$55.13	\$15.45	\$120.67
		A 1 C-1	D 64	¢00 150 14			
		Annuai Saia	ry + Benefits	\$90,150.14	•		
G 5							
Step D							
		\$5,331.48	/Month	\$35.54	/Hour		
		ŕ					
	Total Benefits	\$2,511.69	47.11%	\$52.29	\$57.55	\$16.13	\$125.98
		Annual Sala	ry + Benefits	\$94,117.94	<u>.</u>		
					-		
Step E							
	-	\$5,598.05	/Month	\$37.32	/Hour		
		Ψυ,υνυ.υυ	, 141011111	ψ31.32	/110ul		
	Total Benefits	\$2,592.29	46.31%	\$54.60	\$60.10	\$16.85	\$131.55
						•	•
		Annual Sala	ry + Benefits	\$98,284.14			
			-	· · · · · · · · · · · · · · · · · · ·	=		
<u> </u>							

Parks Services Manager Department: Parks and Recreation

G. A							
Step A		4.4.5.00	25 1	44.00	/T T		
		\$6,162.08	/Month	\$41.08	/Hour		
Benefit	<u>Multiplier</u>				Cates	orv	
PERS - Employee	0.08000	492.97		Non-Sw	orn Manageme		agement
PERS - Employer	0.14066	866.76		1,011 2,11	o111 1/1m1mg01110	00 1/110 1/101	.ugee
PERS Survivor	0.1.000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	104.32					
Life Insurance	0.000284	31.50					
Deferred Comp.	******	110.00					
Workers Comp.	0.05030	309.95			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	89.35		& Benefits	Overhead	Overhead	Rate
			-			<u> </u>	
	Total Benefits	\$ 2,901.51	47.09%	\$60.42	\$66.51	\$18.65	\$145.58
		Annual Salar	ry + Benefits	\$108,763.10			
~ 5							
Step B		\$6,470.18	Month	¢42.12	/11		
		\$0,470.1δ	/Month	\$43.13	/Hour		
	Total Benefits	\$2,991.01	46.23%	\$63.07	\$69.43	\$19.46	\$151.97
		Annual Salar	rv + Renefits	\$113,534.32			
		i i i i i i i i i i i i i i i i i i i	y Deficites	ψ113,551.52	:		
Step C							
		\$6,793.69	/Month	\$45.29	/Hour		
	Total Benefits	\$3,088.84	45.47%	\$65.88	\$72.52	\$20.33	\$158.73
	Total Belletitis	ψ3,000.01	13.1770	ψου.σσ	Ψ12.02	Ψ20.22	φ120.72
		Annual Salar	ry + Benefits	\$118,590.34	:		
Step D							
		\$7,133.38	/Month	\$47.56	/Hour		
	Total Benefits	\$3,191.55	44.74%	\$68.83	\$75.77	\$21.24	\$165.84
			. D	0100 000 1 5			
		Annual Salar	ry + Benefits	\$123,899.17	ı		
Step E							
		\$7,490.05	/Month	\$49.93	/Hour		
	Total Benefits	\$3,299.41	44.05%	\$71.93	\$79.18	\$22.20	\$173.30
		,		, , = = 2			
		Annual Salar	ry + Benefits	\$129,473.43	ı.		

Payroll Specialist Department: Finance & Information Systems

Stop A							
Step A		\$4,233.88	/Month	\$28.23	/Hour		
		φ 4 ,233.00	/Wionth	φ20.23	/110u1		
Benefit	Multiplier				<u>Cate</u>	egory	
PERS - Employee	0.08000	338.71			Office E	mployees	
PERS - Employer	0.14066	595.54					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	71.68					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	212.96			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	61.39		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,183.45	51.57%	\$42.78	\$19.95	\$13.20	\$75.93
	Total Belieffes				ΨΙ	φ13.20	Ψ10.50
		Annual Sala	ry + Benefits	\$77,008.00	:		
Ct D							
Step B		\$4,445.57	Month	¢20.64	/ПТ		
		Ф4,445.57	/Wionui	\$29.64	/Hour		
	Total Benefits	\$2,243.80	50.47%	\$44.60	\$20.79	\$13.76	\$79.15
		Annual Sala	ry + Benefits	\$80,272.45			
Step C		Φ <i>A</i>	/N /f1	\$21.12	~~		
		\$4,667.85	/Month	\$31.12	/Hour		
	Total Benefits	\$2,311.01	49.51%	\$46.53	\$21.69	\$14.36	\$82.58
		Annual Salar	ry + Benefits	\$83,746.38	i		
G P							
Step D		44004 27	/h #				
		\$4,901.25	/Month	\$32.67	/Hour		
	Total Benefits	\$2,381.59	48.59%	\$48.55	\$22.64	\$14.98	\$86.17
		A mm a 1 G - 1	Dama 64.	¢07 202 00			
		Annual Sala	ry + benefits	\$87,393.99	:		
Step E							
		\$5,146.31	/Month	\$34.31	/Hour		
	Total Benefits	\$2,455.69	47.72%	\$50.68	\$23.63	\$15.64	\$89.95
		- - ,	, 2,0	420.00	,	,	, o, o, o
		Annual Sala	ry + Benefits	\$91,223.99	:		

Permits Technician I Department: Community Development

Stan A							
Step A		\$3,690.25	/Month	\$24.60	/Hour		
		\$3,090.23	/Wionui	Φ24. 00	/HOUI		
Benefit	Multiplier				<u>Cate</u>	egory	
PERS - Employee	0.08000	295.22			Office E	mployees	
PERS - Employer	0.14066	519.07					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	62.48					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	185.62			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.51		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,019.06	54.71%	\$38.06	\$18.04	\$11.75	\$67.8 5
	Total Beliefits				Ψ10.04	Ψ11.75	ψ07.05
		Annual Sala	ry + Benefits	\$68,511.78	ŧ		
G. D							
Step B							
		\$3,874.76	/Month	\$25.83	/Hour		
	Total Benefits	\$2,071.19	53.45%	\$39.64	\$18.79	\$12.23	\$70.66
		Annual Sala	ry + Benefits	\$71,351.42			
Step C							
		\$4,068.50	/Month	\$27.12	/Hour		
				***	440 50	***	4-4
	Total Benefits	\$2,129.77	52.35%	\$41.32	\$19.59	\$12.75	\$73.66
		Annual Sala	ry + Ronofite	\$74,379.29			
		Aimuai Sala	ry + Denents	φ17,317.49	:		
Stan D							
Step D		φ 4 351 Δ3	/N.f	φ = ο :=	// T		
		\$4,271.93	/Iviontn	\$28.48	/Hour		
	Total Benefits	\$2,191.29	51.30%	\$43.09	\$20.43	\$13.30	\$76.81
		, _,-,-,-,-,-,-,-,-,-,-,-,-,-,-,-,-,-,-,	2 2.0 0 7 0	+ 10103	,	,	,
		Annual Sala	ry + Benefits	\$77,558.56	_		
					<u> </u>		
Step E							
		\$4,485.52	/Month	\$29.90	/Hour		
		•					
	Total Benefits	\$2,255.88	50.29%	\$44.94	\$21.31	\$13.87	\$80.12
		Annual Sala	ry + Benefits	\$80,896.79			
			J - 222223	+ ,	:		
<u></u>							

Permits Technician I Department: Engineering

Ctor A							
Step A		¢2	Month	\$24.60	/Hour		
		\$3,690.25	/Month	\$24.60	/Hour		
Benefit	Multiplier				Cate	egory_	
PERS - Employee	0.08000	295.22				mployees	
PERS - Employer	0.14066	519.07					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	62.48					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	185.62			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.51		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,019.06	54.71%	\$38.06	\$23.22	\$11.75	\$73.03
		Annual Sala	ry + Benefits	\$68,511.78	i		
Stop D							
Step B		\$3,874.76	/Month	\$25.83	/Hour		
		φ3,074.70	/Wionth	\$23.63	/110u1		
	Total Benefits	\$2,071.19	53.45%	\$39.64	\$24.19	\$12.23	\$76.06
		Annual Sala	ry + Benefits	\$71,351.42			
Step C		\$4,068.50	/Month	\$27.12	/Hour		
		φ -1,000.50	/Wionth	\$27.12	/110u1		
	Total Benefits	\$2,129.77	52.35%	\$41.32	\$25.21	\$12.75	\$79.29
		Annual Sala	ry + Benefits	\$74,379.29			
Step D							
		\$4,271.93	/Month	\$28.48	/Hour		
	Total Benefits	\$2,191.29	51.30%	\$43.09	\$26.29	\$13.30	\$82.68
		Annual Sala	ry + Benefits	\$77,558.56			
					<u> </u>		
Step E		Φ4 40E EC	/ N #	_			
		\$4,485.52	/Month	\$29.90	/Hour		
	Total Benefits	\$2,255.88	50.29%	\$44.94	\$27.42	\$13.87	\$86.23
		Annual Sala	ry + Benefits	\$80,896.79	:		

Permits Technician II Department: Community Development

Ston A		_					
Step A		¢4.060.10	/N / a m 4 la	¢27.12	/I I		
		\$4,069.19	/Month	\$27.13	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory _	
PERS - Employee	0.08000	325.54				mployees	
PERS - Employer	0.14066	572.37					
PERS Survivor		3.00					
Management Incen	ntive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	68.89					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	204.68			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	59.00		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,133.65	52.43%	\$41.35	\$19.60	\$12.76	\$73.72
		Annual Sala	ry + Benefits	\$74,434.11	•		
Step B							
		\$4,272.65	/Month	\$28.48	/Hour		
		#2.101.51	71.0 000	442.00	\$20.42	442.20	Φ= < 0.0
	Total Benefits	\$2,191.51	51.29%	\$43.09	\$20.43	\$13.30	\$76.82
		Annual Sala	ry + Benefits	\$77,569.87			
			•		•		
Step C							
		\$4,486.28	/Month	\$29.91	/Hour		
		+ -,		7-212			
	Total Benefits	\$2,256.11	50.29%	\$44.95	\$21.31	\$13.87	\$80.13
		Annual Sala	ry + Benefits	\$80,908.67			
Step D							
	_	\$4,710.60	/Month	\$31.40	/Hour		
		•					
	Total Benefits	\$2,323.94	49.33%	\$46.90	\$22.23	\$14.47	\$83.60
		Annual Sal-	my Donofts	¢QA A1 A A0			
		Annual Sala	ry + Benefits	\$84,414.40	:		
Step E							
		\$4,946.13	/Month	\$32.97	/Hour		
		ФТ,770.13	/ IVIOIIUI	φ32.97	/110ul		
	Total Benefits	\$2,395.16	48.42%	\$48.94	\$23.20	\$15.10	\$87.25
		Annual Sala	ry + Benefits	\$88,095.42	1		

Permits Technician II Department: Engineering

Ctor A							
Step A		¢4 040 10	Month	¢27 12	/House		
		\$4,069.19	/Month	\$27.13	/Hour		
Benefit	Multiplier				Cate	egory _	
PERS - Employee	0.08000	325.54				mployees	
PERS - Employer	0.14066	572.37				1 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	68.89					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	204.68			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	59.00		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,133.65	52.43%	\$41.35	\$25.23	\$12.76	\$79.34
		Annual Sala	ry + Benefits	\$74,434.11	:		
Step B		4.050 (5	75 d				
		\$4,272.65	/Month	\$28.48	/Hour		
	Total Benefits	\$2,191.51	51.29%	\$43.09	\$26.29	\$13.30	\$82.69
		Annual Sala	ry + Benefits	\$77,569.87			
			i j i Bellettes	ψ <i>ττ</i> ,εσσιστ	:		
Step C							
•		\$4,486.28	/Month	\$29.91	/Hour		
		, ,		,			
	Total Benefits	\$2,256.11	50.29%	\$44.95	\$27.43	\$13.87	\$86.25
				********** -			
		Annual Sala	ry + Benefits	\$80,908.67	:		
G D							
Step D		φ 4.5 40.60	/h /f / d				
		\$4,710.60	/Month	\$31.40	/Hour		
	Total Benefits	\$2,323.94	49.33%	\$46.90	\$28.62	\$14.47	\$89.98
		Annual Sala	ry + Benefits	\$84,414.40	:		
Step E							
		\$4,946.13	/Month	\$32.97	/Hour		
		ΨΤ,>Τυ.Ι.	/141011111	φ32.91	/110u1		
	Total Benefits	\$2,395.16	48.42%	\$48.94	\$29.86	\$15.10	\$93.91
		Annual Sala	rv + Renefits	\$88,095.42			
		rimuai gala	i j i Deliciies	ΨΟΟ, Ο / Ο - ΤΔ	!		
<u> </u>							

Plan Check Engineer Department: Community Development

Stan A							
Step A		\$5,608.25	Month	\$37.39	/Hour		
		φ 5,000.2 5	/IVIOIIIII	ф31.39	/HOUI		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	448.66			Office E	mployees	
PERS - Employer	0.14066	788.86					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	94.95					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	282.09			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	81.32		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,599.05	46.34%	\$54.72	\$25.94	\$16.88	\$97.54
	Total Belieffts				Ψ2015 Ι	Ψ10.00	Ψ> / • • •
		Annuai Salai	ry + Benefits	\$98,487.58	:		
Step B							
зієр Б		\$5,888.66	/Month	\$39.26	/Hour		
		ψ5,000.00	/Wionui	\$39.20	/IIOuI		
	Total Benefits	\$2,680.17	45.51%	\$57.13	\$27.08	\$17.63	\$101.84
		Annual Salar	ry + Benefits	\$102,826.02	ı		
g, c							
Step C		\$6,183.10	/Month	\$41.22	ЛІони		
		φυ,103.10	/Wionui	\$41.22	/HOUI		
	Total Benefits	\$2,769.21	44.79%	\$59.68	\$28.29	\$18.42	\$106.39
		4 101	. D. 694	φ10 5 405 (2			
		Annual Sala	ry + Benefits	\$107,427.62	:		
Step D							
Step D		\$6,492.25	/Month	\$43.28	/Hour		
		ψυ, 7/4,43	ANTOHUI	φ43.28	/110ul		
	Total Benefits	\$2,862.69	44.09%	\$62.37	\$29.57	\$19.25	\$111.18
		Annual Salas	ry + Benefits	\$112,259.30			
		Amuai Salal	y + Denemis	φ11 <i>4</i> ,437.30	:		
Step E							
		\$6,816.86	/Month	\$45.45	/Hour		
	Takal Dan Ca	ŕ				620.11	4117.30
	Total Benefits	\$2,960.85	43.43%	\$65.18	\$30.90	\$20.11	\$116.20
		Annual Salar	ry + Benefits	\$117,332.57			
					•		

Plan Check Engineer Department: Engineering

Ctor A							
Step A		\$5,608.25	/Month	\$37.39	/Hour		
		ψ5,000.25	/IVIOIIIII	ΨΟΙ.ΟΣ	/110til		
<u>Benefit</u>	<u>Multiplier</u>					egory _	
PERS - Employee	0.08000	448.66			Office E	mployees	
PERS - Employer	0.14066	788.86					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	94.95					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	282.09			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	81.32		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,599.05	46.34%	\$54.72	\$33.39	\$16.88	\$104.99
	Total Delicitis				ψυυ	ψ10.00	ψ104.22
		Annual Sala	ry + Benefits	\$98,487.58	1		
Stan D							
Step B		\$5,888.66	/Month	\$20.26	ЛІони		
		φ 5,000. 00	/Wollin	\$39.26	/Hour		
	Total Benefits	\$2,680.17	45.51%	\$57.13	\$34.86	\$17.63	\$109.61
		Annual Sala	ry + Benefits	\$102,826.02	:		
Step C		¢	/M o m 4 la	¢41.00	ЛТ		
		\$6,183.10	/Monui	\$41.22	/Hour		
	Total Benefits	\$2,769.21	44.79%	\$59.68	\$36.42	\$18.42	\$114.51
		Annual Sala	ry + Benefits	\$107,427.62			
		Dulu		**************************************	:		
Step D							
		\$6,492.25	/Month	\$43.28	/Hour		
	Total Benefits	\$2,862.69	44.09%	\$62.37	\$38.05	\$19.25	\$119.67
	_ 0 000 1000000	\$ 2, 00 2. 0)	11.07/0	Ψ υΞιυ /	420.00	¥ = > 1 = 0	4227VI
		Annual Sala	ry + Benefits	\$112,259.30	:		
Step E							
1		\$6,816.86	/Month	\$45.45	/Hour		
	Total Benefits	\$2,960.85	43.43%	\$65.18	\$39.77	\$20.11	\$125.07
	Total Delicitis	Ψ2,700.03	+3.43%	φυ3.10	φ39.11	φ 4V•11	φ1 <i>43.</i> U/
		Annual Salar	ry + Benefits	\$117,332.57	:		

Planning Technician I Department: Community Development

Stan A							
Step A		\$3,690.25	/Month	\$24.60	/Hour		
		\$3,090.23	/Wionui	Φ24. 00	/HOUI		
Benefit	Multiplier				<u>Cate</u>	egory	
PERS - Employee	0.08000	295.22			Office E	mployees	
PERS - Employer	0.14066	519.07					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	62.48					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	185.62			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.51		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,019.06	54.71%	\$38.06	\$18.04	\$11.75	\$67.8 5
	Total Beliefits				Ψ10.04	Ψ11.75	ψ07.05
		Annual Sala	ry + Benefits	\$68,511.78	ŧ		
G. D							
Step B							
		\$3,874.76	/Month	\$25.83	/Hour		
	Total Benefits	\$2,071.19	53.45%	\$39.64	\$18.79	\$12.23	\$70.66
		Annual Sala	ry + Benefits	\$71,351.42			
Step C							
		\$4,068.50	/Month	\$27.12	/Hour		
				***	440 50	***	4-4
	Total Benefits	\$2,129.77	52.35%	\$41.32	\$19.59	\$12.75	\$73.66
		Annual Sala	ry + Ronofite	\$74,379.29			
		Aimuai Sala	ry + Denemis	φ17,317.49	:		
Stan D							
Step D		φ 4 351 Δ3	/N.f	φ = ο :=	// T		
		\$4,271.93	/Iviontn	\$28.48	/Hour		
	Total Benefits	\$2,191.29	51.30%	\$43.09	\$20.43	\$13.30	\$76.81
		, _,-,-,-,-,-,-,-,-,-,-,-,-,-,-,-,-,-,-,	2 2.0 0 7 0	+ 10103	,	,	,
		Annual Sala	ry + Benefits	\$77,558.56	_		
					<u> </u>		
Step E							
		\$4,485.52	/Month	\$29.90	/Hour		
		•					
	Total Benefits	\$2,255.88	50.29%	\$44.94	\$21.31	\$13.87	\$80.12
		Annual Sala	ry + Benefits	\$80,896.79			
			J - 222225	+ ,	:		
<u></u>							

Planning Technician I Department: Parks and Recreation

C4 A							
Step A		φ2. (00.25	/N. f d.	\$24.60	/T T		
		\$3,690.25	/Month	\$24.60	/Hour		
Benefit	<u>Multiplier</u>				Cato	egory _	
PERS - Employee	0.08000	295.22				mployees	
PERS - Employer	0.14066	519.07				1 3	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	62.48					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	185.62			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.51		& Benefits	Overhead	Overhead	Rate
	***************************************		=				
	Total Benefits	\$ 2,019.06	54.71%	\$38.06	\$41.90	\$11.75	\$91.70
		Annual Sala	ry + Benefits	\$68,511.78			
Step B							
		\$3,874.76	/Month	\$25.83	/Hour		
					* * * * * * * * * * * * * * * * * * * *	*	
	Total Benefits	\$2,071.19	53.45%	\$39.64	\$43.63	\$12.23	\$95.50
		Annual Sala	ry + Benefits	\$71,351.42			
					ţ		
Step C							
•		\$4,068.50	/Month	\$27.12	/Hour		
		Ψ 1,000.00	,1,101111	Ψ27.12	/110 u 1		
	Total Benefits	\$2,129.77	52.35%	\$41.32	\$45.48	\$12.75	\$99.56
		Annual Sala	ry + Benefits	\$74,379.29	:		
Step D							
		\$4,271.93	/Month	\$28.48	/Hour		
						.	
	Total Benefits	\$2,191.29	51.30%	\$43.09	\$47.43	\$13.30	\$103.81
		Annual Cala	my Donofite	\$77 EE0 E <i>C</i>			
		Amuai Salai	ry + Benefits	\$77,558.56	:		
Step E							
_ 2p		\$4,485.52	/Month	\$29.90	/Hour		
		ΨΤ,ΤΟΟ.ΟΔ	/ 1 V1 O11t11	φ29.90	/110ul		
	Total Benefits	\$2,255.88	50.29%	\$44.94	\$49.47	\$13.87	\$108.28
		Annual Cala	ry + Ronofita	\$ \$ 0 \$ 04 7 0			
		Annual Sala	ry + Benefits	\$80,896.79	:		

Planning Technician II Department: Community Development

Ston A		_					
Step A		¢4.060.10	/N / a m 4 la	¢27.12	/I I		
		\$4,069.19	/Month	\$27.13	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory _	
PERS - Employee	0.08000	325.54				mployees	
PERS - Employer	0.14066	572.37					
PERS Survivor		3.00					
Management Incen	ntive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	68.89					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	204.68			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	59.00		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,133.65	52.43%	\$41.35	\$19.60	\$12.76	\$73.72
		Annual Sala	ry + Benefits	\$74,434.11	•		
Step B							
		\$4,272.65	/Month	\$28.48	/Hour		
		#2.101.51	71.0 000	442.00	\$20.42	442.20	Φ= < 0.0
	Total Benefits	\$2,191.51	51.29%	\$43.09	\$20.43	\$13.30	\$76.82
		Annual Sala	ry + Benefits	\$77,569.87			
			•		•		
Step C							
		\$4,486.28	/Month	\$29.91	/Hour		
		+ -,		7-212			
	Total Benefits	\$2,256.11	50.29%	\$44.95	\$21.31	\$13.87	\$80.13
		Annual Sala	ry + Benefits	\$80,908.67			
Step D							
	_	\$4,710.60	/Month	\$31.40	/Hour		
		•					
	Total Benefits	\$2,323.94	49.33%	\$46.90	\$22.23	\$14.47	\$83.60
		Annual Sal-	my Donofts	¢QA A1 A A0			
		Annual Sala	ry + Benefits	\$84,414.40	:		
Step E							
		\$4,946.13	/Month	\$32.97	/Hour		
		ФТ,УТО.13	/ IVIOIIUI	φ32.97	/110ul		
	Total Benefits	\$2,395.16	48.42%	\$48.94	\$23.20	\$15.10	\$87.25
		Annual Sala	ry + Benefits	\$88,095.42	1		

Planning Technician II Department: Parks and Recreation

Ctor A							
Step A		¢4.0 / 0.10	/N / 0 m 4 ln	¢27.12	/II over		
		\$4,069.19	/Montn	\$27.13	/Hour		
Benefit	<u>Multiplier</u>				Cato	egory _	
PERS - Employee	0.08000	325.54				mployees	
PERS - Employer	0.14066	572.37				1 3	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	68.89					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	204.68			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	59.00		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 2,133.65	52.43%	\$41.35	\$45.52	\$12.76	\$99.63
		Annual Sala	ry + Benefits	\$74,434.11			
					•		
Step B							
		\$4,272.65	/Month	\$28.48	/Hour		
	Total Benefits	\$2,191.51	51.29%	\$43.09	\$47.44	\$13.30	\$103.83
		Annual Sala	ry + Benefits	\$77,569.87			
Step C							
		\$4,486.28	/Month	\$29.91	/Hour		
		. ,					
	Total Benefits	\$2,256.11	50.29%	\$44.95	\$49.48	\$13.87	\$108.30
		Annual Sala	ry + Benefits	\$80,908.67	:		
Step D							
		\$4,710.60	/Month	\$31.40	/Hour		
			_				
	Total Benefits	\$2,323.94	49.33%	\$46.90	\$51.62	\$14.47	\$112.99
		Annual Cala	my Donofita	ΦQ Λ Λ1Λ ΛΩ			
		Annual Sala	ry + Benefits	\$84,414.40	i		
Step E							
		\$4,946.13	/Month	\$32.97	/Hour		
		ψτ,/τυ.13	/ IVIOIIUI	φ32.97	/110ul		
	Total Benefits	\$2,395.16	48.42%	\$48.94	\$53.87	\$15.10	\$117.92
			T	400 00 T 15			
		Annual Sala	ry + Benefits	\$88,095.42	ļ		

Police Chief Department: Police

Step A							
~ <u>.</u>		\$10,389.76	/Month	\$69.27	/Hour		
Donofit	Multiplion				Coto		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.09000	997.63			<u>Cates</u> Police		
PERS - Employee	0.31323	3,472.08			Fonce	Ciliei	
PERS Survivor	0.31323	3.00					
Management Incen	tive	695.00					
EAP		3.67					
Health Insurance		751.29					
Dental Insurance		143.30					
LTD Insurance	0.016930	175.90					
Life Insurance	0.000284	53.11					
Deferred Comp.		110.00					
Workers Comp.	0.05030	522.60			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	150.65	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 7,113.75	68.47%	\$116.69	\$41.66	\$36.01	\$194.35
		Annual Sala	ry + Benefits	\$210,042.06			
			•		!		
Step B							
1		\$10,909.25	/Month	\$72.73	/Hour		
		4 = 0,5 0,5 1= 0	,1,1011011	Ψ,2.,ε	,110 61		
	Total Benefits	\$6,389.42	58.57%	\$115.32	\$41.17	\$35.59	\$192.08
		Annual Sala	rv + Renefits	\$207,583.98			
		Alliuai Saia	y Benefits	Ψ201,303.70	:		
Step C							
Step C		\$11,454.71	/Month	\$76.36	/Hour		
		φ11,454.71	/Wollth	Ψ70.30	/11oui		
	Total Benefits	\$6,656.73	58.11%	\$120.74	\$43.10	\$37.26	\$201.10
			TD 614	фо л Б 225 22			
		Annual Sala	ry + Benefits	\$217,337.32	:		
Cton D							
Step D		448.027.47	/3. F 1				
		\$12,027.45	/Month	\$80.18	/Hour		
	Total Benefits	\$6,937.41	57.68%	\$126.43	\$45.13	\$39.01	\$210.58
							·
		Annual Sala	ry + Benefits	\$227,578.32	:		
Step E							
		\$12,628.82	/Month	\$84.19	/Hour		
	m	ŕ				4.0 0 -	4.5.5.
	Total Benefits	\$7,232.13	57.27%	\$132.41	\$47.27	\$40.86	\$220.53
		Annual Sala	rv + Benefits	\$238,331.38			
		i i i i i i i i i i i i i i i i i i i	, Delicities	Ψ20,001,00	:		
L							

