

2005/2006 Cost Allocation Plan And Schedule of City Fees



List of Principal Officials

City Officials

Brian Swisher	Mayor
Ana Gutierrez	Vice Mayor
Annette Beckstrand	
Robert Brockman	Councilmember
Robert Taylor	Councilmember

Executive Team

Donna Landeros	City Manager
Craig Bronzan	Director of Parks & Recreation
	City Attorney
	Assistant City Manager
Mike Davies	
Pamela Ehler	City Treasurer / Director of Finance & Information Systems
Bailey Grewal	City Engineer
Howard Sword	Director of Community Development
Paul Zolfarelli	

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

Indirect Cost Allocation: Methodology and Assumptions

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

- Department overhead
- City-wide overhead

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

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

- **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 individual 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 with their associated direct support staff
- Non-personnel costs included within overhead
- Services included within the "other" overhead computation

Exhibit A

Assumptions Supporting	Overhead Calculations				
Management Positions/Support	Non-Personnel Costs				
Community	Development				
Community Development Director	Building Division				
Chief of Planning	Planning Division				
Administrative Supervisor	Housing				
Engin	eering				
City Engineer	Engineering				
Project Services Manager	Transportation				
Administrative Supervisor	Construction Inspection				
	NPDES				
	Capital Improvement Program				
Public	Works				
Public Works Director	Streets				
Administrative Supervisor	Solid Waste Enterprise				
	Water Enterprise				
	Wastewater Enterprise				
Parks &	Recreation				
Parks & Recreation Director	Administration				
Administrative Supervisor	Programs				
	Landscape				
	Park Planning				
	Community Center				
	City Pool				
	Sports				
	lice				
Police Chief					
Lieutenants (2)					
Executive Assistant					
Redevelopi	nent Agency				
Redevelopment Manager					
Other City-wide					
City Manager	Administration				
City Clerk	City Attorney				
Finance & Information Services	Non-Departmental				
Economic Development	Community Facilities				
Management	Purchasing				
	Finance & Information Services				

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 associated department.

Exhibit B

Departmental and Other Overhead Factors					
Community Development	49.11%				
Engineering	63.20%				
Public Works	112.52%				
Parks and Recreation	100.02%				
Police	40.75%				
Redevelopment Agency	72.66%				
Other City-wide	33.48%				

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

Accountant I	COMPENSATION PLAN							
Accountant I	BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E		
Accountant I	MANAGEMENT & MID-MANAGEMENT:							
Accountant II 4.999 5.249 5.510 5.786 6.076 Accounting Manager 6.611 6.942 7.289 7.653 8.036 Arts Manager 5.942 6.239 6.551 6.878 7.221 Assistant City Clerk 4.784 5.023 5.275 5.338 5.816 Assistant City Engineer 8.783 2.222 9.083 10.166 10.674 Assistant Engineer 5.701 5.985 6.285 6.599 6.928 Assistant Planner 5.266 5.530 5.807 6.096 6.401 Associate Engineer 5.284 6.597 6.927 7.273 7.637 Associate Planner 5.805 6.095 6.400 6.720 7.057 Chief Fluiding Official 8.140 8.547 8.976 9.425 9.896 Chief Finance Officer 7.273 7.637 8.019 8.419 8.840 Chief Information Systems Officer 8.130 8.535 8.962 9.942 9.896								
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	Redevelopment Analyst	5,805	6,095	6,400	6,720	7,057		

COl	MPENSATIO1	N PLAN_			
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
Redevelopment Manager	8,140	8,547	8,976	9,425	9,896
Right-of-Way Agent	6,765	7,103	7,459	7,832	8,223
Senior Accountant	5,748	6,036	6,337	6,655	6,987
Senior Associate Engineer	6,597	6,927	7,273	7,637	8,019
Senior Engineer	7,258	7,620	8,001	8,402	8,821
Senior Housing Analyst	6,677	7,012	7,362	7,729	8,116
Senior Planner	6,677	7,012	7,362	7,729	8,116
Senior Redevelopment Analyst	6,677	7,012	7,362	7,729	8,116
Solid Waste Manager	6,570	6,899	7,244	7,606	7,986
Solid Waste Supervisor	5,474	5,748	6,036	6,337	6,655
Streets Manager	6,479	6,804	7,143	7,500	7,875
Streets Supervisor	5,635	5,918	6,214	6,525	6,850
Wastewater Maintenance Supervisor	5,240	5,502	5,777	6,067	6,370
Wastewater Operations Manager	6,630	6,961	7,310	7,676	8,059
Wastewater Treatment Plant Supervisor	5,765	6,053	6,356	6,674	7,008
Water Distribution Supervisor	5,765	6,053	6,356	6,674	7,008
Water Operations Manager	6,630	6,961	7,310	7,676	8,059
Water Production Supervisor	5,765	6,053	6,356	6,674	7,008
Webmaster	4,971	5,219	5,481	5,755	6,043
OFFICE EMPLOYEES					
Accounting Assistant I	3,117	3,273	3,436	3,607	3,787
Accounting Assistant II	3,436	3,607	3,787	3,976	4,176
Accounting Specialist	4,543	4,770	5,010	5,261	5,524
Accounting Technician	3,950	4,148	4,356	4,574	4,803
Administrative Assistant I	2,949	3,096	3,250	3,413	3,583
Administrative Assistant II	3,250	3,413	3,583	3,761	3,950
Administrative Secretary	3,767	3,956	4,153	4,361	4,580
Administrative Supervisor	4,143	4,351	4,569	4,798	5,037
Building Inspector I	4,803	5,044	5,297	5,562	5,840
Building Inspector II	5,297	5,562	5,840	6,131	6,438
Code Enforcement Officer I	4,500	4,725	4,961	5,209	5,469
Code Enforcement Officer II	4,961	5,209	5,469	5,743	6,031
Community Development Specialist	5,242	5,504	5,779	6,069	6,372
Community Development Technician	4,332	4,548	4,776	5,015	5,266
Construction Inspector I	4,803	5,044	5,297	5,562	5,840
Construction Inspector II	5,297	5,562	5,840	6,131	6,438
Engineering Services Specialist	5,564	5,842	6,135	6,441	6,764
Engineering Technician	4,838	5,081	5,335	5,602	5,883
Executive Assistant	4,557	4,784	5,023	5,275	5,538
Finance/Special Projects Coordinator	4,833	5,074	5,327	5,594	5,873
Human Resources Assistant I	3,397	3,567	3,746	3,933	4,129
Human Resources Assistant II	3,746	3,933	4,129	4,335	4,552
Human Resources Specialist	4,833	5,074	5,327	5,594	5,873
Information Systems Technician	4,734	4,971	5,219	5,481	5,755
Parks Planning Technician	4,332	4,548	4,776	5,015	5,266
Plan Check Engineer	5,828	6,119	6,424	6,745	7,083
Police Records Clerk I	3,250	3,413	3,583	3,761	3,950
Police Records Clerk II	3,583	3,761	3,950	4,148	4,356
Project Services Specialist	5,060	5,313	5,578	5,857	6,150

COM	PENSATIO.	N PLAN			
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
Recreation Coordinator	4,306	4,521	4,746	4,984	5,233
Right-of-Way Specialist	5,242	5,504	5,779	6,069	6,372
Safety/Special Projects Coordinator	4,833	5,074	5,327	5,594	5,873
Senior Building Inspector	5,828	6,119	6,424	6,745	7,083
Senior Code Enforcement Officer	5,458	5,731	6,017	6,318	6,634
Senior Community Development Technician	4,765	5,003	5,252	5,516	5,791
Senior Construction Inspector	5,828	6,119	6,424	6,745	7,083
Senior Police Records Clerk	4,112	4,318	4,535	4,762	4,999
Technical Assistant I	3,566	3,744	3,931	4,127	4,334
Technical Assistant II	3,931	4,127	4,334	4,550	4,777
PUBLIC WORKS-MAINTENANCE					
Collection System Worker I	3,845	4,037	4,238	4,450	4,672
Collection System Worker II	4,238	4,450	4,672	4,906	5,150
Cross-Connection Control Specialist	4,453	4,675	4,909	5,155	5,413
Electrician	4,626	4,857	5,100	5,354	5,621
Equipment Mechanic	4,354	4,573	4,802	5,041	5,292
Landscape/Facilities Maint. Worker I	3,413	3,583	3,761	3,949	4,146
Landscape/Facilities Maint. Worker II	3,761	3,949	4,146	4,354	4,573
Purchasing Assistant	4,347	4,564	4,793	5,032	5,283
Senior Equipment Mechanic	4,789	5,029	5,280	5,543	5,821
Senior Landscape/Facilities Worker	4,139	4,346	4,562	4,791	5,030
Senior Solid Waste Equipment Op	4,562	4,791	5,030	5,282	5,545
Senior Street Maintenance Worker	4,325	4,542	4,769	5,008	5,257
Senior Water Distribution Worker	4,900	5,145	5,401	5,672	5,956
Senior Water Service Worker	4,444	4,666	4,900	5,145	5,401
Solid Waste Equipment Operator I	3,761	3,949	4,146	4,354	4,573
Solid Waste Equipment Operator II	4,146	4,354	4,573	4,802	5,041
Street Maintenance Worker I	3,413	3,583	3,761	3,949	4,146
Street Maintenance Worker II	3,761	3,949	4,146	4,354	4,573
Street Sweeper Operator	3,947	4,145	4,353	4,571	4,800
Wastewater Laboratory Technician I	4,191	4,401	4,621	4,852	5,094
Wastewater Laboratory Technician II	4,621	4,852	5,094	5,349	5,616
Wastewater Treatment Plant Operator Asst.	3,285	3,449	3,621	3,801	3,992
Wastewater Treatment Plant Operator I	3,992	4,191	4,401	4,621	4,852
Wastewater Treatment Plant Operator II	4,401	4,621	4,852	5,094	5,349
Wastewater Treatment Plant Operator III	4,852	5,094	5,349	5,616	5,897
Water Distribution Worker I	4,039	4,242	4,453	4,675	4,909
Water Distribution Worker II	4,453	4,675	4,909	5,155	5,413
Water Production Worker I	3,846	4,039		4,453	
			4,242		4,675
Water Production Worker II	4,242	4,453	4,675	4,909	5,155
Water Reclamation Specialist	4,039	4,242	4,453	4,675	4,909
Water Service Worker I	3,663	3,846	4,039	4,242	4,453
Water Service Worker II	4,039	4,242	4,453	4,675	4,909
POLICE					
Community Service Officer I	3,404	3,574	3,753	3,940	4,138
Community Service Officer II	3,753	3,940	4,138	4,344	4,561
Police Officer	5,299	5,564	5,842	6,135	6,441
Police Officer - Special Assignment	5,564	5,842	6,135	6,441	6,764
Police Sergeant	6,291	6,604	6,934	7,280	7,644
Senior Community Service Officer	4,314	4,529	4,756	4,994	5,244
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ECONOMIC CONSIDERATIONS

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

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

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

METHODOLOGY

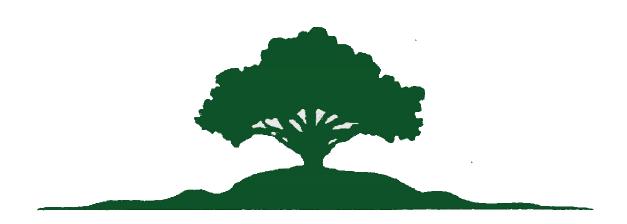
Based upon time estimates, a model of departmental activities is developed which has been reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's Fiscal 2005/06 Cost Allocation Plan are applied to the time estimates for each 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), with the exception of fees that were adopted with ties to other indicies. Time estimates should be reviewed/revised every three to five years.

Budget Assumptions for Computing Overhead Costs								
Department/Division	Personnel	Supplies & Services	Capital	Total				
City-wide								
Administration (a)	497,052	187,593	0	684,645				
City Clerk (a)	464,906	158,939	0	623,845				
Human Resources (a)	494,700	273,444	0	768,144				
City Attorney (a)	328,571	194,451	0	523,022				
Economic Development (a)	254,486	191,588	0	446,074				
Finance (a)	1,168,472	469,090	5,502	1,643,064				
Community Facilities (a)	242,607	436,362	0	678,969				
Non-Departmental (a)	19,904	4,391,790	0	4,411,694				
Community Development								
Building	2,531,694	690,965	7,000	3,229,659				
Planning	1,117,854	433,165	7,200	1,558,219				
Housing	435,972	306,868	15,500	758,340				
Police								
Police	10,775,807	3,233,430	58,000	14,067,237				
Engineering								
Engineering	1,057,490	245,366	6,000	1,308,856				
Traffic and Transportation	339,957	229,304	5,000	574,261				
NPDES	102,267	166,241	0	268,508				
Construction Inspection	516,377	132,326	0	648,703				
Capital Improvement Program	2,179,975	1,316,752	61,115	3,557,842				
Park and Recreation								
Administration	757,084	295,638	4,000	1,056,722				
City Pool	420,982	398,173	0	819,155				
Sports	78,888	146,761	0	225,649				
Programs	164,189	363,623	0	527,812				
Park Planning	894,998	624,566	19,500	1,539,064				
Community Center	14,400	68,112	0	82,512				
Senior Programs	138,881	40,748	0	179,629				
Landscape	293,383	663,325	0	956,708				
Public Works								
Solid Waste Enterprise	2,015,564	3,588,019	1,042,452	6,646,035				
Water Enterprise	2,044,094	7,990,615	882,618	10,917,327				
Wastewater Enterprise	1,554,320	4,115,681	1,027,383	6,697,384				
Streets	1,356,054	1,130,763	141,000	2,627,817				
Redevelopment Agency								
Redevelopment Agency	418,055	5,765,463	4,042,634	10,226,152				
		(a) Fa	actored into Other C	City-wide overhead.				



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Hourly Rates



Accountant I Department: Finance & Information Systems

Char A				normanon S			
Step A		1 521 57	Month	¢20.22	/Hann		
		4,534.57	/Iviontn	\$30.23	/Hour		
<u>Benefit</u>	Multiplier				<u>Cate</u>	gory	
PERS - Employee	0.08000	362.77		Non-Sw	orn Manageme	nt & Mid-Ma	nagement
PERS - Employer	0.14003	634.98					
PERS Survivor		3.00	1				
Management Incen	tive	0.00	1				
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	51.69	1				
Life Insurance	0.00027	22.04	•				
Deferred Comp.		110.00	1				
Workers Comp.	0.05030	228.09)		40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.75	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,452.79	54.09%	\$46.58	\$18.92	\$15.60	\$81.10
			ry + Benefits			7-000	7
		Alliluai Sala	ry + Denemis	\$83,848.36	:		
Step B							
SW _F =		\$4,761.65	/Month	\$31.74	/Hour		
		ŕ					
	Total Benefits	\$2,521.17	52.95%	\$48.55	\$19.72	\$16.26	\$84.53
		Annual Sala	rv + Benefits	\$87,393.78			
		Timudi Suiu	ij i beneme	φον,ενεινο	l .		
Step C							
_		\$4,999.13	/Month	\$33.33	/Hour		
		1)		,			
	Total Benefits	\$2,592.67	51.86%	\$50.61	\$20.56	\$16.95	\$88.11
		Annual Sala	ry + Benefits	\$91,101.51			
<u></u>					! 		
Step D							
		\$5,248.74	/Month	\$34.99	/Hour		
	Total Benefits	\$2,667.82	50.83%	\$52.78	\$21.44	\$17.67	\$91.88
	Total Delicities	Ψ2,007.02	50.05/0	ψ32.10	Ψ#1•77	Ψ1/•U/	ψ/1.00
		Annual Sala	ry + Benefits	\$94,998.68	:		
Step E							
		\$5,510.48	/Month	\$36.74	/Hour		
		4-y-10110	, 1.1311111	Ψ30.74	, _20 64		
	Total Benefits	\$2,746.63	49.84%	\$55.05	\$22.36	\$18.43	\$95.84
		Annual Sala	rv + Ronofits	\$99,085.30			
		rimuai Sala	ij i Denems	Ψ22,000.00	I		

Accountant I Department: Parks and Recreation

				ilu Recreatio			
Step A							
	_	4,534.57	/Month	\$30.23	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	362.77		Non-Su	orn Manageme		inagement
PERS - Employer	0.14003	634.98		Tion by	om managem	one & wha who	magement
PERS Survivor	0.1 1003	3.00					
Management Incen	tive.	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	51.69					
Life Insurance	0.00027	22.04					
Deferred Comp.		110.00					
Workers Comp.	0.05030	228.09			100.02%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	65.75		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,452.79	54.09%	\$46.58	\$46.59	\$15.60	\$108.77
		Annual Salar	y + Benefits	\$83,848.36			
Step B							
		\$4,761.65	/Month	\$31.74	/Hour		
	Total Benefits	\$2,521.17	52.95%	\$48.55	\$48.56	\$16.26	\$113.37
		Annual Salar	y + Benefits	\$87,393.78			
Step C							
		\$4,999.13	/Month	\$33.33	/Hour		
	Total Benefits	\$2,592.67	51.86%	\$50.61	\$50.62	\$16.95	\$118.18
	Total Belletius	\$ 2, 6> 2. 67	21.0070	φ.σ.σ.Ξ	40000	Ψ2000	4110110
		Annual Salar	y + Benefits	\$91,101.51			
Step D							
	_	\$5,248.74	/Month	\$34.99	/Hour		
	Total Benefits	\$2,667.82	50.83%	\$52.78	\$52.79	\$17.67	\$123.24
		Annual Salar	y + Benefits	\$94,998.68			
Stop E							
Step E		\$5,510.48	/Month	\$36.74	/Hour		
	Total Benefits	\$2,746.63	49.84%	\$55.05	\$55.06	\$18.43	\$128.54
		Annual Salar		\$99,085.30		•	•
		i xiiii wai alal	, Denemis	ψ, Σ, υυσ. συ			

Accountant II Department: Finance & Information Systems

Step A							
1		4,999.13	/Month	\$33.33	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	399.93		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14003	700.03		Tion Sw	om manageme	one & ivila ivia	magement
PERS Survivor	0.1.002	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	56.99					
Life Insurance	0.00027	24.30					
Deferred Comp.		110.00					
Workers Comp.	0.05030	251.46			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	72.49	<u>-</u>	& Benefits	<u>Overhead</u>	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,592.67	51.86%	\$50.61	\$20.56	\$16.95	\$88.11
		Annual Salar	ry + Benefits	\$91,101.58			
				•			
Step B							
		\$5,248.74	/Month	\$34.99	/Hour		
	Total Benefits	\$2,667.82	50.83%	\$52.78	\$21.44	\$17.67	\$91.88
		Annual Salar	ry + Benefits	\$94,998.68			
~ ~							
Step C		\$5,510.48	/Month	\$36.74	/Hour		
		40,01010	,1,101141	φεσ	, 110 01		
	Total Benefits	\$2,746.63	49.84%	\$55.05	\$22.36	\$18.43	\$95.84
		Annual Salar	rv + Benefits	\$99,085.30			
				,			
Step D							
		\$5,786.09	/Month	\$38.57	/Hour		
	Total Benefits	\$2,829.61	48.90%	\$57.44	\$23.33	\$19.23	\$100.00
	Total Delicitis	Ψ2,027.01	-10.70 /0	φυ/.ττ	Ψ ω υ•υυ	ψ ± / • Δ · Δ	Ψ100.00
		Annual Salar	ry + Benefits	\$103,388.43			
Step E							
		\$6,075.57	/Month	\$40.50	/Hour		
	Total Benefits	\$2,916.77	48.01%	\$59.95	\$24.35	\$20.07	\$104.37
		Annual Salar	ry + Benefits	\$107,908.07			

Accountant II Department: Parks and Recreation

		Веригине.	iii. Turiig t	ma Recream			
Step A							
-		4,999.13	/Month	\$33.33	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.08000	399.93		Non-Sw	orn Managemo	ent & Mid-Ma	inagement
PERS - Employer	0.14003	700.03					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	56.99					
Life Insurance	0.00027	24.30	1				
Deferred Comp.		110.00					
Workers Comp.	0.05030	251.46			100.02%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	72.49		& Benefits	Overhead	Overhead	Rate
			_	·			
	Total Benefits	\$ 2,592.67	51.86%	\$50.61	\$50.62	\$16.95	\$118.18
		Annual Sala	ry + Benefits	\$91,101.58			
Step B							
		\$5,248.74	/Month	\$34.99	/Hour		
	Total Benefits	\$2,667.82	50.83%	\$52.78	\$52.79	\$17.67	\$123.24
		Annual Sala	ry + Benefits	\$94,998.68			
Step C							
		\$5,510.48	/Month	\$36.74	/Hour		
	Total Benefits	\$2,746.63	49.84%	\$55.05	\$55.06	\$18.43	\$128.54
		Annual Sala	ry + Benefits	\$99,085.30			
		minuai gala	i j i Deliciits	Ψ22,000.00			
Step D							
		\$5,786.09	/Month	\$38.57	/Hour		
	Total Benefits	\$2,829.61	48.90%	\$57.44	\$57.45	\$19.23	\$134.12
		Annual Cal	my Dam-£4	¢102 200 42			
		Annual Sala	ry + Benefits	\$103,388.43			
Step E		Φ					
		\$6,075.57	/Month	\$40.50	/Hour		
	Total Benefits	\$2,916.77	48.01%	\$59.95	\$59.96	\$20.07	\$139.98
		Annual Sala	ry + Benefits	\$107,908.07			

Accounting Assistant I Department: Finance & Information Systems

Step A							
		3,116.65	/Month	\$20.78	/Hour		
Benefit	Multiplion				Cate	egory	
PERS - Employee	<u>Multiplier</u> 0.08000	249.33				mployees	
PERS - Employee	0.14003	436.42			Office E	inployees	
PERS Survivor	0.11003	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	35.53					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	156.77			40.62%	33.48%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	45.19	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,906.73	61.18%	\$33.49	\$13.60	\$11.21	\$58.30
		Annual Sala	ry + Benefits	\$60,280.50			
Step B							
		\$3,272.66	/Month	\$21.82	/Hour		
		•					
	Total Benefits	\$1,946.94	59.49%	\$34.80	\$14.13	\$11.65	\$60.58
		Annual Salar	ry + Benefits	\$62,635.19			
Step C							
Step C		\$3,435.60	/Month	\$22.90	/Hour		
	T 15 C	•				010.10	4.2.02
	Total Benefits	\$1,995.21	58.07%	\$36.21	\$14.71	\$12.12	\$63.03
		Annual Sala	rv + Renefits	\$65,169.67			
			., . Delicites	ψου,107.07			
Step D							
- Step D		\$3 607 21	Month	¢24.05	/Hour		
		\$3,607.21	/IVIOIIIII	\$24.05	/Hour		
	Total Benefits	\$2,046.04	56.72%	\$37.69	\$15.31	\$12.62	\$65.61
		A	D 64	¢/= 020 0=			
		Annual Sala	ry + Benefits	\$67,838.97			
Step E							
		\$3,787.48	/Month	\$25.25	/Hour		
	TD (1D 2)	•				h 43.4.	d < 0.22
	Total Benefits	\$2,099.44	55.43%	\$39.25	\$15.94	\$13.14	\$68.33
		Annual Sala	ry + Benefits	\$70,643.09			

Accounting Assistant II Department: Finance & Information Systems

G. —	-1		mance & n		•		-
Step A		3,435.60	/Month	\$22.90	/Hour		
		3,433.00	/WIOIIIII	\$22.90	/Houi		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	274.85			Office E	mployees	
PERS - Employer	0.14003	481.09					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	39.17					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	172.81			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	49.82		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,001.21	58.25%	\$36.25	\$14.72	\$12.14	\$63.10
	Total Delicitis	\$ 2,001.21	36.23%	\$30.23	\$14.72	Ф12.14	Ф03.10
		Annual Salar	ry + Benefits	\$65,241.69			
Step B							
		\$3,607.21	/Month	\$24.05	/Hour		
	Total Benefits	\$2,046.04	56.72%	\$37.69	\$15.31	\$12.62	\$65.61
		Annual Salar	ry + Benefits	\$67,838.97			
	_						
Step C		\$3,787.48	/Month	\$25.25	/Hour		
		,					
	Total Benefits	\$2,099.44	55.43%	\$39.25	\$15.94	\$13.14	\$68.33
		Annual Sala	ry + Benefits	\$70,643.09			
a, B							
Step D		\$3,976.42	/Month	\$26.51	/Hour		
		,					
	Total Benefits	\$2,155.41	54.20%	\$40.88	\$16.60	\$13.69	\$71.17
		Annual Salar	ry + Benefits	\$73,582.01			
Step E							
	_	\$4,175.76	/Month	\$27.84	/Hour		
	Total Benefits	\$2,214.47	53.03%	\$42.60	\$17.30	\$14.26	\$74.17
		Annual Salar	ry + Benefits	\$76,682.71			

Accounting Manager Department: Finance & Information Systems

Char A	_			normanon S			
Step A		((11 10	/N /I =41=	¢44.07	/11		
		6,611.19	/Month	\$44.07	/Hour		
<u>Benefit</u>	Multiplier				<u>Cate</u>	gory	
PERS - Employee	0.08000	528.90	l	Non-Sw	orn Manageme	nt & Mid-Ma	nagement
PERS - Employer	0.14003	925.76	i				
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	75.37					
Life Insurance	0.00027	32.13					
Deferred Comp.		110.00	l				
Workers Comp.	0.05030	332.54			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	95.86	<u>.</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,078.04	46.56%	\$64.59	\$26.24	\$21.63	\$112.46
	Total Delicitis				Ψ20.24	Ψ21.03	ψ112.40
		Annual Sala	ry + Benefits	\$116,270.80			
Step B							
		\$6,942.27	/Month	\$46.28	/Hour		
	Total Benefits	\$3,177.73	45.77%	\$67.47	\$27.40	\$22.59	\$117.46
		Annual Sala	ry + Benefits	\$121,439.93	:		
Step C							
		\$7,288.95	/Month	\$48.59	/Hour		
	Total Benefits	\$3,282.11	45.03%	\$70.47	\$28.62	\$23.60	\$122.69
	Total Belletits	Ψ3,202.11	13.0370	Ψ, σ	Ψ20.02	Ψ20.00	Ψ1210>
		Annual Sala	ry + Benefits	\$126,852.67	:		
Step D							
		\$7,652.96	/Month	\$51.02	/Hour		
	Total Benefits	\$3,391.71	44.32%	\$73.63	\$29.91	\$24.65	\$128.19
		Annual Sala	ry + Benefits	\$132,536.05			
			-		1		
Step E		¢Q ∩2.6 ∩A	Month	\$50.55	/Hour		
		\$8,036.04	/ IVIOIIII	\$53.57	/Hour		
	Total Benefits	\$3,507.05	43.64%	\$76.95	\$31.26	\$25.77	\$133.98
		Annual Sala	ry + Benefits	\$138,517.13			
					•		

Accounting Specialist Department: Finance & Information Systems

Step A							
		4,543.24	/Month	\$30.29	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	363.46				mployees	
PERS - Employer	0.14003	636.19				1 2	
PERS Survivor		3.00	ı				
Management Incen	tive	0.00	ı				
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	51.79					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	228.52			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	65.88	<u> </u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,329.32	51.27%	\$45.82	\$18.61	\$15.34	\$79.77
		Annual Sala	ry + Benefits	\$82,470.77			
			•				
Step B							
		\$4,770.32	/Month	\$31.80	/Hour		
					***	***	****
	Total Benefits	\$2,390.59	50.11%	\$47.74	\$19.39	\$15.98	\$83.11
		Annual Sala	ry + Benefits	\$85,930.89			
Step C							
Step C		\$5,009.53	/Month	\$33.40	/Hour		
			40.4.45	440.04	440.44	44.5.50	40 < -4
	Total Benefits	\$2,461.45	49.14%	\$49.81	\$20.23	\$16.68	\$86.71
		Annual Sala	ry + Benefits	\$89,651.73			
Step D							
		\$5,260.87	/Month	\$35.07	/Hour		
	Total Benefits	\$2,535.91	48.20%	\$51.98	\$21.11	\$17.40	\$90.49
			Th. 04:	400 2 3 3 3			
		Annual Sala	ry + Benefits	\$93,561.31			
Step E							
		\$5,524.35	/Month	\$36.83	/Hour		
	Total Benefits	\$2,613.96	47.32%	\$54.26	\$22.04	\$18.17	\$94.46
		Annual Sala	ry + Benefits	\$97,659.63			

Accounting Technician Department: Finance & Information Systems

G		ar tillelit. T			•		
Step A		2.050.40	73 E	\$2.5.24	/T.T		
		3,950.42	/Month	\$26.34	/Hour		
Benefit	Multiplier				Cate	egor <u>y</u>	
PERS - Employee	0.08000	316.03				mployees	
PERS - Employer	0.14003	553.18				1 - 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	45.03					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	198.71			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	57.28		& Benefits	Overhead	Overhead	Rate
1,10010010	0.01.00		_	<u> </u>	0 10111000	<u> </u>	211111
	Total Benefits	\$ 2,153.71	54.52%	\$40.69	\$16.53	\$13.63	\$70.85
		Annual Salar	ry + Benefits	\$73,249.59			
Step B							
		\$4,148.03	/Month	\$27.65	/Hour		
	Total Benefits	\$2,206.25	53.19%	\$42.36	\$17.21	\$14.18	\$73.75
		Annual Sala	ry + Benefits	\$76,251.31			
Step C							
_		\$4,356.03	/Month	\$29.04	/Hour		
		,					
	Total Benefits	\$2,267.87	52.06%	\$44.16	\$17.94	\$14.79	\$76.88
		Annual Sala	ry + Benefits	\$79,486.83			
Step D							
- Step D		\$4,574.44	/Month	\$30.50	/Hour		
	Total Benefits	\$2,332.57	50.99%	\$46.05	\$18.70	\$15.42	\$80.17
		Annual Sala	ry + Benefits	\$82,884.12			
Step E							
		\$4,803.25	/Month	\$32.02	/Hour		
	Total Benefits	\$2.400.25	49.97%	\$48.02	\$19.51	\$16.08	\$83.61
	Total Dellettis	\$2,400.35	4 7.7 <i>1</i> %	\$40.UZ	ф17.31	Φ10.0 δ	фоз.01
		Annual Salar	ry + Benefits	\$86,443.18			

Accounting Technician Department: Police

			pai tillelit.				
Step A							
		3,950.42	/Month	\$26.34	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	316.03				mployees	
PERS - Employee	0.14003	553.18			Office E	inployees	
PERS Survivor	0.14003	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	45.03					
Life Insurance	0.01140	6.00					
Deferred Comp.	0.05020	0.00			40 = 50/	22.400/	
Workers Comp. Vision Benefit	0.05030	198.71 35.51		Harrie Data	40.75%	33.48%	T-4-1 IIl
	0.01450				Department	City-Wide	Total Hourly
Medicare	0.01450	57.28	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,153.71	54.52%	\$40.69	\$16.58	\$13.63	\$70.90
		Annual Salar	ry + Benefits	\$73,249.59	:		
Step B							
		\$4,148.03	/Month	\$27.65	/Hour		
	T ID C	Ф2 20 6 25	52 100/	0.40.0	415.3 6	01410	ф т 2 01
	Total Benefits	\$2,206.25	53.19%	\$42.36	\$17.26	\$14.18	\$73.81
		Annual Cala	wy Donofita	\$76 051 21			
		Annual Salar	y + Delients	\$76,251.31			
Stan C							
Step C		*****					
		\$4,356.03	/Month	\$29.04	/Hour		
	T ID C	ФО ОСТ ОТ	52 0 co/	0.4.4.4.	415.00	01450	Φ 5 < 0.4
	Total Benefits	\$2,267.87	52.06%	\$44.16	\$17.99	\$14.79	\$76.94
		A1 C-1	D64.	\$70.497.93			
		Annual Salar	ry + Benefits	\$79,486.83	;		
G. B							
Step D							
		\$4,574.44	/Month	\$30.50	/Hour		
	m . 1	φ	20	***	440 = 1	4.5 . 5	400 **
	Total Benefits	\$2,332.57	50.99%	\$46.05	\$18.76	\$15.42	\$80.23
			- a.	***			
		Annual Sala	ry + Benefits	\$82,884.12	1		
C. F							
Step E		****					
		\$4,803.25	/Month	\$32.02	/Hour		
	T. 1D. C.	Φ Ω 400 35	40.076	φ.40.0 2	610.55	#17.00	ф02. <i>С</i> Т
	Total Benefits	\$2,400.35	49.97%	\$48.02	\$19.57	\$16.08	\$83.67
		Annual Cal-	my Domafit-	¢96 112 10			
		Annual Sala	ry + Benefits	\$86,443.18	:		