Police Lieutenant Department: Police

Stop A							
Step A		\$7,674.13	/Month	\$51.16	/Hour		
		φ/,0/4.13	/Wionth	φ31.10	/110u1		
Benefit	Multiplier				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.09000	690.67		Sworn	n Management	& Mid-Manag	ement
PERS - Employer	0.31323	2,403.77					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		751.29					
Dental Insurance		143.30					
LTD Insurance	0.016930	129.92					
Life Insurance	0.000284	39.23					
Deferred Comp.		110.00					
Workers Comp.	0.05030	386.01			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	111.27	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 4,807.65	62.65%	\$83.21	\$29.70	\$25.68	\$138.59
		Annual Sala	ry + Benefits	\$149,781.31			
			·		:		
Step B							
		\$8,057.84	/Month	\$53.72	/Hour		
		ψο,σε ποι	/1011111	Ψ33.12	/110 u 1		
	Total Benefits	\$4,992.02	61.95%	\$87.00	\$31.06	\$26.85	\$144.90
		Annual Sala	ry + Benefits	\$156,598.28			
		Timuui Suiu	ly Denemes	Ψ120,270.20	!		
Step C							
Step C		\$8,460.73	/Month	\$56.40	/Hour		
		φο,του.73	/Wionth	φ30.40	/110ui		
	Total Benefits	\$5,189.47	61.34%	\$91.00	\$32.49	\$28.08	\$151.57
		Annual Sala	ry + Benefits	\$163,802.33	<u>:</u>		
G. B							
Step D		40.000 = 1					
		\$8,883.76	/Month	\$59.23	/Hour		
	Total Benefits	\$5,396.78	60.75%	\$95.20	\$33.99	\$29.38	\$158.57
		+=,0>0.70	20.70	4,2,20	+*/	, —, 0	+ 3.2 .
		Annual Sala	ry + Benefits	\$171,366.59	<u>.</u>		
				_			
Step E							
		\$9,327.95	/Month	\$62.19	/Hour		
		.		.	A	Ac :	
	Total Benefits	\$5,614.47	60.19%	\$99.62	\$35.56	\$30.74	\$165.92
		Annual Cala	ry + Benefits	\$170 200 0 <i>6</i>			
		Amiuai Sala	ry + Denemis	\$179,309.06	:		

Police Officer Department: Police

Stop A							
Step A		\$5,060.34	/Month	\$33.74	/Llour		
		\$5,000.34	/Wionth	Ф33.74	/HOUI		
Benefit	Multiplier				Categ	gory	
PERS - Employee	0.09000	455.43			Sworn	Police	
PERS - Employer	0.31323	1,585.05					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		751.29					
Dental Insurance		143.30					
LTD Insurance	0.016930	85.67					
Life Insurance		9.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	254.54			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	73.37	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,399.83	67.19%	\$56.40	\$20.13	\$17.40	\$93.94
	10001 20101110	Annual Salar			Ψ=0012	Ψ2	Ψ, Θ, Σ
		Amuai Sala	ry + Denemis	\$101,522.07	ŀ		
Stop D							
Step B		φ 5 212 26	/N / 1	*27.42	~~		
		\$5,313.36	/Month	\$35.42	/Hour		
	Total Benefits	\$3,509.87	66.06%	\$58.82	\$21.00	\$18.15	\$97.97
	Total Bellettis	Ψ3,307.07	00.0070	ψ50.02	Ψ21.00	ψ10.13	Ψ21.21
		Annual Sala	ry + Benefits	\$105,878.67	•		
Step C							
		\$5,579.02	/Month	\$37.19	/Hour		
		. ,					
	Total Benefits	\$3,638.70	65.22%	\$61.45	\$21.94	\$18.96	\$102.35
		Aal Cala	Domo#4a	¢110./12.74			
		Annual Salar	ry + Benefits	\$110,612.74	:		
C. D							
Step D		* -					
		\$5,857.98	/Month	\$39.05	/Hour		
	Tatal Doug Ct	¢2 772 00	C4 400/	\$ CA 24	¢22.02	¢10 01	¢107.05
	Total Benefits	\$3,773.98	64.42%	\$64.21	\$22.92	\$19.81	\$106.95
		Annual Salar	rv + Renefits	\$115,583.52			
		minual Sala	., Denents	Ψ110,000,02	:		
Step E							
- Step E		¢6 150 05	Month	Ø 4 1 . A 1	// 1		
		\$6,150.87	/wionth	\$41.01	/Hour		
	Total Benefits	\$3,916.03	63.67%	\$67.11	\$23.96	\$20.71	\$111.78
	10ml Dollolling	ψ3,710.03	33.0770	ΨΟΛΙΙ	Ψ=0.70	Ψ=0•11	Ψ11110
		Annual Sala	ry + Benefits	\$120,802.84			
			•		:		

Police Records Clerk I Department: Police

Cton A							
Step A		¢2 261 76	/Month	\$21.75	/Llour		
		\$3,261.76	/WOILII	\$21.75	/Hour		
Benefit	Multiplier				<u>Cate</u>	gory	
PERS - Employee	0.08000	260.94			Office En		
PERS - Employer	0.14066	458.80					
PERS Survivor		3.00	1				
Management Incen	tive	0.00	1				
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	55.22					
Life Insurance		6.51					
Deferred Comp.		0.00	1				
Workers Comp.	0.05030	164.07			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	47.30		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,889.49	57.93%	\$34.34	\$12.26	\$10.60	\$57.20
	Total Delicitis				φ12.20	\$10.00	φ37 . 20
		Annual Sala	ry + Benefits	\$61,815.04	:		
Step B							
		\$3,424.85	/Month	\$22.83	/Hour		
	Total Benefits	¢1 029 <i>(</i> 2	56.31%	¢25.60	\$12.74	\$11.01	\$59.44
	Total Delients	\$1,928.63	30.31%	\$35.69	Φ12./4	\$11.01	\$59.44
		Annual Sala	ry + Benefits	\$64,241.73			
					•		
Step C							
r		\$3,596.09	/Month	\$23.97	/Hour		
		φ3,370.07	/Wionth	\$23.91	/110u1		
	Total Benefits	\$1,980.41	55.07%	\$37.18	\$13.27	\$11.47	\$61.92
		Annual Sala	ry + Benefits	\$66,918.03	_		
					·		
Step D							
		\$3,775.89	/Month	\$25.17	/Hour		
		ŕ					
	Total Benefits	\$2,034.78	53.89%	\$38.74	\$13.83	\$11.95	\$64.52
			.	d = 0 =			
		Annual Sala	ry + Benefits	\$69,728.13	<u> </u>		
Chara E							
Step E		da 074.70	/A /		~~		
		\$3,964.69	/Month	\$26.43	/Hour		
	Total Benefits	\$2,091.87	52.76%	\$40.38	\$14.41	\$12.46	\$67.25
	Total Delicitis	Ψ2,091.07	52.7070	φ 1 υ.30	Ψ17.71	ψ1 4.4 U	ψ υ / •Δ ο
		Annual Sala	ry + Benefits	\$72,678.75			
				Ψ12,010.13	:		

Police Records Clerk II Department: Police

G. A							
Step A		4.5. T 0 < 0.0		4.0.00	/ - -		
		\$3,596.98	/Month	\$23.98	/Hour		
Benefit	<u>Multiplier</u>				Categ	orv	
PERS - Employee	0.08000	287.76			Office En		
PERS - Employer	0.14066	505.95			Office En	iprojecs	
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP	urc	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	60.90					
Life Insurance	0.010930	6.51					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	180.93			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	52.16	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,990.86	55.35%	\$37.25	\$13.30	\$11.50	\$62.05
		Annual Salar	ry + Benefits	\$67,054.09			
			•		:		
Step B							
экер Б		¢2 77 (02	/N /I = 41-	\$25.10	77.7		
		\$3,776.83	/Month	\$25.18	/Hour		
	Total Benefits	\$2,035.07	53.88%	\$38.75	\$13.83	\$11.96	\$64.53
	Total Delicitis	\$2,033.07	33.66%	φ30.73	ф13.63	φ11.90	φυ4.55
		Annual Salar	rv + Renefits	\$69,742.73			
		7 midai Salai	y Denemes	Ψ02,142.13	:		
C4 = C							
Step C		_					
		\$3,965.67	/Month	\$26.44	/Hour		
						*	*
	Total Benefits	\$2,092.17	52.76%	\$40.39	\$14.42	\$12.46	\$67.26
		Annual Salar	ry + Benefits	\$72,694.07	<u> </u>		
Step D							
		\$4,163.95	/Month	\$27.76	/Hour		
		+ -,		<i>\$2</i> 0			
	Total Benefits	\$2,152.13	51.68%	\$42.11	\$15.03	\$12.99	\$70.13
		Annual Salar	ry + Benefits	\$75,792.98			
					!		
Step E							
- Stop L		¢4 270 15	Month	000 17	/II.		
		\$4,372.15	/IVIOIII	\$29.15	/Hour		
	Total Benefits	\$2,215.08	50.66%	\$43.91	\$15.68	\$13.55	\$73.14
	Tomi Delicitis	Ψ2,213.00	50.0070	ψ 7 3.71	Ψ12.00	Ψ10.33	ψ/ J.1 7
		Annual Salar	rv + Renefite	\$79,046.84			
		Amiuai Salai	J Denemos	Ψ12,040.04	:		

Police Records Clerk III Department: Police

Chara A							
Step A		\$2.0 <i>CE 7</i> 1	/N /f = 41-	¢26.44	/11		
		\$3,965.71	/Month	\$26.44	/Hour		
Benefit	Multiplier				Cates	orv	
PERS - Employee	0.08000	317.26			Office En		
PERS - Employer	0.14066	557.82				1 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	67.14					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	199.48			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	57.50		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			-				
	Total Benefits	\$ 2,102.36	53.01%	\$40.45	\$14.44	\$12.48	\$67.38
		Annual Sala	ry + Benefits	\$72,816.85			
Step B		¢4.1 <i>C</i> 4.00	/N /I = 41-	\$27.7 6	77		
		\$4,164.00	/Month	\$27.76	/Hour		
	Total Benefits	\$2,152.14	51.68%	\$42.11	\$15.03	\$12.99	\$70.13
		Ammuel Cale	wy Donoffta	\$75 702 <i>6</i> 2			
		Alliuai Sala	ry + Benefits	\$75,793.63	:		
Step C							
1		\$4,372.20	/Month	\$29.15	/Hour		
	Tatal Danasita	¢2 215 10	5 0.660/	\$43.92	φ1 <i>E (</i> 0	\$13.55	\$73.14
	Total Benefits	\$2,215.10	50.66%	\$43.92	\$15.68	\$13 . 55	\$/3.14
		Annual Sala	ry + Benefits	\$79,047.52			
G. B							
Step D		¢ <i>ለ E</i> በበ 01	Month	¢20.61	/Hous		
		\$4,590.81	/ IVIOIIIII	\$30.61	/ HOUF		
	Total Benefits	\$2,281.20	49.69%	\$45.81	\$16.35	\$14.14	\$76.30
		Annual Sala	ry + Benefits	\$82,464.10			
			1 J Dentities	ΨΟΞ,ΤΟΤ.ΙΟ	:		
Step E							
		\$4,820.35	/Month	\$32.14	/Hour		
	Total Benefits	\$2.250.61	10 760/	¢ <i>1</i> 7 01	¢17 07	¢1 <i>1.75</i>	\$70.62
	Total Deficits	\$2,350.61	48.76%	\$47.81	\$17.07	\$14.75	\$79.62
		Annual Sala	ry + Benefits	\$86,051.51			
					•		

Project Services Manager Department: Engineering

Step A							
200 P		\$6,543.93	/Month	\$43.63	/Hour		
<u>Benefit</u>	Multiplion				Cotor	TOWN	
PERS - Employee	<u>Multiplier</u> 0.08000	523.51		Non-Sw	Cates orn Managemen		agement
PERS - Employer	0.14066	920.47		Non-Sw	om Manageme	nt & Mid-Mai	iagement
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	110.79					
Life Insurance	0.000284	33.45					
Deferred Comp.		110.00					
Workers Comp.	0.05030	329.16			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	94.89	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,018.93	46.13%	\$63.75	\$38.90	\$19.67	\$122.33
		Annual Sala	ry + Benefits	\$114,754.34	:		
G. D							
Step B		Φ < O E 4 4 2	0.5				
		\$6,871.13	/Month	\$45.81	/Hour		
	Total Benefits	\$3,115.88	45.35%	\$66.58	\$40.63	\$20.55	\$127.75
		Annual Sala	ry + Benefits	\$119,844.02	=		
Stop C							
Step C		\$7,214.68	/Month	\$48.10	/Hour		
		Ψ1,214.00	/IVIOIIIII	ψ+0.10	/11oui		
	Total Benefits	\$3,221.52	44.65%	\$69.57	\$42.45	\$21.47	\$133.50
		Annual Sala	ry + Benefits	\$125,234.43			
Step D							
		\$7,575.42	/Month	\$50.50	/Hour		
	Total Benefits	\$3,332.45	43.99%	\$72.72	\$44.37	\$22.44	\$139.53
		Annual Sala	ry + Benefits	\$130,894.35			
		rammun Dala	i j i Denemo	Ψ100,071,00	ŧ		
Step E							
		\$7,954.19	/Month	\$53.03	/Hour		
	Total Benefits	\$3,448.92	43.36%	\$76.02	\$46.39	\$23.46	\$145.86
	20mi Bollolito	ψυ, ι τουν	13.3070	ψ1 0.0 2	ψ 10102	Ψ 201 0	Ψ1-10-100
		Annual Sala	ry + Benefits	\$136,837.28	=		

Project Services Specialist Department: Engineering

		Бери	tillent. El	gmooring			
Step A							
		\$5,034.02	/Month	\$33.56	/Hour		
Benefit PERS - Employee PERS - Employer PERS Survivor Management Incen	Multiplier 0.08000 0.14066	402.72 708.09 3.00 0.00		<u>Category</u> Non-Sworn Management & Mid-Management			
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp.	0.016930 0.000284	3.67 711.18 143.30 85.23 25.73 110.00					
Workers Comp. Vision Benefit Medicare	0.05030 426.12 0.01450	253.21 35.51 72.99		Hourly Rate & Benefits	61.02% Department Overhead	30.86% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,554.63	50.75%	\$50.59	\$30.87	\$15.61	\$97.07
		Annual Sala	ry + Benefits	\$91,063.81			
		1 2222 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	-	Ψ> 2,0 00 10 1	!		
Step B		\$5,285.72	/Month	\$35.24	/Hour		
	Total Benefits	\$2,628.36	49.73%	\$52.76	\$32.19	\$16.28	\$101.23
		Annual Sala	ry + Benefits	\$94,968.97	:		
Step C		\$5,550.01	/Month	\$37.00	/Hour		
	Total Benefits	\$2,709.63	48.82%	\$55.06	\$33.60	\$16.99	\$105.65
		Annual Sala	ry + Benefits	\$99,115.62	:		
Step D		\$5,827.51	/Month	\$38.85	/Hour		
	Total Benefits	\$2,794.96	47.96%	\$57.48	\$35.07	\$17.74	\$110.30
		Annual Sala	ry + Benefits	\$103,469.61	:		
Step E		\$6,118.88	/Month	\$40.79	/Hour		
	Total Benefits	\$2,884.56	47.14%	\$60.02	\$36.62	\$18.52	\$115.17
			ry + Benefits	\$108,041.30			

Purchasing Agent Department: Finance & Information Systems

Step A							
Бер П		\$4,937.83	/Month	\$32.92	/Hour		
Donofit	Multiplion				Cate		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	395.03		Non Su	cau vorn Manageme	egory ent & Mid Mo	nagamant
PERS - Employee	0.14066	694.56		Non-Sv	vom manageme	ent & wiid-wia	magement
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	83.60					
Life Insurance	0.000284	25.24					
Deferred Comp.		110.00					
Workers Comp.	0.05030	248.37			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	71.60		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,525.05	51.14%	\$49.75	\$23.20	\$15.35	\$88.30
	Total Belletits				\$23.2U	ф13.33	фоо. Э О
		Annual Sala	ry + Benefits	\$89,554.59			
Step B							
		\$5,184.72	/Month	\$34.56	/Hour		
	Total Benefits	\$2,597.30	50.10%	\$51.88	\$24.19	\$16.01	\$92.08
		Annual Sala	ry + Benefits	\$93,384.28			
Step C		\$5,443.96	Month	\$26.20	/П		
		φ3,443.90	/Wionui	\$36.29	/HOUI		
	Total Benefits	\$2,677.02	49.17%	\$54.14	\$25.24	\$16.71	\$96.09
		Annual Sala	ry + Benefits	\$97,451.71			
Stor D							
Step D		\$5,716.16	/Month	\$38.11	/Hour		
	Total Benefits	\$2,760.72	48.30%	\$56.51	\$26.35	\$17.44	\$100.30
		Annual Sala	ry + Benefits	\$101,722.50			
Step E							
	_	\$6,001.96	/Month	\$40.01	/Hour		
	Total Benefits	\$2,848.61	47.46%	\$59.00	\$27.51	\$18.21	\$104.72
		Annual Sala	ry + Benefits	\$106,206.83			

Purchasing Assistant Department: Finance & Information Systems

Stop A							
Step A		\$4,114.37	/Month	\$27.43	/Hour		
		φ 4 ,11 4. 37	/Wionin	φ27.43	/110u1		
Benefit	Multiplier				<u>Cate</u>	egory	
PERS - Employee	0.08000	329.15			Office E	mployees	
PERS - Employer	0.14066	578.73					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	69.66					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	206.95			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	59.66		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,147.31	52.19%	\$41.74	\$19.46	\$12.88	\$74.09
	Total Delicitis				ψ17.40	Ψ12.00	Ψ/4.02
		Annual Sala	ry + Benefits	\$75,140.21	į		
G. D							
Step B		Φ4 22 0 00	/N. f d.	420.00			
		\$4,320.09	/Montn	\$28.80	/Hour		
	Total Benefits	\$2,205.85	51.06%	\$43.51	\$20.29	\$13.43	\$77.22
		Annual Sala	ry + Benefits	\$78,311.28			
Step C							
		\$4,536.09	/Month	\$30.24	/Hour		
	Total Benefits	¢2 271 17	50.070/	¢45 39	\$21.16	¢14 00	\$80.55
	Total Delients	\$2,271.17	50.07%	\$45.38	\$21.10	\$14.00	\$6U.55
		Annual Sala	ry + Benefits	\$81,687.14			
					<u> </u>		
Step D							
		\$4,762.90	/Month	\$31.75	/Hour		
	Total Donafta	¢2 220 75	40.100/	¢4≣ 25	¢22 AQ	¢1./.c1	¢04.04
	Total Benefits	\$2,339.75	49.12%	\$47.35	\$22.08	\$14.61	\$84.04
		Annual Sala	ry + Benefits	\$85,231.80			
			-		:		
Step E							
-		\$5,001.04	/Month	\$33.34	/Hour		
	Takal D. C.					615.35	φο σ σ4
	Total Benefits	\$2,411.77	48.23%	\$49.42	\$23.04	\$15.25	\$87.71
		Annual Sala	ry + Benefits	\$88,953.69			
			J	+,>	:		
L							

Receptionist Department: Administration

Step A							
Step A		\$2,860.97	/Month	\$19.07	/Hour		
D 6"4	N. G 145 15	,			O-4		
Benefit Employee	<u>Multiplier</u>	220.00				egory	
PERS - Employee PERS - Employer	0.08000 0.14066	228.88 402.42			Office E	mployees	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	48.44					
Life Insurance	0.010,30	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	143.91			36.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	41.48		& Benefits	<u>Overhead</u>	Overhead	Rate
			-				,
	Total Benefits	\$ 1,768.30	61.81%	\$30.86	\$11.23	\$9.52	\$51.61
		Annual Salar	ry + Benefits	\$55,551.22			
Step B							
_F _		\$3,004.02	/Month	\$20.03	/Hour		
	Total Benefits	\$1,807.89	60.18%	\$32.08	\$11.67	\$9.90	\$53.65
	Total Delicitis	φ1,607.69	00.1870	φ32.00	φ11.07	φ 7.70	φ33.03
		Annual Salar	ry + Benefits	\$57,742.84			
Step C							
		\$3,154.22	/Month	\$21.03	/Hour		
	Total Benefits	\$1,853.30	58.76%	\$33.38	\$12.14	\$10.30	\$55.83
		Annual Sala	rv + Renefits	\$60,090.29			
		Ammudi Salai	., Denemes	Ψυσουσουσ	1		
Step D		фа 244 02	/N. f				
		\$3,311.93	/Month	\$22.08	/Hour		
	Total Benefits	\$1,900.99	57.40%	\$34.75	\$12.64	\$10.72	\$58.12
		Annual Salar	ry + Benefits	\$62,555.10			
Step E		фо <i>дее го</i>	/N.f	***			
		\$3,477.53	/Month	\$23.18	/Hour		
	Total Benefits	\$1,951.07	56.11%	\$36.19	\$13.16	\$11.17	\$60.52
		Annual Salar	ry + Benefits	\$65,143.16			

Recreation Services Manager Department: Parks and Recreation

G. A							
Step A		φ ε ε/3 Ω	/A # .1	ф 25 00	/11		
		\$5,563.07	/Month	\$37.09	/Hour		
Benefit	Multiplier				Cate	gorv	
PERS - Employee	0.08000	445.05		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14066	782.50					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	94.18					
Life Insurance	0.000284	28.44					
Deferred Comp.		110.00					
Workers Comp.	0.05030	279.82			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	80.66		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			-				
	Total Benefits	\$ 2,717.32	48.85%	\$55.20	\$60.76	\$17.03	\$133.00
		Annual Sala	ry + Benefits	\$99,364.62	<u> </u>		
Step B							
		\$5,841.22	/Month	\$38.94	/Hour		
	Total Benefits	\$2,799.18	47.92%	\$57.60	\$63.40	\$17.78	\$138.78
		Annual Sala	ry + Benefits	\$103,684.82			
Step C							
		\$6,133.28	/Month	\$40.89	/Hour		
	Total Benefits	\$2,888.99	47.10%	\$60.15	\$66.21	\$18.56	\$144.92
			D 614	Φ100 2 ε Ξ 2 ε			
		Annual Sala	ry + Benefits	\$108,267.26	•		
Step D							
		\$6,439.95	/Month	\$42.93	/Hour		
	Total Benefits	\$2,983.29	46.32%	\$62.82	\$69.15	\$19.39	\$151.36
		Annual Sala	ry + Benefits	\$113,078.83			
Step E							
Step E		\$6,761.95	/Month	\$45.08	/Hour		
	Total Benefits	\$3,082.30	45.58%	\$65.63	\$72.24	\$20.25	\$158.12
					+ v= -		,
		Annual Sala	ry + Benefits	\$118,130.98	:		

Recreation Services Coordinator Department: Parks and Recreation

Step A							
1		\$3,978.83	/Month	\$26.53	/Hour		
		, - ,-		,			
<u>Benefit</u>	<u>Multiplier</u>				Cates		
PERS - Employee	0.08000	318.31			Office En	nployees	
PERS - Employer	0.14066	559.66					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	67.36					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	200.14			110.07%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	57.69	<u>-</u>	& Benefits	<u>Overhead</u>	Overhead	Rate
	Total Benefits	\$ 2,106.33	52.94%	\$40.57	\$44.65	\$12.52	\$97.74
		Annual Sala	ry + Benefits	\$73,021.90	_		
					-		
Step B							
		\$4,177.77	/Month	\$27.85	/Hour		
		+ -,	,	7-7.55	,		
	Total Benefits	\$2,162.82	51.77%	\$42.27	\$46.53	\$13.04	\$101.84
		Annual Sala	ry + Benefits	\$76,087.05	=		
G. G							
Step C		\$4,386.66	/Month	\$29.24	/Hour		
		φ4,300.00	/Wionth	\$29.24	/HOul		
	Total Benefits	\$2,225.98	50.74%	\$44.08	\$48.52	\$13.60	\$106.21
		Annual Cala	my Donofita	\$70 251 71			
		Alliuai Sala	ry + Benefits	\$79,351.71	=		
Ctow D							
Step D		4. 4. 40 = 0 =	2.5				
		\$4,605.99	/Month	\$30.71	/Hour		
	Total Benefits	\$2,292.31	49.77%	\$45.99	\$50.62	\$14.19	\$110.80
			.	404 0 - 0			
		Annual Sala	ry + Benefits	\$82,779.59	:		
Step E							
	_	\$4,836.29	/Month	\$32.24	/Hour		
	Total Benefits	\$2,361.95	48.84%	\$47.99	\$52.82	\$14.81	\$115.62
		Annual Cala	mr Domofite	¢Q6 270 07			
		Annual Sala	ry + Benefits	\$86,378.87	=		

Recreation Services Supervisor Department: Parks and Recreation

~ .							
Step A							
		\$4,605.53	/Month	\$30.70	/Hour		
Donofit	Multiplian				Cata	~~~	
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	368.44			<u>Cate</u> Office En		
		647.81			Office En	npioyees	
PERS - Employer PERS Survivor	0.14066	3.00					
	tirro						
Management Incen EAP	uve	0.00					
		3.67					
Health Insurance		711.18					
Dental Insurance	0.01.0020	143.30					
LTD Insurance	0.016930	77.97					
Life Insurance		6.51					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	231.66			110.07%	30.86%	m . 1 ** 1
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	66.78	=	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,295.84	49.85%	\$46.01	\$50.64	\$14.20	\$110.85
		Annual Sala	ry + Benefits	\$82,816.39			
			•		:		
Step B							
экер Б		¢4 025 01	/N // o m 4 la	ф22.2.4	Δ.Y.		
		\$4,835.81	/Month	\$32.24	/Hour		
	Total Benefits	\$2,361.80	48.84%	\$47.98	\$52.82	\$14.81	\$115.61
	Total Delicitis	\$2,301.60	40.0470	φ -1. 20	φ32.02	φ 1-1.01	φ113.01
		Annual Sala	rv + Renefits	\$86,371.27			
		Amilian Sala	ly Delicites	Ψ00,571.27	:		
G. G							
Step C							
		\$5,077.60	/Month	\$33.85	/Hour		
	Total Benefits	\$2,434.91	47.95%	\$50.08	\$55.13	\$15.45	\$120.67
		Annual Sala	ry + Benefits	\$90,150.14	•		
Step D							
	-	\$5,331.48	/Month	\$35.54	/Hour		
		ψυ,υυ1.τυ	, 1,1011111	φ33.34	,11041		
	Total Benefits	\$2,511.69	47.11%	\$52.29	\$57.55	\$16.13	\$125.98
		. ,					-
		Annual Sala	ry + Benefits	\$94,117.94			
			-		:		
Step E							
Step E		Φ <i>Ε</i> Ε ΩΩ Ω Ε	/N /L = (1	***	a.r.		
		\$5,598.05	/Month	\$37.32	/Hour		
	Total Benefits	\$2,592.29	46.31%	\$54.60	\$60.10	\$16.85	\$131.55
	Total Delicitis	φ4,334.49	40.31%	φ 34. 00	φυυ.10	φ10.05	ф131.33
		Annual Salar	ry + Benefits	\$98,284.14			
		Amuai Sala	1 J Denemos	Ψ20,204.14	<u> </u>		

Redevelopment/Economic Devel Analy. Department: Redevelopment Agency

G. A							
Step A		φ.ς. 5 22. 5 2	7.5	4.0 5. 0	/T T		
		\$6,533.73	/Month	\$43.56	/Hour		
Benefit	<u>Multiplier</u>				Cate	porv	
PERS - Employee	0.08000	522.70)	Non-Sw	orn Manageme		nagement
PERS - Employer	0.14066	919.03		1,011 2,11	9111 IVIMING		-mg
PERS Survivor	0.1.000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	110.62					
Life Insurance	0.000284	33.40					
Deferred Comp.		110.00					
Workers Comp.	0.05030	328.65			68.69%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	94.74		& Benefits	<u>Overhead</u>	Overhead	<u>Rate</u>
			=				
	Total Benefits	\$ 3,015.80	46.16%	\$63.66	\$43.73	\$19.65	\$127.04
		Annual Sala	ry + Benefits	\$114,594.30	:		
Step B							
экер Б		\$6,860.42	/Month	\$45.74	/Hour		
		40,00011	, 1, 1011411	Ψ.σ., .	,11041		
	Total Benefits	\$3,110.91	45.35%	\$66.48	\$45.66	\$20.51	\$132.65
		Annual Sala	ry + Benefits	\$119,655.94			
			ij i Bellelles	ψ113,00013 I	:		
Step C							
		\$7,203.44	/Month	\$48.02	/Hour		
	Total Benefits	\$3,214.64	44.63%	\$69.45	\$47.71	\$21.43	\$138.60
		Annual Sala	ry + Benefits	\$125,016.90	:		
Step D							
		\$7,563.61	/Month	\$50.42	/Hour		
	Total Benefits	\$3,323.55	43.94%	\$72.58	\$49.86	\$22.40	\$144.84
			. ъ м.	#4.50 242 02			
		Annual Sala	ry + Benefits	\$130,645.91	:		
Step E							
		\$7,941.79	/Month	\$52.95	/Hour		
	Total Benefits	\$3,437.91	43.29%	\$75.86	\$52.11	\$23.41	\$151.39
	Total Delicities	ψυ,τυ 1.71	13.27/0	Ψ15.00	ψε	Ψ # •• T I	ψ±01.07
		Annual Sala	ry + Benefits	\$136,556.37			

Redevelopment Manager Department: Redevelopment Agency

Step A							
Stop 11		\$7,725.92	/Month	\$51.51	/Hour		
		Ψ1,120.72	/1011111	ΨΟΙ.ΟΙ	/110 u 1		
<u>Benefit</u>	<u>Multiplier</u>				Cate		
PERS - Employee	0.08000	618.07		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.14066	1,086.73					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	130.80					
Life Insurance	0.000284	39.49					
Deferred Comp.		110.00					
Workers Comp.	0.05030	388.61			68.69%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	112.03	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,382.40	43.78%	\$74.06	\$50.87	\$22.85	\$147.78
		Annual Sala	ry + Benefits	\$133,299.79			
Step B							
		\$8,112.22	/Month	\$54.08	/Hour		
	Total Benefits	\$3,497.51	43.11%	\$77.40	\$53.17	\$23.88	\$154.45
			TD 614	φ120 21 C 2 1			
		Annual Sala	ry + Benefits	\$139,316.74	.		
Step C							
		\$8,517.83	/Month	\$56.79	/Hour		
	T. 1D. C.	Ф2 с 22 24	12.520/	φορ ο 2	Φ.Ε.Ε. (.0.	#24.05	φ1. /1.5 0
	Total Benefits	\$3,622.24	42.53%	\$80.93	\$55.60	\$24.97	\$161.50
		Annual Sala	ry + Benefits	\$1 <i>45 6</i> 80 70			
		Aimuai Sala	ry + Denemis	\$145,680.79	•		
Chara D							
Step D		φο ο 12 - 2	2.5				
		\$8,943.72	/Month	\$59.62	/Hour		
	Total Benefits	\$3,753.20	41.96%	\$84.65	\$58.15	\$26.12	\$168.91
	Total Delicitis	φ5,155.20	41.70%	φ0 4. U3	φ30.13	φ40.14	φ100.71
		Annual Sala	ry + Benefits	\$152,363.03			
		ininan bala	i, Delicitis	Ψ102,000.00	=		
Step E							
Sicp		¢0 200 00	Month	0.00	///		
		\$9,390.90	/MOIT	\$62.61	/Hour		
	Total Benefits	\$3,890.71	41.43%	\$88.54	\$60.82	\$27.32	\$176.69
	10mi Denetitis	ψ3,070.71	11.73/0	ψ00.24	ψ 30•0 2	φ ω 1 60 M	φ±10.02
		Annual Sala	ry + Benefits	\$159,379.39			
				. ,-	Ē		
L							

Redevelopment Specialist Department: Redevelopment Agency

Step A							
1		\$5,187.05	/Month	\$34.58	/Hour		
5 44.	35 14 11	. ,					
Benefit DEDS Employee	<u>Multiplier</u> 0.08000	414.00		N C	<u>Cate</u>		
PERS - Employee	0.08000	414.96 729.61		Non-Sw	orn Manageme	nt & Mid-Mar	agement
PERS - Employer PERS Survivor	0.14000	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	87.82					
Life Insurance	0.000284	26.52					
Deferred Comp.	0.000204	110.00					
Workers Comp.	0.05030	260.91			68.69%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	75.21		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	73.21	_	<u>a benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,601.69	50.16%	\$51.92	\$35.67	\$16.02	\$103.62
		Annual Sala	ry + Benefits	\$93,464.86	<u>.</u>		
Step B							
		\$5,446.40	/Month	\$36.31	/Hour		
		ŕ					
	Total Benefits	\$2,676.44	49.14%	\$54.15	\$37.20	\$16.71	\$108.06
		Annual Sala	ry + Benefits	\$97,474.16	=		
Ctor C							
Step C		\$5,718.72	/Month	\$38.12	/Hour		
		ψ5,710.72	/1 v1 O11t11	ψ30.12	/Hour		
	Total Benefits	\$2,758.79	48.24%	\$56.52	\$38.82	\$17.44	\$112.78
		Annual Sala	ry + Benefits	\$101,730.16			
					-		
Step D							
		\$6,004.66	/Month	\$40.03	/Hour		
	Total Benefits	\$2,845.25	47.38%	\$59.00	\$40.53	\$18.21	\$117.73
					,		
		Annual Sala	ry + Benefits	\$106,198.96	ŧ		
Step E							
,		\$6,304.89	/Month	\$42.03	/Hour		
	Total Benefits	\$2,936.04	46.57%	\$61.61	\$42.32	\$19.01	\$122.94
		Annual Sala	ry + Benefits	\$110,891.21	=		
<u> </u>							

Redevelopment Technician Department: Redevelopment Agency

Step A							
1		\$4,069.19	/Month	\$27.13	/Hour		
T	3.5 1.1 11				C 1		
Benefit Employee	<u>Multiplier</u> 0.08000	325.54			Cates		
PERS - Employee PERS - Employer	0.08000	572.37			Office En	npioyees	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	68.89					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	204.68			68.69%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	59.00		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			-				·
	Total Benefits	\$ 2,133.65	52.43%	\$41.35	\$28.41	\$12.76	\$82.52
		Annual Sala	ry + Benefits	\$74,434.11	=		
Q. D							
Step B		Φ 4.252. 65	/A # .1	** 0.40	~~		
		\$4,272.65	/Month	\$28.48	/Hour		
	Total Benefits	\$2,185.00	51.14%	\$43.05	\$29.57	\$13.28	\$85.91
		Annual Sala	ry + Benefits	\$77,491.75			
		7 minuai Saia	ry Benefits	Ψ77,471.75	3		
Step C							
Step 5		\$4,486.28	/Month	\$29.91	/Hour		
		ψ 1,100 1 20	,1,1011011	Ψ=>.>1	,11001		
	Total Benefits	\$2,249.60	50.14%	\$44.91	\$30.85	\$13.86	\$89.61
		Annual Sala	rv + Renefits	\$80,830.55			
		Almuai Saia	ly Delicities	φου,030.33	=		
Step D							
		\$4,710.60	/Month	¢21 40	/Hour		
		Ф -1 ,/10.00	/ IVIOIIIII	\$31.40	/ NOUL		
	Total Benefits	\$2,317.43	49.20%	\$46.85	\$32.19	\$14.46	\$93.50
		Annual Cala	ny Ronofita	¢Q1 226 10			
		Annuai Sala	ry + Benefits	\$84,336.28	=		
Step E							
Step E		\$4,946.13	/Month	\$32.97	/Hour		
		ŕ					
	Total Benefits	\$2,388.65	48.29%	\$48.90	\$33.59	\$15.09	\$97.58
		Annual Sala	ry + Benefits	\$88,017.30	_		

Right-of-Way Agent Department: Engineering

Step A \$6,606.60 /Month \$44.04 /Hour Benefit Multiplier Category PERS - Employee 0.08000 528.53 Non-Sworn Management & Mid-Management PERS - Employer 0.14066 929.28 PERS Survivor 3.00 Management Incentive 0.00 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 111.85 Life Insurance 0.000284 33.77 Deferred Comp. 110.00
Benefit Multiplier Category PERS - Employee 0.08000 528.53 Non-Sworn Management & Mid-Management PERS - Employer 0.14066 929.28 PERS Survivor 3.00 Management Incentive 0.00 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 111.85 Life Insurance 0.000284 33.77
PERS - Employee 0.08000 528.53 Non-Sworn Management & Mid-Management PERS - Employer 0.14066 929.28 PERS Survivor 3.00 Management Incentive 0.00 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 111.85 Life Insurance 0.000284 33.77
PERS - Employee 0.08000 528.53 Non-Sworn Management & Mid-Management PERS - Employer 0.14066 929.28 PERS Survivor 3.00 Management Incentive 0.00 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 111.85 Life Insurance 0.000284 33.77
PERS - Employer 0.14066 929.28 PERS Survivor 3.00 Management Incentive 0.00 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 111.85 Life Insurance 0.000284 33.77
PERS Survivor 3.00 Management Incentive 0.00 EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 111.85 Life Insurance 0.000284 33.77
EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 111.85 Life Insurance 0.000284 33.77
EAP 3.67 Health Insurance 711.18 Dental Insurance 143.30 LTD Insurance 0.016930 111.85 Life Insurance 0.000284 33.77
Dental Insurance 143.30 LTD Insurance 0.016930 111.85 Life Insurance 0.000284 33.77
LTD Insurance 0.016930 111.85 Life Insurance 0.000284 33.77
Life Insurance 0.000284 33.77
Deferred Comp 110.00
Defende Comp. 110.00
Workers Comp. 0.05030 332.31 61.02% 30.86%
Vision Benefit 426.12 35.51 Hourly Rate Department City-Wide Total Hou
Medicare 0.01450 95.80 <u>& Benefits</u> <u>Overhead</u> <u>Overhead</u> <u>Rate</u>
Total Benefits \$ 3,038.20 45.99% \$64.30 \$39.23 \$19.84 \$123.37
Annual Salary + Benefits \$\frac{\$115,737.63}{}
Step B
\$6,936.93 /Month \$46.25 /Hour
Total Benefits \$3,136.11 45.21% \$67.15 \$40.98 \$20.72 \$128.85
Annual Salary + Benefits \$120,876.48
Aintual Salary + Denems \$120,070.40
Step C
\$7,283.78 /Month \$48.56 /Hour
Total Benefits \$3,242.77 44.52% \$70.18 \$42.82 \$21.66 \$134.65
Annual Salary + Benefits \$126,318.51
Step D
\$7,647.97 /Month \$50.99 /Hour
Total Benefits \$3,354.75 43.86% \$73.35 \$44.76 \$22.63 \$140.74
Annual Salary + Benefits \$\frac{\$132,032.64}{}
Step E
\$8,030.36 /Month \$53.54 /Hour
Total DanaStr. \$2,472.24 42.240/ \$55.60 \$46.50 \$62.66 \$1.45.14
Total Benefits \$3,472.34 43.24% \$76.68 \$46.79 \$23.66 \$147.14
Annual Salary + Benefits \$138,032.48

Right-of-Way Technician Department: Engineering

Cton A							
Step A		¢4.040.10	Month	¢27 12	/II over		
		\$4,069.19	/Month	\$27.13	/Hour		
Benefit	Multiplier				Cate	gory	
PERS - Employee	0.08000	325.54			Office En		
PERS - Employer	0.14066	572.37					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	68.89					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	204.68			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	59.00		& Benefits	Overhead	Overhead	<u>Rate</u>
			-				
	Total Benefits	\$ 2,133.65	52.43%	\$41.35	\$25.23	\$12.76	\$79.34
		Annual Sala	ry + Benefits	\$74,434.11	:		
Ct D							
Step B		\$4,272.65	/Month	\$28.48	/Hour		
		φ -1 ,272.03	/Wionth	φ26.46	/11oui		
	Total Benefits	\$2,185.00	51.14%	\$43.05	\$26.27	\$13.28	\$82.60
		Annual Cala	my Donofita	\$77 401 75			
		Annual Sala	ry + Denemis	\$77,491.75	:		
Step C							
		\$4,486.28	/Month	\$29.91	/Hour		
	T . 1 D	φ2.240.60	50.140/	0.4.4.0.1	Φ 25. 40	φ12.0 <i>c</i>	\$96.16
	Total Benefits	\$2,249.60	50.14%	\$44.91	\$27.40	\$13.86	\$86.16
		Annual Sala	ry + Benefits	\$80,830.55			
G D	_						
Step D		\$4,710.60	/Month	\$31.40	/Uour		
		φτ, / 10.00	/ IVIOIIIII	ф31.40	/110u1		
	Total Benefits	\$2,317.43	49.20%	\$46.85	\$28.59	\$14.46	\$89.90
		Annual Sala	ry + Benefits	\$84,336.28			
					•		
Step E		\$4.04C.13	/ N / L = +1	422.2	// X		
		\$4,946.13	/IVIONTN	\$32.97	/Hour		
	Total Benefits	\$2,388.65	48.29%	\$48.90	\$29.84	\$15.09	\$93.82
		Annual Salar	ry + Benefits	\$88,017.30	!		

Senior Associate Engineer Department: Engineering

C4 A							
Step A		¢	/N /f = 41-	¢42.06	/T T		
		\$6,443.37	/Month	\$42.96	/Hour		
Benefit	<u>Multiplier</u>				Cates	gorv	
PERS - Employee	0.08000	515.47		Non-Sw	orn Managemen		nagement
PERS - Employer	0.14066	906.32			Č		C
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30)				
LTD Insurance	0.016930	109.09					
Life Insurance	0.000284	32.94					
Deferred Comp.		110.00					
Workers Comp.	0.05030	324.10			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	93.43		& Benefits	Overhead	Overhead	Rate
1/10010410	0.01.00	751.15	-		<u> </u>	<u> </u>	
	Total Benefits	\$ 2,988.01	46.37%	\$62.88	\$38.37	\$19.40	\$120.64
		Annual Sala	ry + Benefits	\$113,176.55	_		
Step B							
		\$6,765.54	/Month	\$45.10	/Hour		
		,					
	Total Benefits	\$3,083.41	45.58%	\$65.66	\$40.06	\$20.26	\$125.98
		Annual Sala	ry + Benefits	\$118,187.34	<u>.</u>		
Step C							
		\$7,103.82	/Month	\$47.36	/Hour		
		. ,		,			
	Total Benefits	\$3,187.43	44.87%	\$68.61	\$41.86	\$21.17	\$131.64
		Annual Sala	ry + Benefits	\$123,494.91	_		
					- 		
Step D							
		\$7,459.01	/Month	\$49.73	/Hour		
		ŕ					
	Total Benefits	\$3,296.65	44.20%	\$71.70	\$43.75	\$22.13	\$137.58
		Annual Sala	ry + Benefits	\$129,067.87	Ī		
Step E							
		\$7,831.96	/Month	\$52.21	/Hour		
	Total Benefits	\$3,411.33	43.56%	\$74.96	\$45.74	\$23.13	\$143.82
			- ·	0404 040 (=			
		Annual Sala	ry + Benefits	\$134,919.47	=		

Senior Engineer Department: Engineering

C4 A							
Step A		φ.c. 5 . (4. 0.1	/3 f1	Φ4 5 00	/T T		
		\$6,764.01	/Month	\$45.09	/Hour		
Benefit	<u>Multiplier</u>				Cate	porv	
PERS - Employee	0.08000	541.12		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14066	951.43		1,011 2,11	orn managemen		-mg
PERS Survivor	0.1.000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	114.51					
Life Insurance	0.000284	34.58					
Deferred Comp.		110.00					
Workers Comp.	0.05030	340.23			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	98.08		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 3,086.61	45.63%	\$65.67	\$40.07	\$20.26	\$126.01
		Annual Sala	ry + Benefits	\$118,207.40	_		
Step B							
		\$7,102.21	/Month	\$47.35	/Hour		
		, , ,		,			
	Total Benefits	\$3,186.93	44.87%	\$68.59	\$41.85	\$21.17	\$131.62
		Annual Sala	ry + Benefits	\$123,469.73	<u>.</u>		
Step C							
		\$7,457.32	/Month	\$49.72	/Hour		
		, , -		,			
	Total Benefits	\$3,296.13	44.20%	\$71.69	\$43.74	\$22.12	\$137.55
		Annual Sala	ry + Benefits	\$129,041.43	<u>.</u>		
					- 		
Step D							
	_	\$7,830.19	/Month	\$52.20	/Hour		
				_			
	Total Benefits	\$3,410.79	43.56%	\$74.94	\$45.73	\$23.12	\$143.79
				4444004 ===			
		Annual Sala	ry + Benefits	\$134,891.70	<u> </u>		
G. F							
Step E		** ** * * * * * * * * * * * * * * * * *					
		\$8,221.70	/Month	\$54.81	/Hour		
	Tatal Dom Cr	φο ε οι 10	40.050/	ф до 3 5	¢47 01	¢34.10	Ø150 34
	Total Benefits	\$3,531.18	42.95%	\$78.35	\$47.81	\$24.18	\$150.34
		Annual Cala	m Ronofita	\$1.41 02.4 40			
		Annual Sala	ry + Benefits	\$141,034.49	=		

Senior Equipment Mechanic Department: Public Works

Step A							
Stop 11		\$4,499.14	/Month	\$29.99	/Hour		
Donofit	Multiplian				Cate	OCOME!	
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	359.93			Public Works	egory Maintanana	
PERS - Employee	0.14066	632.85			rubiic works	- Maintenance	-
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	76.17					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	226.31			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.24		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,263.66	50.31%	\$45.09	\$51.12	\$13.91	\$110.11
		Annual Sala	rv + Benefits	\$81,153.66	·		·
		12111441 2414	- J	401,120100	i.		
Step B							
~~r -		\$4,724.10	/Month	\$31.49	/Hour		
		ψ-1,7 2-1.10	/1011111	ψ51.47	/110 u 1		
	Total Benefits	\$2,328.02	49.28%	\$47.01	\$53.30	\$14.51	\$114.82
		Annual Sala	ry + Benefits	\$84,625.40	:		
Step C							
		\$4,960.30	/Month	\$33.07	/Hour		
	T . 1D . C.	Φ 2 200 45	40.270/	\$40.0 6	Φ ΕΕ (2)	01514	4110.03
	Total Benefits	\$2,399.45	48.37%	\$49.06	\$55.63	\$15.14	\$119.83
		Annual Sala	ry + Ronofits	\$88,316.97			
		Alliuai Sala	i j Delicities	ψ00,310.77	:		
Step D							
эсер Б		\$5,208.32	/Month	\$34.72	/Hour		
						.	.
	Total Benefits	\$2,474.44	47.51%	\$51.22	\$58.07	\$15.80	\$125.09
		Annual Sala	ry + Ronofita	\$02 102 12			
		Amiuai Sala	ry + Denents	\$92,193.12	:		
Step E							
- Step E		\$5,468.73	/Month	\$36.46	/Hour		
		φ3,400./3	/1011111	\$30.40	/110u1		
	Total Benefits	\$2,553.19	46.69%	\$53.48	\$60.63	\$16.50	\$130.61
		Annual Sala	rv + Ronofita	\$96,263.07			
		Aimuai Sala	ry + Denemis	φ20,203.07	i		

Senior Financial Analyst Department: Finance & Information Systems

Step A							
		\$6,570.17	/Month	\$43.80	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cate</u>	gorv	
PERS - Employee	0.08000	525.61		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14066	924.16		2,772 2	8		8
PERS Survivor		3.00					
Management Incen	tive	0.00)				
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30)				
LTD Insurance	0.016930	111.23					
Life Insurance	0.000284	33.59					
Deferred Comp.		110.00					
Workers Comp.	0.05030	330.48			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	95.27	<u>-</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,027.00	46.07%	\$63.98	\$29.83	\$19.74	\$113.56
		Annual Sala	ry + Benefits	\$115,166.04	•		
Step B							
		\$6,898.68	/Month	\$45.99	/Hour		
	Total Benefits	\$3,124.35	45.29%	\$66.82	\$31.16	\$20.62	\$118.60
	Total Beliefits	\$5,124.55	43.29/0	φ00.02	φ31.10	φ20.02	φ110.00
		Annual Sala	ry + Benefits	\$120,276.31	_		
Step C							
		\$7,243.61	/Month	\$48.29	/Hour		
	T . 1 D	Ф2 220 42	44.600/	φ.co. o.a	ф 22.5 с	454 FF	ф 122 02
	Total Benefits	\$3,230.42	44.60%	\$69.83	\$32.56	\$21.55	\$123.93
		Annual Sala	ry + Benefits	\$125,688.33			
		rimuai gala	i j i Denemes	Ψ122,000.33	•		
Step D							
Sicp D		\$7,605.79	/Month	\$50.71	/Hour		
		Ψ1,003.13	AMOHUI	φ30./1	/110ul		
	Total Benefits	\$3,341.79	43.94%	\$72.98	\$34.03	\$22.52	\$129.54
		Annual Sala	ry + Benefits	\$131,370.96	:		
G D							
Step E		Φ= 00 c 0 c	A. F. 	,			
		\$7,986.08	/Month	\$53.24	/Hour		
	Total Benefits	\$3,458.73	43.31%	\$76.30	\$35.58	\$23.54	\$135.42
	Total Dollolles	Ψ2,130.73	13.3170	Ψ10.20	Ψεείου	ΨΞΟΙΟΊ	WIDO!!
		Annual Sala	ry + Benefits	\$137,337.71			
					•		

Senior Code Enforcement Officer Department: Community Development

Cton A							
Step A		¢5 520 55	/N / 0 + 0 4 lo	\$26.96	/I I		
		\$5,529.55	/Month	\$36.86	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	442.36				mployees	
PERS - Employer	0.14066	777.79				1 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	93.62					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	278.14			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	80.18		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,575.25	46.57%	\$54.03	\$25.62	\$16.67	\$96.32
		Annual Sala	ry + Benefits	\$97,257.61			
					•		
Step B							
		\$5,806.03	/Month	\$38.71	/Hour		
	Total Benefits	¢2 655 10	45 720/	\$56.41	\$26.74	\$17.41	\$100.56
	Total Belletits	\$2,655.18	45.73%	φ30.41	\$ 20.74	Д17.41	\$100.50
		Annual Sala	ry + Benefits	\$101,534.55	<u>.</u>		
g, c							
Step C		¢(00(22	/N / 0 en 4 la	\$40.64	πт		
		\$6,096.33	/Monun	\$40.64	/Hour		
	Total Benefits	\$2,742.97	44.99%	\$58.93	\$27.94	\$18.18	\$105.05
		, ,,		, , , , ,	,	,	,
		Annual Sala	ry + Benefits	\$106,071.57			
					<u> </u>		
Step D							
		\$6,401.15	/Month	\$42.67	/Hour		
	Total Benefits	\$2,835.14	44.29%	\$61.58	\$29.19	\$19.00	\$109.77
		Annual Sala	ry + Benefits	\$110,835.45	:		
Step E							
		\$6,721.20	/Month	\$44.81	/Hour		
	=	.			Ac:		
	Total Benefits	\$2,931.92	43.62%	\$64.35	\$30.51	\$19.86	\$114.72
		Annual Sala	ry + Benefits	\$115,837.52			
		Amiuai Sala	i y Denemis	Ψ113,037.32	:		

Senior Combination Building Inspector Department: Community Development

Step A							
		\$5,529.55	/Month	\$36.86	/Hour		
		, , , , , , , , , , , , , , , , , , , ,		,			
Benefit E. 1	<u>Multiplier</u>	442.26			Cates		
PERS - Employee	0.08000	442.36			Office En	nployees	
PERS - Employer PERS Survivor	0.14066	777.79					
	tirra	3.00 0.00					
Management Incen EAP	uive	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	93.62					
Life Insurance	0.010930	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	278.14			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	80.18		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	80.18	-	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 2,575.25	46.57%	\$54.03	\$25.62	\$16.67	\$96.32
		Annual Sala	ry + Benefits	\$97,257.61			
Step B							
		\$5,806.03	/Month	\$38.71	/Hour		
	m . 1 p	***	47. 500	h= c a c	\$	44= 40	4400.40
	Total Benefits	\$2,648.67	45.62%	\$56.36	\$26.72	\$17.39	\$100.48
		Annual Salar	ry + Benefits	\$101,456.43			
		Timuu Suu	ly Delicites	Ψ101,120.12	•		
Step C							
Step C		\$6,096.33	/Month	\$40.64	/Lour		
		φυ,υσυ.σσ	/Wionth	\$40.04	/Houi		
	Total Benefits	\$2,736.46	44.89%	\$58.89	\$27.92	\$18.17	\$104.97
		Annual Sala	ry + Benefits	\$105,993.45			
Step D							
		\$6,401.15	/Month	\$42.67	/Hour		
	Total Dan Ct	¢2 929 72	44 100/	ø/1 F2	¢20.17	¢10 00	¢100 /0
	Total Benefits	\$2,828.63	44.19%	\$61.53	\$29.17	\$18.99	\$109.69
		Annual Salar	ry + Benefits	\$110,757.33			
		rammun Dala	., Denemo	Ψ110,131.03	!		
Step E							
Step E		\$6,721.20	/Month	\$44.81	/Hour		
		ψυ, 1 2 1 • 20	, 141011111	ψ01	/110ui		
	Total Benefits	\$2,925.41	43.53%	\$64.31	\$30.49	\$19.85	\$114.65
		Annual Sala	ry + Benefits	\$115,759.40			

Senior Permits Technician Department: Community Development

Step A								
····I		\$4	,487.48	/Month	\$29.92	/Hour		
Donofft	Multiplion					Cate		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000		359.00				egory mployees	
PERS - Employer	0.14066		631.21			Office E	mployees	
PERS Survivor	0.1.1000		3.00					
Management Incen	tive		0.00					
EAP			3.67					
Health Insurance			711.18					
Dental Insurance			143.30					
LTD Insurance	0.016930		75.97					
Life Insurance			6.51					
Deferred Comp.			0.00	ı				
Workers Comp.	0.05030		225.72			47.41%	30.86%	
Vision Benefit	426.12		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450		65.07		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$	2,260.14	50.37%	\$44.98	\$21.33	\$13.88	\$80.19
						+	7-222	7000
		An	inuai Saia	ry + Benefits	\$80,971.43	į		
Step B								
zwp z		\$4	,711.85	/Month	\$31.41	/Hour		
	Total Benefits	9	\$2,324.32	49.33%	\$46.91	\$22.24	\$14.47	\$83.62
	Town Benefits					Ψ	Ψ=	φσυσ2
		An	ınual Sala	ry + Benefits	\$84,434.06	į		
Step C								
Step C		\$4	,947.45	/Month	\$32.98	/Hour		
	Total Benefits		\$2 205 56	49.420/	¢49.05	¢22.21	¢15 11	\$87.27
	Total Benefits		\$2,395.56	48.42%	\$48.95	\$23.21	\$15.11	\$81.41
		An	nual Sala	ry + Benefits	\$88,116.06	i		
						•		
Step D			. 40 4 0 5	/s. r				
		\$5	5,194.82	/Month	\$34.63	/Hour		
	Total Benefits	S	\$2,470.36	47.55%	\$51.10	\$24.23	\$15.77	\$91.10
		An	mual Sala	ry + Benefits	\$91,982.16			
						:		
Step E								
		\$5	,454.56	/Month	\$36.36	/Hour		
	Total Benefits	9	\$2,548.90	46.73%	\$53.36	\$25.30	\$16.46	\$95.12
		An	nual Sala	ry + Benefits	\$96,041.57			
				J	7- 0,0 12101	•		
-								