Administrative Assistant I Department: Administration

~ .							
Step A							
		2,948.51	/Month	\$19.66	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	235.88				mployees	
PERS - Employer	0.14003	412.88			Office L	inployees	
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	33.61					
Life Insurance	0.01140	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	148.31			42.56%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	42.75		& Benefits	Overhead	Overhead	Rate
Medicare	0.01430	42.73	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 1,856.92	62.98%	\$32.04	\$13.64	\$10.73	\$56.40
		Annual Sala	ry + Benefits	\$57,665.13			
Step B							
		\$3,095.85	/Month	\$20.64	/Hour		
		40,000	,	,			
	Total Benefits	\$1,894.56	61.20%	\$33.27	\$14.16	\$11.14	\$58.57
		Annual Sala	rv + Renefits	\$59,885.00			
		Timuui Sulu	y Denemes	φεν,σσεισσ	:		
Stop C							
Step C		42.250.42	/A / / .1				
		\$3,250.13	/Month	\$21.67	/Hour		
	Total Benefits	\$1,940.26	59.70%	\$34.60	\$14.73	\$11.59	\$60.92
	Total Delicitis	Ψ1,2+0.20	37.10/0	ψ Ο	ψ 17. /3	ψ11.37	ψ00.72
		Annual Sala	rv + Benefits	\$62,284.67			
			,	+,3 1107	•		
Stop D							
Step D		do 440 0 5	73. F				
		\$3,413.06	/Month	\$22.75	/Hour		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$15.33	\$12.06	\$63.39
	i otai Dellellis	φ1,768.33	30.20%	\$30.UI	ф15.33	φ1 4. U0	φυ3.39
		Annual Sala	ry + Renofite	\$64,819.16			
		Amuai Sala	y + Denemis	ψυ-1,017.10	;		
C. F							
Step E							
		\$3,582.94	/Month	\$23.89	/Hour		
	T . 1 D	Φ2.020.67	F < 0.000	do= 40	4.5.05	412	465.00
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$15.95	\$12.55	\$65.98
		Annual Calar	my + Ronofita	\$67 A61 EA			
		Annual Sala	ry + Denemis	\$67,461.50	:		

Administrative Assistant I Department: Community Development

		bepai illieni.	Commun	ity Developn	ilciit		
Step A							
		2,948.51	/Month	\$19.66	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	235.88				mployees	
PERS - Employer	0.14003	412.88					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	33.61					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	148.31			49.11%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	42.75		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,856.92	62.98%	\$32.04	\$15.73	\$10.73	\$58.50
	Total Denotities				Ψ.2011.6	Ψ2000	φ υσιυ σ
		Annual Salar	ry + Benefits	\$57,665.13			
Step B							
		\$3,095.85	/Month	\$20.64	/Hour		
	Total Benefits	\$1,894.56	61.20%	\$33.27	\$16.34	\$11.14	\$60.75
		Annual Salar	y + Benefits	\$59,885.00			
Step C							
1		\$3,250.13	/Month	\$21.67	/Hour		
	Total Benefits	\$1,940.26	59.70%	\$34.60	\$16.99	\$11.59	\$63.18
					,	,	,
		Annual Salaı	ry + Benefits	\$62,284.67			
Step D							
		\$3,413.06	/Month	\$22.75	/Hour		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$17.69	\$12.06	\$65.75
		Annual Salar	y + Benefits	\$64,819.16			
Step E		\$3,582.94	/Month	\$23.89	/Hour		
	T (15) "	ŕ				013.55	φ.co. 43
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$18.41	\$12.55	\$68.43
		Annual Salar	y + Benefits	\$67,461.50			

Administrative Assistant I Department: Economic Development

		2 cpur timen.	. Econom	ic Developin			
Step A							
		2,948.51	/Month	\$19.66	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	235.88				mployees	
PERS - Employer	0.14003	412.88				1 2	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	33.61					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	148.31			75.28%	33.48%	
Vision Benefit		35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	42.75		& Benefits	Overhead	Overhead	Rate
Tylodicale	0.01 150	12.75	•	et Bellettis	Overneud	O + CT II Cut	14400
	Total Benefits	\$ 1,856.92	62.98%	\$32.04	\$24.12	\$10.73	\$66.88
		Annual Salar	ry + Benefits	\$57,665.13			
Step B							
		\$3,095.85	/Month	\$20.64	/Hour		
	Total Benefits	\$1,894.56	61.20%	\$33.27	\$25.05	\$11.14	\$69.46
		Annual Salar	ry + Benefits	\$59,885.00			
Step C							
		\$3,250.13	/Month	\$21.67	/Hour		
	Total Benefits	\$1,940.26	59.70%	\$34.60	\$26.05	\$11.59	\$72.24
		Annual Salar	ry + Benefits	\$62,284.67			
Step D							
200F =		\$3,413.06	/Month	\$22.75	/Hour		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$27.11	\$12.06	\$75.18
		Annual Salar	rv + Renefite	\$64,819.16			
		Amiuai Salai	y + Delicitis	Ψυτ,σ17.10			
Step E		\$3,582.94	/Month	\$23.89	/Hour		
		ФЈ,304.74	/1011111	\$23.89	/110ui		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$28.22	\$12.55	\$78.24
		Annual Salar	ry + Benefits	\$67,461.50			

Administrative Assistant I Department: Engineering

		Depai	rtment: En	igineering			
Step A							
		2,948.51	/Month	\$19.66	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	235.88				mployees	
PERS - Employer	0.14003	412.88			011100 2	inprojects	
PERS Survivor	0.11003	3.00					
Management Incen	tive.	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	33.61					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	148.31			63.20%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	42.75		& Benefits	<u>Overhead</u>	Overhead	Rate
1v1carcure	0.01 130	12.73	-	er beliefts	Overneud	O TOTAL COLUMN	<u> </u>
	Total Benefits	\$ 1,856.92	62.98%	\$32.04	\$20.25	\$10.73	\$63.01
		Annual Sala	ry + Benefits	\$57,665.13			
Step B							
		\$3,095.85	/Month	\$20.64	/Hour		
		, - , - · · · · ·	,	7-2121	, ,		
	Total Benefits	\$1,894.56	61.20%	\$33.27	\$21.03	\$11.14	\$65.44
		Annual Cala	ry + Benefits	\$59,885.00			
		Amidai Sala	ry + Denemes	ψ37,003.00			
C4 C							
Step C		40.05 0.40	2.5				
		\$3,250.13	/Month	\$21.67	/Hour		
	Total Benefits	¢1 040 26	50.700/	\$24.60	¢21 07	¢11 50	\$68.06
	Total Benefits	\$1,940.26	59.70%	\$34.60	\$21.87	\$11.59	\$08.00
		Annual Cala	ry + Benefits	\$62,284.67			
		minual Sala	ry - Denemis	Ψυ2,204.07			
C(D							
Step D							
		\$3,413.06	/Month	\$22.75	/Hour		
	T (1D (*)	φ1 000 π 2	#0.0 cc:	421.01	#22 7 /	448.0 4	ф т е 03
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$22.76	\$12.06	\$70.83
		A1 G-1	Da	¢			
		Annual Sala	ry + Benefits	\$64,819.16			
Step E							
		\$3,582.94	/Month	\$23.89	/Hour		
		ФЈ,304.74	/ 1/1011111	\$43.89	/110ui		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$23.69	\$12.55	\$73.71
		Annual Sala	ry + Benefits	\$67,461.50			
		_	_	_			

Administrative Assistant I Department: Finance & Information Systems

C.				normanon s			
Step A		2 040 51	/N / = 41-	¢10.77	/11		
		2,948.51	/Month	\$19.66	/Hour		
Benefit	Multiplier				Cate	egory _	
PERS - Employee	0.08000	235.88				mployees	
PERS - Employer	0.14003	412.88					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	33.61					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	148.31			40.62%	33.48%	
Vision Benefit	0.05050	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	42.75		& Benefits	<u>Overhead</u>	Overhead	Rate
Wiculcare	0.01430	42.73	-	<u> </u>	Overneau	Overneau	Kate
	Total Benefits	\$ 1,856.92	62.98%	\$32.04	\$13.01	\$10.73	\$55.77
		Annual Salar	ry + Benefits	\$57,665.13			
Step B							
		\$3,095.85	/Month	\$20.64	/Hour		
	Total Benefits	\$1,894.56	61.20%	\$33.27	\$13.51	\$11.14	\$57.92
		Annual Sala	ry + Benefits	\$59,885.00			
Step C							
		\$3,250.13	/Month	\$21.67	/Hour		
	T-4-1 D	¢1 040 2¢	50.700/	¢24.60	\$14.0 5	¢11 5 0	¢(0.24
	Total Benefits	\$1,940.26	59.70%	\$34.60	\$14.05	\$11.59	\$60.24
		Annual Salar	ry + Benefits	\$62,284.67			
Step D							
эср Б		\$3,413.06	/Month	\$22.75	/Hour		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$14.63	\$12.06	\$62.69
		Annual Salar	ry + Benefits	\$64,819.16			
Step E							
		\$3,582.94	/Month	\$23.89	/Hour		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$15.22	\$12.55	\$65.25
		Annual Salar	ry + Benefits	\$67,461.50			

Administrative Assistant I Department: Parks and Recreation

		2	100 1 01 115 0	inu Kecreati			
Step A							
		2,948.51	/Month	\$19.66	/Hour		
Benefit	Multiplier				Cate	egor <u>y</u>	
PERS - Employee	0.08000	235.88				mployees	
PERS - Employer	0.14003	412.88			Office E	mployees	
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	33.61					
Life Insurance	0.01110	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	148.31			100.02%	33.48%	
Vision Benefit	0.02020	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	42.75		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	72.73	-	<u>a beliefts</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 1,856.92	62.98%	\$32.04	\$32.04	\$10.73	\$74.81
		Annual Salar	ry + Benefits	\$57,665.13			
Step B							
		\$3,095.85	/Month	\$20.64	/Hour		
	Total Benefits	\$1,894.56	61.20%	\$33.27	\$33.28	\$11.14	\$77.68
		Annual Salar	ry + Benefits	\$59,885.00			
Step C							
		\$3,250.13	/Month	\$21.67	/Hour		
	T . 1 D	#1.040.2 <	50 50°	424.60	†34. 64	044 = 0	400.00
	Total Benefits	\$1,940.26	59.70%	\$34.60	\$34.61	\$11.59	\$80.80
		Annual Salar	ry + Benefits	\$62,284.67			
C4 D	_						
Step D		\$3,413.06	/Month	\$22.75	/Hour		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$36.02	\$12.06	\$84.09
		Annual Salar	ry + Benefits	\$64,819.16			
Step E		\$2.502.04	/N / 1	***	(11		
		\$3,582.94	/IVIONTN	\$23.89	/Hour		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$37.49	\$12.55	\$87.51
		Annual Salar	ry + Benefits	\$67,461.50			

Administrative Assistant I Department: Public Works

Cton A							
Step A		2,948.51	/Month	\$19.66	/Hour		
D 64	3.6.10.11				C 4		
Benefit	<u>Multiplier</u>	225.00				egory	
PERS - Employee	0.08000	235.88			Office E	mployees	
PERS - Employer	0.14003	412.88					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	33.61					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	148.31			112.52%	33.48%	
Vision Benefit		35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	42.75	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,856.92	62.98%	\$32.04	\$36.05	\$10.73	\$78.81
		Annual Salar	rv + Benefits	\$57,665.13			
		12222	. Delicitos	40.7,000120	!		
Step B							
r -		\$3,095.85	/Month	\$20.64	/Hour		
		φυ,συυισυ	7111011111	Ψ20.01	/110ti		
	Total Benefits	\$1,894.56	61.20%	\$33.27	\$37.43	\$11.14	\$81.84
		Annual Salar	ry + Benefits	\$59,885.00	:		
~ ~							
Step C		\$3,250.13	/Month	\$21.67	/Uour		
		ψ5,250.15	/IVIOIILII	\$21.07	/110ui		
	Total Benefits	\$1,940.26	59.70%	\$34.60	\$38.93	\$11.59	\$85.12
		Annual Salar	ry + Benefits	\$62,284.67			
Step D							
	_	\$3,413.06	/Month	\$22.75	/Hour		
					440 ==	444.5	400 TO
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$40.52	\$12.06	\$88.59
		Annual Salar	ry + Benefits	\$64,819.16	:		
G	_						
Step E		фа. г оа о 4	/N #1				
		\$3,582.94	/Month	\$23.89	/Hour		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$42.17	\$12.55	\$92.20
		Annual Salar	ry + Benefits	\$67,461.50	·		

Administrative Assistant II Department: Administration

C4 A							
Step A		2 250 12	/N. f 1	¢21.75	/11		
		3,250.13	/Month	\$21.67	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	260.01				mployees	
PERS - Employer	0.14003	455.12				1 2	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	37.05					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	163.48			42.56%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	47.13		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	47.13	-	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 1,946.27	59.88%	\$34.64	\$14.74	\$11.60	\$60.99
		Annual Salar	ry + Benefits	\$62,356.75			
					ı		
Step B							
		\$3,413.06	/Month	\$22.75	/Hour		
		φε, 112.00	71101111	Ψ22.73	/110ti		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$15.33	\$12.06	\$63.39
		Annual Salar	ry + Benefits	\$64,819.16	·		
Step C							
		\$3,582.94	/Month	\$23.89	/Hour		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$15.95	\$12.55	\$65.98
		. ,		,			
		Annual Salar	ry + Benefits	\$67,461.50			
Step D							
	<u></u>	\$3,761.48	/Month	\$25.08	/Hour		
	Total Benefits	\$2,091.74	55.61%	\$39.02	\$16.61	\$13.07	\$68.69
		Annual Calar	m Ronofita	\$70 229 65			
		Annual Salar	ry + Deneiits	\$70,238.65	:		
Step E							
		\$3,950.42	/Month	¢26.24	/Hour		
		ФЭ,УЭU.4 2	/WIOIIIII	\$26.34	/HOUT		
	Total Benefits	\$2,147.71	54.37%	\$40.65	\$17.30	\$13.61	\$71.57
			TD	4-2 4			
		Annual Salar	ry + Benefits	\$73,177.57	!		