Senior Planner Department: Community Development

C4 = A							
Step A		φ.c. 250 0.4	/N /f1	\$42.20	/T T		
		\$6,358.84	/Month	\$42.39	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gorv	
PERS - Employee	0.08000	508.71		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14066	894.43					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	107.66					
Life Insurance	0.000284	32.51					
Deferred Comp.	0.000 2 0.	110.00					
Workers Comp.	0.05030	319.85			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	92.20		& Benefits	<u>Overhead</u>	Overhead	Rate
Tylodicale	0.01 150	72.20	-	<u>ca penents</u>	<u> </u>	Overneud	11110
	Total Benefits	\$ 2,962.02	46.58%	\$62.14	\$29.46	\$19.17	\$110.77
		Annual Sala	ry + Benefits	\$111,850.27	_		
				1	=		
Step B							
1		\$6,676.78	/Month	\$44.51	/Hour		
		ψ0,070.70	/IVIOIIIII	ψ++.51	/11oui		
	Total Benefits	\$3,056.11	45.77%	\$64.89	\$30.76	\$20.02	\$115.67
		. ,		·	·	·	
		Annual Sala	ry + Benefits	\$116,794.75			
				·	=		
Step C							
Step C		\$7.010.62	Month	¢4674	/11 -		
		\$7,010.62	/Monun	\$46.74	/Hour		
	Total Benefits	\$3,158.77	45.06%	\$67.80	\$32.14	\$20.92	\$120.86
	Total Delicitis	ψ5,156.77	43.0070	φ07.00	ψ32.17	Ψ20.72	φ120.00
		Annual Sala	ry + Benefits	\$122,032.69			
		7 minuai Saia	ly Delicites	Ψ122,032.03	•		
Stop D							
Step D							
		\$7,361.15	/Month	\$49.07	/Hour		
	Total Dan Cu	\$2.200 FC	44 200/	\$ 50.05	¢22 50	¢21 07	¢127.20
	Total Benefits	\$3,266.56	44.38%	\$70.85	\$33.59	\$21.86	\$126.30
		Annual Cala	my Domofite	¢107 520 52			
		Annual Sala	ry + Benefits	\$127,532.53	=		
G							
Step E							
		\$7,729.21	/Month	\$51.53	/Hour		
	m . 1 = = =	45.5		*	4.5 = . :	4656	
	Total Benefits	\$3,379.74	43.73%	\$74.06	\$35.11	\$22.85	\$132.02
			. D	4133 357 37			
		Annual Sala	ry + Benefits	\$133,307.37	•		

Senior Planning Technician Department: Community Development

Ston A		_					
Step A		¢4 407 40	/N / a m 4 la	¢20.02	/I I		
		\$4,487.48	/Month	\$29.92	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	359.00				mployees	
PERS - Employer	0.14066	631.21					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	75.97					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	225.72			47.41%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.07		& Benefits	Overhead	Overhead	<u>Rate</u>
			-				
	Total Benefits	\$ 2,260.14	50.37%	\$44.98	\$21.33	\$13.88	\$80.19
		Annual Sala	ry + Benefits	\$80,971.43	i		
G. D							
Step B		¢4.711.05	Month	¢21 41	/11		
		\$4,711.85	/Monun	\$31.41	/Hour		
	Total Benefits	\$2,317.81	49.19%	\$46.86	\$22.22	\$14.46	\$83.54
		Annual Sala	ry + Benefits	\$84,355.94			
					•		
Step C		Φ 4 Ο 4 7	/3. #				
		\$4,947.45	/Month	\$32.98	/Hour		
	Total Benefits	\$2,389.05	48.29%	\$48.91	\$23.19	\$15.09	\$87.19
		Annual Sala	ry + Benefits	\$88,037.94	:		
Step D							
		\$5,194.82	/Month	\$34.63	/Hour		
		•					
	Total Benefits	\$2,463.85	47.43%	\$51.06	\$24.21	\$15.76	\$91.02
		Annual Sala	ry + Benefits	\$91,904.04	ı		
Stop E							
Step E		\$5,454.56	/Month	\$36.36	/Hour		
		•					
	Total Benefits	\$2,542.39	46.61%	\$53.31	\$25.28	\$16.45	\$95.04
		Annual Sala	ry + Benefits	\$95,963.45			
					•		

Sergeant Department: Police

Stop A							
Step A		\$6,006.43	/Month	\$40.04	/Hour		
		Φ 0,000.43	/Wionth	\$40.04	/110u1		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.09000	540.58			Sworn	Police	
PERS - Employer	0.31323	1,881.39					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		751.29					
Dental Insurance		143.30					
LTD Insurance	0.016930	101.69					
Life Insurance		9.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	302.12			35.70%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	87.09	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,858.65	64.24%	\$65.77	\$23.48	\$20.29	\$109.54
		Annual Salar	rv + Benefits	\$118,380.94			
					:		
Step B							
Бер Б		\$6,306.75	/Month	\$42.05	/11		
		\$0,300.75	/Wionth	\$42.05	/Hour		
	Total Benefits	\$3,991.62	63.29%	\$68.66	\$24.51	\$21.19	\$114.35
		+ - ,		+		+	7-2-3300
		Annual Sala	ry + Benefits	\$123,580.48			
					•		
Step C							
1		\$6,622.09	/Month	\$44.15	/Hour		
		ψ0,022.07	/Wionth	ψ++.13	/11oui		
	Total Benefits	\$4,144.55	62.59%	\$71.78	\$25.62	\$22.15	\$119.55
		Annual Sala	ry + Benefits	\$129,199.65	_		
					<u>. </u>		
Step D							
		\$6,953.19	/Month	\$46.35	/Hour		
		1 - 5		+ 12.00			
	Total Benefits	\$4,305.12	61.92%	\$75.06	\$26.79	\$23.16	\$125.01
		Annual Sala	ry + Benefits	\$135,099.77			
Step E							
	_	\$7,300.85	/Month	\$48.67	/Hour		
		ŕ					
	Total Benefits	\$4,473.72	61.28%	\$78.50	\$28.02	\$24.22	\$130.74
		Annual Sala	ry + Benefits	\$141,294.90	<u>.</u>		

Solid Waste Equipment Operator I Department: Public Works

Step A							
		\$3,723.77	/Month	\$24.83	/Hour		
		, - ,		,			
<u>Benefit</u>	<u>Multiplier</u>	207.00			Cates		
PERS - Employee	0.08000	297.90			Public Works -	· Maintenance	
PERS - Employer	0.14066	523.79					
PERS Survivor	4:	3.00 0.00					
Management Incen EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	63.04					
Life Insurance	0.010930	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	187.31			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.99		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.01430	33.99	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,029.20	54.49%	\$38.35	\$43.48	\$11.84	\$93.67
		Annual Sala	ry + Benefits	\$69,035.65	=		
Step B							
		\$3,909.96	/Month	\$26.07	/Hour		
					_	_	
	Total Benefits	\$2,081.83	53.24%	\$39.95	\$45.29	\$12.33	\$97.56
		Annual Sala	ry + Benefits	\$71,901.49	:		
Step C							
		\$4,105.46	/Month	\$27.37	/Hour		
	Total Benefits	\$2,140.95	52.15%	\$41.64	\$47.21	\$12.85	\$101.71
	Total Delicitis	\$2,140.93	32.1370	φ41.04	φ47.21	Ф12.03	φ101./1
		Annual Sala	ry + Benefits	\$74,956.86			
		7 muai Saia	Ty Deficites	Ψ74,750.00	=		
Step D							
- Step D		64.340.5 3	/N # .1	<i>*</i>	~~		
		\$4,310.73	/Month	\$28.74	/Hour		
	Total Benefits	\$2,203.02	51.11%	\$43.43	\$49.23	\$13.40	\$106.06
			_	.			
		Annual Sala	ry + Benefits	\$78,165.01	=		
Step E							
Step E		\$4,526.27	/Month	¢20 10	/Llour		
		φ 4 ,540.47	/ IVIOIIIII	\$30.18	/ ПОИГ		
	Total Benefits	\$2,268.20	50.11%	\$45.30	\$51.35	\$13.98	\$110.63
		Annual Sala	ry + Benefits	\$81,533.56			
			<u> </u>		= 		

Solid Waste Equipment Operator II Department: Public Works

Step A							
Step A		\$4,105.63	/Month	\$27.37	/Hour		
		φ -103.03	/Wionth	φ21.31	/110u1		
Benefit	Multiplier				Cate	<u>gory</u>	
PERS - Employee	0.08000	328.45			Public Works -	- Maintenance	
PERS - Employer	0.14066	577.50					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	69.51					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	206.51			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	59.53	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,144.67	52.24%	\$41.67	\$47.24	\$12.86	\$101.77
		Annual Sala		\$75,003.62	·	·	·
		121114411	. Delicités	4.0,000.02	:		
Step B							
ыср Б		¢4 210 01	/M a m 4 la	ф 2 0.7.4	лт		
		\$4,310.91	/Month	\$28.74	/Hour		
	Total Benefits	\$2,203.08	51.10%	\$43.43	\$49.23	\$13.40	\$106.06
	Total Belletitis	Ψ2,203.00	31.1070	Ψ13.13	Ψ12.20	ΨΙΟΙΙΟ	Ψ100.00
		Annual Sala	ry + Benefits	\$78,167.86			
					•		
Step C							
Stop 5		\$4,526.46	/Month	\$30.18	/Llour		
		φ 4, 320.40	/WIOIIIII	\$30.16	/Houi		
	Total Benefits	\$2,268.26	50.11%	\$45.30	\$51.36	\$13.98	\$110.63
		,-,		7	7	, ·	7
		Annual Sala	rv + Benefits	\$81,536.55			
			•	. ,	i		
Step D							
Step B		\$4,752.78	/Month	\$31.69	/Hour		
		φ τ , / 34. / 0	/ IVIOIIIII	\$31.09	/110ul		
	Total Benefits	\$2,336.69	49.16%	\$47.26	\$53.58	\$14.58	\$115.43
		. ,		,	,		
		Annual Sala	ry + Benefits	\$85,073.68			
			-				
Step E							
~ · · · · · ·		\$4,990.42	/Month	\$33.27	/Hour		
		φ τ, ///υ. -1 4	/ 1/1011111	Ф33.21	/110u1		
	Total Benefits	\$2,408.55	48.26%	\$49.33	\$55.92	\$15.22	\$120.47
		, . 50.00		+ -> -> ->	-	, == -= =	,
		Annual Sala	ry + Benefits	\$88,787.66			
			-		:		

Solid Waste Equipment Op/Lead Worker Department: Public Works

C4 A							
Step A		Φ4 -5 1-35	73.5 .1	421 (0	/		
		\$4,751.27	/Month	\$31.68	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	380.10			Public Works		e.
PERS - Employer	0.14066	668.31			1 60110 ((01115		
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	80.44					
Life Insurance	0.010730	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	238.99			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	68.89		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	00.03	_	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,339.91	49.25%	\$47.27	\$53.60	\$14.59	\$115.46
		Annual Sala	ry + Benefits	\$85,094.12	_		
					•		
Step B							
1		\$4,988.83	/Month	\$33.26	/Hour		
		φ-1,200.03	/141011111	ψ33.20	/110ui		
	Total Benefits	\$2,408.07	48.27%	\$49.31	\$55.91	\$15.22	\$120.44
		Annual Sala	ry + Benefits	\$88,762.88	_		
					-		
Step C							
		\$5,238.28	/Month	\$34.92	/Hour		
		. ,					
	Total Benefits	\$2,483.50	47.41%	\$51.48	\$58.36	\$15.89	\$125.73
		Annual Sala	ry + Benefits	\$92,661.33	_		
					<u> </u>		
Step D							
1	_	\$5,500.19	/Month	\$36.67	/Hour		
		ψυ,υυυ.17	, 141011111	ψ50.07	/110ul		
	Total Benefits	\$2,562.70	46.59%	\$53.75	\$60.94	\$16.59	\$131.28
						•	·
		Annual Sala	ry + Benefits	\$96,754.69			
			-		•		
Step E							
		¢= 77= 30	/Man41-	#20.50	A1		
		\$5,775.20	/ IVIONTN	\$38.50	/Hour		
	Total Benefits	\$2,645.86	45.81%	\$56.14	\$63.65	\$17.32	\$137.11
	Total Delicities	Ψ2,0-13.00	75.01/0	Ψ.Ο.1.Τ	ψυσουσ	ψ 11•3 4	Ψ 4 €//• 11
		Annual Sala	rv + Benefits	\$101,052.73			
			Ly : Delicites	Ψ101,002.73	=		

Solid Waste Manager Department: Public Works

Step A							
Step A		\$6,038.20	/Month	\$40.25	/Hour		
		φ υ,υ30.2 υ	/IVIOIIIII	\$ 40. 23	/110u1		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.08000	483.06		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.14066	849.33					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	102.23					
Life Insurance	0.000284	30.87					
Deferred Comp.		110.00					
Workers Comp.	0.05030	303.72			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	87.55		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,863.42	47.42%	\$59.34	\$67.28	\$18.31	\$144.94
		Annual Salar	ry + Benefits	\$106,819.42	:		
Step B							
экер Б		\$6,340.11	/Month	\$42.27	/Hour		
		40,010122	,1,1011011	Ψ :=:=,	,11001		
	Total Benefits	\$2,951.04	46.55%	\$61.94	\$70.23	\$19.11	\$151.28
		Annual Salar	ry + Benefits	\$111,493.84			
			•				
Step C		h c c== 4.5					
		\$6,657.12	/Month	\$44.38	/Hour		
	Total Benefits	\$3,046.90	45.77%	\$64.69	\$73.35	\$19.96	\$158.00
		Annual Sala	ry + Benefits	\$116,448.22	=		
Step D							
	_	\$6,989.97	/Month	\$46.60	/Hour		
	Total Benefits	\$3,147.55	45.03%	\$67.58	\$76.62	\$20.85	\$165.06
		A 7.0.7	D 604	\$151 CFG 51			
		Annual Sala	ry + Benefits	\$121,650.31	:		
Step E							
		\$7,339.47	/Month	\$48.93	/Hour		
	Total Benefits	\$3,253.24	44.33%	\$70.62	\$80.06	\$21.79	\$172.47
		+-, -		4.002	7	+*·>	+ - · · ·
		Annual Sala	ry + Benefits	\$127,112.51	!		

Street Maintenance Lead Worker Department: Public Works

Ctor A							
Step A		\$4,220.76	Month	¢20 1 <i>1</i>	/House		
		\$4,220.76	/Monu	\$28.14	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	337.66			Public Works		e
PERS - Employer	0.14066	593.69					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	71.46					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	212.30			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	61.20		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,179.49	51.64%	\$42.67	\$48.38	\$13.17	\$104.21
		Annual Sala	ry + Benefits	\$76,802.95	ı		
Step B							
ыер Б		\$4,431.80	/Month	\$29.55	/Hour		
		φ-1,-1.00	/141011111	Ψ27.33	/110 u 1		
	Total Benefits	\$2,239.63	50.54%	\$44.48	\$50.42	\$13.72	\$108.63
		Annual Sala	ry + Benefits	\$80,057.15			
					i		
Step C		φ <i>4.652.2</i> 0	/N /f1	#21.02	~~		
		\$4,653.39	/Month	\$31.02	/Hour		
	Total Benefits	\$2,306.64	49.57%	\$46.40	\$52.61	\$14.32	\$113.32
		. 101	. D. 694	ф од 530 31			
		Annual Salar	ry + Benefits	\$83,520.31	i		
Step D							
		\$4,886.06	/Month	\$32.57	/Hour		
	Total Benefits	\$2,376.99	48.65%	\$48.42	\$54.90	\$14.94	\$118.26
			T	40=4= 5555			
		Annual Sala	ry + Benefits	\$87,156.63	:		
Step E							
		\$5,130.36	/Month	\$34.20	/Hour		
	Total Benefits	\$2,450.87	47.77%	\$50.54	\$57.30	\$15.60	\$123.44
		Annual Sala	ry + Benefits	\$90,974.76	:		

Street Maintenance Worker I Department: Public Works

C4 A							
Step A		\$3,330.26	/Month	\$22.20	/Hour		
		40,000.00	,1,101141	4			
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	266.42			Public Works	- Maintenance	e
PERS - Employer	0.14066	468.43					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	56.38					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	167.51			113.37%	30.86%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	48.29	=	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,910.21	57.36%	\$34.94	\$39.61	\$10.78	\$85.33
		Annual Sala	ry + Benefits	\$62,885.61			
			·		•		
Step B							
1		\$3,496.77	/Month	\$23.31	/Hour		
		ψ5,470.77	/WOILLI	Ψ23.31	/11oui		
	Total Benefits	\$1,956.89	55.96%	\$36.36	\$41.22	\$11.22	\$88.80
		Annual Sala	ry + Benefits	\$65,443.95	ı		
Step C		Φ 2 (21 (1	/3. f i.				
		\$3,671.61	/Month	\$24.48	/Hour		
	Total Benefits	\$2,009.76	54.74%	\$37.88	\$42.94	\$11.69	\$92.51
	Total Delicitis	\$2,009.70	34.7470	φ37.00	φτ2.9τ	φ11.02	Φ/2.51
		Annual Sala	rv + Renefits	\$68,176.44			
		Oulu		+	ļ		
Step D							
Step D		\$3,855.19	/Month	¢25.70	/Llour		
		ф5,055.19	/ IVIOIIIII	\$25.70	/110uf		
	Total Benefits	\$2,065.27	53.57%	\$39.47	\$44.75	\$12.18	\$96.40
		,					
		Annual Sala	ry + Benefits	\$71,045.57			
				=	:		
Step E							
1		\$4,047.95	/Month	\$26.99	/Hour		
		Ψ 190 - 1 1 1 2 2	, 111011111	Ψ20.73	,11041		
	Total Benefits	\$2,123.56	52.46%	\$41.14	\$46.65	\$12.70	\$100.49
		Annual Sala	rv + Benefits	\$74,058.14			
			-J · Donoins	Ψ' 1,000.14	ļ		
L							

Street Maintenance Worker II Department: Public Works

C. A							
Step A		40.751.01	0.5	\$24.40	/T T		
		\$3,671.31	/Month	\$24.48	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory egory	
PERS - Employee	0.08000	293.70			Public Works		.
PERS - Employer	0.14066	516.41			1 40110 ((01115		
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	62.16					
Life Insurance	0.010/30	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	184.67			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.23		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	33.23	_	& Belletts	Overneau	Overneau	Rate
	Total Benefits	\$ 2,013.34	54.84%	\$37.90	\$42.97	\$11.69	\$92.56
		Annual Sala	ry + Benefits	\$68,215.77			
Step B							
		\$3,854.88	/Month	\$25.70	/Hour		
	Total Benefits	\$2,065.18	53.57%	\$39.47	\$44.75	\$12.18	\$96.39
		Annual Sala	ry + Benefits	\$71,040.62			
			,		:		
Step C							
Step C		\$4,047.62	/Month	\$26.98	/Llour		
		φτ,υτ/.υ2	/Wionui	\$20.96	/110u1		
	Total Benefits	\$2,123.46	52.46%	\$41.14	\$46.64	\$12.70	\$100.48
		Annual Sala	ry + Benefits	\$74,052.95			
				=	:		
Step D							
		\$4,250.00	/Month	\$28.33	/Hour		
		+ -,		420.00			
	Total Benefits	\$2,184.66	51.40%	\$42.90	\$48.64	\$13.24	\$104.77
			TD	ARR 64 = 0 0			
		Annual Sala	ry + Benefits	\$77,215.89	:		
Step E							
- 500 P		\$4,462.50	/Month	\$29.75	/Hour		
		φ τ,τυ2.3 0	/ 1/1011111	Φ29.13	/110u1		
	Total Benefits	\$2,248.92	50.40%	\$44.74	\$50.73	\$13.81	\$109.28
				hoo ==			
		Annual Sala	ry + Benefits	\$80,536.99	l.		

Streets Manager Department: Public Works

Step A							
Step A		\$6,038.20	/Month	\$40.25	/Hour		
		φ υ,υ30.2 υ	/IVIOIIIII	\$ 40. 23	/110u1		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.08000	483.06		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.14066	849.33					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	102.23					
Life Insurance	0.000284	30.87					
Deferred Comp.		110.00					
Workers Comp.	0.05030	303.72			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	87.55	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,863.42	47.42%	\$59.34	\$67.28	\$18.31	\$144.94
	10 20	Annual Salar		\$106,819.42	ψο20	Ψ10001	Ψ-1.00
		Alliluai Sala	ry + beliefits	\$100,019.42	•		
Stop D							
Step B		φε 240 11	/N / 1	\$12.27	~~		
		\$6,340.11	/Month	\$42.27	/Hour		
	Total Benefits	\$2,952.59	46.57%	\$61.95	\$70.24	\$19.12	\$151.31
		. ,			-	•	•
		Annual Sala	ry + Benefits	\$111,512.36	<u>.</u>		
Step C							
		\$6,657.12	/Month	\$44.38	/Hour		
	Total Benefits	\$3,050.07	45.82%	\$64.71	\$73.37	\$19.97	\$158.05
		Annual Cala	my Domofita	\$116,486.18			
		Annual Salar	ry + Benefits	\$110,480.18	=		
Stop D							
Step D		¢ ሬ በዐበ በማ	Month	046.60	/II		
		\$6,989.97	/IVIOIIIII	\$46.60	/Hour		
	Total Benefits	\$3,152.42	45.10%	\$67.62	\$76.66	\$20.86	\$165.14
		. ,		•		•	•
		Annual Sala	ry + Benefits	\$121,708.70	-		
Step E							
		\$7,339.47	/Month	\$48.93	/Hour		
		ŕ					
	Total Benefits	\$3,259.89	44.42%	\$70.66	\$80.11	\$21.81	\$172.58
			D	φ 4.0π .4.0.5.σ.*			
		Annual Sala	ry + Benefits	\$127,192.34	=		

Streets Supervisor Department: Public Works

Step A							
1		\$5,223.49	9 /Month	\$34.82	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	417.8	38		Public Works		e
PERS - Employer	0.14066	734.7					
PERS Survivor		3.0					
Management Incen	tive	0.0	00				
EAP		3.0	57				
Health Insurance		711.1	18				
Dental Insurance		143.3	30				
LTD Insurance	0.016930	88.4	13				
Life Insurance		6.5	51				
Deferred Comp.		0.0	00				
Workers Comp.	0.05030	262.7			113.37%	30.86%	
Vision Benefit	426.12	35.5			Department	City-Wide	Total Hourly
Medicare	0.01450	75.7	74	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,482.7	0 47.53%	\$51.37	\$58.25	\$15.85	\$125.47
		Annual Sa	lary + Benefits	\$92,474.29			
					•		
Step B							
		\$5,484.60	6 /Month	\$36.56	/Hour		
					\$ <0. T 0	***	* • • • • • •
	Total Benefits	\$2,558.0	1 46.64%	\$53.62	\$60.79	\$16.55	\$130.95
		Annual Sa	lary + Benefits	\$96,512.07	:		
Stan C							
Step C		\$5,758.90) /Month	\$38.39	/Hour		
		4-9	,	700.00	,		
	Total Benefits	\$2,640.9	3 45.86%	\$56.00	\$63.49	\$17.28	\$136.77
		Annual Sa	lary + Benefits	\$100,797.97			
			•		:		
Step D							
		\$6,046.84	4 /Month	\$40.31	/Hour		
	Total Benefits	\$2,728.0	0 45.11%	\$58.50	\$66.32	\$18.05	\$142.87
		Annual Ca	lary + Ronofita	\$105 20 <u>8</u> 17			
		Amuai Sa	lary + Benefits	\$105,298.17	:		
Step E							
Step L		\$6,349.18	3 /Month	\$42.33	/Hour		
	Total Benefits	\$2,819.4		\$61.12	\$69.30	\$18.86	\$149.29
	Tomi Donoino				Ψυν •υυ	Ψ20.00	Ψ ± :/• #/
		Annual Sa	lary + Benefits	\$110,023.38	:		

Supervising Construction Inspector Department: Engineering

Step A								
1		\$5	5,682.58	/Month	\$37.88	/Hour		
5 01.	35 34 34		,			a .		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000		454.61				egory	
PERS - Employee	0.08000		454.61 799.31			Office E	mployees	
PERS Survivor	0.14000		3.00					
Management Incen	tive		0.00					
EAP	arve.		3.67					
Health Insurance			711.18					
Dental Insurance			143.30					
LTD Insurance	0.016930		96.21					
Life Insurance	***************************************		6.51					
Deferred Comp.			0.00					
Workers Comp.	0.05030		285.83			61.02%	30.86%	
Vision Benefit	426.12		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450		82.40		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
				-	·			
	Total Benefits	\$	2,621.53	46.13%	\$55.36	\$33.78	\$17.08	\$106.22
		Ar	nual Sala	ry + Benefits	\$99,649.26	:		
Step B								
		\$5	5,966.71	/Month	\$39.78	/Hour		
			•					
	Total Benefits		\$2,697.26	45.21%	\$57.76	\$35.24	\$17.82	\$110.83
		Ar	nual Sala	ry + Benefits	\$103,967.67			
Step C								
		\$6	5,265.04	/Month	\$41.77	/Hour		
	Total Benefits		\$2,787.48	44.49%	\$60.35	\$36.82	\$18.62	\$115.80
	Total Belletitis		φ2,707.10	11.1570	φου	ψου.σ2	Ψ10.02	Ψ112.00
		Ar	nual Sala	ry + Benefits	\$108,630.25			
					_	•		
Step D								
		\$6	5,578.30	/Month	\$43.86	/Hour		
		* `)	-	÷ .5.30			
	Total Benefits		\$2,882.20	43.81%	\$63.07	\$38.48	\$19.46	\$121.02
		Ar	nual Sala	ry + Benefits	\$113,525.97			
		4 11	vai vaia	- J - Delicities	Ψ110,020.71	•		
Step E								
		¢.	5,907.21	/Month	\$46.05	/Hour		
			,					
	Total Benefits		\$2,981.66	43.17%	\$65.93	\$40.23	\$20.34	\$126.50
		Ar	nual Sala	ry + Benefits	\$118,666.48	:		

Street Sweeper Operator Department: Public Works

Stop A							
Step A		\$3,825.80	/Month	\$25.51	/Lour		
		φ 3,023.0 0	/WIOIIIII	\$25.51	/HOUI		
Benefit	Multiplier				Cate	gory	
PERS - Employee	0.08000	306.06			Public Works -	- Maintenance	
PERS - Employer	0.14066	538.14					
PERS Survivor		3.00					
Management Incen	ntive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	64.77					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	192.44			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	55.47	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,060.05	53.85%	\$39.24	\$44.49	\$12.11	\$95.83
		Annual Salar	rv + Benefits	\$70,630.24			
			,	1 1/1	:		
Step B							
Бтер Б		\$4,017.09	/Month	\$26.79	/Поли		
		φ4,017.09	/WIOIIIII	\$26.78	/ Hour		
	Total Benefits	\$2,114.23	52.63%	\$40.88	\$46.34	\$12.61	\$99.83
		+-,		+	+	T	4
		Annual Salar	ry + Benefits	\$73,575.81	_		
Step C							
•		\$4,217.94	/Month	\$28.12	/Hour		
		Ψ 1,= 1, 1, 2	7111011111	Ψ20:12	711041		
	Total Benefits	\$2,174.96	51.56%	\$42.62	\$48.32	\$13.15	\$104.09
		Annual Salar	ry + Benefits	\$76,714.90	-		
Step D							
		\$4,428.84	/Month	\$29.53	/Hour		
		. ,	-	,			
	Total Benefits	\$2,238.74	50.55%	\$44.45	\$50.40	\$13.72	\$108.56
		Annual Salar	ry + Benefits	\$80,010.95	:		
Step E							
		\$4,650.28	/Month	\$31.00	/Hour		
		•					
	Total Benefits	\$2,305.70	49.58%	\$46.37	\$52.58	\$14.31	\$113.26
				404			
		Annual Salar	ry + Benefits	\$83,471.80	:		

Supervising Engineer Department: Engineering

Step A							
1		\$7,456.29	/Month	\$49.71	/Hour		
D 64	N/14:1: o	,			Cata	~	
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	596.50		Non Su	Cates orn Managemen		nagement
PERS - Employee	0.14066	1,048.80		Non-Sw	om wanageme	iit & Wiid-Wai	iagement
PERS Survivor	0.11000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	126.23					
Life Insurance	0.000284	38.12					
Deferred Comp.		110.00					
Workers Comp.	0.05030	375.05			61.02%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	108.12		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 3,299.48	44.25%	\$71.71	\$43.75	\$22.13	\$137.58
	100012000		ry + Benefits	\$129,069.29	Ψ	4	4107.00
		Alliluai Sala	ry + Denemes	\$127,007.27	=		
Step B							
ыср Б		\$7,829.10	/Month	\$52.19	/Hour		
		\$7,027.10	/Wionth	φ32.19	/110ui		
	Total Benefits	\$3,410.46	43.56%	\$74.93	\$45.72	\$23.12	\$143.77
		Annual Sala	ry + Benefits	\$134,874.72	<u>.</u>		
Step C		ΦΩ 22 Ω <i>Ε</i> (/N /I = 41=	Φ.Ε.Α. 0.0	77		
		\$8,220.56	/Month	\$54.80	/Hour		
	Total Benefits	\$3,530.83	42.95%	\$78.34	\$47.80	\$24.17	\$150.32
		Annual Sala	ry + Benefits	\$141,016.66			
			-J Delicitis	Ψ1 11,010:00	Ī		
Step D							
Step B		\$8,631.59	/Month	\$57.54	/Hour		
	Total Benefits	\$3,657.22	42.37%	\$81.93	\$49.99	\$25.28	\$157.19
		A 10 1	D	41 45 465 50			
		Annual Sala	ry + Benefits	\$147,465.70	<u> </u>		
Step E							
		\$9,063.17	/Month	\$60.42	/Hour		
		ŕ				de - · ·	.
	Total Benefits	\$3,789.93	41.82%	\$85.69	\$52.28	\$26.44	\$164.41
		Annual Sala	ry + Benefits	\$154,237.19	<u>.</u>		

Utility Billing Supervisor Department: Finance & Information Management

Step A							
Step A		\$4,391.28	/Month	\$29.28	/Hour		
		Ф4,391.20	/WIOIIIII	Ф29.20	/110u1		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.08000	351.30		Non-Sw	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.14066	617.68					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	74.34					
Life Insurance	0.000284	22.45					
Deferred Comp.		110.00					
Workers Comp.	0.05030	220.88			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	63.67	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,356.99	53.67%	\$44.99	\$20.98	\$13.88	\$79.85
		Annual Salar	ry + Benefits	\$80,979.21	_		
Step B							
		\$4,610.84	/Month	\$30.74	/Hour		
	Total Benefits	\$2,419.71	52.48%	\$46.87	\$21.85	\$14.46	\$83.19
				404.5.5.5			
		Annual Sala	ry + Benefits	\$84,366.66	•		
Step C							
		\$4,841.39	/Month	\$32.28	/Hour		
	Total Benefits	\$2,489.42	51.42%	\$48.87	\$22.79	\$15.08	\$86.74
			T	40= 0<0 = 2			
		Annual Sala	ry + Benefits	\$87,969.73	<u> </u>		
G							
Step D							
		\$5,083.46	/Month	\$33.89	/Hour		
	T . 1 D . ~	42 7 55 55	#0 ***	4= 0 0=	ф сс = =	4.5.5	400 4
	Total Benefits	\$2,562.62	50.41%	\$50.97	\$23.77	\$15.73	\$90.47
		A mm al G-1	Dama@4.	<u> </u>			
		Annual Salar	ry + Benefits	\$91,752.96	.		
C4 - F							
Step E		4 - 4 - 5					
		\$5,337.63	/Month	\$35.58	/Hour		
	Total Benefits	\$2 620 49	40.450/	¢52 10	¢24 90	¢16 41	¢04 20
	rotal deficitis	\$2,639.48	49.45%	\$53.18	\$24.80	\$16.41	\$94.39
		Annual Salar	ry + Benefits	\$95,725.34			
		Amuai Sala	ry - Denenis	φ73,123.34	=		

Wastewater Operations Manager Department: Public Works

G4 A							
Step A		4 < 0.20 0.0	0.5	440.0	/ * *		
		\$6,038.20	/Month	\$40.25	/Hour		
Benefit	<u>Multiplier</u>				Cate	gorv	
PERS - Employee	0.08000	483.06		Non-Sw	orn Manageme		agement
PERS - Employer	0.14066	849.33		Tion Si	om manageme	iii ee iviia iviai	iugement
PERS Survivor	0.11000	3.00					
Management Incen	tive.	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	102.23					
Life Insurance	0.000284	30.87					
Deferred Comp.	0.000201	110.00					
Workers Comp.	0.05030	303.72			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	87.55		& Benefits	Overhead Overhead	Overhead	Rate
Wiedicare	0.01430	07.55	-	& Delicitis	Overneau	Overneau	Rate
	Total Benefits	\$ 2,863.42	47.42%	\$59.34	\$67.28	\$18.31	\$144.94
		Annual Sala	ry + Benefits	\$106,819.42			
Step B							
		\$6,340.11	/Month	\$42.27	/Hour		
)-		, , ,			
	Total Benefits	\$2,951.04	46.55%	\$61.94	\$70.23	\$19.11	\$151.28
		Annual Sala	ry + Benefits	\$111,493.84	<u> </u>		
Step C							
		\$6,657.12	/Month	\$44.38	/Hour		
		ŕ					
	Total Benefits	\$3,046.90	45.77%	\$64.69	\$73.35	\$19.96	\$158.00
		Annual Sala	ry + Benefits	\$116,448.22			
Step D							
	_	\$6,989.97	/Month	\$46.60	/Hour		
		. ,		,			
	Total Benefits	\$3,147.55	45.03%	\$67.58	\$76.62	\$20.85	\$165.06
		Annual Sala	ry + Benefits	\$121,650.31	:		
Step E							
		\$7,339.47	/Month	\$48.93	/Hour		
		ŕ					
	Total Benefits	\$3,253.24	44.33%	\$70.62	\$80.06	\$21.79	\$172.47
				A			
		Annual Sala	ry + Benefits	\$127,112.51	:		

Wastewater Treatment Plant Supv. Department: Public Works

Step A							
Step A		\$5,007.78	/Month	\$33.39	/Hour		
		\$5,007.76	/Wionth	ф33.39	/110u1		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.08000	400.62			Public Works -	- Maintenance	
PERS - Employer	0.14066	704.39					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	84.78					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	251.89			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	72.61		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,417.47	48.27%	\$49.50	\$56.12	\$15.28	\$120.90
		Annual Sala	ry + Benefits	\$89,103.03	<u>.</u>		
C. D	_						
Step B		\$5,258.17	/Month	\$35.05	/Llour		
		ФЭ,230.17	/Wionth	\$55.05	/Hour		
	Total Benefits	\$2,489.52	47.35%	\$51.65	\$58.56	\$15.94	\$126.15
		Annual Sala	rv + Renefits	\$92,972.24			
		Amidai Saia	y i Delicitis	Ψ,Σ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	=		
Step C							
		\$5,521.08	/Month	\$36.81	/Hour		
	Total Benefits	\$2,569.02	46.53%	\$53.93	\$61.15	\$16.64	\$131.72
			TD 614	ΦΩ Ξ ΩΩ 1 1 Ξ			
		Annual Sala	ry + Benefits	\$97,081.15	Ē		
Step D							
	_	\$5,797.13	/Month	\$38.65	/Hour		
	Total Benefits	\$2,652.49	45.76%	\$56.33	\$63.86	\$17.38	\$137.58
		Ammol Cal-	w Do : 64-	¢101 205 51			
		Annual Salai	ry + Benefits	\$101,395.51	=		
Step E							
		\$6,086.99	/Month	\$40.58	/Hour		
	Total Benefits	\$2,740.14	45.02%	\$58.85	\$66.72	\$18.16	\$143.72
					•		
		Annual Salar	ry + Benefits	\$105,925.59	Ī		

Wastewater Laboratory Technician I Department: Public Works

Step A							
1		\$3,989.03	/Month	\$26.59	/Hour		
D 014	3.5 1.1 11	. ,					
Benefit DEDS Employee	<u>Multiplier</u> 0.08000	210.12			Cates Public Works -		
PERS - Employee PERS - Employer	0.08000	319.12 561.10			Public Works -	· Maintenance	
PERS Survivor	0.14000	3.00					
Management Incen	tivo	0.00					
EAP	urve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	67.53					
Life Insurance	0.010/50	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	200.65			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	57.84		& Benefits	Overhead	Overhead	Rate
1,10010410	3,01,00		-	<u> </u>	<u> </u>	<u> </u>	2400
	Total Benefits	\$ 2,109.41	52.88%	\$40.66	\$46.09	\$12.55	\$99.30
		Annual Sala	ry + Benefits	\$73,181.31			
Step B							
		\$4,188.48	/Month	\$27.92	/Hour		
	Total Benefits	\$2,166.05	51.71%	\$42.36	\$48.03	\$13.07	\$103.47
		Annual Sala	ry + Benefits	\$76,254.44	=		
Step C		φ 4.305.01	/A /				
		\$4,397.91	/Month	\$29.32	/Hour		
	Total Benefits	\$2,229.38	50.69%	\$44.18	\$50.09	\$13.63	\$107.91
		+ -, > :	2 2 2 2 7 7 2	7	42.000	7	+
		Annual Sala	ry + Benefits	\$79,527.46	<u>.</u>		
Step D							
		\$4,617.80	/Month	\$30.79	/Hour		
	Total Benefits	\$2,295.88	49.72%	\$46.09	\$52.26	\$14.22	\$112.57
				dog 0.4.4.5			
		Annual Sala	ry + Benefits	\$82,964.13	=		
Step E							
r		\$4,848.69	/Month	\$32.32	/Hour		
	Total Benefits	\$2,365.70	48.79%	\$48.10	\$54.53	\$14.84	\$117.47
					T	Ŧ = - •••	+···
		Annual Sala	ry + Benefits	\$86,572.64	<u>=</u>		

Wastewater Laboratory Technician II Department: Public Works

Step A							
1		\$4,398.57	/Month	\$29.32	/Hour		
D 04	3 # 14 P	,			Q 4		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	351.89	•		Cates Public Works -		
PERS - Employee	0.14066	618.70			Fublic Works -	· Mannenance	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	74.47					
Life Insurance	0.010,00	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	221.25			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	63.78		& Benefits	Overhead	Overhead	Rate
1/10010410	0.01.00		<u>-</u>	<u> </u>	<u> </u>	Overment	21300
	Total Benefits	\$ 2,233.25	50.77%	\$44.21	\$50.13	\$13.64	\$107.98
		Annual Sala	ry + Benefits	\$79,581.88	_		
Step B							
Î		\$4,618.50	/Month	\$30.79	/Hour		
		4 1,02000	, 1, 1011111	φεσ.,,	,11001		
	Total Benefits	\$2,296.09	49.72%	\$46.10	\$52.26	\$14.22	\$112.58
		Annual Sala	ry + Benefits	\$82,975.04	_		
Step C							
		\$4,849.42	/Month	\$32.33	/Hour		
		. ,					
	Total Benefits	\$2,365.92	48.79%	\$48.10	\$54.54	\$14.84	\$117.48
			- n	40 < ₹0 4 00			
		Annual Sala	ry + Benefits	\$86,584.09	=		
Step D							
		\$5,091.89	/Month	\$33.95	/Hour		
	Taral D. C.	Φ2.420.2 <i>1</i>	47 000	# # # # # # # # # #	\$56.03	φ1 <i>=</i> 4Ω	¢100.70
	Total Benefits	\$2,439.24	47.90%	\$50.21	\$56.92	\$15.49	\$122.62
		Annual Sala	ry + Benefits	\$90,373.59			
		Ammai Sala	ry + Denems	φ/υ,3/3.39	=		
C4 F							
Step E		DE 34 4 4 4 5	A F A				
		\$5,346.49	/Month	\$35.64	/Hour		
	Total Benefits	\$2,516.22	47.06%	\$52.42	\$59.43	\$16.18	\$128.02
		Annual Sala	ry + Benefits	\$94,352.57	=		

Wastewater Maintenance Supervisor Department: Public Works

Step A							
~ · · · · ·		\$4,541.40	/Month	\$30.28	/Hour		
		, ,-		,			
<u>Benefit</u>	<u>Multiplier</u>	262.21			Cates		
PERS - Employee	0.08000	363.31			Public Works -	· Maintenance	
PERS - Employer	0.14066	638.79					
PERS Survivor	4:	3.00 0.00					
Management Incen EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	76.89					
Life Insurance	0.010930	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	228.43			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.85		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.01430	05.85	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,276.44	50.13%	\$45.45	\$51.53	\$14.03	\$111.01
		Annual Sala	ry + Benefits	\$81,814.13	=		
Step B							
		\$4,768.47	/Month	\$31.79	/Hour		
					_	_	
	Total Benefits	\$2,341.44	49.10%	\$47.40	\$53.74	\$14.63	\$115.76
		Annual Sala	ry + Benefits	\$85,318.89	<u> </u>		
C. C							
Step C		\$5,006.89	/Month	\$33.38	/Llour		
		φ3,000.09	/Wionth	\$33.30	/HOul		
	Total Benefits	\$2,413.53	48.20%	\$49.47	\$56.09	\$15.27	\$120.82
		. 101	. To . 644	ΦΩΩ Ω 4.7. 1.4			
		Annual Sala	ry + Benefits	\$89,045.14	=		
C(- D							
Step D		4	0.5				
		\$5,257.24	/Month	\$35.05	/Hour		
	Total Benefits	\$2,489.24	47.35%	\$51.64	\$58.55	\$15.94	\$126.13
		A mm 1 C = 1	Do	¢02 057 (0			
		Annual Sala	ry + Benefits	\$92,957.69	=		
Step E							
- Step E		\$5,520.10	/Month	\$36.80	/Hour		
	T 15 "	ŕ				4.	0101 F 0
	Total Benefits	\$2,568.72	46.53%	\$53.93	\$61.14	\$16.64	\$131.70
		Annual Sala	ry + Benefits	\$97,065.88	=		

Wastewater Treatment Plant Op. Asst. Department: Public Works

Step A							
экер А		\$3,155.37	/Month	\$21.04	/Hour		
		ФЭ,1ЭЭ.ЭТ	/Wionth	φ21.04	/110u1		
Benefit	Multiplier				Cate	gory	
PERS - Employee	0.08000	252.43			Public Works -	- Maintenance	
PERS - Employer	0.14066	443.83					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	53.42					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	158.72			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	45.75	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,857.32	58.86%	\$33.42	\$37.89	\$10.31	\$81.62
		Annual Sala	ry + Benefits	\$60,152.31			
					ţ		
Step B							
r		\$3,313.14	/Month	\$22.09	/Hour		
		ψ5,515.14	/Wollen	Ψ22.07	/11oui		
	Total Benefits	\$1,901.36	57.39%	\$34.76	\$39.41	\$10.73	\$84.90
		Annual Sala	ry + Benefits	\$62,573.98			
					•		
Step C							
		\$3,478.80	/Month	\$23.19	/Hour		
		φε, 170.00	7111011111	Ψ23.17	/110ti		
	Total Benefits	\$1,951.45	56.10%	\$36.20	\$41.04	\$11.17	\$88.42
		Annual Sala	ry + Benefits	\$65,162.98			
					·		
Step D							
		\$3,652.74	/Month	\$24.35	/Hour		
		+-,- 		Ψ233			
	Total Benefits	\$2,004.05	54.86%	\$37.71	\$42.76	\$11.64	\$92.10
		Annual Sala	ry + Benefits	\$67,881.43	•		
Step E							
		\$3,835.37	/Month	\$25.57	/Hour		
		. ,	-	,,,			
	Total Benefits	\$2,059.28	53.69%	\$39.30	\$44.55	\$12.13	\$95.98
		Annual Sala	ry + Benefits	\$70,735.80	•		

Wastewater Treatment Plant Operator I Department: Public Works

Stop A							
Step A		¢2 Q11 71	/Month	\$25.63	/Lour		
		\$3,844.74	/IVIOIIIII	\$25.05	/Hour		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.08000	307.58			Public Works -		
PERS - Employer	0.14066	540.80					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	65.09					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	193.39			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	55.75		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,065.78	53.73%	\$39.40	\$44.67	\$12.16	\$96.24
		Annual Salar	ry + Benefits	\$70,926.25	_		
					=		
Step B							
		\$4,036.98	/Month	\$26.91	/Hour		
		. ,		·			
	Total Benefits	\$2,120.24	52.52%	\$41.05	\$46.54	\$12.67	\$100.25
				h== 00 c ce			
		Annual Sala	ry + Benefits	\$73,886.62	:		
Step C							
		\$4,238.83	/Month	\$28.26	/Hour		
	Total Benefits	\$2,181.28	51.46%	\$42.80	\$48.53	\$13.21	\$104.53
		Annual Sala	ry + Benefits	\$77,041.25	=		
Step D							
		\$4,450.77	/Month	\$29.67	/Hour		
		.		.	A	A	****
	Total Benefits	\$2,245.37	50.45%	\$44.64	\$50.61	\$13.78	\$109.03
			. D	φορ σπο σπ			
		Annual Sala	ry + Benefits	\$80,353.62	:		
Ctor E							
Step E		φ <i>4 (</i> = 2 24	/A. fd.		~~		
		\$4,673.31	/Month	\$31.16	/Hour		
	Total Benefits	\$2,312.66	49.49%	\$46.57	\$52.80	\$14.37	\$113.75
	Total Delicitis	φ2,312.00	47.47%	φ 4 0.57	φ 32.0U	φ 14. 3/	φ113./3
		Annual Sala	ry + Benefits	\$83,831.60			
		Data	-, - 201101103	400,001.00	=		

Wastewater Treatment Plant Operator II Department: Public Works

Step A							
Step A		\$4,239.71	/Month	\$28.26	/Hour		
		\$ 4,239. /1	/IVIOIIIII	\$20.20	/Houi		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.08000	339.18			Public Works -	- Maintenance	
PERS - Employer	0.14066	596.36					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	71.78					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	213.26			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	61.48		& Benefits	Overhead	Overhead	Rate
	T (1D C)	Ф. 2.105.22	51.540/				
	Total Benefits	\$ 2,185.22	51.54%	\$42.83	\$48.56	\$13.22	\$104.61
		Annual Salar	ry + Benefits	\$77,099.11	:		
Step B							
1		\$4,451.70	/Month	\$29.68	/Hour		
	T. 4.1 D C4.	Φ2 245 <i>C</i> 5	50.440/	\$44.6 5	φ 5 0. (3	φ12. 7 0	¢100.05
	Total Benefits	\$2,245.65	50.44%	\$44.65	\$50.62	\$13.78	\$109.05
		Annual Salar	ry + Benefits	\$80,368.12	:		
Step C							
		\$4,674.28	/Month	\$31.16	/Hour		
	Total Benefits	\$2,312.96	49.48%	\$46.58	\$52.81	\$14.37	\$113.77
					7	7 - 332 1	,
		Annual Sala	ry + Benefits	\$83,846.83	=		
Step D							
		\$4,907.99	/Month	\$32.72	/Hour		
	Total Benefits	\$2,383.63	48.57%	\$48.61	\$55.11	\$15.00	\$118.72
		Annual Salar	ry + Benefits	\$87,499.47			
		man pulu	-j · Donons	ΨΟ, 9127411	=		
Step E		φ <u>ε</u> 152.30	/N / 1	42.4.2.3			
		\$5,153.39	/I vi ontn	\$34.36	/Hour		
	Total Benefits	\$2,457.83	47.69%	\$50.74	\$57.53	\$15.66	\$123.93
		Annual Cala	mr Domofite	¢01 224 75			
		Annuai Salai	ry + Benefits	\$91,334.75	ŧ		

Wastewater Treatment Plant Operator III Department: Public Works

Step A							
Step A		\$4,674.03	/Month	\$31.16	/Hour		
		\$4,074.03	/IVIOIIIII	\$31.10	/Houi		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.08000	373.92			Public Works -		
PERS - Employer	0.14066	657.45					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	79.13					
Life Insurance	0.010,00	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	235.10			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	67.77		& Benefits	Overhead Overhead	Overhead	Rate
Wicdicarc	0.01430	07.77	-	& Deficits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,316.55	49.56%	\$46.60	\$52.84	\$14.38	\$113.82
		Annual Salar	ry + Benefits	\$83,886.96	_		
					•		
Step B							
1		\$4,907.73	/Month	\$32.72	/Hour		
		Ψ-1,201.13	/IVIOIIIII	Ψ32.12	/110ui		
	Total Benefits	\$2,383.55	48.57%	\$48.61	\$55.11	\$15.00	\$118.72
		. ,		·	•		
		Annual Sala	ry + Benefits	\$87,495.37			
					=		
Step C							
Step C		Φ <i>F</i> 1 <i>F</i> 2 12	/3 f .1	***			
		\$5,153.12	/Month	\$34.35	/Hour		
	Total Benefits	\$2,457.75	47.69%	\$50.74	\$57.53	\$15.66	\$123.92
	Total Belletits	\$2,437.73	47.09%	φ 50./4	φ51.55	\$15.00	\$123.92
		Annual Salar	my Donofita	¢01 220 /2			
		Annual Sala	ry + Denemis	\$91,330.43	=		
Step D							
		\$5,410.77	/Month	\$36.07	/Hour		
		•					
	Total Benefits	\$2,535.66	46.86%	\$52.98	\$60.06	\$16.35	\$129.39
		Annual Sala	ry + Benefits	\$95,357.26	_		
					-		
Step E							
		\$5,681.31	/Month	¢27.00	/Llour		
		φο,υσ1.31	/ IVIOIIIII	\$37.88	/ FLOUF		
	Total Benefits	\$2,617.47	46.07%	\$55.33	\$62.72	\$17.07	\$135.12
	Tomi Dellettis	Ψ2,017.77	10.07/0	ψυυ.υυ	ψ υ=•1	Ψ±1•01	Ψ 100•1 2
		Annual Sala	ry + Benefits	\$99,585.42			
			J Delicitis	Ψ77,500.42	=		

Water Customer Service Technician Department: Finance & Information Systems

Stop A							
Step A		\$4,088.14	/Month	\$27.25	/Llour		
		\$4,000.14	/WOILLI	\$41.45	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.08000	327.05			Public Works -		
PERS - Employer	0.14066	575.04					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	69.21					
Life Insurance	0.010,00	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	205.63			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	59.28		& Benefits	Overhead Overhead	Overhead	Rate
Wicdicarc	0.01430	39.20	-	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 2,139.38	52.33%	\$41.52	\$19.36	\$12.81	\$73.69
		Annual Sala	ry + Benefits	\$74,730.27	•		
Step B							
		\$4,292.55	/Month	\$28.62	/Hour		
		¥ 1,=> =\\	,1,1011411	\$ 20.02	,11001		
	Total Benefits	\$2,197.52	51.19%	\$43.27	\$20.17	\$13.35	\$76.79
		Annual Sala	ry + Benefits	\$77,880.84			
					•		
Step C							
Step C		¢4 507 17	/M a m 4 la	ф20.0 5	Δ.Y.		
		\$4,507.17	/Month	\$30.05	/Hour		
	Total Benefits	\$2,262.42	50.20%	\$45.13	\$21.04	\$13.93	\$80.10
	Total Delicitis	\$2,202.42	30.20%	Ф43.13	φ21.04	ф13.93	φου.10
		Annual Sala	ry Ronofite	\$81,235.19			
		Alliluai Sala	y + Delicitis	φ01,233.19	!		
C. D							
Step D							
		\$4,732.53	/Month	\$31.55	/Hour		
					***		*o*
	Total Benefits	\$2,330.57	49.25%	\$47.09	\$21.96	\$14.53	\$83.57
		Annual Sala	ry + Benefits	\$84,757.24	:		
Step E							
		\$4,969.16	/Month	\$33.13	/Hour		
		. ,		, -			
	Total Benefits	\$2,402.12	48.34%	\$49.14	\$22.91	\$15.16	\$87.22
		Annual Sala	ry + Benefits	\$88,455.41			
					=		
B							

Water Distribution Lead Worker Department: Public Works

G							
Step A							
		\$4,542.86	/Month	\$30.29	/Hour		
Benefit	<u>Multiplier</u>				Cate	orv	
PERS - Employee	0.08000	363.43			Public Works -		
PERS - Employee	0.14066	639.00			Tublic Works	Wantenance	
PERS Survivor	0.14000	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
	0.017020						
LTD Insurance	0.016930	76.91					
Life Insurance		6.51					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	228.51			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.87	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,276.89	50.12%	\$45.46	\$51.55	\$14.03	\$111.04
		Annual Sala	ry + Benefits	\$81,836.95			
			·				
Step B							
экер Б		¢4.770.00	/N / 0 m 4 ln	Φ21 OO	πт		
		\$4,770.00	/Month	\$31.80	/Hour		
	Total Benefits	\$2,341.90	49.10%	\$47.41	\$53.75	\$14.63	\$115.80
	Total Delicitis	Ψ2,5-1.70	47.1070	φ-711	φυυυ	φ14.03	φ113.00
		Annual Sala	ry + Benefits	\$85,342.85			
		111111111111111111111111111111111111111	- 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5	+00,012,00	=		
Step C							
Step C		4 7 0 0 7 0					
		\$5,008.50	/Month	\$33.39	/Hour		
	T. (.1 D C)	¢2 414 02	49.200/	¢40.40	¢56 10	¢15.05	¢120.05
	Total Benefits	\$2,414.02	48.20%	\$49.48	\$56.10	\$15.27	\$120.85
			. D. 694	φορ 050 30			
		Annual Sala	ry + Benefits	\$89,070.29	<u> </u>		
Step D							
		\$5,258.93	/Month	\$35.06	/Hour		
		ŕ					
	Total Benefits	\$2,489.75	47.34%	\$51.66	\$58.57	\$15.94	\$126.17
		Annual Sala	ry + Benefits	\$92,984.11	_		
					<u> </u>		
Step E							
		\$5,521.87	/Month	\$36.81	/Hour		
		Ψυ,υ41.07	/ IVIOIIIII	φ30.61	/110u1		
	Total Benefits	\$2,569.26	46.53%	\$53.94	\$61.16	\$16.65	\$131.74
		. ,- >> := 0		,			
		Annual Sala	ry + Benefits	\$97,093.61			
				. ,	Ī		
I							