Administrative Assistant II Department: Community Development

		Department:	Commun	ity Developii	icit		
Step A							
		3,250.13	/Month	\$21.67	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	260.01				mployees	
PERS - Employer	0.14003	455.12					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	37.05					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	163.48			49.11%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	47.13		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,946.27	59.88%	\$34.64	\$17.01	\$11.60	\$63.25
		Annual Salar	ry + Ronofits	\$62,356.75			
		Allitual Salai	y + Denents	\$02,330.73			
Step B							
Step B		\$3,413.06	/Month	\$22.75	/Hour		
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,	7	, ,		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$17.69	\$12.06	\$65.75
		Annual Salar	ry + Benefits	\$64,819.16			
G, G							
Step C		¢2 502 04	/N / 41-	Ф22.00	/11		
		\$3,582.94	/Month	\$23.89	/Hour		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$18.41	\$12.55	\$68.43
		Annual Salar	w Ronofits	\$67,461.50			
		Amiuai Salal	y + Denents	ψυ/,401.30			
Step D							
		\$3,761.48	/Month	\$25.08	/Hour		
	Total Benefits	\$2,091.74	55.61%	\$39.02	\$19.16	\$13.07	\$71.25
		Annual Salar	ry + Benefits	\$70,238.65			
Step E							
		\$3,950.42	/Month	\$26.34	/Hour		
	Total Benefits	\$2,147.71	54.37%	\$40.65	\$19.97	\$13.61	\$74.23
		Annual Salar	ry + Benefits	\$73,177.57			

Administrative Assistant II Department: Economic Development

			t. Econom	1			
Step A							
*	_	3,250.13	/Month	\$21.67	/Hour		
		ŕ					
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	260.01			Office E	mployees	
PERS - Employer	0.14003	455.12					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	37.05					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	163.48			75.28%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	47.13	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,946.27	59.88%	\$34.64	\$26.08	\$11.60	\$72.32
		Annual Sala	ry + Benefits	\$62,356.75			
Step B							
		\$3,413.06	/Month	\$22.75	/Hour		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$27.11	\$12.06	\$75.18
		A1 C-1	D	¢(4 010 1(
		Annual Salar	ry + benefits	\$64,819.16			
Stop C							
Step C		Φ 2. 7.02. 0.4	25.1				
		\$3,582.94	/Month	\$23.89	/Hour		
	T . 1D . C.	¢2.020.05	56.000/	\$35.40	#20.22	#10 F F	ф 7 0.24
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$28.22	\$12.55	\$78.24
		Annual Sala	rv + Renefits	\$67,461.50			
		man pala	., Delicites	ψυ/, τυ1υ			
Step D							
Step D		¢2 7/1 40	/N /L a 41.	#25.00	/11		
		\$3,761.48	/IVIONTN	\$25.08	/Hour		
	Total Benefits	\$2,091.74	55.61%	\$39.02	\$29.38	\$13.07	\$81.46
	1 Star Donorius	Ψ 2 ,021.74	55.0170	Ψυν.υΔ	Ψ=> •ΟΟ	ΨΨΟΙΟΙ	ΨΟΖΙΤΟ
		Annual Sala	ry + Benefits	\$70,238.65			
			-				
Step E							
		\$3,950.42	/Month	\$26.34	/Hour		
		9 00	-				
	Total Benefits	\$2,147.71	54.37%	\$40.65	\$30.61	\$13.61	\$84.87
			_				
		Annual Salar	ry + Benefits	\$73,177.57			

Administrative Assistant II Department: Engineering

		1	tillent: En	0 11 0			
Step A							
•		3,250.13	/Month	\$21.67	/Hour		
					~ .		
Benefit	<u>Multiplier</u>	260.01				egory	
PERS - Employee	0.08000	260.01 455.12			Office E	mployees	
PERS - Employer PERS Survivor	0.14003	455.12 3.00					
	tivo	0.00					
Management Incen EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	37.05					
Life Insurance	0.01140	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	163.48			63.20%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	47.13		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	47.13	_	<u>a belients</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 1,946.27	59.88%	\$34.64	\$21.89	\$11.60	\$68.14
		Annual Sala	ry + Benefits	\$62,356.75			
Step B							
		\$3,413.06	/Month	\$22.75	/Hour		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$22.76	\$12.06	\$70.83
		Annual Sala	ry + Benefits	\$64,819.16			
				+ + + + + + + + + + + + + + + + + + + +			
Step C							
Step C		\$3,582.94	Month	¢22.00	/TT		
		ФЗ,302.94	/Wionui	\$23.89	/Hour		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$23.69	\$12.55	\$73.71
		, ,		,	,	,	,
		Annual Sala	ry + Benefits	\$67,461.50			
					i		
Step D							
		\$3,761.48	/Month	\$25.08	/Hour		
		ψυ, / ΟΙ.ΤΟ	, 141011111	ΨΔ3.06	/ 110ul		
	Total Benefits	\$2,091.74	55.61%	\$39.02	\$24.66	\$13.07	\$76.75
		Annual Sala	ry + Benefits	\$70,238.65			
					· 		
Step E							
		\$3,950.42	/Month	\$26.34	/Hour		
		+-, · · · =		Ψ20.31	. = 10 01		
	Total Benefits	\$2,147.71	54.37%	\$40.65	\$25.69	\$13.61	\$79.96
		Annual Sala	ry + Benefits	\$73,177.57			

Administrative Assistant II Department: Finance & Information Systems

G.				normanon s			
Step A		2.250.42	73. F I	004 6	/T.T		
		3,250.13	/Month	\$21.67	/Hour		
Benefit	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	260.01				mployees	
PERS - Employer	0.14003	455.12				1 2	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	37.05					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	163.48			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	47.13		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			-				
	Total Benefits	\$ 1,946.27	59.88%	\$34.64	\$14.07	\$11.60	\$60.31
		Annual Salar	ry + Benefits	\$62,356.75	:		
Step B							
		\$3,413.06	/Month	\$22.75	/Hour		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$14.63	\$12.06	\$62.69
		Annual Salar	ry + Benefits	\$64,819.16	:		
Step C		φ 2.502.04	2.5				
		\$3,582.94	/Month	\$23.89	/Hour		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$15.22	\$12.55	\$65.25
		Annual Salar	ry + Benefits	\$67,461.50	1		
Step D							
		\$3,761.48	/Month	\$25.08	/Hour		
	Total Benefits	\$2,091.74	55.61%	\$39.02	\$15.85	\$13.07	\$67.94
		Annual Salar	ry + Benefits	\$70,238.65	ı		
Step E							
	_	\$3,950.42	/Month	\$26.34	/Hour		
	Total Benefits	\$2,147.71	54.37%	\$40.65	\$16.51	\$13.61	\$70.78
		Annual Salar	ry + Benefits	\$73,177.57	·		

Administrative Assistant II Department: Parks and Recreation

Step A							
Step 11		3,250.13	/Month	\$21.67	/Hour		
		0,200.10	7111011111	Ψ=100			
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	260.01			Office E	mployees	
PERS - Employer	0.14003	455.12					
PERS Survivor		3.00					
Management Incenti EAP	ve	0.00					
Health Insurance		3.92 792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	37.05					
Life Insurance	0.01140	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	163.48			100.02%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	47.13		& Benefits	<u>Overhead</u>	Overhead	Rate
Wiedicare	0.01 130	17.13	-	CC Deficites	Overneuu	Overneau	<u>rtute</u>
,	Total Benefits	\$ 1,946.27	59.88%	\$34.64	\$34.65	\$11.60	\$80.89
		Annual Sala	ry + Benefits	\$62,356.75			
Step B							
		\$3,413.06	/Month	\$22.75	/Hour		
	Total Benefits	¢1 000 52	58.26%	\$36.01	\$36.02	\$12.06	\$84.09
	Total Delients	\$1,988.53	36.20%	\$30.01	\$30.UZ	\$12.00	Ф04. 09
		Annual Salar	ry + Benefits	\$64,819.16	i		
Store C							
Step C		\$3,582.94	/Month	\$23.89	/Hour		
		ψ5,502.74	/IVIOIIII	Ψ23.07	/110 u 1		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$37.49	\$12.55	\$87.51
		Annual Sala	ry + Ronofite	\$67,461.50			
		Allituai Salai	y + Delicitis	\$07,401.50	:		
Step D							
- Step D		¢2 7/1 /0	Month	#25.00	/11		
		\$3,761.48	/IVIONTN	\$25.08	/Hour		
,	Total Benefits	\$2,091.74	55.61%	\$39.02	\$39.03	\$13.07	\$91.12
		Annual Sala	ry + Benefits	\$70,238.65			
Step E							
		\$3,950.42	/Month	\$26.34	/Hour		
	Total Benefits	\$2,147.71	54.37%	\$40.65	\$40.66	\$13.61	\$94.93
	Total Delicitis	Ψ2,171./1	57.51/0	ψ τ υ•υ3	ψτυ•υυ	Ψ1.5.01	ψ , Το, Σ Ο
		Annual Sala	ry + Benefits	\$73,177.57			

Administrative Assistant II Department: Public Works

			iment. Ful				
Step A							
		3,250.13	/Month	\$21.67	/Hour		
D 64	M14!1!				O .4		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	260.01				egory mployees	
PERS - Employee PERS - Employer	0.14003	455.12			Office E	mpioyees	
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	37.05					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	163.48			112.52%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	47.13	_	& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
					4-00-	h	405.55
	Total Benefits	\$ 1,946.27	59.88%	\$34.64	\$38.98	\$11.60	\$85.22
		Annual Sala	ry + Benefits	\$62,356.75			
					i		
Step B							
		\$3,413.06	/Month	\$22.75	/Hour		
		,		422. 73			
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$40.52	\$12.06	\$88.59
		A1 C-1	Da	¢// 010 1/			
		Amiuai Sala	ry + Benefits	\$64,819.16	1		
Step C							
Step C		\$2.502.04	/N.f	***	/**		
		\$3,582.94	/I VI onth	\$23.89	/Hour		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$42.17	\$12.55	\$92.20
	Total Delicitis	Ψ2,030.03	50.7070	ψ <i>υ 1</i> • τ Ο	Ψ Τ#•1 /	Ψ12.00	Ψ,2.4.4
		Annual Sala	ry + Benefits	\$67,461.50			
					· 		
Step D							
		\$3,761.48	/Month	\$25.08	/Hour		
		,					
	Total Benefits	\$2,091.74	55.61%	\$39.02	\$43.91	\$13.07	\$95.99
		Annual Cala	ry + Benefits	\$70 229 <i>65</i>			
		Amuai Sala	ry + Denemis	\$70,238.65	i		
Step E							
		\$3,950.42	/Month	\$26.34	/Hour		
		Ψυ,>υιπΔ	, IVIOIIIII	Ψ20.34	, 11041		
	Total Benefits	\$2,147.71	54.37%	\$40.65	\$45.74	\$13.61	\$100.01
		~-	.				
		Annual Sala	ry + Benefits	\$73,177.57	i		

Administrative Secretary Department: Administration

	_						
Step A							
		3,766.68	/Month	\$25.11	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	301.33				mployees	
PERS - Employer	0.14003	527.45				F)	
PERS Survivor	0.2.1002	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.94					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	189.46			42.56%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.62		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,099.28	55.73%	\$39.11	\$16.64	\$13.09	\$68.84
		Annual Salar	ry + Benefits	\$70,391.56	·		
Step B							
		\$3,955.62	/Month	\$26.37	/Hour		
	- 15 a	** * * * * * * * * * * * * * * * * * *	~	* 40 = 0	447.00	449.49	4-4
	Total Benefits	\$2,149.25	54.33%	\$40.70	\$17.32	\$13.63	\$71.65
		Annual Sala	rv + Benefits	\$73,258.46			
			- J ·		:		
Step C							
Step C		\$4,153.23	/Month	\$27.69	/Hour		
		φ4,133.23	/Wionth	\$27.09	/Houi		
	Total Benefits	\$2,207.79	53.16%	\$42.41	\$18.05	\$14.20	\$74.65
		+-, - 0/	22.1370	# ·-··	+ 	T = 2.55	Ţ. 1100
		Annual Sala	ry + Benefits	\$76,332.20			
					l		
Step D							
		\$4,361.23	/Month	\$20.07	/Llour		
		Ф т ,301.43	/ 1/1011111	\$29.07	/110uI		
	Total Benefits	\$2,269.41	52.04%	\$44.20	\$18.81	\$14.80	\$77.82
		. ,		,			
		Annual Sala	ry + Benefits	\$79,567.71			
			•	·			
Step E							
		\$4,579.64	/Month	\$30.53	/Hour		
		φ τ, 37 7.04	/ 1/1011111	\$30.33	/110ul		
	Total Benefits	\$2,334.11	50.97%	\$46.09	\$19.62	\$15.43	\$81.14
		Annual Sala	ry + Benefits	\$82,965.00			
					•		

Administrative Secretary Department: Community Development

		Department:	Commun	ity Developii	ilciit		
Step A							
		3,766.68	/Month	\$25.11	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	301.33				mployees	
PERS - Employer	0.14003	527.45				<u>F</u> J	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.94					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	189.46			49.11%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.62		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,099.28	55.73%	\$39.11	\$19.21	\$13.09	\$71.41
	Total Beliefits				ψ17.21	ψ13.07	Ψ/1.41
		Annual Salar	ry + Benefits	\$70,391.56			
Step B							
1		\$3,955.62	/Month	\$26.37	/Hour		
	Total Benefits	\$2,149.25	54.33%	\$40.70	\$19.99	\$13.63	\$74.31
	Total Beliefits	Ψ2,147.23	34.3370	ψ40.70	Ψ17.77	Ψ13.03	Ψ74.31
		Annual Salar	ry + Benefits	\$73,258.46			
Step C							
1		\$4,153.23	/Month	\$27.69	/Hour		
		. ,		·			
	Total Benefits	\$2,207.79	53.16%	\$42.41	\$20.83	\$14.20	\$77.43
		Annual Salar	ry + Benefits	\$76,332.20			
				_			
Step D		\$4,361.23	/Month	\$29.07	/Hour		
	Total Benefits	\$2,269.41	52.04%	\$44.20	\$21.71	\$14.80	\$80.71
		Annual Salar	ry + Benefits	\$79,567.71			
Step E		\$4,579.64	/Month	\$30.53	/Hour		
		·					
	Total Benefits	\$2,334.11	50.97%	\$46.09	\$22.64	\$15.43	\$84.16
		Annual Salar	ry + Benefits	\$82,965.00			

Administrative Secretary Department: Economic Development

		Depai unen	t. Econom	ic Developm	ent		
Step A							
		3,766.68	/Month	\$25.11	/Hour		
<u>Benefit</u>	Multiplier				Cate	egory	
PERS - Employee	0.08000	301.33				mployees	
PERS - Employer	0.14003	527.45				<u>F</u> J	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.94					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	189.46			75.28%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.62		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,099.28	55.73%	\$39.11	\$29.44	\$13.09	\$81.64
	Total Bellettis				Ψ27.44	ψ13.07	ψ01.04
		Annual Salar	ry + Benefits	\$70,391.56			
Step B							
		\$3,955.62	/Month	\$26.37	/Hour		
	Total Benefits	\$2,149.25	54.33%	\$40.70	\$30.64	\$13.63	\$84.97
		A 1 G . 1 .	D 64	Φ 5 2 250 46			
		Annuai Saia	ry + Benefits	\$73,258.46			
Step C							
		\$4,153.23	/Month	\$27.69	/Hour		
	Total Benefits	\$2,207.79	53.16%	\$42.41	\$31.93	\$14.20	\$88.53
		Annual Sala	ry + Benefits	\$76,332.20			
Step D							
		\$4,361.23	/Month	\$29.07	/Hour		
	Total Benefits	\$2,269.41	52.04%	\$44.20	\$33.28	\$14.80	\$92.28
		Annual Salar	ry + Benefits	\$79,567.71			
Step E							
		\$4,579.64	/Month	\$30.53	/Hour		
	Total Benefits	\$2,334.11	50.97%	\$46.09	\$34.70	\$15.43	\$96.22
		Annual Salai	ry + Benefits	\$82,965.00			

Administrative Secretary Department: Engineering

Ctor A							1
Step A		276669	/M o m +1-	φ 25 11	/Hour		
		3,766.68	/I VIONTN	\$25.11	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	301.33				mployees	
PERS - Employer	0.14003	527.45					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.94					
Life Insurance		6.00					
Deferred Comp.	0.07025	0.00					
Workers Comp.	0.05030	189.46		II 1 5 :	63.20%	33.48%	m . 1 **
Vision Benefit	0.01450	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	54.62	-	& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,099.28	55.73%	\$39.11	\$24.72	\$13.09	\$76.92
		Annual Salar	ry + Benefits	\$70,391.56			
Step B							
		\$3,955.62	/Month	\$26.37	/Hour		
		Ψυ,>υυ,θΔ	/ 141OHHI	Ψ20.37	, 110ui		
	Total Benefits	\$2,149.25	54.33%	\$40.70	\$25.72	\$13.63	\$80.05
		Annual Salar	ry + Benefits	\$73,258.46	·		
Step C							
		\$4,153.23	/Month	\$27.69	/Hour		
	Total Benefits	\$2,207.79	53.16%	\$42.41	\$26.80	\$14.20	\$83.41
	Total Delicitis	Ψ2,201.13	55.10/0	ψ 72.71	Ψ20.00	Ψ ΙΤ• Δ U	ΨΟ-5-ΤΙ
		Annual Salar	ry + Benefits	\$76,332.20			
			•	-			
Step D							
		\$4,361.23	/Month	\$29.07	/Hour		
		ФТ,501.23	/ IVIOIIUI	\$29.07	/110u1		
	Total Benefits	\$2,269.41	52.04%	\$44.20	\$27.94	\$14.80	\$86.94
				. –			
		Annual Salar	ry + Benefits	\$79,567.71	:		
Stop E							
Step E		4.550.64	/A /	***	(T.T.		
		\$4,579.64	/Month	\$30.53	/Hour		
	Total Benefits	\$2,334.11	50.97%	\$46.09	\$29.13	\$15.43	\$90.65
		Annual Salar	ry + Benefits	\$82,965.00			