Water Distribution Supervisor Department: Public Works

Stop A							
Step A		\$5 223 40	/Month	\$34.82	/Lour		
		\$5,223.49	/IVIOIIIII	\$34.82	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.08000	417.88			Public Works -		
PERS - Employer	0.14066	734.74					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	88.43					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	262.74			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	75.74		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,482.70	47.53%	\$51.37	\$58.25	\$15.85	\$125.47
		Annual Salar	ry + Benefits	\$92,474.29	:		
C. D							
Step B		\$5,484.66	/Month	\$36.56	Доце		
		φ 3,404.00	/WIOIIIII	\$30.30	/Hour		
	Total Benefits	\$2,558.01	46.64%	\$53.62	\$60.79	\$16.55	\$130.95
		Annual Sala	ry + Benefits	\$96,512.07			
					•		
Step C		4	7.5				
		\$5,758.90	/Month	\$38.39	/Hour		
	Total Benefits	\$2,640.93	45.86%	\$56.00	\$63.49	\$17.28	\$136.77
		Ammuel Cale	Dans 64a	¢100 707 07			
		Annual Sala	ry + Benefits	\$100,797.97	:		
Step D							
		\$6,046.84	/Month	\$40.31	/Hour		
	Total Benefits	\$2,728.00	45.11%	\$58.50	\$66.32	\$18.05	\$142.87
		A	D 64	¢105 200 15			
		Annual Salar	ry + Benefits	\$105,298.17	:		
Step E							
		\$6,349.18	/Month	\$42.33	/Hour		
	Total Benefits	¢2 010 12	AA A10/	¢61 12	\$69.30	\$18.86	\$149.29
	10tai Dellellts	\$2,819.43	44.41%	\$61.12	ゆいタ・シり	φ10.00	Ф1 47.4 У
		Annual Salar	ry + Benefits	\$110,023.38			
			-		:		
B							

Water Distribution Worker I Department: Public Works

Ctop A							
Step A		φ2. 7 2.6.00	/N. f d.	\$24.01	/T.T		
		\$3,736.89	/Month	\$24.91	/Hour		
Benefit	<u>Multiplier</u>				Cates	gorv	
PERS - Employee	0.08000	298.95			Public Works -		
PERS - Employer	0.14066	525.63					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	63.27					
Life Insurance	0.010,00	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	187.97			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.18		& Benefits	Overhead Overhead	Overhead	Rate
Wiedicare	0.01430	54.10	-	C Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 2,033.17	54.41%	\$38.47	\$43.61	\$11.87	\$93.95
		Annual Salar	ry + Benefits	\$69,240.70	_		
Step B							
I		\$3,923.73	/Month	\$26.16	/Hour		
		ψ5,725.75	/Wionth	Ψ20.10	/110ui		
	Total Benefits	\$2,086.00	53.16%	\$40.06	\$45.42	\$12.36	\$97.85
		. ,		•	•		·
		Annual Sala	ry + Benefits	\$72,116.79			
					=		
Step C							
Step C		¢4 110 03	/Month	Ф 27. 47.	πт		
		\$4,119.92	/Month	\$27.47	/Hour		
	Total Benefits	\$2,145.32	52.07%	\$41.77	\$47.35	\$12.89	\$102.01
	Total Delicitis	\$2,143.32	32.0770	Ф-1.//	φ-7.55	φ12.09	φ102.01
		Annual Salar	ry + Ronofite	\$75,182.93			
		Alliluai Sala	y + Delicitis	\$75,102.75	=		
Ct. D							
Step D							
		\$4,325.92	/Month	\$28.84	/Hour		
	T 1 D 7	Φ2 207 55	#4 00a	442 = -	ф.40. 2 0	442.44	440 < 20
	Total Benefits	\$2,207.61	51.03%	\$43.56	\$49.38	\$13.44	\$106.38
			. D	ф жо. 40 * 30			
		Annual Salar	ry + Benefits	\$78,402.38	<u> </u>		
Step E							
		\$4,542.21	/Month	\$30.28	/Hour		
		ŕ					
	Total Benefits	\$2,273.02	50.04%	\$45.43	\$51.51	\$14.02	\$110.97
		Annual Sala	ry + Benefits	\$81,782.80	•		

Water Distribution Worker II Department: Public Works

Stop A							
Step A		\$4.120.20	/Month	\$27.47	/Llour		
		\$4,120.20	/Month	\$47.47	/Hour		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.08000	329.62			Public Works -		
PERS - Employer	0.14066	579.55					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	69.75					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	207.25			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	59.74	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,149.08	52.16%	\$41.80	\$47.39	\$12.90	\$102.08
		Annual Salar		\$75,231.33	,		,
		7 minuai Sala	y Denemes	Ψ75,251.55	:		
Step B							
Step D		¢4 226 21	/N / 0 m 4 ln	Φ20.04	л		
		\$4,326.21	/Monu	\$28.84	/Hour		
	Total Benefits	\$2,207.70	51.03%	\$43.56	\$49.39	\$13.44	\$106.39
		Ψ -, =00	01.0070	4.666	Ψ 15 00 5	Ψ20111	42000
		Annual Sala	ry + Benefits	\$78,406.95			
					I		
Step C							
1		\$4,542.52	/Month	\$30.28	/Hour		
		Ψ+,5+2.52	/Wionth	Ψ30.20	/11oui		
	Total Benefits	\$2,273.11	50.04%	\$45.44	\$51.51	\$14.02	\$110.97
		Annual Sala	ry + Benefits	\$81,787.60	_		
					·		
Step D							
	_	\$4,769.65	/Month	\$31.80	/Hour		
	T . 1 D . ~	4.2	40.40-	* * *-	4.50	444.5	44
	Total Benefits	\$2,341.79	49.10%	\$47.41	\$53.75	\$14.63	\$115.79
		A	Do	φρ <i>ε 335 3</i> 9			
		Annual Salar	ry + Benefits	\$85,337.28	:		
Stop E							
Step E		ΦΕ <u>ΛΛΩ 12</u>	/ N / /1	422.22	// T		
		\$5,008.13	/Wonth	\$33.39	/Hour		
	Total Benefits	\$2,413.91	48.20%	\$49.48	\$56.10	\$15.27	\$120.85
	Total Delicitis	Ψ2,413.91	70.20/0	φ -710	ψ50.10	Ψ13.41	Ψ120.03
		Annual Salar	rv + Benefits	\$89,064.44			
			J - =	7 900	:		
L							

Water Operations Manager Department: Public Works

Step A							
		\$6,038.20	/Month	\$40.25	/Hour		
Benefit	<u>Multiplier</u>				Cate	oorv	
PERS - Employee	0.08000	483.06		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14066	849.33		Tion Si	om manageme	111 62 11110 11101	iagement
PERS Survivor	0.1.000	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30)				
LTD Insurance	0.016930	102.23					
Life Insurance	0.000284	30.87					
Deferred Comp.		110.00)				
Workers Comp.	0.05030	303.72			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	87.55	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,863.42	47.42%	\$59.34	\$67.28	\$18.31	\$144.94
		Annual Sala	ry + Benefits	\$106,819.42			
			•		:		
Step B							
1		\$6,340.11	/Month	\$42.27	/Hour		
		ŕ					
	Total Benefits	\$2,951.04	46.55%	\$61.94	\$70.23	\$19.11	\$151.28
		Annual Sala	ry + Benefits	\$111,493.84			
					•		
Step C							
		\$6,657.12	/Month	\$44.38	/Hour		
	Total Benefits	\$3,046.90	45.77%	\$64.69	\$73.35	\$19.96	\$158.00
		Annual Sala	ry + Benefits	\$116,448.22	į		
Step D							
Step D		\$6,989.97	/Month	\$46.60	/Hour		
	Total Benefits	\$3,147.55	45.03%	\$67.58	\$76.62	\$20.85	\$165.06
					,	,	,
		Annual Sala	ry + Benefits	\$121,650.31	:		
Step E							
		\$7,339.47	/Month	\$48.93	/Hour		
	Total Benefits	\$3,253.24	44.33%	\$70.62	\$80.06	\$21.79	\$172.47
		Annual Cala	ny Danafita	¢107 110 51			
		Annuai Sala	ry + Benefits	\$127,112.51	:		

Water Production Supervisor Department: Public Works

Stop A							
Step A		\$5,223.49	/Month	\$34.82	/Hour		
		Ф3,223.49	/WIOIIIII	Ф34.02	/110u1		
Benefit	Multiplier				Cate	gory	
PERS - Employee	0.08000	417.88			Public Works -	Maintenance	
PERS - Employer	0.14066	734.74					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	88.43					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	262.74			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	75.74	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,482.70	47.53%	\$51.37	\$58.25	\$15.85	\$125.47
		Annual Sala	ry + Benefits	\$92,474.29			
			•		•		
Step B							
Step 2		\$5,484.66	/Month	\$36.56	/Llour		
		φυ,τοτ.υυ	/Wionth	\$30.30	/110ui		
	Total Benefits	\$2,558.01	46.64%	\$53.62	\$60.79	\$16.55	\$130.95
		Annual Sala	ry + Benefits	\$96,512.07	•		
Step C							
		\$5,758.90	/Month	\$38.39	/Hour		
		, , , , , , ,		,			
	Total Benefits	\$2,640.93	45.86%	\$56.00	\$63.49	\$17.28	\$136.77
		Annual Sala	ry + Benefits	\$100,797.97	:		
Step D							
		\$6,046.84	/Month	\$40.31	/Hour		
	Total Benefits	\$2,728.00	45.11%	\$58.50	\$66.32	\$18.05	\$142.87
			. D	0105 200 15			
		Annual Salar	ry + Benefits	\$105,298.17	:		
Char E							
Step E		4.240.10	/b.f d				
		\$6,349.18	/Month	\$42.33	/Hour		
	Total Benefits	\$2,819.43	44.41%	\$61.12	\$69.30	\$18.86	\$149.29
	Total Delicitis	φ2,017.43	44.4170	φ01.12	φ υ7.3 U	φ10.00	φ1 47.4 7
		Annual Salar	rv + Benefits	\$110,023.38			
		Data	. Jenema	Ψ110,020.00	•		
L							

Water Production Worker I Department: Public Works

Stop A							
Step A		\$3,464.35	/Month	\$23.10	/Llour		
		\$ 3,404.3 3	/Month	\$23.10	/Hour		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.08000	277.15			Public Works -		
PERS - Employer	0.14066	487.30					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	58.65					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	174.26			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	50.23		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 1,950.75	56.31%	\$36.10	\$40.93	\$11.14	\$88.17
		Annual Sala	ry + Benefits	\$64,981.26	_		
					•		
Step B							
		\$3,637.57	/Month	\$24.25	/Hour		
	Total Benefits	\$1,999.46	54.97%	\$37.58	\$42.61	\$11.60	\$91.78
			T	ф.с = с44.20			
		Annual Sala	ry + Benefits	\$67,644.38	<u> </u>		
Step C							
		\$3,819.45	/Month	\$25.46	/Hour		
	Total Benefits	\$2,054.46	53.79%	\$39.16	\$44.40	\$12.08	\$95.64
		Annual Sala	ry + Benefits	\$70,486.90	•		
~							
Step D							
		\$4,010.42	/Month	\$26.74	/Hour		
	T . 1 D . ~	40.115.5		***	446.50	444.50	400 50
	Total Benefits	\$2,112.21	52.67%	\$40.82	\$46.28	\$12.60	\$99.69
		A	D 604	\$50 A51 54			
		Annual Sala	ry + Benefits	\$73,471.54	:		
Stop E							
Step E		64 310 04	/N /L o 41.	#20.0 =	лт		
		\$4,210.94	/I vi onth	\$28.07	/Hour		
	Total Benefits	\$2,172.85	51.60%	\$42.56	\$48.25	\$13.13	\$103.94
	Total Delicitis	Ψ2,172.03	31.00/0	ψ 72.3 0	ψ -10-2 3	ψ13.13	Ψ ±U J• /7
		Annual Sala	ry + Benefits	\$76,605.42			
			J	+.0,000112	•		
L							

Water Production Worker II Department: Public Works

Stan A							
Step A		¢2 Q10 07	/Month	\$25 A7	/Hour		
		\$3,819.97	/Month	\$25.47	/Hour		
Benefit	Multiplier				Cates	gory	
PERS - Employee	0.08000	305.60			Public Works -		
PERS - Employer	0.14066	537.32					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	64.67					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	192.14			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	55.39		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,058.29	53.88%	\$39.19	\$44.43	\$12.09	\$95.71
		Annual Salar	ry + Benefits	\$70,539.13	_		
Step B		440400	6.5				
		\$4,010.97	/Month	\$26.74	/Hour		
	Total Benefits	\$2,112.38	52.67%	\$40.82	\$46.28	\$12.60	\$99.70
		Ammuel Cale	Domo£4a	\$ 72.400.1 4			
		Annuai Saia	ry + Benefits	\$73,480.14	=		
Step C							
		\$4,211.52	/Month	\$28.08	/Hour		
	T-4-1 D C4-	ŕ		\$43.5¢	\$40. 3 6	612.12	\$102.05
	Total Benefits	\$2,173.02	51.60%	\$42.56	\$48.26	\$13.13	\$103.95
		Annual Salar	ry + Benefits	\$76,614.45	.		
Stop D							
Step D		\$4,422.09	/Month	\$29.48	/Hour		
		ΨΤ,ΤΔΔ•υ9	/ IVIOIIIII	φ27.40	/110u1		
	Total Benefits	\$2,236.70	50.58%	\$44.39	\$50.33	\$13.70	\$108.42
		Annual Cala	ry + Benefits	\$70 005 47			
		Amuai Sala	y + Denemis	\$79,905.47	=		
Step E							
	_	\$4,643.20	/Month	\$30.95	/Hour		
	Total Dansetta	\$2.202.5C	40 610/	¢46 21	\$50 51	¢14 20	¢112 11
	Total Benefits	\$2,303.56	49.61%	\$46.31	\$52.51	\$14.29	\$113.11
		Annual Sala	ry + Benefits	\$83,361.05			

Water Reclamation Specialist/USA Department: Public Works

Step A							
Step A		\$3,627.58	/Month	\$24.18	/Hour		
		40,02700	,1,1011411	42.02 0			
Benefit	<u>Multiplier</u>					egory .	
PERS - Employee	0.08000	290.21			Public Works	- Maintenance	e
PERS - Employer	0.14066	510.26					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance	0.01.0020	143.30					
LTD Insurance	0.016930	61.41					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	182.47			113.37%	30.86%	
Vision Benefit	426.12	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	52.60	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,000.11	55.14%	\$37.52	\$42.54	\$11.58	\$91.63
		Annual Salar	ry + Benefits	\$67,532.33			
Step B							
		\$3,808.96	/Month	\$25.39	/Hour		
		, - , - · · · ·		7-2127			
	Total Benefits	\$2,051.29	53.85%	\$39.07	\$44.29	\$12.06	\$95.42
		Annual Salar	ry + Benefits	\$70,323.00	:		
g. G							
Step C		\$3,999.41	/Month	\$26.66	/Hour		
		ФЗ,ЭЭЭ.41	/Wionth	\$20.00	/Hour		
	Total Benefits	\$2,108.88	52.73%	\$40.72	\$46.17	\$12.57	\$99.46
		Annual Salar	ry + Benefits	\$73,299.45			
					:		
Step D							
		\$4,199.38	/Month	\$28.00	/Hour		
	Total Dansets					¢12 10	¢102.70
	Total Benefits	\$2,169.35	51.66%	\$42.46	\$48.14	\$13.10	\$103.70
		Annual Salar	ry + Benefits	\$76,424.72	:		
Step E							
		\$4,409.35	/Month	\$29.40	/Hour		
	Tatal Danie Co	•				¢12 ((\$100 1F
	Total Benefits	\$2,232.84	50.64%	\$44.28	\$50.20	\$13.66	\$108.15
		Annual Salar	ry + Benefits	\$79,706.26	:		

Water Service Worker I Department: Public Works

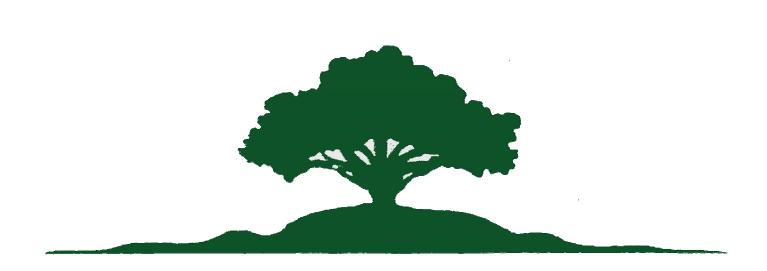
Step A							
Step A		\$3,365.24	/Month	\$22.43	/Hour		
		Ψ5,505.24	/ IVIOII III	Ψ 22. -13	/110 u 1		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cate</u>		
PERS - Employee	0.08000	269.22			Public Works -	- Maintenance	
PERS - Employer	0.14066	473.35					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	56.97					
Life Insurance		6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	169.27			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	48.80	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,920.78	57.08%	\$35.24	\$39.95	\$10.87	\$86.07
		Annual Sala	ry + Benefits	\$63,432.30			
			•	·	•		
Step B							
·······································		\$3,533.50	/Month	\$23.56	/Hour		
		ψυ,υυυ.υ	/Wionth	Ψ23.30	/11oui		
	Total Benefits	\$1,968.00	55.70%	\$36.68	\$41.58	\$11.32	\$89.58
		Annual Salar	ry + Benefits	\$66,017.97			
					-		
Step C							
		\$3,710.18	/Month	\$24.73	/Hour		
		40,720120	,1,1011011	Ψ2,δ	,11041		
	Total Benefits	\$2,021.42	54.48%	\$38.21	\$43.32	\$11.79	\$93.32
		Annual Salar	ry + Benefits	\$68,779.17	-		
Step D							
		\$3,895.69	/Month	\$25.97	/Hour		
		. ,	-	,			
	Total Benefits	\$2,077.52	53.33%	\$39.82	\$45.15	\$12.29	\$97.26
		Annual Salar	ry + Benefits	\$71,678.43	:		
Cton F							
Step E		4.000.4	/A #	,			
		\$4,090.47	/Month	\$27.27	/Hour		
	Total Benefits	\$2,136.42	52.23%	\$41.51	\$47.06	\$12.81	\$101.39
	Total Dellettis	\$4,150.44	32.23%	\$41.51	⊅47.00	Φ14.01	\$1U1.39
		Annual Salar	rv + Renefits	\$74,722.65			
		rimuai gala	J Denemes	Ψ1 Τ,1 22.03	ŧ		

Water Service Worker II Department: Public Works

Step A							
1		\$3,709.20	/Month	\$24.73	/Hour		
5 01.	3.5 3.4 34	. ,					
Benefit Employee	<u>Multiplier</u> 0.08000	206.74			Cates Public Works -		
PERS - Employee PERS - Employer	0.14066	296.74 521.74			Public Works -	· Mannenance	
PERS Survivor	0.14000	3.00					
Management Incen	tive	0.00					
EAP	urc	3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	62.80					
Life Insurance	0.010,00	6.51					
Deferred Comp.		0.00					
Workers Comp.	0.05030	186.57			113.37%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	53.78		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	T 15 C	A 2 2 2 4 5 2	-				·
	Total Benefits	\$ 2,024.79	54.59%	\$38.23	\$43.34	\$11.80	\$93.36
		Annual Sala	ry + Benefits	\$68,807.94	=		
Step B							
		\$3,894.66	/Month	\$25.96	/Hour		
	Total Benefits	\$2,077.21	53.33%	\$39.81	\$45.14	\$12.29	\$97.24
		Annual Sala	ry + Benefits	\$71,662.39			
		144444	- J D - D - D - D - D - D - D - D - D -	ψ12,00 2 103	=		
Step C							
1		\$4,089.39	/Month	\$27.26	/Hour		
	Total Benefits	\$2,136.09	52.23%	\$41.50	\$47.05	\$12.81	\$101.36
	Total Beliefits	Ψ2,130.07	32.2370	Ψ11.50	ψ47.05	ψ12.01	ψ101.50
		Annual Sala	ry + Benefits	\$74,705.81	=		
Step D							
		\$4,293.86	/Month	\$28.63	/Hour		
	Total Benefits	\$2,197.92	51.19%	\$43.28	\$49.07	\$13.35	\$105.70
	Tomi Belletto				Ψ=2•01	Ψ10.00	Ψ±00.70
		Annual Sala	ry + Benefits	\$77,901.41	=		
Step E							
		\$4,508.56	/Month	\$30.06	/Hour		
	Total Benefits	\$2,262.84	50.19%	\$45.14	\$51.18	\$13.93	\$110.25
					T	7	+ v
		Annual Sala	ry + Benefits	\$81,256.78	ŧ		

Webmaster **Department: Finance & Information Systems**

Step A							
		\$4,586.58	/Month	\$30.58	/Hour		
Benefit	Multiplier				Cate	orv	
PERS - Employee	0.08000	366.93		Non-Sw	orn Manageme		agement
PERS - Employer	0.14066	645.15					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.67					
Health Insurance		711.18					
Dental Insurance		143.30					
LTD Insurance	0.016930	77.65					
Life Insurance	0.000284	23.45					
Deferred Comp.		110.00					
Workers Comp.	0.05030	230.70			46.63%	30.86%	
Vision Benefit	426.12	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	66.51	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,417.04	52.70%	\$46.69	\$21.77	\$14.41	\$82.87
		Annual Sala	ry + Benefits	\$84,043.47	<u>.</u>		
Step B		4.04 04	5.5				
		\$4,815.91	/Month	\$32.11	/Hour		
	Total Benefits	\$2,483.89	51.58%	\$48.67	\$22.69	\$15.02	\$86.37
		Annual Sala	ry + Benefits	\$87,597.61	-		
Step C		Φ Ε Ω Ε ζ Ε Ω	/3.6 .d				
		\$5,056.70	/Month	\$33.71	/Hour		
	Total Benefits	\$2,557.94	50.59%	\$50.76	\$23.67	\$15.66	\$90.10
		Annual Cala	ry + Benefits	\$01 275 60			
		Amuai Sala	ry + Denemis	\$91,375.69	=		
Step D							
		\$5,309.54	/Month	\$35.40	/Hour		
	m . 15					44 < 2 :	404.01
	Total Benefits	\$2,635.68	49.64%	\$52.97	\$24.70	\$16.34	\$94.01
		Annual Sala	ry + Benefits	\$95,342.68	•		
Step E							
		\$5,575.02	/Month	\$37.17	/Hour		
	Total Benefits	\$2,717.32	48.74%	\$55.28	\$25.78	\$17.06	\$98.12
					,	+=	T > 0.22
		Annual Sala	ry + Benefits	\$99,508.03	<u> </u>		



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Building Fees Examples

Fee Description	Fee
1. Single Family Dwelling ¹	3,167.48
2. Commercial Building ²	4,275.45 1,243.26
3. Swimming Pool	1,243.26
4. Permit Issuance	\$63.24
5. Inspector Hourly Rate	\$105.04

¹ Based on a 2,200 square foot Single Family Dwelling, Type V-N, with Fire Sprinklers + AC, 500 square foot garage, 100 lineal feet of fence, and a valuation of \$170,100.

² Based on a 5,000 square foot store type V-N, with Fire Sprinklers + AC, and a valuation of \$226,500

TYPE OF BUILDING	<u>VALUATION</u>
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)	4= 4004
Basements:	\$74.00 /sq.ft.
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:	
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	\$74.00 /sq.ft.
Type III - N	\$70.80 /sq.ft.
Type V -1 Hour	\$70.60 /sq.ft.
Type V - N	\$67.10 /sq.ft.
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.
HOTELS AND MOTELS:	
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

Type I or II F.R. \$48.80 /sq.ft. Type II - 1 Hour \$33.30 /sq.ft. Type III - 1 Hour \$36.70 /sq.ft. Type III - N \$35.10 /sq.ft. Type III - N \$35.10 /sq.ft. Type V - 1 Hour \$33.20 /sq.ft. JAILS: Type I or II F.R. \$137.60 /sq.ft. Type I or II F.R. \$137.60 /sq.ft. Type I or II F.R. \$100.80 /sq.ft. Type I or II F.R. \$100.80 /sq.ft. Type I or II F.R. \$100.80 /sq.ft. Type II - 1 Hour \$70.50 /sq.ft. Type III - 1 Hour \$66.90 /sq.ft. Type II - N \$66.90 /sq.ft. Type II - 1 Hour \$68.70 /sq.ft. Type II - 1 Hour \$76.60 /sq.ft. Type II - 1 Hour \$73.00 /sq.ft. Type II - 1 Hour \$73.00 /sq.ft. Type II - 1 Hour \$73.00 /sq.ft. Type II - 1 Hour \$73.00 /sq.ft. Type II - 1 Hour \$73.00 /sq.ft. <td cols<="" th=""></td>	
Type II - (Stock) \$33.30 /sq.ft. Type III - (Stock) \$31.50 /sq.ft. Type III - N \$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. JAILS: Type I or II F.R. Type II - 1 Hour Type II - 1 Hour Type III - 1 Hour Type III - N Type II - N Type IV - N MEDICAL OFFICES: Type II - 1 Hour Type II - N Type	
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. JAILS: Type I or II F.R. \$137.60 / sq.ft. Type II - I Hour \$125.10 / sq.ft. Type I I - I Hour \$89.90 / sq.ft. Type I I - I Hour \$70.50 / sq.ft. Type II - N \$66.90 / sq.ft. Type II - N \$76.70 / sq.ft. Type II - N \$73.00 / sq.ft. Type II - N \$65.50 / sq.ft. MEDICAL OFFICES: Type II - I Hour \$76.60 / sq.ft. Type II - I Hour \$76.60 / sq.ft. Type II - N \$79.90 / sq.ft. Type II - N \$79.90 / sq.ft. Type II - N \$75.60 / sq.ft. Type II - N \$75.60 / sq.ft. Type II - N \$75.60 / sq.ft. Type II - N \$75.60 / sq.ft.	
Type III - 1 Hour \$36.70 /sq.ft. Type III - N \$35.10 /sq.ft. Type V - 1 Hour \$33.20 /sq.ft. Type V - N \$31.20 /sq.ft. JAILS: Type I or II F.R. \$137.60 /sq.ft. Type III - 1 Hour \$125.10 /sq.ft. Type I or II F.R. \$100.80 /sq.ft. Type I or II F.R. \$100.80 /sq.ft. Type II - 1 Hour \$70.50 /sq.ft. Type III - 1 Hour \$76.70 /sq.ft. Type III - N \$73.00 /sq.ft. MEDICAL OFFICES: Type I or II F.R. \$102.90 /sq.ft. MEDICAL OFFICES: Type II - N \$73.00 /sq.ft. Type II - 1 Hour \$73.00 /sq.ft. Type III - N \$73.00 /sq.ft. Type III - N \$73.00 /sq.ft. Type III - N \$73.00 /sq.ft. Type V - N \$73.70 /sq.ft. OFFICES: Type I or II F.R* \$92.20 /sq.ft. Type II - 1 Hour \$75.60 /sq.ft.	
Type III - N \$35.10 / sq.ft. Type V - 1 Hour \$24.70 / sq.ft. Type V - N \$33.20 / sq.ft. JAILS: Type I or II F.R. \$137.60 / sq.ft. Type III - 1 Hour \$125.10 / sq.ft. Type III - 1 Hour \$100.80 / sq.ft. Type II - 1 Hour \$70.50 / sq.ft. Type II - 1 Hour \$70.50 / sq.ft. Type III - 1 Hour \$76.60 / sq.ft. Type III - N \$66.70 / sq.ft. Type V - 1 Hour \$68.70 / sq.ft. Type II - 1 Hour \$68.70 / sq.ft. Type II - 1 Hour \$65.50 / sq.ft. Type II - 1 Hour \$76.60 / sq.ft. Type II - 1 Hour \$76.60 / sq.ft. Type II - 1 Hour \$73.00 / sq.ft. Type II - 1 Hour \$73.00 / sq.ft. Type II - 1 Hour \$73.00 / sq.ft. Type II - 1 Hour \$73.00 / sq.ft. Type II - 1 Hour \$73.00 / sq.ft. Type II - 1 Hour \$73.00 / sq.ft. Type II - 1 Hour	
Tilt-up \$24.70 /sq.ft. Type V - 1 Hour \$33.20 /sq.ft. Type V - N \$31.20 /sq.ft. JAILS: Type I or II F.R. \$137.60 /sq.ft. Type V - 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 II - 1 Hour \$70.50 /sq.ft. Type III - 1 Hour \$76.70 /sq.ft. Type V - 1 Hour \$66.90 /sq.ft. Type V - N \$65.70 /sq.ft. MEDICAL OFFICES: Type I or II F.R. \$102.90 /sq.ft. Type II - 1 Hour \$76.60 /sq.ft. Type III - 1 Hour \$73.00 /sq.ft. Type III - 1 Hour \$83.80 /sq.ft. Type V - N \$79.90 /sq.ft. OFFICES: Type II - 1 Hour \$78.00 /sq.ft.	
Type V - 1 Hour \$33.20 /sq.ft. Type V - N \$31.20 /sq.ft. 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 II - 1 Hour \$70.50 /sq.ft. Type II - N \$66.90 /sq.ft. Type II - 1 Hour \$76.70 /sq.ft. Type V - 1 Hour \$68.70 /sq.ft. Type II - I Hour \$68.70 /sq.ft. Type II - 1 Hour \$76.60 /sq.ft. Type II - 1 Hour \$76.60 /sq.ft. Type II - N \$73.00 /sq.ft. Type II - N \$73.00 /sq.ft. Type II - N \$73.00 /sq.ft. Type II - N \$73.70 /sq.ft. Type II - N \$73.70 /sq.ft. Type II - N \$73.70 /sq.ft. Type II - N \$73.70 /sq.ft. Type II - I Hour \$73.70 /sq.ft. Type II - I Hour \$59.70 /sq.	
Type V - N \$31.20 /sq.ft. JAILS: Type I or II F.R. \$137.60 /sq.ft. Type III - 1 Hour \$125.10 /sq.ft. LIBRARIES: Type I or II F.R. \$100.80 /sq.ft. Type II - 1 Hour \$70.50 /sq.ft. Type III - 1 Hour \$76.70 /sq.ft. Type III - N \$66.90 /sq.ft. Type II - 1 Hour \$73.00 /sq.ft. Type I or II F.R. \$102.90 /sq.ft. Type I or II F.R. \$102.90 /sq.ft. Type II - 1 Hour \$76.60 /sq.ft. Type III - 1 Hour \$73.00 /sq.ft. Type III - 1 Hour \$78.00 /sq.ft. Type III - 1 Hour \$78.00 /sq.ft. Type III - N \$73.00 /sq.ft. Type II - 1 Hour \$78.00 /sq.ft. Type I or II F.R.* \$92.20 /sq.ft. Type I or II F.R.* \$92.20 /sq.ft. Type II - 1 Hour \$55.70 /sq.ft. Type II - 1 Hour \$59.70 /sq.ft. Type II - 1 Hour \$59.70 /sq.ft.	
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 III - 1 Hour \$70.50 /sq.ft. Type III - 1 Hour \$76.70 /sq.ft. Type III - N \$66.90 /sq.ft. Type V - 1 Hour \$73.00 /sq.ft. Type V - N \$65.70 /sq.ft. MEDICAL OFFICES: Type I or II F.R. \$102.90 /sq.ft. Type II - 1 Hour \$76.60 /sq.ft. Type III - 1 Hour \$83.80 /sq.ft. Type III - 1 Hour \$83.80 /sq.ft. Type III - N \$73.00 /sq.ft. Type III - N \$73.00 /sq.ft. Type III - N \$73.00 /sq.ft. Type III - N \$73.00 /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 I or II F.R.* \$55.90 /sq.ft. Type I or II F.R.* Type I or II F.R.* Type I or II F.R	
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Type II - 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: Type I or II F.R. \$102.90 /sq.ft. Type II - 1 Hour \$76.60 /sq.ft. Type III - 1 Hour \$73.00 /sq.ft. Type III - N \$73.00 /sq.ft. Type III - N \$78.00 /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 - 1 Hour \$59.70 /sq.ft. Type II - N \$56.90 /sq.ft.	
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Type III - N \$73.00 /sq.ft. Type V - 1 Hour \$68.70 /sq.ft. Type V - N \$65.50 /sq.ft. MEDICAL OFFICES: 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 - 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.	
Type V - 1 Hour \$68.70 /sq.ft. MEDICAL OFFICES: 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 - N \$79.90 /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 - 1 Hour \$56.90 /sq.ft. Type II - N \$56.90 /sq.ft.	
Type V - N \$65.50 /sq.ft. MEDICAL OFFICES: 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 - 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.	
MEDICAL OFFICES: 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.	
Type I or II F.R. \$102.90 /sq.ft. Type II - 1 Hour \$76.60 /sq.ft. Type III - N \$73.00 /sq.ft. Type III - N \$83.80 /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.	
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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.	
Type III - 1 Hour Type III - N \$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.	
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.	
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.	
Type V - 1 Hour Type V - N \$78.00 /sq.ft. \$78.00 /sq.ft. \$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.	
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.	
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Type II - 1 Hour \$59.70 /sq.ft. Type II - N \$56.90 /sq.ft.	
Type II - N \$56.90 /sq.ft.	
Type III - 1 Hour \$03.70 /sq.1t.	
T III N	
Type III - N \$62.70 /sq.ft.	
Type V - 1 Hour \$60.80 /sq.ft.	
Type V - N \$58.00 /sq.ft.	
PRIVATE GARAGES:	
Wood frame \$19.90 /sq.ft.	
Masonry \$23.50 /sq.ft. Open Carports \$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.
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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.
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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.
SCHOOLS:	
SCHOOLS: Type I or II F.R.	\$96.30 /sq.ft.
	\$96.30 /sq.ft. \$68.70 /sq.ft.
Type I or II F.R.	-
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 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 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 III - 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 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	\$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 III - 1 Hour 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	\$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 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 Canopies STORES:	\$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 - 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 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. \$22.00 /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 Canopies STORES:	\$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 - 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 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. \$22.00 /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 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. \$50.40 /sq.ft. \$22.00 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft.
Type II or II F.R. Type III - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type II - N Type III - 1 Hour Type III - 1 Hour Type V - 1 Hour Type V - 1 Hour Type V - 1 Hour Type V - 1 Hour Type III - 1 Hour Type I or II F.R.* Type II - 1 Hour Type III - N Type III - N Type III - N Type III - N Type III - N Type III - 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. \$72.10 /sq.ft. \$43.40 /sq.ft. \$43.40 /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 V - 1 Hour Canopies STORES: Type I or II F.R.* Type II - 1 Hour Type III - N Type III - N Type III - N Type III - N Type III - N Type III - N Type III - N Type III - N Type III - N Type III - 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. \$43.10 /sq.ft. \$50.10 /sq.ft. \$50.10 /sq.ft.
Type II or II F.R. Type III - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type II - N Type III - 1 Hour Type III - 1 Hour Type V - 1 Hour Type V - 1 Hour Type V - 1 Hour Type V - 1 Hour Type III - 1 Hour Type I or II F.R.* Type II - 1 Hour Type III - N Type III - N Type III - N Type III - N Type III - N Type III - 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. \$50.10 /sq.ft.

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

CALCULATION - SCHEDULE A **BUILDING VALUATION SCHEDULE**

THEATERS:	
Type I or II F.R.	\$93.80 /sq.ft.
Type III - 1 Hour	\$68.10 /sq.ft.
Type III - N	\$64.80 /sq.ft.
Type V - 1 Hour	\$61.40 /sq.ft.
Type V - N	\$58.60 /sq.ft.
WAREHOUSES:	
Type I - II F.R.	\$42.70 /sq.ft.
Type II - 1 Hour	\$25.30 /sq.ft.
Type II - V - N	\$23.80 /sq.ft.
Type III - 1 Hour	\$29.00 /sq.ft.
Type III - N	\$27.70 /sq.ft.
EQUIPMENT:	
Air Conditioning:	
Commercial	\$3.70 /sq.ft.
Residential	\$3.00 /sq.ft.
SPRINKLER SYSTEMS:	
Commercial	\$1.90 /sq.ft.
Residential	\$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	\$6.50/lineal ft.
Masonry or concrete	\$8.00 /sq.ft.
Retaining walls	\$8.00 /sq.ft.
TENANT IMPROVEMENTS	Contract price
INTERIOR PARTITIONS:	
Wall not exceeding 8 ft. in height	\$27.00/lineal ft.
Wall exceeding 8 ft. in height	\$35.00/lineal ft.
Drop ceiling	\$2.00 /sq.ft.

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

Office automation per permit \$2.27, 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 Check 65% of permit fee Master Plan Check Program 50% of permit fee \$73.19/bldg Energy Plan Check

OFFICE AUTOMATION - PER PERMIT \$2.27 or 1% whichever is greater

DEMOLITION PERMIT 1/2 hour *

INVESTIGATION WITH REPORT:

1 hour * Up to 5,000 sq. ft. 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 \$51.07/SFD Multi-Family Dwelling \$20.64/MFD Non Residential \$2.62/sq.ft.

REROOF:

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

MOBILE HOME SET-UP

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

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

APPLICATION AND INSPECTION FEES FOR RELOCATED BUILDINGS:

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

^{*} To be charged at not less than the Combination Building Inspector II rate per Cost Allocation Plan.

CALCULATION - SCHEDULE A-1 MISCELLANEOUS & FLAT FEE SCHEDULE

POOLS/SPAS/OUTDOOR KITCHENS:

Swimming pool, incl. Electrical & Plumbing (gunite or fiberglass) \$753.49/pool Liner Type, incl. Electrical & Plumbing - Inground \$316.82/pool Above Ground, incl. Electrical & Plumbing (no plan check fee) \$261.38/pool Gazebo with Self Contained Spa, incl Electrical (no plan check fee) \$178.00/spa Outdoor BBQ with Kitchen (no plan check fee) \$183.77/unit Self Contained Spa or Above Ground Doughboy Style Pool Electrical Permit Only

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours

(Minimum charge - two hours) 1 hour *

Above rate to be charged at 1 1/2 times for OT weekends, and 2 times for Holidays

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

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

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

^{*} To be charged at not less than the Combination Building Inspector II rate per Cost Allocation Plan.

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

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

PERMIT ISSUANCE:

for issuing each permit \$63.24 for issuing each supplemental permit \$11.29

PLAN REVIEW 65 percent of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.27 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

\$0.11 /sq. ft. *** <500 sq.ft. \$0.09 /sq. ft. *** >500 and < 1,000 sq. ft *** Option: Use Unit Fee Schedule

SPA:

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

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

\$17.30 each Electric generators and electrically driven rides

Mechanically driven rides and walk-through attractions

\$5.18 each or displays having electrical lighting

Use Unit Fee Schedule Permanently installed rides, booths, displays and attractions

TEMPORARY POWER SERVICE:

Temporary service power pole or pedestal, including

all pole or pedestal-mounted receptacle outlets & appurtenances \$17.30 each

^{*} To be charged at not less than the Combination Building Inspector II rate per Cost Allocation Plan.

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

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 \$0.85 each \$0.50 each Additional fixtures

(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 \$0.85 each Additional fixtures \$0.50 each

Pole or platform-mounted lighting fixtures \$0.81 each

Theatrical-type lighting fixtures or assemblies \$3.44 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

\$3.44 each

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

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

\$3.44 each

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

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

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	\$3.44 each
Over 1 and not over 10	\$8.65 each
Over 10 and not over 50	\$17.30 each
Over 50 and not over 100	\$34.62 each
Over 100	\$51.92 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:

\$5.18 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 mar	quees supplied from one branch circuit	\$17.30 each

\$3.44 each Additional branch circuits within the sign, outline lighting system or marquee

SERVICES:

Services of 600 volts or less and not over 200 amperes in rating	\$21.34 each
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$43.26 each
Services over 600 volts or over 1000 amperes in rating	\$86.53 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. \$12.69 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.

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours (Minimum charge - two hours)

1 hour *

Above rate to be charged at 1 1/2 times for OT weekends, and 2 times for Holidays

1 hour *

Reinspection fee assessed under provisions of Section 305 (g)

Hourly rate *

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) Hourly rate *

- * To be charged at not less than the Combination Building Inspector II rate per Cost Allocation Plan.
- ** Total hourly cost to the jurisdiction. 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 \$63.24 for issuing each supplemental permit \$11.29

PLAN REVIEW 65 percent of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.27 or 1% whichever is greater

SYSTEM FEE SCHEDULE

NEW BUILDINGS:

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

SWIMMING POOLS:

Swimming pool or Spa \$51.92 /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)	\$8.07	/each
2.	For each building sewer and each trailer park sewer	\$17.30	/each
3.	Rainwater systems - per drain (inside building)	\$8.08	/each
4.	For each cesspool (where permitted)	\$28.84	/each
5.	For each private sewage disposal system	\$46.15	/each
6.	For each water heater and/or vent	\$8.08	/each
7.	For each gas-piping system of one to five outlets	\$5.77	/each
8.	For each additional gas piping system outlet, per outlet	\$1.15	/each
9.	For each industrial waste pretreatment interceptor including		
	its trap and vent, excepting kitchen-type grease interceptors		
	functioning as fixture traps	\$8.08	/each
10.	For each installation, alteration or repair of water piping		
	and/or water treating equipment, each	\$8.08	/each
11.	For each repair or alteration of drainage or vent		
	piping, each fixture	\$8.08	/each
12.	For each lawn sprinkler system on any one meter including		
	backflow protection devices therefor	\$8.08	/each
13.	For atmospheric-type vacuum breakers not included in item 12:		
	1 to 5	\$5.77	/each
	over 5, each	\$1.15	/each
14.	For each backflow protective device other than atmospheric		
	type vacuum breakers:		
	2 inch diameter and smaller	\$8.08	/each
	over 2 inch diameter	\$17.30	/each
15.	Water Softener and/or RO system installation.	\$8.08	/each

CALCULATION - SCHEDULE C PLUMBING PERMIT FEES

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours (Minimum charge - two hours)

1 hour *

Above rate to be charged at 1 1/2 times for OT weekends, and 2 times for Holidays

Reinspection fee assessed under provisions of Section 305 (g)

1 hour *

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

Hourly rate *

Hourly rate *

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

^{*} To be charged at not less than the Combination Building Inspector II rate per Cost Allocation Plan.

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

CALCULATION - SCHEDULE D **MECHANICAL PERMIT FEES**

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\$63.24 for issuing each permit for issuing each supplemental permit \$11.29

PLAN REVIEW 65 percent of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.27 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:

1. 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	\$10.37
100,000 200 1	Ψ10.07
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	\$12.69
3. For the installation or relocation of each floor furnace, including vent	\$10.37
4. For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$10.37
5. For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$5.19
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	\$10.37
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	\$10.37
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	\$19.04
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	\$25.97

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	\$38.65
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	\$64.61
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.	\$7.60 y-
13. For each air-handling unit over 10,000 cfm	\$12.69
14. For each evaporative cooler other than portable type	\$7.51
15. For each ventilation fan connected to a single duct	\$5.19
16. For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$7.51
17. For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$7.51
18. For the installation or relocation of each domestic-type incinerator	\$12.69
19. For the installation or relocation of each commercial or industrial-type incinerator	\$51.92
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	\$7.51
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	\$3.46 \$0.87
22. When Chapter 24 is applicable (see Section 103), permit fees for process piping shall be as follows:	ψ0.07
For each hazardous process piping system (HPP) of one to four outlets	\$5.77
For each piping system of five or more outlets, per outlet	\$1.15
For each nonhazardous process piping system (NPP) of 1 to 4 outlets	\$2.31
For each piping system of five or more outlets, per outlet	\$0.57

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours

1 hour * (Minimum charge - two hours)

Above rate to be charged at 1 1/2 times for OT weekends, and 2 times for Holidays

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

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

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

^{*} To be charged at not less than the Combination Building Inspector II rate per Cost Allocation Plan.

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

PERMIT FEE RATE SCHEDULE

VALUATION			FE	E			
	Range				Inc	rement	
Lov	V		High	B	ase Fee		
\$	1.00	\$	500.00	\$	63.24		NA
Lov	V		High	B	ase Fee	pe	r \$100
\$ 5	01.00	\$	2,000.00	\$	63.24	\$	3.34
Lov	V		High	B	ase Fee	per	* \$1000
\$ 2,0	01.00	\$	25,000.00	\$	113.40	\$	15.06
\$ 25,0	01.00	\$	50,000.00	\$	432.46	\$	10.87
\$ 50,0	01.00	\$	100,000.00	\$	700.97	\$	7.54
\$ 100,0	01.00	\$	500,000.00	\$ 1	,069.86	\$	5.87
\$ 500,0	01.00	\$	1,000,000.00	\$ 3	3,340.19	\$	4.91
\$ 1,000,0	01.00	\$ 9	9,999,999.00	\$ 5	5,502.01	\$	3.27

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.

Planning Fees

Training Fees	
Fee Description	Fee
1. Annexations	
0-5 ac.	1,953.00
5.01-50 ac.	13,678.00
50.01+ ac.	19,541.00
2. General/Specific Plan Amendment	
0-5 ac.	2,881.00
5.01-50 ac.	9,116.00
50.01+ ac.	11,395.30
3. Rezoning/ZOA	
0-5 ac.	3,548.00
5.01-50 ac.	11,356.00
50.01+ ac.	14,195.00
4. Design Review	
Residential	
1-4 units	\$842.00 per unit
5-15 units	6,068.00
16+ units	6,742.00
Residential Plan Check	674.00
Nonresidential	
1-2,500 sq ft	3,732.00
2,501-10,000 sq ft	5,600.00
10,000+ sq ft	6,720.00
Nonresidential Plan Check	746.00
Landscape Plan	624.00
Landscape Plan Check	61.00
5. Conditional Use Permit	
Residential	
1-4 units	\$577.00 per unit
5-15 units	4,153.00
16+ units	4,616.00
Residential Plan Check	461.00
Nonresidential	
1-2,500 sq ft	2,308.00
2,501-10,000 sq ft	3,462.00
10,000+ sq ft	4,153.00
Nonresidential Plan Check	461.00
Daycare	112.00
Daycare Plan Check	11.30

Planning Fees

Fialling rees	
Fee Description	Fee
6. Tentative Maps	
1-4 lots	2,492.00
5-50 lots	19,931.00
51+ lots	24,914.00
Final Map Plan Check	2,492.00
Negative Declaration	1,762.00
Mitigated Negative Declaration	
Prepared by the City of Brentwood	2,823.00
Prepared by City's Consultant	Consultant Cost + 25% for City Admin.
Mitigation Monitoring	1,270.00
7. Planned Development	
Residential per Unit	
0-5 ac.	7,097.00
5.01-50 ac.	12,776.00
50.01+ ac.	14,195.00
Nonresidential per Sq ft	
0-5 ac.	7,510.00
5.01-50 ac.	10,646.00
50.01+ ac.	12,776.00
8. Variance	
Residential	
1-4 units	2,308.00
5-15 units	4,153.00
16+ units	4,616.00
Residential Plan Check	461.00
Nonresidential	
1-2,500 sq ft	2,308.00
2,501-10,000 sq ft	3,462.00
10,000+ sq ft	4,153.00
Nonresidential Plan Check	461.00
Admin Variance	603.00 per unit
Admin Variance Plan Check	46.00 per unit
9. Sign Permit/Review	
Administrative	203.00
Sign CUP	603.00
Temporary Use Permit for Signs & Banners	0.00
10. Appeals	112.00

Planning Fees

Fee Description	Fee
11. Categorical Exemption	164.00
12. Environmental Impact Report	Consultant Cost + 25% for City Admin.
13. Temporary Use Permit	437.00
14. Admin Oil Permit	564.00
15. Development Agreement	3,923.00
16. Amendments	1/2 current fee
17. Time Extensions	1/2 current fee
18. Special Services Fee - per dwelling unit	86.00
19. Agricultural Mitigation Fee, per acre	5,337.00
20. Residential Street Addressing	263.00
21. Peer Review	Consultant Cost +15% for City Admin.
22. Special Studies (Traffic, Environmental, etc)	Consultant Cost +25% for City Admin.
23. Oversize Xerox	5.85

Regional Growth Management Program Fee

Fee Description	Fee
RGMP Allocation Fee, Per Application	2,355.00

The Regional Growth Management Program (RGMP) is intended to moderate the effect of growth and synchronize residential growth with infrastructure, municipal and public safety services, and total population available under the City's General Plan.

The RGMP applies to all residential development in the City's Planning Area, including subdivision maps.

Downtown Parking In-Lieu Fees

When parking cannot be provided per Brentwood Municipal Code Chapter 17.620 the following fees apply in Downtown Brentwood.

Land Use	Fee
Residential	One space shall be located on site and any additional space off site shall be \$2,610 per rquired parking space.
Retail/Commercial/Office	\$2,610 per space

Engineering Fees

	Fee Description	Fee
1.	Tentative Map Rvw	2,307.00
2.	Ind./Comm Map Rvw > 1 acre	1,693.00
3.	Ind./Comm Map Rvw < 1 acre	805.00
4.	Construction Inspection	131.00
5a.	Encroachment Permit	56.00
5b.	EP-Subdivision/Development	113.00
5c.	EP-Utilities cost of work > \$10,000	296.00
5d.	EP-Utilities cost of work < \$10,000	111.00
6a.	Grading Permit < 10,000 CY	113.00
6b.	Grading Permit > 10,000 CY	574.00
7.	Lot Line Adjustment	560.00
8.	Plan Check	112.00
9.	Disk Copies	6.65
10.	Oversize Xerox	5.85
11.	Apportionment Processing Fee	224.00
12.	Base Map Revision Fee	26.75
13.	Thermoplastic Stencils - "No Dumping - Drains to Creek"	16.70
14.	Transportation Permit Fee	15.00

Engineering Fees

ENGINEERING/INFRASTRUCTURE REVIEW FEE

A. **Tentative Map Review** \$2,307.00 + \$10/lot В. **Industrial/Commercial (1 acre & above)** \$1,693.00 + \$1,000/acre Conditional Use Permit & Design Review **Industrial/Commercial Map Review (under 1 acre)** \$805.00 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 \$1.067.00 + \$30.00/lot materials. 2. Planning Department plan check fee \$2,491.00

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 \$112.00 /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,
 - 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 \$112.00 /sheet
- 3. Other On-Site Private Improvements Deposit for Actual Cost
 - a. 1% of construction cost at the time of first submittal.
 - b. ¼% of construction cost additional deposit if costs exceed fees collected.
 - c. Plan revisions after approval \$112.00 /sheet

C. Document Review

1. Legal description and plat for abandonment	\$112.00
2. Certificate of Correction	\$112.00
3. Dedication documents	\$112.00
4. Legal description	\$112.00
5. Miscellaneous document review	\$112.00

D. Overhead Multiplier

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

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 Inspecti	ions (Per Hour)	\$131.00
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IV. ENCROACHMENT PERMIT FEES

A. Processing Fee

1. Subdivision/Development	\$113.00
2. General (All Other)	\$56.00
3. EP – Utilities Cost of Work > \$10,000	\$296.00
4. EP – Utilities Cost of Work < \$10,000	\$111.00

B. Inspection Fees*	\$65.00 minimum
1. Trenching for Utilities	\$131.00 /hour

	•			
2.	Curb	Cut	or	Driveway

a. Commercial	\$2.15 /LF
b. Residential	\$1.30 /LF

3. Excavation

a. Street Crossing	\$1.05 /LF
b. Parallel to Street	\$0.10 /LF

4. Paving

a. Conform Paving	\$1.30 /SF	
b. Minor Pavement Repair	\$55.00	
c. Street Lane	\$1.55 /SF x 3% cost	

	,
5. Install Curb and Gutter	\$0.15 /LF
6. Curb Drain	\$10.60 /each

7. Install Sidewalk \$0.25 /LF

Engineering Fees

В.	Inspection Fees* (cont.)	
8.	Install Access Ramp	\$37.00 /each
9.	Sewer Tap or Cap at Main	\$88.00 /each
10.	Sewer Cap at Property Line	\$27.00 /each
11.	Sewer Line Repair	\$131.00 /each
12.	Water Service Repair	\$131.00 /each
13.	Water Service Abandonment	\$131.00 /each
14.	Street Light	\$37.00 /each
15.	Wells	
	a. Drilling Permit	\$54.00 /each
	b. Abandonment Inspections	\$27.00 /each
16.	Miscellaneous Permit Inspections	\$131.00 /hour
* Pro	rated based on hourly inspection fee	
V. GR	ADING PERMIT FEES	
A.	Processing Fees	
1.	10,000 cubic yards or less	\$113.00
2.	over 10,000 cubic yards	\$574.00
B.	Inspection Fees	
1.	3.54% of estimated cost of grading and associated improvements	
VI. API	PORTIONMENT PROCESSING FEE	
A.	Processing /Review	\$224.00
	Plus	
B.	Muni Fee (per Market) – See Muni Fees listed Jan. 12, 2001	Per Market
VILMIS	SCELLANEOUS FEES	
Α.	Contra Costa County Flood Control Area Drainage Fees	
	As set forth in Contra Costa County Ordinance at the time of Fina	al Map.
	Approval.	1
B.	Reimbursement Area Fees - As Calculated by City Engineer.	
C.	Lot Line Adjustment (Per Parcel)	\$560.00
D.	Copies Provided on Diskette (Per File)	\$6.65
E.	Oversize Xerox Copies (Per Sheet)	\$5.85
F.	Base Map Revision Fee (per new/revised parcel/lot) Prior to Final Map or Lot Line Adjustment Recordation	\$26.75

Police Fees

Fee Description	Fee
1. ABC Permit	23.50
2. Record Review	33.75
3. Visa Clearance	23.50
4. Loss Verification Letter	21.50
5. Finger Prints	32.00
6. Police & Accident Reports *	.20/page
7. VIN Verification	21.50
8a. Citation Sign off - Residents	No Charge
8b. Citation Sign off - Non-Residents	25.50
9. Repossession Filing Fee **	15.00
10. Stored Vehicle	113.25
11. Abandoned Vehicle	111.75
12. Special Event Permit (Class 1, 2, & 4)	103.00
13. Block Party Permit	62.25
14. Background Check ***	358.25
15. Photos	30.50
16. Audio/Video Tapes	41.75
17. 2nd Response Disturbance	Actual Cost
18. False Alarm Response	41.25
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. 41612

^{***} 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)

DEVELOPMENT FEE PROGRAM

General Plan Build Out S.F.R. A.S.R. M.F.R. S.H.U. Office Commercial Industrial Per Unit Per Unit Per Unit (1200 SF Max) Sq. Ft. Sq. Ft. Sq. Ft. 4,076.41 3,224.20 3,211.37 1,605.69 0.8916 0.8916 0.5160 3,490.25 2.312.59 2,657.56 1.328.78 1.0438 0.8484 0.4462 10,207.60 4,403.28 3,152.35 6.3684 4.1476 4.3981 6,304.69 6,776.66 4,422.66 5,112.21 2,556.11

2,362.57

335.44

710.40

1,181.29

167.72

710.40

0.4123

0.1488

0.1400

0.4123

0.1076

0.1400

0.2863

0.0964

0.1400

North East Area Deannexation

EDFPD Fire Mitigation Fee

Fee

Category

Water Facilities

Roadways

Parks & Trails

Administration

Wastewater Facilities

Community Facilities

Utility Fees *

Diablo Water District 2,144.20

Ironhouse Sanitation District 721.65

Total Fees 31,698.45 \$ 17,410.85 \$ 20,694.24 \$ 10,702.34 9.00 \$ 5.88

2,057.39

280.33

710.40

3,099.23

472.05

710.40

Agriculatural Preservation Fees, Art in Public Places, Affordable Housing and other City of brentwood fees not pertaining to infrastructure are not included in the above Development Program Fees.