Administrative Secretary Department: Finance & Information Systems

		artment. I	mance & n	nformation S	ystems		
Step A							
		3,766.68	/Month	\$25.11	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	301.33				mployees	
PERS - Employer	0.14003	527.45				1 7	
PERS Survivor		3.00	ı				
Management Incen	tive	0.00	ı				
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.94					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	189.46	!		40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.62	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,099.28	55.73%	\$39.11	\$15.88	\$13.09	\$68.08
					,		,
		Annual Sala	ry + Benefits	\$70,391.56			
Step B							
		\$3,955.62	/Month	\$26.37	/Hour		
	Total Benefits	\$2,149.25	54.33%	\$40.70	\$16.53	\$13.63	\$70.86
		Annual Sala	ry + Benefits	\$73,258.46			
Step C							
		\$4,153.23	/Month	\$27.69	/Hour		
	Total Benefits	\$2,207.79	53.16%	\$42.41	\$17.22	\$14.20	\$73.83
		Annual Salar	ry + Benefits	\$76,332.20			
Step D							
		\$4,361.23	/Month	\$29.07	/Hour		
	Total Benefits	\$2,269.41	52.04%	\$44.20	\$17.95	\$14.80	\$76.96
	Tomi Delletto				Ψ±1.70	ψ± -1• 00	Ψ10•20
		Annual Sala	ry + Benefits	\$79,567.71			
Step E							
		\$4,579.64	/Month	\$30.53	/Hour		
	Total Benefits	\$2,334.11	50.97%	\$46.09	\$18.72	\$15.43	\$80.24
		Annual Sala	ry + Benefits	\$82,965.00			

Administrative Secretary Department: Parks and Recreation

~ .	_						
Step A							
		3,766.68	/Month	\$25.11	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	301.33				mployees	
PERS - Employer	0.14003	527.45			311100 2	p103005	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.94					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	189.46			100.02%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.62	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,099.28	55.73%	\$39.11	\$39.11	\$13.09	\$91.31
		Annual Salar		\$70,391.56	·	·	·
		Aiiiuai Salai	ry + Denemis	\$70,391.30	ı		
Step B							
		\$3,955.62	/Month	\$26.37	/Hour		
	Total Benefits	\$2,149.25	54.33%	\$40.70	\$40.71	\$13.63	\$95.03
		Annual Salar	rv + Renefits	\$73,258.46			
		Timidai Salai	Ty Deficites	Ψ13,220.40	l		
Step C		Φ 4.152.22	7. 6 1	**-			
		\$4,153.23	/Month	\$27.69	/Hour		
	Total Benefits	\$2,207.79	53.16%	\$42.41	\$42.42	\$14.20	\$99.02
		Annual Salar	rv + Benefits	\$76,332.20			
			J - =	7. 2,222.20			
Step D							
		\$4,361.23	/Month	\$29.07	/Hour		
	Total Benefits	\$2,269.41	52.04%	\$44.20	\$44.21	\$14.80	\$103.22
		Annual Salar	ry + Benefits	\$79,567.71			
			-				
Step E		\$4,579.64	Month	\$20 F2	/Hour		
		,		\$30.53			
	Total Benefits	\$2,334.11	50.97%	\$46.09	\$46.10	\$15.43	\$107.63
		Annual Salar	ry + Benefits	\$82,965.00	ł		

Administrative Secretary Department: Public Works

		Depar	tment: Pul	DIIC WOLKS			
Step A							
	_	3,766.68	/Month	\$25.11	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	301.33				mployees	
PERS - Employer	0.14003	527.45			Office E	mployees	
PERS Survivor	0.11003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.94					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	189.46			112.52%	33.48%	
Vision Benefit	0.05050	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	54.62		& Benefits	Overhead	Overhead	Rate
1,10010410	0.01.00	002	<u>-</u>		0 (0111000	O + GI II GU	211110
	Total Benefits	\$ 2,099.28	55.73%	\$39.11	\$44.00	\$13.09	\$96.20
		Annual Sala	ry + Benefits	\$70,391.56			
Step B							
		\$3,955.62	/Month	\$26.37	/Hour		
		,					
	Total Benefits	\$2,149.25	54.33%	\$40.70	\$45.79	\$13.63	\$100.12
		Annual Cala	ry + Benefits	\$73,258.46			
		Aimuai Saia	ly + Delicits	\$13,230.40			
Stop C							
Step C		φ4.4. 5 2.22	2.5				
		\$4,153.23	/Month	\$27.69	/Hour		
	Total Benefits	¢2 207 70	53.16%	\$42.41	¢47.72	¢14.20	¢104.22
	Total Benefits	\$2,207.79	33.10%	\$42.41	\$47.72	\$14.20	\$104.32
		Annual Sala	ry + Benefits	\$76,332.20			
		Amuai Sala	iy + Denemis	ψ10,334.40			
Cton D							
Step D							
		\$4,361.23	/Month	\$29.07	/Hour		
	T-4-1 D	¢2 260 41	EQ 040/	#44.30	¢40.74	¢1400	¢100 <i>74</i>
	Total Benefits	\$2,269.41	52.04%	\$44.20	\$49.74	\$14.80	\$108.74
		Annual Cala	ry + Benefits	\$79,567.71			
		Amiuai Sala	iy - Denemis	φ17,301.11			
Stop E							
Step E		4.550 64	A				
		\$4,579.64	/Month	\$30.53	/Hour		
	Total Benefits	\$2,334.11	50.97%	\$46.09	\$51.86	\$15.43	\$113.39
	Total Delicitis	Ψ2,334.11	30.7170	φ ⊣∪. ∪9	ψ51.00	ψ 13.43	Ф11.3.3 7
		Annual Sala	ry + Benefits	\$82,965.00			
			- J - DOMESTICS	402,702.00			

Administrative Supervisor Department: Community Development

		1		ity Developii			
Step A							
•		4,142.83	/Month	\$27.62	/Hour		
		,		·			
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	331.43			Office E	mployees	
PERS - Employer	0.14003	580.12					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	47.23					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	208.38			49.11%	33.48%	
Vision Benefit		35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	60.07	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,210.71	53.36%	\$42.36	\$20.80	\$14.18	\$77.34
			D 64	Φ 5 (2.42, 40			
		Annual Salar	ry + Benefits	\$76,242.49	1		
Step B							
		\$4,350.83	/Month	\$29.01	/Hour		
		,					
	Total Benefits	\$2,266.33	52.09%	\$44.11	\$21.66	\$14.77	\$80.55
		Annual Salar	ry + Benefits	\$79,405.94	i		
Step C							
1		\$4,569.24	/Month	\$30.46	/Hour		
		Ψ-1,507.2-1	/IVIOIIIII	ψ30. 1 0	/11oui		
	Total Benefits	\$2,331.03	51.02%	\$46.00	\$22.59	\$15.40	\$84.00
		, ,		,	,	,	,
		Annual Salar	rv + Benefits	\$82,803.23			
			•		:		
Step D							
- Step D		4.500.05	/N. f	* -	(T.T.		
		\$4,798.05	/Month	\$31.99	/Hour		
	Total Benefits	\$2,398.81	50.00%	\$47.98	\$23.56	\$16.06	\$87.61
	Total Delicitis	Ψ2,330.01	50.0070	φ -1 7.70	ψ 43.3 U	φ10.00	ψ 07.01
		Annual Salar	rv + Renefits	\$86,362.29			
		minual Salal	. J Denemis	ψυυ,υυμ.29	:		
C(F							
Step E							
		\$5,037.26	/Month	\$33.58	/Hour		
					**	***	***
	Total Benefits	\$2,469.67	49.03%	\$50.05	\$24.58	\$16.76	\$91.38
			T	400.002.1			
		Annual Salar	ry + Benefits	\$90,083.14	1		

Administrative Supervisor Department: Engineering

C4 A							
Step A		4 1 42 02	/N / 41-	¢27.72	/П		
		4,142.83	/Month	\$27.62	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	331.43				mployees	
PERS - Employer	0.14003	580.12				1 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	47.23					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	208.38			63.20%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	60.07		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	00.07	-	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,210.71	53.36%	\$42.36	\$26.77	\$14.18	\$83.31
		Annual Salar	ry + Benefits	\$76,242.49			
Step B							
1		\$4,350.83	/Month	\$29.01	/Hour		
		ψ-1,550.05	/Wollen	Ψ29.01	/11oui		
	Total Benefits	\$2,266.33	52.09%	\$44.11	\$27.88	\$14.77	\$86.77
		Annual Salar	ry + Benefits	\$79,405.94			
Step C							
		\$4,569.24	/Month	\$30.46	/Hour		
	T 15 6	Φ2 221 02	71 000/	446.00	440.0	φ 4 = 4 0	400.40
	Total Benefits	\$2,331.03	51.02%	\$46.00	\$29.07	\$15.40	\$90.48
		A 10.2	D	402 002 22			
		Annual Salar	ry + Benefits	\$82,803.23	!		
~							
Step D							
		\$4,798.05	/Month	\$31.99	/Hour		
	Total Benefits	\$2,398.81	50.00%	\$47.98	\$30.32	\$16.06	\$94.37
		Annual Salar	ry + Benefits	\$86,362.29	:		
C. F							
Step E							
		\$5,037.26	/Month	\$33.58	/Hour		
	T-4-1 D	60 460 65	40.0004	\$50.05	\$21.63	017 7 7	ф ло 43
	Total Benefits	\$2,469.67	49.03%	\$50.05	\$31.63	\$16.76	\$98.43
		Annual Salar	rv + Renefits	\$90,083.14			
		Aminai Salai	y + Denemis	φ/0,003.14	:		

Administrative Supervisor Department: Parks and Recreation

		2 cpur times	itti Turiis t	nu Kecrean			
Step A							
•		4,142.83	/Month	\$27.62	/Hour		
		,		·			
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	331.43			Office E	mployees	
PERS - Employer	0.14003	580.12					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	47.23					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	208.38			100.02%	33.48%	
Vision Benefit		35.51		Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	60.07	<u>-</u>	& Benefits	Overhead	Overhead	Rate
				* * * * * * *		****	***
	Total Benefits	\$ 2,210.71	53.36%	\$42.36	\$42.37	\$14.18	\$98.90
		A 1 G-1	· D 6.4	\$7.C 2.42 .40			
		Annual Sala	ry + Benefits	\$76,242.49			
	_						
Step B							
		\$4,350.83	/Month	\$29.01	/Hour		
	Total Benefits	\$2,266.33	52.09%	\$44.11	\$44.12	\$14.77	\$103.01
			- a.	*** *********************************			
		Annual Sala	ry + Benefits	\$79,405.94			
Step C							
		\$4,569.24	/Month	\$30.46	/Hour		
		•					
	Total Benefits	\$2,331.03	51.02%	\$46.00	\$46.01	\$15.40	\$107.42
		Annual Sala	ry + Benefits	\$82,803.23			
Step D						<u> </u>	
		\$4,798.05	/Month	\$31.99	/Hour		
		+ -,- > 3.02		Ψ21.77			
	Total Benefits	\$2,398.81	50.00%	\$47.98	\$47.99	\$16.06	\$112.03
		Annual Sala	ry + Benefits	\$86,362.29			
Step E							
		\$5,037.26	/Month	\$33.58	/Hour		
		Ψυ,υυ 1.20	, 1,1011111	ψυυ.υσ	, 11001		
	Total Benefits	\$2,469.67	49.03%	\$50.05	\$50.06	\$16.76	\$116.86
		,		-			
		Annual Sala	ry + Benefits	\$90,083.14			
The state of the s							

Administrative Supervisor Department: Public Works

Cton A							
Step A		4,142.83	/Month	\$27.62	/Hour		
D 04	3.6 1.1 11	•			G 4		
Benefit	<u>Multiplier</u>	221 42				egory	
PERS - Employee	0.08000	331.43			Office E	mployees	
PERS - Employer	0.14003	580.12					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01110	142.33					
LTD Insurance	0.01140	47.23					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	208.38			112.52%	33.48%	
Vision Benefit		35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	60.07	<u>.</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,210.71	53.36%	\$42.36	\$47.66	\$14.18	\$104.20
		Annual Salar	rv + Benefits	\$76,242.49			
			y Delicites	ψ, ο, 2 12 13	:		
Step B							
•		\$4,350.83	/Month	\$29.01	/Hour		
	T I D C	ΦΩ Ωζζ ΩΩ	52 000/	0.4.4.1.1	#40. 4	41455	ф100 73
	Total Benefits	\$2,266.33	52.09%	\$44.11	\$49.64	\$14.77	\$108.52
		Annual Salar	ry + Benefits	\$79,405.94	:		
Step C							
Step C	_	\$4,569.24	/Month	\$30.46	/Hour		
		,				***	****
	Total Benefits	\$2,331.03	51.02%	\$46.00	\$51.76	\$15.40	\$113.16
		Annual Salar	ry + Benefits	\$82,803.23			
Step D							
		\$4,798.05	/Month	\$31.99	/Hour		
	Total Benefits	\$2,398.81	50.00%	\$47.98	\$53.99	\$16.06	\$118.03
	Zona Bononto	Ψ2,570.01	50.0070	Ψ-11-20	ψυυτρ	Ψ40•00	ψ ±10+0 0
		Annual Salar	ry + Benefits	\$86,362.29	:		
Step E							
		\$5,037.26	/Month	\$33.58	/Hour		
	Total Benefits	\$2,469.67	49.03%	\$50.05	\$56.31	\$16.76	\$123.11
	Total Dellettis	φ2, 4 07.07	4 7.U3%	ФЭ 0.03	φ30.31	φ10./0	Ф143.11
		Annual Salar	ry + Benefits	\$90,083.14	i		

Arts Manager Department: Parks and Recreation

		•		inu Kecreatio			
Step A							
•		5,942.10	/Month	\$39.61	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	475.37		Non-Sw	orn Managem	ent & Mid-Ma	inagement
PERS - Employer	0.14003	832.07					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	67.74					
Life Insurance	0.00027	28.88					
Deferred Comp.		110.00					
Workers Comp.	0.05030	298.89			100.02%	33.48%	
Vision Benefit		35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	86.16		& Benefits	Overhead	Overhead	<u>Rate</u>
	T . 1D . C.	ф 2 .97.6.50	40.410/	\$50.70	\$ 50.00	φ10. c 0	φ12 7 20
	Total Benefits	\$ 2,876.59	48.41%	\$58.79	\$58.80	\$19.68	\$137.28
		Annual Sala	ry + Benefits	\$105,824.24			
		Aiiiuai Saia	y + Delicities	\$103,024.24			
C4 D							
Step B							
		\$6,238.51	/Month	\$41.59	/Hour		
	T I D C	#2 0 <i>65</i> 92	47.540/	\$61.36	\$61.35	\$20.55	61.42.20
	Total Benefits	\$2,965.83	47.54%	\$61.36	\$61.37	\$20.55	\$143.28
		Annual Cala	ry + Benefits	\$110.452.06			
		Aiiiuai Saia	y + Delicities	\$110,452.06			
C4 C							
Step C		*					
		\$6,550.52	/Month	\$43.67	/Hour		
	T ID C	Φ2 050 5 0	46710	Φ<4.0 5	Φ<4.00	021 45	41.40.60
	Total Benefits	\$3,059.78	46.71%	\$64.07	\$64.08	\$21.45	\$149.60
		Ammuel Color	Domofita	¢11 <i>E</i> 222 <i>E</i> 2			
		Annuai Saia	ry + Benefits	\$115,323.53			
CB							
Step D							
		\$6,878.13	/Month	\$45.85	/Hour		
					.	465.55	
	Total Benefits	\$3,158.42	45.92%	\$66.91	\$66.92	\$22.40	\$156.24
			T	#4 40 4 40 7			
		Annual Sala	ry + Benefits	\$120,438.57			
Step E							
	_	\$7,221.34	/Month	\$48.14	/Hour		
		•					
	Total Benefits	\$3,261.75	45.17%	\$69.89	\$69.90	\$23.40	\$163.19
		Annual Sala	ry + Benefits	\$125,797.19			