CC Flood Control Fees, School Districts Fees, Bypass authority Fee or any other agency fees are not included in the above Development Program Fees.

S.F.R.-Single Family Residence. A.S.R.-Active Senior Residence. M.F.R.-Multi-Family Residence S.H.U.- Secondary Housing Unit up to 1200 SF - Over 1200 SF City Engineer will calculate fee

^{*} 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.

Affordable Housing

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

Breakdown of Affordable Levels		
Single Femily	7% Low Income	
Single Family	3% Very Low Income	
Multi Family	5% Low Income	
Multi Family	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
\$10,068 per market rate unit built
or
\$75,179 per low income unit not built
\$106,044 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	8,068.00
Multiple family residential	Per dwelling unit	4,949.00
Commercial	Per square foot of gross floor area	1.07
Office	Per square foot of gross floor area	1.07
Industrial	Per square foot of gross floor area	1.07
Other	Per peak hour trips as determined	8,068.00

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

Public Arts Fee

Fee Description Fee

Public Developments 1 percent of Construction Costs

Residential Developments 4/10ths of 1 percent of Project Valuation

as set forth in City's Building Permit

Public/Residential Development Remodeling, repair or reconstruction with

a project valuation over \$250,000. 4/10ths

of 1 percent of Project Valuation

In-Lieu Contribution 125% of Approved Fee

Park & Recreation Fe	es
Fee Description	Fee
Bingo Permit	50.00
Non-Resident Fee (10% of Registration fee, minimum \$5)	5.00/10% Reg Fee
Non-Resident Fee for Adult Sport Leagues (per person)	10.00
Refundable Special Event Deposit Fee	500.00
Parks and Trails, Recreation Master Plan (Color)	55.00
Parks and Trails, Recreation Master Plan (Black/White)	15.00
Parks and Trails, Recreation Master Plan (Appendices)	280.00
Urban Forest Guideline	25.00
Parks and Trails, Recreation Master Plan Map	0.00
Gymnastics & Crafts	
Mommy and Me	52.75
Kindergym	52.75
Gymnastics	101.56
Arts/Crafts	123.81
Dance Class	
Dance Dynamics	45.00
Youth Dance Classes (1/2 hour class per week)	21.96
Youth Dance Classes (1 hour class per week)	55.52
Adult Dance Classes	54.84
Martial Arts	
Tai Chi Chih	52.28
Taekwon-Do	52.28
5 Tibetan Rites of Rejuvenation	35.55
Youth Safety & Self-defense	26.14
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	52.28
Health/Fitness/Safety	
Interfaith Mediation	7.32
Yoga Heart Meditative Movement (1 day per week)	61.97
Yoga Heart Meditative Movement (2 days per week)	81.97
First Aid	55.00
CPR	48.85
Pilates Mat Class (1 day per week)	61.97
Pilates Mat Class (2 days per week)	81.97
Walking Class	60.21
Fitness in the Park	120.42
Jazzercise	\$8 per class/\$32 per month
Babysitter's Training Course	51.40
Childbirth Intensive Classes	62.73

Park & Recreation Fe	ees
Fee Description	Fee
Music	
5th Grade Community Band	283.07
Piano & Guitar 15 Week Program	233.05
Piano & Guitar 16 Week Program	247.92
Special Needs	
Bocce Ball Clinic	8.18
Friday Night Activities	8.18
Lifetime Activities	
Start Smart Youth Sports Golf	44.00
Start Smart Youth Sports Development	29.00
Golf Program:	
Youth	42.77
Adult	42.77
Tennis Program:	
Youth (1/2 Hour Class)	28.13
Adult (1 Hour Class)	40.88
Tennis Tournament:	
Youth	16.50
Adult	17.37
Animal Activities	
Puppy Training Class	54.98
Beginning Dog Obedience	54.98
Intermediate Dog Obedience	54.98
Introduction to Dog Agility	27.19
Special Interest	41.00
Baby Talk	41.82
Wonderful Ones	41.82
Toddlerifics	41.82
Creative Play	41.82
American Sign Language	65.32
Introduction to Italian I	48.10
Introduction to Italian II	51.23
Getting Over the Fear of Computers	41.82
Children's Drawing	23.01
Beginning Communications	41.82
Cooking Classes	76.73
Women's Bicycling Basics	62.73
BMX Cycling Basics	10.46
Track Club	52.28
Creative Writing Club	66.64
Writer's Round Table	66.64

Park & Recreation Fees	
Fee Description	Fee
Special Interest (con't)	
Duplicate Bridge	6.28
Financial Planning for the Individual Investor	81.87
Living, Dying & Grieving	57.51
Performing Arts - Fun with Drama	40.88
Bridge Lessons for the New Players	100.60
Boating Safety Course	178.85
How to Make the Most of Your Grill	10.46
Youth Sports	
Pre-School Kickball	36.62
Pre-School Floor Hockey	49.93
Pre-School Basketball	40.92
Pre-School Soccer Indoor	40.92
Pre-School Soccer Outdoor	37.85
Pre-School Flag Tag	46.03
Pre-School Sandlot T-Ball	34.22
Start Smart Youth Sports Golf	46.85
Start Smart Youth Sports Development	30.23
Youth Baseball Pee Wee	64.53
Youth Softball ASA Girls U10	120.00
Youth Softball ASA Girls U12	120.00
Youth Softball ASA Girls U14	120.00
Youth Softball Tournaments	224.00
Youth Softball Clinics	78.08
NFL Youth Flag Football	85.00
Youth Basketball	59.76
Youth Basketball Tournaments Girls	156.83
Youth Basketball Tournaments Boys	156.83
Youth Volleyball Clinics	78.08
Outdoor Roller Hockey Youth Sports League	66.43
Youth Sports Parent Clinic	10.00
Coaches Training Clinic (NYSCA)	35.00
Late Registration Fee	20.44
Camps	
Voyagers Adventure Camp (per session)	130.69
Discovery Day Camps - Earth Camp	105.33
Discovery Day Camps - Extreme Camp	277.28
Discovery Day Camps - Art Camp	145.48
Discovery Day Camps - Voyager Aqua Camp	143.08
Discovery Day Camps - Before/After Care per hour	10.22
Youth Basketball Camps	78.08
Youth Basketball Advanced Camp	83.64

Park & Recreation Fees	
Fee Description	Fee
Adult Sports	
Men's 3-Man Basketball League	170.42
Men's 30+ Basketball League	590.57
Men's Basketball Open League	590.57
Soccer League	623.50
Flag Football	558.78
Men's & Women's Fall Slo-Pitch Softball League	535.23
Competitive Coed Softball	535.23
Men's and Women's Summer Slo-Pitch Softball League	535.23
Men's and Women's Spring Softball League	535.23
Daylight Slow Pitch Softball League	535.23
One Pitch Softball Tournament	168.67
Recreational Coed Softball League	398.33
Men's & Women's Winter Slo-Pitch Practice League	182.97
Adult Softball Tournaments	191.33
One Pitch Adult Softball Tournament	148.19
Adult Volleyball Coed	292.14
Older Adult Programs	
50+ Senior Line Dance	18.00-23.00
On the Road Again Trips for Adults 50+	5.11 - 102.20
Soup & Salad Luncheon	3.07
50+ Potluck/Luncheons	3.07 - 20.44
AARP 55 Alive/Mature Driving Class	10.22
Fun With Oil Printing for Adults 50+	13.00-16.35
Senior Value Card	10.22
Aquatics	
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

Park & Recreation Fees	
Fee Description	Fee
Aquatics (con't)	
Bubble Makers	46.20
Discover Scuba	46.20
Open Water Diver Course	263.66
Water Exercise 3 Week	24.00
Water Exercise 4 Week	32.00
Toddler Time	14.50
Lifeguard Certification	170.00
Family Pass	200.00
National Pool & Water Park Jr. Lifeguard Training	100.00
Special Events	
Fun Run:	
Pre Registration	20.00
Race Day Registration	25.00
Youth Under 12	10.00
Fright Fest	25.00
Lunch with Bunny:	
Adults	5.23
Children	3.14
Lunch with Dracula:	
Adults	5.23
Children	3.14
Lunch with Santa:	
Adults	5.23
Children	3.14
Excursions	83.16
Performing Arts	
Great Pretenders	202.00
Broadway Bound	404.88
Fun With Drama	40.00
**Facility Rentals (see end of section for description)	
Special Events Application Fee/Class 3 Events	30.75
Refundable Special Event Deposit Fee	500.00
Aquatics Center:	
Competitive Pool	865.00
Picnic Tables - 2 hr (2 hr max)	25.00
Recreation/Slide Pools	690.00
Aquatic Park - 3 hrs	1,550.00
Gazebo	75.00
Open Gym:	
Byron Gym (per person per day)	2.00
Liberty High New Gym (per person per day)	2.00

Park & Recreation Fees		
Fee Description	Fee	
**Facility Rentals (con't)		
Multi-purpose Room-Community Center:		
Non Profit Rate (per hour)	39.10	
Private Rate (per hour)	55.86	
Deposit without alcohol permit	250.00	
Deposit with alcohol permit	500.00	
Rental Liability Insurance	98.00-500.00	
Blue Room-Community Center:		
Non-profit Rate (per hour)	22.23	
Private Rate (per hour)	31.76	
Deposit without alcohol permit	125.00	
Deposit with alcohol permit	250.00	
Rental Liability Insurance	98.00-500.00	
Field Fees:		
Refundable Field Deposit Fee	500.00	
Competition Soccer Field Lights	19.23/hr	
Ball Field/Soccer Field Lights	10.00/hr	
Preparation/Drag/Set Bases/Line Ball Fields	\$25 per field	
Field preparation for Softball Fields (lining not included)	\$15 per field	
Additional Preparation/Drag/Set Bases/Line Ball Fields	\$25 per field	
Labor/Material Cost for Prep Soccer/Flag Football Fields	\$75 per field	
Additional Soccer Field Lining	\$25 per field	
Supervisory Staff Facility	15.00/hr	
Request for Additional Field Mow	\$75 per field	
Women's Club:	_	
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	

Fee Description	Fee
**Facility Rentals (con't)	
Mobile Stage/Portable Bleachers Rental:	
***Set up/Take Down	200
***Set up/Take Down (Non-Profit)	175
***Weekend Set up/Take Down	300
***Weekend Set up/Take Down (Non-Profit)	275
Stage Rental per day	150
Stage Rental per day (Non-Profit)	75
Portable Bleacher per day, per unit	50
Portable Bleacher per day, per unit (Non-Profit)	25
Sound System on stage	500
Sound System on stage (Non Profit)	250
Generator Rental	50
Generator Rental (Non Profit)	25
Sound Technician for stage (per hour)	25
Overtime beyond the 2 hours (per 30 minute increment)	130
Electrical Fee (per hour)	5
Generator Gas Fee (per gallon)	2

Any fees not shown above can be approved by the Director of Parks and Recreation based on the recovery rate set by City Council.

^{**} The Deposit for Non-Profits may be waived at the discretion of the Director of Parks and Recreation.

^{***} Portable bleachers rate is whether you rent one, two, or three bleachers. Security/Cleaning deposit of \$500 will be applicable to each rental.

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
Garin School Multi-Purpose Room	\$25.00/hour	\$50.00/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.

Park & Recreation Fees

Parks Planning Fees

Fee Description	Fee
Plan Check:	
Residential, Privately Maintained	33,429.42 per Plan Submittal
Public Right of Way	\$151.15 per 1,000 ft
Commercial	\$140.85 per 1,000 ft
Inspection:	
Residential, Privately Maintained	\$209.77 per permit
Public Right of Way	\$327.82 per 1,000 ft
Commercial	\$234.22 per 1,000 ft

Utility Billing Fees

Fee Description	Fee
Application Fee	28.24
Return Check Fee	11.29
Tampering Fee	282.36

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	\$31.50
Certificate Duplication Fee	\$21.00
Business License Listing	\$10.20
Late Penalty	10% - \$30.00 Mininum
Home Occupation Permit	\$50.00

Administration Fees

Fee Description	Fee
Agenda Packet Subscription	\$357.70/per year
Audio Tape	\$16.93
Candidate Filing Fee ²	\$25.00
Document Certification	\$11.29
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	\$10.20
Photo Copies	\$0.20 per page
Voter Transcript	\$5.64
Compact Disc	\$10.20

U.S. Department of State

E.C.10228

E.C. 9202

G.C. 8211

Education and Technology Center

OV	
Fee Description	Fee
Rent	\$3.50 per sq. ft. at BOMA Standards
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

	<u>1998/99</u>	<u>1999/00</u>	2000/01	2001/02	2002/03	2003/04	2004/05	<u>2005/06</u>	2006/07
Consumption Charge							see		see
Per 1,000 gallons	1.59	1.63	1.68	1.81	1.89	see Tiers	Tiers	see Tiers	Tiers
Residential Tiers									
Tier 1: Units 1-10	n/a	n/a	n/a	n/a	n/a	2.19	2.28	2.32	2.36
Tier 2: Units 11-20	n/a	n/a	n/a	n/a	n/a	2.61	2.72	2.77	2.82
Tier 3: Units 21-30	n/a	n/a	n/a	n/a	n/a	3.13	3.26	3.32	3.38
Tier 4: Units 31 and over	n/a	n/a	n/a	n/a	n/a	3.65	3.80	3.88	3.96
Commercial Tiers									
Tier 1: Units 1-10	n/a	n/a	n/a	n/a	n/a	2.19	2.28	2.32	2.36
Tier 2: Units 11 and over	n/a	n/a	n/a	n/a	n/a	2.61	2.72	2.77	2.82
Base Rate Charge:									
5/8" or 3/4 Meter	10.25	10.50	10.76	11.66	12.20	14.00	14.59	14.89	15.19
1" Meter	15.44	15.82	16.21	17.57	18.38	21.09	21.98	22.43	22.87
1-1/2" Meter	30.68	31.43	32.20	34.90	36.51	41.90	43.68	44.56	45.45
2" Meter	51.17	52.42	53.72	58.21	60.89	69.89	72.85	74.31	75.80
3" Meter	85.29	87.37	89.54	97.03	101.50	116.50	120.60	123.88	126.35
4" Meter	136.46	139.79	143.25	155.24	162.39	186.39	194.30	198.19	202.15
6" Meter	272.98	279.65	286.58	310.57	324.86	372.87	388.70	396.47	404.41

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

\$3.66 per 1,000 Gallons Usage

Wastewater Enterprise Rates

Customer Category Fiscal Year:	1999/00	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08
Residential \$8.16 Monthly Fixed Base Rates + Variable Rate/1,000 Ga. to a Ceiling:									
Variable Rate per 1,000 gallons/month	\$ 1.73	\$ 1.73	\$ 2.07	\$ 2.20	\$ 2.73	\$ 2.84	\$ 2.90	\$ 2.96	\$ 3.03
Total Ceiling Rate (fixed base + variabl	\$ 18.00	\$ 18.90	\$ 21.00	\$ 23.75	\$25.51	\$27.38	\$28.74	\$30.18	\$31.69
Commercial	\$8.16 Mo	nthly Fixe	d Rate+ V	Variable F	Rate/1,000	Gallons	of Sewer	Flow:	
Auto Sales and Repair	\$ 1.90	\$ 1.90	\$ 2.26	\$ 2.41	\$ 3.00	\$ 3.13	\$ 3.19	\$ 3.25	\$ 3.31
Barber & Beauty Shops	\$ 1.59	\$ 1.59	\$ 1.90	\$ 2.02	\$ 2.50	\$ 2.61	\$ 2.66	\$ 2.71	\$ 2.76
Bakery	\$ 4.88	\$ 4.88	\$ 5.80	\$ 6.16	\$ 7.69	\$ 8.02	\$ 8.18	\$ 8.34	\$ 8.51
Car Washes	\$ 1.64	\$ 1.64	\$ 1.95	\$ 2.09	\$ 2.58	\$ 2.69	\$ 2.74	\$ 2.79	\$ 2.85
Gas Stations	\$ 1.84	\$ 1.84	\$ 2.19	\$ 2.34	\$ 2.90	\$ 3.03	\$ 3.08	\$ 3.14	\$ 3.20
Grocery Stores	\$ 4.15	\$ 4.15	\$ 4.93	\$ 5.24	\$ 6.54	\$ 6.82	\$ 6.95	\$ 7.09	\$ 7.24
Hotels without Restaurants	\$ 1.90	\$ 1.90	\$ 2.26	\$ 2.41	\$ 2.99	\$ 3.12	\$ 3.18	\$ 3.24	\$ 3.30
Institutions, Churches, Homeowners									
Assoc.	\$ 1.68	\$ 1.68	\$ 2.01	\$ 2.15	\$ 2.65	\$ 2.76	\$ 2.82	\$ 2.87	\$ 2.93
Laundromats	\$ 1.73	\$ 1.73	\$ 2.07	\$ 2.21	\$ 2.73	\$ 2.84	\$ 2.90	\$ 2.96	\$ 3.03
Laundry, Commercial	\$ 2.24	\$ 2.24	\$ 2.67	\$ 2.84	\$ 3.53	\$ 3.68	\$ 3.75	\$ 3.82	\$ 3.90
Office Buildings, Banks	\$ 1.70	\$ 1.70	\$ 2.03	\$ 2.17	\$ 2.68	\$ 2.79	\$ 2.85	\$ 2.90	\$ 2.97
Restaurants	\$ 4.88	\$ 4.88	\$ 5.49	\$ 5.82	\$ 7.26	\$ 7.57	\$ 7.73	\$ 7.87	\$ 8.04
Retail Stores	\$ 1.73	\$ 1.73	\$ 2.07	\$ 2.21	\$ 2.73	\$ 2.84	\$ 2.90	\$ 2.96	\$ 3.03
Schools	\$ 1.59	\$ 1.59	\$ 1.90	\$ 2.02	\$ 2.50	\$ 2.61	\$ 2.66	\$ 2.71	\$ 2.76
Other Commercial	\$ 1.78	\$ 1.78	\$ 2.13	\$ 2.27	\$ 2.80	\$ 2.91	\$ 2.98	\$ 3.05	\$ 3.11
Mixed Use	n/a	n/a	n/a	\$ 3.01	\$ 3.66	\$ 3.81	\$ 3.89	\$ 3.98	\$ 4.07

Wastewater Service Standby Charge \$80.00 Sewer Lateral Maintenance Fee (Monthly) \$1.02

Solid Waste Enterprise Rates - Commercial -**Cart Service** 96 Gal. 32 Gal. **64 Gal.** 23.09 26.39 42.87 Each additional 32-Gallons of material collected: 9.90 1 Service Per Week 2 44.13 50.73 83.70 3 65.17 75.08 124.53 Front-Load Bin Service Refuse **Container Size** Non-compacted Rates (*), (**) 1 Yard 2 Yard 3 Yard 4 Yard 5 Yard 6 Yard 8 Yard 92.91 258.37 335.35 401.32 637.70 1 185.82 480.47 Service Per Week 1,253.41 170.42 483.77 648.69 782.83 938.96 2 340.84 3 247.39 494.77 738.85 967.55 1,174.26 1,408.44 1,877.93 4 340.84 681.68 967.55 1,297.39 1,877.93 2,506.82 1,565.66 417.80 1,222.63 1,957.09 2,347.40 3,131.34 835.61 1,616.24 Mixed Recyclables Non-compacted Rates (*), (**) **Container Size** 3 Yard 4 Yard 5 Yard 6 Yard 8 Yard 1 Yard 2 Yard 510.16 74.33 148.65 206.70 268.28 321.05 384.37 1 1,002.74 2 136.35 272.67 387.02 518.96 655.95 751.17 3 N/A N/A N/A N/A N/A N/A N/A 4 N/A N/A N/A N/A N/A N/A N/A 5 N/A N/A N/A N/A N/A N/A N/A Cardboard Only Non-compacted Rates (*), (**) **Container Size** 1 Yard 2 Yard 3 Yard 4 Yard 5 Yard 6 Yard 8 Yard N/A 32.98 N/A 60.47 N/A 109.95 87.96 1 Service Per Week 197.91 2 N/A 60.47 N/A 109.95 N/A 153.93 3 N/A N/A N/A N/A N/A N/A N/A 4 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A

^{**} Front load bin hard-to-service surcharge - 10% of rates in the above tables.

Special/Extra	Charges
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Fee to Steam Clean FL Bin (*)		\$82.47
Call Back Fee for FL Bin see volume		e-based table
Lock Charge		\$32.98
Haul Shavings Bin Outside City Limits		\$200.00

Volume-Based Extras (27 cu. ft. = 1 cu. yard)				
1 cu. yds = \$23.23	5 cu. yds =	\$100.33		
2 cu. yds = \$46.45	6 cu. yds =	\$120.12		
3 cu. yds = \$64.59	8 cu. yds =	\$159.43		
4 cu yds = \$83.83				

Drop-Box Service					
Security Deposit	549.74				
Container Pick-Up and Delivery Charge		Special/Extra Charge	s		
2 to 8 Cubic Yards	82.47	Fee to Steam Clean Roll-Off Bin	\$164.92		
10 to 40 Cubic Yards plus	164.92 (*)	Call Back Fee for Roll-off Bin	\$82.47		
daily rental charge	27.48	Relocation Fee	\$82.47		
REFUSE tonnage charge	54.97	Stand-by time per hour	\$82.47		
WOOD, YARD or C&D tonnage charge	30.79	Lock Charge	\$32.98		
MIXED RECYCLABLES tonnage charge	43.98	Minimum Pulls per Month = 2	\$164.92		
CARDBOARD tonnage charge	0.00				
40 YARD COMPACTOR LEASE	55.00				

^{*} Drop-box compactor special handling charge - \$25.50

^{*} Compacted rates charged at two(2) times the non-compacted rates in the above tables.

Solid Waste Enterprise Rates -Residential -

Residential Cart Service:		Apartments Ca	art Service:
Senior Rate	13.63		
32-Gallon	20.34	32-Gallon	20.34
64-Gallon	30.23	64-Gallon	30.23
96-Gallon	36.28	96-Gallon	36.28

Special/Extra Charges

\$9.89 \$3.29 \$27.49 \$16.50 \$16.50
\$27.49 \$16.50
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\$16.50
\$21.99
\$16.50
\$27.49
\$27.49
\$27.49
\$54.97
\$27.49
\$54.97
\$16.50
\$16.50
\$16.50
\$16.50
\$16.50
\$16.50

Third Blue/Green Cart per Month	\$10.22
Cart Exchanges	\$26.80

Furniture, Appliances, Other(*) Cont.				
B.B.Q. (Small)		\$16.50		
B.B.Q. (Large)		\$21.99		
Dining room table & chairs (4)		\$16.50		
Steam Clean Cart (Per Cart)		\$27.49		
Cart Replacement		\$54.97		
Television		\$27.49		
Television with Console		\$43.98		
Microwaves	\$16.50			
Propane Tanks		\$27.49		
Computer Monitors		\$27.49		
Computer CPU's	\$16.50			
Printers	\$16.50			
Tires				
Passenger tires (16" or less)		\$4.39		
Passenger tires (16" or less) w/rim	\$6.60			
Truck tire (greater than 16")		\$7.70		
Truck tire (greater than 16") w/rim	\$10.99			
Tractor Tires	\$27.49-	\$219.30(*)		

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

RESOLUTION NO. 2004-222

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE 2004/05 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 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; and
- **WHEREAS**, the City has compiled certain Cost Allocation Plans, the most recent of which was adopted August 26, 2003, to compare direct and indirect administrative costs in providing various services to the community; and
- **WHEREAS,** the City Council has periodically revised development impact fees for public facilities, including the most recent revisions contained in Resolution 2004-32 adopted on February 10, 2004.; and
- WHEREAS, on May 25, 2004, the City Council adopted the 2004/05 2008/09 Capital Improvement Program which is an integral part of the overall system of public facility development; and
- WHEREAS, the City Finance Department researched and developed the Cost Allocation Plan and City Fees, Fiscal Year 2004/05 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 2004/05 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 2004/05 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 Nos. 2643 and 2969 are 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:

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 September 14, 2004 by the following vote:

AYES: Mayor Swisher, Councilmembers Beckstrand, Hill, Petrovich, Guitierrez

NOES: None ABSENT: None

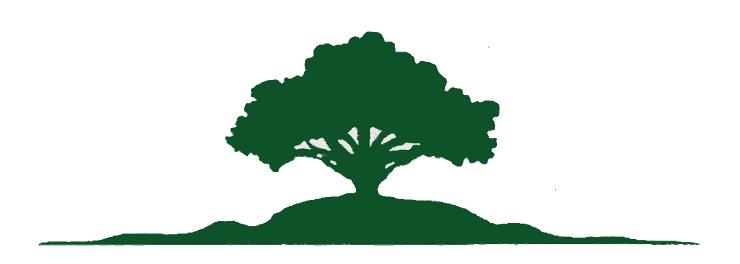
Brian Swisher

Brian Swisher Mayor

ATTEST:

Karen Diaz

Karen Diaz, CMC City Clerk/Director of Administrative Services



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