Assistant City Clerk Department: Administration

		- F	ment. Aun				
Step A							
		4,784.18	/Month	\$31.89	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	382.73		Non-Sw	orn Managem	ent & Mid-Ma	inagement
PERS - Employer	0.14003	669.93					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	54.54					
Life Insurance	0.00027	23.25					
Deferred Comp.	0.07020	110.00					
Workers Comp.	0.05030	240.64			42.56%	33.48%	m
Vision Benefit	0.04.470	35.51		Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	69.37	-	& Benefits	Overhead	Overhead	<u>Rate</u>
				+ +0 ==	***	****	***
	Total Benefits	\$ 2,527.95	52.84%	\$48.75	\$20.75	\$16.32	\$85.82
			D 01.	***			
		Annual Sala	ry + Benefits	\$87,745.55			
Step B							
		\$5,023.39	/Month	\$33.49	/Hour		
		,		,			
	Total Benefits	\$2,599.97	51.76%	\$50.82	\$21.63	\$17.02	\$89.47
		Annual Sala	ry + Benefits	\$91,480.40			
Step C							
1		\$5,274.74	/Month	\$35.16	/Hour		
		φυ,21π.1π	/Wolldi	Ψ33.10	/110u1		
	Total Benefits	\$2,675.65	50.73%	\$53.00	\$22.56	\$17.75	\$93.31
		. ,					
		Annual Sala	ry + Benefits	\$95,404.64			
			-				
Step D							
- Step D		Φ <i>E</i>	/N. f	*	/T.T		
		\$5,538.21	/Month	\$36.92	/Hour		
	Total Benefits	\$2,754.98	49.74%	\$55.29	\$23.53	\$18.51	\$97.33
	1 Otal Delicills	φ4,134.98	47./4%	ф33.49	φ43.33	φ10.31	φ71.33
		Annual Sala	ry + Benefits	\$99,518.32			
		Aimuai Sala	ry + Delicitis	φ22,310.32			
G							
Step E							
		\$5,815.56	/Month	\$38.77	/Hour		
						***	***
	Total Benefits	\$2,838.49	48.81%	\$57.69	\$24.56	\$19.32	\$101.57
			T	#404 C 40 ==			
		Annual Sala	ry + Benefits	\$103,848.52			

Assistant City Engineer Department: Engineering

Stop A							
Step A		8,783.14	/Month	\$58.55	/Hour		
TD 01.	3.5.14.11	,					
Benefit	<u>Multiplier</u>	702.65		N. C		egory	
PERS - Employee	0.08000	702.65		Non-Sw	vorn Manageme	ent & Mid-Ma	inagement
PERS - Employer PERS Survivor	0.14003	1,229.90 3.00					
Management Incen	tivo	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	100.13					
Life Insurance	0.00027	42.69					
Deferred Comp.	0.0002,	110.00					
Workers Comp.	0.05030	441.79			63.20%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	127.36		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	'	42.49%	\$83.43	\$52.73		\$164.10
	Total Belletits	\$ 3,732.00			\$32.13	\$27.94	\$10 4. 10
		Annual Salar	ry + Benefits	\$150,181.63	:		
Step B							
		\$9,221.69	/Month	\$61.48	/Hour		
	Total Benefits	\$3,864.04	41.90%	\$87.24	\$55.14	\$29.21	\$171.58
		Annual Salar	ry + Benefits	\$157,028.71	:		
Step C							
		\$9,682.77	/Month	\$64.55	/Hour		
	Total Benefits	\$4,002.87	41.34%	\$91.24	\$57.66	\$30.55	\$179.45
		Annual Salar	ry + Benefits	\$164,227.66			
C. B.	_		-	·			
Step D		\$10,166.39	/Month	\$67.78	/Hour		
		~ 10,100 . 07	, 1,1011111	ψ07.70	, 11041		
	Total Benefits	\$4,148.48	40.81%	\$95.43	\$60.32	\$31.95	\$187.70
		Annual Salar	ry + Benefits	\$171,778.44	:		
Step E							
		\$10,674.28	/Month	\$71.16	/Hour		
	Total Benefits	\$4,301.40	40.30%	\$99.84	\$63.10	\$33.43	\$196.36
		Annual Salar	ry + Benefits	\$179,708.10	ı		

Assistant City Manager Department: Administration

		2 opui ii	nent: Aum				
Step A							
		9,923.72	/Month	\$66.16	/Hour		
		- ,		7			
<u>Benefit</u>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.08000	844.28			Non-Swo	rn Director	
PERS - Employer	0.14003	1,477.80)				
PERS Survivor		3.00					
Management Incen	tive	629.75					
EAP		3.92					
Health Insurance		792.72	2				
Dental Insurance		142.33	}				
LTD Insurance	0.01140	113.13	}				
Life Insurance	0.00027	48.23	}				
Deferred Comp.		110.00)				
Workers Comp.	0.05030	499.16	,)		42.56%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	143.89		& Benefits	Overhead	Overhead	Rate
1/100104110	0.01.00	1.0.0	_	<u> </u>	<u> </u>	<u> </u>	
	Total Benefits	\$ 4,843.73	48.81%	\$98.45	\$41.90	\$32.96	\$173.31
		A1 C-1-	D	¢177 200 27			
		Annual Sala	ry + Benefits	\$177,209.37	į		
	_						
Step B							
		\$10,419.47	/Month	\$69.46	/Hour		
		,					
	Total Benefits	\$4,992.99	47.92%	\$102.75	\$43.73	\$34.40	\$180.88
		Annual Cala	wy Donofita	¢194 040 51			
		Alliluai Sala	ry + Benefits	\$184,949.51	•		
Stor C							
Step C		***					
		\$10,941.22	/Month	\$72.94	/Hour		
		** * * * * * * * * * * * * * * * * * *	4-0	440= 40	***	40=00	\$400 OF
	Total Benefits	\$5,150.09	47.07%	\$107.28	\$45.66	\$35.92	\$188.85
		Annual Cala	wy . Domofita	¢102.005.60			
		Annuai Sala	ry + Benefits	\$193,095.69	:		
C							
Step D							
		\$11,488.98	/Month	\$76.59	/Hour		
		ŕ					
	Total Benefits	\$5,315.01	46.26%	\$112.03	\$47.68	\$37.51	\$197.22
			<u> </u>	**			
		Annual Sala	ry + Benefits	\$201,647.82	ļ		
Step E							
		\$12,062.73	/Month	\$80.42	/Hour		
		. ,		•			
	Total Benefits	\$5,487.76	45.49%	\$117.00	\$49.80	\$39.17	\$205.98
		Annual Sala	ry + Benefits	\$210,605.91			
					<u> </u>		
				_			

Assistant Engineer Department: Engineering

		Бериг	unient. En	Smeering			
Step A							
•		5,701.15	/Month	\$38.01	/Hour		
- m					~ .		
Benefit E	<u>Multiplier</u>	47.00		N G		egory	
PERS - Employee	0.08000	456.09		Non-Sw	orn Managem	ent & Mid-Ma	ınagement
PERS - Employer	0.14003	798.33					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01110	142.33					
LTD Insurance	0.01140	64.99					
Life Insurance	0.00027	27.71					
Deferred Comp.		110.00					
Workers Comp.	0.05030	286.77			63.20%	33.48%	
Vision Benefit		35.51		Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	82.67	<u> </u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,804.04	49.18%	\$56.70	\$35.84	\$18.98	\$111.52
	Total Belletits	\$ 2,004.04	49.10%	\$50.70	Ф33.04	Ф10.90	\$111.5 2
		Annual Sala	ry + Benefits	\$102,062.27			
Step B							
		\$5,985.43	/Month	\$39.90	/Hour		
		** ***	40.00	*** *********************************	427.20	440.04	***
	Total Benefits	\$2,889.63	48.28%	\$59.17	\$37.39	\$19.81	\$116.37
		Annual Sala	ry + Benefits	\$106,500.76			
			ij i beneme	\$100,E00.70			
Step C							
Step C		\$6,285.31	/Month	\$41.90	/Hour		
		φυ,203.31	/Wionui	\$41.90	/Houi		
	Total Benefits	\$2,979.92	47.41%	\$61.77	\$39.04	\$20.68	\$121.49
	Total Bellettis	Ψ2,575.52	17.1170	ψ01177	φυνιο :	φ 20.00	Ψ121,12
		Annual Sala	ry + Benefits	\$111,182.78			
				. ,			
Step D							
		\$6,599.05	/Month	\$43.99	/Hour		
		40,000	, 1,1011111	ψ 13.77	, 11041		
	Total Benefits	\$3,074.39	46.59%	\$64.49	\$40.76	\$21.59	\$126.84
		Annual Sala	ry + Benefits	\$116,081.31			
Step E							
		\$6,928.40	/Month	\$46.19	/Hour		
	T. (1D. C.)	ф2 1 7 2 77	45.000	ф.С = 3=	0.40.5	422.55	d122.47
	Total Benefits	\$3,173.55	45.80%	\$67.35	\$42.56	\$22.55	\$132.46
		Annual Cala	ry + Ronofita	\$101 002 <i>4</i> 0			
		Amuai Sala	ry + Benefits	\$121,223.42			

Assistant Engineer Department: Public Works

		Бериг	iment. Fui	one worns			
Step A							
		5,701.15	/Month	\$38.01	/Hour		
		,					
Benefit E 1	<u>Multiplier</u>	456.00		N. C		egory	
PERS - Employee	0.08000	456.09		Non-Sw	orn Managem	ent & Mid-Ma	ınagement
PERS - Employer	0.14003	798.33					
PERS Survivor	4:	3.00					
Management Incentical EAP	uve	0.00					
Health Insurance		3.92 792.72					
Dental Insurance		192.72					
LTD Insurance	0.01140	64.99					
Life Insurance		27.71					
	0.00027						
Deferred Comp.	0.05020	110.00			112 520/	22.400/	
Workers Comp. Vision Benefit	0.05030	286.77 35.51		Handy Data	112.52%	33.48%	Total Handy
	0.01450			Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	82.67	=	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,804.04	49.18%	\$56.70	\$63.80	\$18.98	\$139.49
		Annual Cala	ry + Benefits	\$102 062 27			
		Aimuai Sala	iy – Delicitis	\$102,062.27			
C4 D							
Step B		+= 00= 4=					
		\$5,985.43	/Month	\$39.90	/Hour		
	Total Benefits	¢2 990 <i>(</i> 2	49.200/	¢50.17	\$66.57	\$19.81	\$145.55
	Total Belletits	\$2,889.63	48.28%	\$59.17	\$00.57	\$19.81	\$145.55
		Annual Sala	ry + Benefits	\$106,500.76			
			,				
Step C							
Step C		¢/ 205 21	/N // = 41=	# 41 00	/**		
		\$6,285.31	/Monui	\$41.90	/Hour		
	Total Benefits	\$2,979.92	47.41%	\$61.77	\$69.50	\$20.68	\$151.95
	Total Belieffts	Ψ2,717.72	47.4170	φ01.77	ψον.50	Ψ20.00	ψ131.73
		Annual Sala	ry + Benefits	\$111,182.78			
				+,10 2 ,70			
Step D							
Step D		φ <i>ε</i> 5 00 0 5	A				
		\$6,599.05	/Month	\$43.99	/Hour		
	Total Benefits	\$3,074.39	46.59%	\$64.49	\$72.56	\$21.59	\$158.64
	Total Delicitis	φ5,074.39	40.37%	Ф 04.49	φ/ 2.3 U	Φ41.37	ф13 0.04
		Annual Sala	ry + Benefits	\$116,081.31			
		Amiuai Sala	iy + Denemis	ψ110,001.31			
Stop E							
Step E							
		\$6,928.40	/Month	\$46.19	/Hour		
	Total Danie	¢2 172 55	45.000	ø <i>/= 3=</i>	ф л е п о	\$22 EE	¢1/5/5
	Total Benefits	\$3,173.55	45.80%	\$67.35	\$75.78	\$22.55	\$165.67
		Annual Cala	ry + Benefits	\$101 002 <i>4</i> 0			
		Amuai Sala	ry + Delients	\$121,223.42			

Assistant Planner Department: Community Development

		Depai unent	Commun	ity Developii			
Step A							
•	_	5,266.07	/Month	\$35.11	/Hour		
		,		·			
<u>Benefit</u>	<u>Multiplier</u>				· · · · · · · · · · · · · · · · · · ·	egory	
PERS - Employee	0.08000	421.29		Non-Sw	vorn Managem	ent & Mid-Ma	ınagement
PERS - Employer	0.14003	737.41					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	60.03					
Life Insurance	0.00027	25.59					
Deferred Comp.		110.00					
Workers Comp.	0.05030	264.88			49.11%	33.48%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	76.36	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,673.04	50.76%	\$52.93	\$25.99	\$17.72	\$96.64
		Annual Sala	ry + Benefits	\$95,269.33			
Step B							
T.		\$5,529.55	/Month	\$36.86	/Hour		
		Ψυ,υΔν.υυ	/IVIOIIIII	Ψ30.00	/ Hour		
	Total Benefits	\$2,752.37	49.78%	\$55.21	\$27.12	\$18.49	\$100.81
		,		·		·	·
		Annual Sala	ry + Benefits	\$99,383.00			
Step C							
step C		¢5 007 00	Month	¢20.71	/TT		
		\$5,806.89	/Monui	\$38.71	/Hour		
	Total Benefits	\$2,835.88	48.84%	\$57.62	\$28.30	\$19.29	\$105.21
	Total Belieffts	Ψ2,033.00	40.0470	φ57.02	Ψ20.50	Ψ12.22	φ103.21
		Annual Sala	rv + Renefits	\$103,713.20			
		muai gala	i j i Delletits	Ψ103,/13.20			
C()							
Step D							
		\$6,096.37	/Month	\$40.64	/Hour		
		da 222 5 :	4-0	4-0-1-	440.73	dac 12	0400 =0
	Total Benefits	\$2,923.04	47.95%	\$60.13	\$29.53	\$20.13	\$109.79
			D 01	#400 ccc c=			
		Annual Sala	ry + Benefits	\$108,232.87			
Step E							
		\$6,401.45	/Month	\$42.68	/Hour		
		Ψυ, ιυπιο	, 1,1011111	ψ12.00	, 11001		
	Total Benefits	\$3,014.89	47.10%	\$62.78	\$30.83	\$21.02	\$114.62
		•					
		Annual Sala	ry + Benefits	\$112,996.05			

Associate Engineer Department: Engineering

		Бериг	unient. En	.gg			
Step A							
		6,283.58	/Month	\$41.89	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	502.69		Non-Sw	orn Managem		nagement
PERS - Employer	0.14003	879.89					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	71.63					
Life Insurance	0.00027	30.54					
Deferred Comp.		110.00					
Workers Comp.	0.05030	316.06			63.20%	33.48%	
Vision Benefit		35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	91.11		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,979.40	47.42%	\$61.75	\$39.03	\$20.68	\$121.46
		Annual Sala	ry + Benefits	\$111,155.80			
Step B							
		\$6,597.32	/Month	\$43.98	/Hour		
	Total Benefits	\$3,073.87	46.59%	\$64.47	\$40.75	\$21.59	\$126.81
		Annual Sala	ry + Benefits	\$116,054.25			
Step C							
		\$6,926.67	/Month	\$46.18	/Hour		
		. ,		•			
	Total Benefits	\$3,173.03	45.81%	\$67.33	\$42.55	\$22.54	\$132.43
		Annual Sala	ry + Benefits	\$121,196.36			
Stop D							
Step D		\$7,273.35	/Month	\$48.49	/Hour		
		,					
	Total Benefits	\$3,277.41	45.06%	\$70.34	\$44.46	\$23.55	\$138.34
		Annual Sala	ry + Benefits	\$126,609.10			
Step E							
		\$7,637.36	/Month	\$50.92	/Hour		
	Total Benefits	\$3,387.01	44.35%	\$73.50	\$46.45	\$24.61	\$144.55
		Annual Sala	ry + Benefits	\$132,292.48			

Associate Planner Department: Community Development

	_		Commun	· ·			
Step A							
		5,805.16	/Month	\$38.70	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	464.41		Non-Sy	vorn Manageme		nagement
PERS - Employer	0.14003	812.90		11011 51	vorm ividinagemi	one & wha who	magement
PERS Survivor	0.11003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	66.18					
Life Insurance	0.00027	28.21					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	292.00			49.11%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	84.17		& Benefits	<u>Overhead</u>	Overhead	Rate
Wiedicare	0.01430	04.17	-	<u> </u>	Overneau	Overneau	Rate
	Total Benefits	\$ 2,835.36	48.84%	\$57.60	\$28.29	\$19.29	\$105.18
		Annual Salar	ry + Benefits	\$103,686.19	i		
Step B							
		\$6,094.63	/Month	\$40.63	/Hour		
	Total Benefits	\$2,922.51	47.95%	\$60.11	\$29.52	\$20.13	\$109.76
		Annual Salar	rv + Benefits	\$108,205.77			
					l		
Step C							
		\$6,399.71	/Month	\$42.66	/Hour		
		ŕ					
	Total Benefits	\$3,014.37	47.10%	\$62.76	\$30.82	\$21.01	\$114.60

		Annual Salar	ry + Benefits	\$112,968.99	1		
~							
Step D							
		\$6,720.39	/Month	\$44.80	/Hour		
		,					
	Total Benefits	\$3,110.92	46.29%	\$65.54	\$32.19	\$21.94	\$119.67

		Annual Salar	ry + Benefits	\$117,975.77	1		
Step E							
		\$7 056 67	/Month	¢47.04	/Hour		
		\$7,056.67	/ IVIOIILII	\$47.04	/HOUT		
	Total Benefits	\$3,212.17	45.52%	\$68.46	\$33.62	\$22.92	\$125.00
		Annual Salar	ry + Benefits	\$123,226.14			

Building Inspector I
Department: Community Development

		bepar tillent.	Commun	ity Developii	ilelit		
Step A							
		4,803.25	/Month	\$32.02	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	384.26				mployees	
PERS - Employer	0.14003	672.60				<u>F</u> J	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	54.76					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	241.60			49.11%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	69.65		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,406.35	50.10%	\$48.06	\$23.60	\$16.09	\$87.76
		Annual Salar	ry + Benefits	\$86,515.16			
Step B							
Step B		\$5,044.19	/Month	\$33.63	/Hour		
	Total Benefits	\$2,471.72	49.00%	\$50.11	\$24.61	\$16.78	\$91.49
		Annual Salar	ry + Benefits	\$90,190.99			
Step C							
		\$5,297.27	/Month	\$35.32	/Hour		
		1-7		,			
	Total Benefits	\$2,546.69	48.08%	\$52.29	\$25.68	\$17.51	\$95.48
		Annual Salar	ry + Benefits	\$94,127.53			
a, B							
Step D		Φ <i>E E (</i>	/N / (1)	*27 62	/11		
		\$5,562.48	/Wionth	\$37.08	/Hour		
	Total Benefits	\$2,625.25	47.20%	\$54.58	\$26.81	\$18.28	\$99.67
		Annual Salar	ry + Benefits	\$98,252.81			
				1. 2,=======			
Step E							
		\$5,839.82	/Month	\$38.93	/Hour		
	Total Benefits	\$2,707.41	46.36%	\$56.98	\$27.98	\$19.08	\$104.04
		Annual Salar	ry + Benefits	\$102,566.83			

Building Inspector II Department: Community Development

Step A							
		5,297.27	/Month	\$35.32	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	423.78				mployees	
PERS - Employer	0.14003	741.78			Office E	mproyees	
PERS Survivor	0.11003	3.00					
Management Incen	tive.	0.00					
EAP	urve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	60.39					
Life Insurance	0.01110	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	266.45			49.11%	33.48%	
Vision Benefit	0.05050	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	76.81		& Benefits	Overhead	Overhead	Rate
Wedicare	0.01 150	70.01	•	<u>cc Belletts</u>	Overneuu	Overneuu	<u>rate</u>
	Total Benefits	\$ 2,552.69	48.19%	\$52.33	\$25.70	\$17.52	\$95.56
		Annual Salar	ry + Benefits	\$94,199.52			
Step B							
		\$5,562.48	/Month	\$37.08	/Hour		
					****	***	+
	Total Benefits	\$2,625.25	47.20%	\$54.58	\$26.81	\$18.28	\$99.67
		Annual Salar	ry + Benefits	\$98,252.81			
Ston C							
Step C		\$5,839.82	/Month	\$38.93	/Hour		
		ψ5,057.02	/Wionth	\$30.93	/11oui		
	Total Benefits	\$2,707.41	46.36%	\$56.98	\$27.98	\$19.08	\$104.04
		A1 C-1	D	\$102 ECC 92			
		Annual Salar	ry + Benefits	\$102,566.83			
C. D							
Step D		_					
		\$6,131.04	/Month	\$40.87	/Hour		
	T-4-1 D	\$2.702.6 0	45 570/	ሰደብ ደ ብ	¢20.22	¢10.03	¢100.74
	rotal Benefits	\$2,/93.68	45.5/%	\$59.50	\$29.22	\$19.92	\$108.64
		Annual Calar	rv + Ronofita	\$107 006 55			
		Aimuai Salai	y + Delicitis	φ107,070.33			
Stop E							
Step E		Φ.C. 42E. 2E	/h # .3				
		\$6,437.85	/Month	\$42.92	/Hour		
	Total Benefits	\$2,884.56	44.81%	\$62.15	\$30.52	\$20.81	\$113.48
		Annual Salar	ry + Benefits	\$111,868.93			
Step E	Total Benefits Total Benefits	\$6,131.04 \$2,793.68 Annual Salar \$6,437.85 \$2,884.56	45.57% ry + Benefits /Month	\$59.50 \$107,096.55 \$42.92	\$29.22 /Hour	\$19.92 \$20.81	\$108.64 \$113.48

Chief Building Official
Department: Community Development

		Depai unent	Commun	10) 20 (010 p1			
Step A							
•		8,140.05	/Month	\$54.27	/Hour		
		,		·			
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	651.20		Non-Sw	vorn Managem	ent & Mid-Ma	nagement
PERS - Employer	0.14003	1,139.85					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01110	142.33					
LTD Insurance	0.01140	92.80					
Life Insurance	0.00027	39.56					
Deferred Comp.		110.00					
Workers Comp.	0.05030	409.44			49.11%	33.48%	
Vision Benefit		35.51		Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	118.03	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,538.37	43.47%	\$77.86	\$38.24	\$26.07	\$142.16
			TD 614	#140 141 01			
		Annual Sala	ry + Benefits	\$140,141.01			
Step B							
		\$8,547.40	/Month	\$56.98	/Hour		
		•					
	Total Benefits	\$3,661.02	42.83%	\$81.39	\$39.97	\$27.25	\$148.61
		Annual Sala	ry + Benefits	\$146,500.93			
Step C							
		\$8,975.55	/Month	\$59.84	/Hour		
		Ψο,> / είεε	,111011111	ψ57.01	/110 u 1		
	Total Benefits	\$3,789.93	42.23%	\$85.10	\$41.79	\$28.49	\$155.39
		Annual Sala	ry + Benefits	\$153,185.67			
				·			
Step D							
- Stop D		\$0 <i>424 5</i> 0	Month	\$60.00	/How:		
		\$9,424.50	/IVIONIN	\$62.83	/Hour		
	Total Benefits	\$3,925.10	41.65%	\$89.00	\$43.71	\$29.80	\$162.50
	Total Delicitis	ψυ,,,2υ.10	T1.03/0	ψυ2.00	ψ τ υ•/1	Ψ2.00	Ψ ±0 2•3 0
		Annual Sala	rv + Renefits	\$160,195.17			
		. imaa bala	. J · Delicites	φ100,175.17			
Stop E							
Step E		40.00 7.0 -					
		\$9,895.98	/Month	\$65.97	/Hour		
	T-4-1 D C4	¢4.067.06	41 100/	ቀሰን ሰሳ	¢45.50	¢21.15	¢1.00.07
	Total Benefits	\$4,067.06	41.10%	\$93.09	\$45.72	\$31.17	\$169.97
		Annual Cal-	my Domofit-	\$1 <i>67 FEC E</i> A			
		Annual Sala	ry + Benefits	\$167,556.50			

Chief Finance Officer Department: Finance & Information Systems

~ .	D CF			mormation S	Jecuis		
Step A							
		7,273.35	/Month	\$48.49	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	581.87		Non Su	orn Manageme		nagament
PERS - Employee	0.14003	1,018.49		Non-Sw	OIII Wanageme	ent & Mid-Ma	magement
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	82.92					
Life Insurance	0.00027	35.35					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	365.85			40.62%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	105.46		& Benefits	<u>Overhead</u>	Overhead	Rate
Wiedicare	0.01430	103.40	-	<u>a benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 3,277.41	45.06%	\$70.34	\$28.57	\$23.55	\$122.46
		Annual Salar	ry + Benefits	\$126,609.16			
Step B							
		\$7,637.36	/Month	\$50.92	/Hour		
	Total Benefits	\$3,387.01	44.35%	\$73.50	\$29.85	\$24.61	\$127.95
		Annual Salar	ry + Benefits	\$132,292.48			
Step C							
		\$8,018.71	/Month	\$53.46	/Hour		
	Total Benefits	\$3,501.83	43.67%	\$76.80	\$31.19	\$25.72	\$133.71
		1 - 1 - 1 - 1		,	,		,
		Annual Sala	ry + Benefits	\$138,246.50			
Step D							
		\$8,419.12	/Month	\$56.13	/Hour		
	Total Benefits	\$3,622.39	43.03%	\$80.28	\$32.61	\$26.88	\$139.76
		Annual Salar	ry + Benefits	\$144,498.21			
Step E							
		\$8,840.34	/Month	\$58.94	/Hour		
	Total Benefits	\$3,749.22	42.41%	\$83.93	\$34.09	\$28.10	\$146.12
		Annual Salar	ry + Benefits	\$151,074.70			

Chief Information Systems Officer Department: Finance & Information Systems

C.				inormation S			
Step A		0.400.6		474.0 0	~~		
		8,129.65	/Month	\$54.20	/Hour		
Benefit	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	650.37		Non-Sv	vorn Manageme		nagement
PERS - Employer	0.14003	1,138.39					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	92.68					
Life Insurance	0.00027	39.51					
Deferred Comp.		110.00					
Workers Comp.	0.05030	408.92			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	117.88		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 3,535.24	43.49%	\$77.77	\$31.59	\$26.04	\$135.39
		Annual Salar	ry + Benefits	\$139,978.64			
Step B							
		\$8,535.26	/Month	\$56.90	/Hour		
	Total Benefits	\$3,657.36	42.85%	\$81.28	\$33.01	\$27.22	\$141.51
		Annual Sala	ry + Benefits	\$146,311.46			
Step C							
		\$8,961.68	/Month	\$59.74	/Hour		
	Total Benefits	\$3,785.75	42.24%	\$84.98	\$34.52	\$28.45	\$147.95
			D 01/	44.50 0 < 0 4 <			
		Annual Sala	ry + Benefits	\$152,969.16			
Step D							
		\$9,408.90	/Month	\$62.73	/Hour		
	Total Benefits	\$3,920.41	41.67%	\$88.86	\$36.09	\$29.75	\$154.71
		Annual Sala	ry + Benefits	\$159,951.67			
					·		
Step E		¢0 070 77	/N / (1)	A = = -	/11		
		\$9,878.65	/IVIONIN	\$65.86	/Hour		
	Total Benefits	\$4,061.84	41.12%	\$92.94	\$37.75	\$31.12	\$161.80
		Annual Sala	ry + Benefits	\$167,285.86			

Chief of Planning Department: Community Development

		bepar tillent.		J			
Step A							
		8,140.05	/Month	\$54.27	/Hour		
D #1	35 10 11				a .		
Benefit DEDC Employee	Multiplier	651.20		Non Cu		egory	
PERS - Employee PERS - Employer	0.08000 0.14003			Non-Sv	vorn Managem	ent & Mid-Ma	inagement
PERS Survivor	0.14003	1,139.85 3.00					
Management Incen	tiva	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	92.80					
Life Insurance	0.00027	39.56					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	409.44			49.11%	33.48%	
Vision Benefit	0.05050	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	118.03		& Benefits	<u>Overhead</u>	Overhead Overhead	Rate
111001100110	0.01.00		_		<u> </u>	<u> </u>	21000
	Total Benefits	\$ 3,538.37	43.47%	\$77.86	\$38.24	\$26.07	\$142.16
		Annual Salar	ry + Benefits	\$140,141.01	:		
Step B							
		\$8,547.40	/Month	\$56.98	/Hour		
	Total Benefits	\$3,661.02	42.83%	\$81.39	\$39.97	\$27.25	\$148.61
		Annual Salar	rv + Benefits	\$146,500.93			
			•		!		
Step C							
_		\$8,975.55	/Month	\$59.84	/Hour		
		, -).		,			
	Total Benefits	\$3,789.93	42.23%	\$85.10	\$41.79	\$28.49	\$155.39
		Annual Salar	ry + Benefits	\$153,185.67	:		
C. D							
Step D		40.45.4 - -					
		\$9,424.50	/Month	\$62.83	/Hour		
	Total Benefits	\$3,925.10	41.65%	\$89.00	\$43.71	\$29.80	\$162.50
	Total Delicitis	φ3,923.10	41.03%	Φ 02.00	φ 4 3./1	Φ47.00	φ1U2.3U
		Annual Salar	rv + Renefits	\$160,195.17			
		. imaa bala	, Denemo	Ψ100,175.17	:		
Step E							
- Step L		¢ በ የበ5 በ0	Month	0.5.05	/11		
		\$9,895.98	/IVIONIN	\$65.97	/Hour		
	Total Benefits	\$4,067.06	41.10%	\$93.09	\$45.72	\$31.17	\$169.97
	_ 5001 _ 50101105	ψ.,σσ <i>τ</i> .σσ	.1.10/0	Ψ, υ, υ,	¥=	40-11	4-02.5
		Annual Salar	ry + Benefits	\$167,556.50			
			-		:		
I							

City Attorney Department: Attorney

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Step A							
		10,802.55	/Month	\$72.02	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	920.20	1			rn Director	
PERS - Employer	0.14003	1,610.70			140II-BWO	in Director	
PERS Survivor	0.14003	3.00					
Management Incen	tive	700.00					
EAP	ur ve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	123.15					
Life Insurance	0.00027	52.50					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	543.37			59.18%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	156.64		& Benefits	Overhead Overhead	Overhead	Rate
Wiedicare	0.01430	130.01	_	<u>cc Delicites</u>	Overneau	Overneuu	Rute
	Total Benefits	\$ 5,194.04	48.08%	\$106.64	\$63.11	\$35.71	\$205.46
		Annual Sala	ry + Benefits	\$191,959.09			
	_						
Step B							
		\$11,343.37	/Month	\$75.62	/Hour		
	T-4-1 D 64-	Ø5 25 C 00	47.220/	ø111 22	¢ (5 00	¢27.29	¢214 50
	Total Benefits	\$5,356.88	47.22%	\$111.33	\$65.89	\$37.28	\$214.50
		Annual Sala	ry + Benefits	\$200,402.95			
					l		
Step C							
		\$11,910.19	/Month	\$79.40	/Hour		
		. ,					
	Total Benefits	\$5,527.54	46.41%	\$116.25	\$68.80	\$38.92	\$223.97
		A 1 C-1	D	\$200.252. 7 0			
		Annual Salar	ry + Denemts	\$209,252.78	1		
Step D							
Step D		¢12 50∠ 40	Month	фо л 20	/II		
		\$12,506.48	/ IVIOIIIN	\$83.38	/Hour		
	Total Benefits	\$5,707.08	45.63%	\$121.42	\$71.86	\$40.65	\$233.94
		Annual Salar	ry + Benefits	\$218,562.70	:		
Step E							
- Step E		\$13,132.24	/Month	\$87.55	/Hour		
		Ψ1J91J202 7	, 141011111	ψ01.33	/ 110u1		
	Total Benefits	\$5,895.49	44.89%	\$126.85	\$75.07	\$42.47	\$244.40
		Annual Sala	ry + Benefits	\$228,332.70	,		

City Clerk Department: Administration

		1	ment. Aun				
Step A							
		7,089.61	/Month	\$47.26	/Hour		
Benefit	Multiplian				Cate	O O WY	
PERS - Employee	<u>Multiplier</u> 0.08000	567.17		Non Cu	cau vorn Manageme	egory	magamant
PERS - Employee	0.14003	992.76		Non-Sw	voin Manageme	ent & wnu-wia	magement
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	urve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	80.82					
Life Insurance	0.00027	34.46					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	356.61			42.56%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	102.80		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	102.80	<u>-</u>	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 3,222.09	45.45%	\$68.74	\$29.26	\$23.02	\$121.02
		Annual Sala	ry + Benefits	\$123,740.41	:		
Step B							
		\$7,444.95	/Month	\$49.63	/Hour		
	Total Benefits	\$3,329.08	44.72%	\$71.83	\$30.57	\$24.05	\$126.45
		Annual Sala	ry + Benefits	\$129,288.41	ı		
Step C							
Step C		\$7,817.63	/Month	\$52.12	/Hour		
		•					
	Total Benefits	\$3,441.29	44.02%	\$75.06	\$31.95	\$25.13	\$132.14
			D 01.	#42540544			
		Annual Sala	ry + Benefits	\$135,107.11	;		
Step D							
		\$8,207.65	/Month	\$54.72	/Hour		
	Total Benefits	\$3,558.72	43.36%	\$78.44	\$33.39	\$26.26	\$138.09
		Annual Sala	ry + Benefits	\$141,196.46			
			J = 322229	,2,0,,0	: 		
Step E		Φ0.640.46	/h // .1				
		\$8,618.46	/Month	\$57.46	/Hour		
	Total Benefits	\$3,682.41	42.73%	\$82.01	\$34.90	\$27.46	\$144.37
		Annual Sala	ry + Benefits	\$147,610.54			
				·	1		

City Engineer Department: Engineering

Step A							
		9,923.72	/Month	\$66.16	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	844.28				rn Director	
PERS - Employer	0.14003	1,477.80					
PERS Survivor		3.00					
Management Incen	tive	629.75					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	113.13					
Life Insurance	0.00027	48.23					
Deferred Comp.		110.00					
Workers Comp.	0.05030	499.16			63.20%	33.48%	
Vision Benefit		35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	143.89		& Benefits	Overhead	Overhead	Rate
Tylodicale	0.01 150	113.05	-	<u>cc Delicitis</u>	Overmena	Overneud	11410
	Total Benefits	\$ 4,843.73	48.81%	\$98.45	\$62.22	\$32.96	\$193.63
		Annual Sala	ry + Benefits	\$177,209.37	1		
Step B							
		\$10,419.47	/Month	\$69.46	/Hour		
	Total Benefits	\$4,992.99	47.92%	\$102.75	\$64.94	\$34.40	\$202.09
		Annual Sala	ry + Benefits	\$184,949.51			
			·		:		
Step C							
Stop S		\$10,941.22	/Month	\$72.94	/Hour		
		φ10,941.22	/Wionui	\$12.94	/Houi		
	Total Benefits	\$5,150.09	47.07%	\$107.28	\$67.80	\$35.92	\$210.99
		Annual Sala	ry + Benefits	\$193,095.69			
		· · · · · · · · · · · · · · · · · · ·		+270,070,07	•		
Step D							
Siep D		\$11,488.98	/Month	\$76.59	/Llour		
		ф 11,400.7 8	AMOHUI	\$70.39	/11Ouf		
	Total Benefits	\$5,315.01	46.26%	\$112.03	\$70.80	\$37.51	\$220.34
		A101	D 64	\$201 <i>CAT</i> 92			
		Annual Sala	ry + Benefits	\$201,647.82	:		
Step E							
		\$12,062.73	/Month	\$80.42	/Hour		
	Total Benefits	\$5,487.76	45.49%	\$117.00	\$73.95	\$39.17	\$230.13
		÷=,:::		T	,	,	,
		Annual Sala	ry + Benefits	\$210,605.91			
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City Manager Department: Administration

		- ·P··- ·	ient. Aumin				
Step A							
_		12,378.2	1 /Month	\$82.52	/Hour		
		•			~ .		
Benefit E	<u>Multiplier</u>	1.046	2.5			egory	
PERS - Employee	0.08000	1,046.			City N	I anager	
PERS - Employer	0.14003	1,831.					
PERS Survivor	.•		00				
Management Incen	tive	700.					
EAP			92				
Health Insurance		792.					
Dental Insurance	0.01140	142.					
LTD Insurance	0.01140	141.					
Life Insurance	0.00027	60.					
Deferred Comp.		200.					
Workers Comp.	0.05030	622.		0.75 #4.	42.56%	33.48%	
Vision Benefit	0.01450	35.		& Benefits	Department	City-Wide	Total Hourly
Medicare	0.01450	179.	48	& Overhead	Overhead	Overhead	Rate
	Total Benefits	\$ 5,758.4	6 46.52%	\$120.91	\$51.46	\$38.31	\$210.69
		Annual Sa	lary + Benefits	\$217,639.99			
		Aimuai Sa	ialy + Delicitis	\$217,039.99	į		
C ₁ D							
Step B							
		\$12,997.0	3 /Month	\$86.65	/Hour		
	Total Benefits	¢5 044 5	9 45 740/	¢127.20	¢52.75	¢42.20	¢222 21
	Total Benefits	\$5,944.7	8 45.74%	\$126.28	\$53.75	\$42.28	\$222.31
		Annual Sa	lary + Benefits	\$227,301.73			
		Alliuai Sa	lary + Delicites	φ221,301.73	i		
C4 C							
Step C		*****					
		\$13,645.3	2 /Month	\$90.97	/Hour		
	Tatal Danafita	¢c 120 c	7 45 000/	\$131.90	¢56.14	¢44.16	¢222.20
	Total Benefits	\$6,139.9	7 45.00%	\$131.90	\$56.14	\$44.16	\$232.20
		A	lama - Dama c iaa	¢227 422 40			
		Annuai Sa	lary + Benefits	\$237,423.48	:		
2 5							
Step D							
		\$14,326.5	5 /Month	\$95.51	/Hour		
				.	h=0 -=		do se o o
	Total Benefits	\$6,345.0	8 44.29%	\$137.81	\$58.65	\$46.14	\$242.61
				da 40 050 50			
		Annual Sa	lary + Benefits	\$248,059.58	Ī		
~ -	_						
Step E							
		\$15,042.4	5 /Month	\$100.28	/Hour		
	- 15 °			.	4-4		
	Total Benefits	\$6,560.6	43.61%	\$144.02	\$61.30	\$48.22	\$253.54
		A 7.0	l P 6"	\$250.227.03			
		Annual Sa	lary + Benefits	\$259,236.91	ŧ		

City Treasurer/Director of Finance and I.S. Department: Finance & Information Systems

C1 A				inormation S	•		1
Step A		0.000 =0	0.5	4.554.5	/T.T		
		9,923.72	/Month	\$66.16	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	844.28				rn Director	
PERS - Employer	0.14003	1,477.80					
PERS Survivor		3.00					
Management Incen	tive	629.75					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	113.13					
Life Insurance	0.00027	48.23					
Deferred Comp.		110.00	ı				
Workers Comp.	0.05030	499.16			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	143.89		& Benefits	Overhead	Overhead	<u>Rate</u>
			_				
	Total Benefits	\$ 4,843.73	48.81%	\$98.45	\$39.99	\$32.96	\$171.40
		Annual Sala	ry + Benefits	\$177,209.37	:		
Step B							
		\$10,419.47	/Month	\$69.46	/Hour		
	Total Benefits	\$4,992.99	47.92%	\$102.75	\$41.73	\$34.40	\$178.89
		Annual Sala	ry + Benefits	\$184,949.51	:		
Step C		440.044.00					
		\$10,941.22	/Month	\$72.94	/Hour		
	Total Benefits	\$5,150.09	47.07%	\$107.28	\$43.57	\$35.92	\$186.76
		Annual Sala	ry + Benefits	\$193,095.69	!		
Step D							
	_	\$11,488.98	/Month	\$76.59	/Hour		
	Total Benefits	\$5,315.01	46.26%	\$112.03	\$45.50	\$37.51	\$195.04
			TD 61.	φ α ρα « 4 π ρ α			
		Annual Sala	ry + Benefits	\$201,647.82	:		
Step E		φ 4.5 0.65 - 5					
		\$12,062.73	/Month	\$80.42	/Hour		
	Total Benefits	\$5,487.76	45.49%	\$117.00	\$47.52	\$39.17	\$203.70
		Annual Sala	ry + Benefits	\$210,605.91			
					•		

Code Enforcement Officer I Department: Community Development

				ity Developii			
Step A							
		4,499.91	/Month	\$30.00	/Hour		
		,		,			
<u>Benefit</u>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.08000	359.99			Office E	mployees	
PERS - Employer	0.14003	630.12					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	51.30					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	226.35			49.11%	33.48%	
Vision Benefit		35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	65.25	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,316.49	51.48%	\$45.44	\$22.32	\$15.22	\$82.97
		Annual Salar	ry + Benefits	\$81,796.78			
Step B							
		\$4,725.25	/Month	\$31.50	/Hour		
		+ -,	,	722.00	, ,		
	Total Benefits	\$2,377.24	50.31%	\$47.35	\$23.25	\$15.85	\$86.46
		Annual Salar	ry + Benefits	\$85,229.86			
Step C							
		\$4,960.99	/Month	\$33.07	/Hour		
		φ-1,200.22	/IVIOIIIII	\$33.07	/110u1		
	Total Benefits	\$2,447.07	49.33%	\$49.39	\$24.25	\$16.54	\$90.18
	Total Belletius	Ψ=,	.>	Ψ 1,5 1,0,5	Ψ= 1.1=0	Ψ1000.	φ> 0.10
		Annual Salar	rv + Benefits	\$88,896.78			
		Ouzu		+-5,070110			
Stop D							
Step D		4 4 6 6 6 7					
		\$5,208.87	/Month	\$34.73	/Hour		
	Total Dam C.	¢0 500 50	40.2007	⊕ € 1 € 3	¢25 21	¢15 05	¢0.4.00
	Total Benefits	\$2,520.50	48.39%	\$51.53	\$25.31	\$17.25	\$94.09
		Annual Salar	m Donofite	¢02 752 44			
		Amuai Salai	ry + Benefits	\$92,752.44			
~ -							
Step E							
		\$5,468.88	/Month	\$36.46	/Hour		
		ŕ					
	Total Benefits	\$2,597.53	47.50%	\$53.78	\$26.41	\$18.01	\$98.19
		Annual Salar	ry + Benefits	\$96,796.83			
				- 			

Code Enforcement Officer II Department: Community Development

Stop A							
Step A		4,960.99	/Month	\$33.07	/Hour		
		4,900.99	/Wionun	ф33.07	/Houi		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	396.88			Office E	mployees	
PERS - Employer	0.14003	694.69					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	56.56					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	249.54			49.11%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	71.93		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits		•				
	Total Benefits	\$ 2,453.07	49.45%	\$49.43	\$24.27	\$16.55	\$90.25
		Annual Salar	ry + Benefits	\$88,968.77			
Step B							
		\$5,208.87	/Month	\$34.73	/Hour		
	Total Benefits	\$2,520.50	48.39%	\$51.53	\$25.31	\$17.25	\$94.09
		Annual Salar	ry + Benefits	\$92,752.44			
Step C		ΦΕ 460.00	7.5				
		\$5,468.88	/Month	\$36.46	/Hour		
	Total Benefits	\$2,597.53	47.50%	\$53.78	\$26.41	\$18.01	\$98.19
		Annual Salar	rv + Ronofits	\$96,796.83			
		Aminai Salai	y + Denemis	φ/0,1/0.03			
Step D							
		\$5,742.75	/Month	\$38.29	/Hour		
	Total Benefits	\$2,678.66	46.64%	\$56.14	\$27.57	\$18.80	\$102.51
		Annual Salar	ry + Benefits	\$101,056.92			
				,			
Step E		A					
		\$6,030.50	/Month	\$40.20	/Hour		
	Total Benefits	\$2,763.89	45.83%	\$58.63	\$28.79	\$19.63	\$107.05
		Annual Salar	ry + Benefits	\$105,532.72			

Collection System Worker I Department: Public Works

C4 A							
Step A		2.044.60	/A // /1	φ ο Σ (2)	/11		
		3,844.68	/Month	\$25.63	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	307.57			Public Works		e
PERS - Employer	0.14003	538.37					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	43.83					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	193.39			112.52%	33.48%	
Vision Benefit	0.05050	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	55.75		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01 150	33.13	-	<u>cc Bellettes</u>	Overneud	Overneuu	<u>rate</u>
	Total Benefits	\$ 2,122.39	55.20%	\$39.78	\$44.76	\$13.32	\$97.86
		Annual Salar	ry + Benefits	\$71,604.83			
					•		
Step B							
		\$4,037.09	/Month	\$26.91	/Hour		
		Ψ 1,00 / 10 /	,1,1011411	\$ 2 0.71	,11001		
	Total Benefits	\$2,173.39	53.84%	\$41.40	\$46.59	\$13.86	\$101.85
		Annual Salar	ry + Benefits	\$74,525.70			
					•		
Step C							
		\$4,238.16	/Month	\$28.25	/Hour		
		,					
	Total Benefits	\$2,232.95	52.69%	\$43.14	\$48.54	\$14.44	\$106.13
		Annual Salar	ry + Benefits	\$77,653.37	•		
Step D			<u> </u>				
		\$4,449.64	/Month	\$29.66	/Hour		
		. ,> •• •	-	÷2>.50			
	Total Benefits	\$2,295.60	51.59%	\$44.97	\$50.60	\$15.06	\$110.62
		Annual Salar	ry + Benefits	\$80,942.81	ļ.		
Step E							
		\$4,671.51	/Month	\$31.14	/Hour		
		,					
	Total Benefits	\$2,361.32	50.55%	\$46.89	\$52.76	\$15.70	\$115.34
				40.4.20.4.00			
		Annual Salar	ry + Benefits	\$84,394.02	:		

Collection System Worker II Department: Public Works

Number	Benefit M PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.08000 0.14003 0.01140 0.05030 0.01450	339.05 593.47 3.00 0.00 3.92 792.72 142.33 48.32 6.00 0.00 213.18 35.51 61.45	52.83%	Hourly Rate & Benefits \$43.18	Cate Public Works 112.52% Department Overhead	- Maintenanc 33.48% City-Wide Overhead	Total Hourly <u>Rate</u>
Renefit Multiplier PERS - Employee 0.08000 339.05 PERS - Employer 0.14003 593.47 PERS Survivor 3.00 Management Incentive 0.00 EAP 3.92 Health Insurance 0.01140 48.32 Life Insurance 0.01140 48.32 Life Insurance 0.000 Deferred Comp. 0.05030 213.18 Life Insurance 0.0140 48.32 Life Insurance 0.0140 48.32 Life Insurance 0.0140 48.32 Life Insurance 0.0140 Morkers Comp. 0.05030 213.18 Morkers Comp. 0.01450 61.45 Morkers Comp. 0.01450 Morker	Benefit M PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.08000 0.14003 0.01140 0.05030 0.01450	339.05 593.47 3.00 0.00 3.92 792.72 142.33 48.32 6.00 0.00 213.18 35.51 61.45	52.83%	Hourly Rate & Benefits \$43.18	Cate Public Works 112.52% Department Overhead	- Maintenanc 33.48% City-Wide Overhead	Total Hourly <u>Rate</u>
Benefit	PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.08000 0.14003 0.01140 0.05030 0.01450	339.05 593.47 3.00 0.00 3.92 792.72 142.33 48.32 6.00 0.00 213.18 35.51 61.45	52.83%	Hourly Rate & Benefits \$43.18	Cate Public Works 112.52% Department Overhead	- Maintenanc 33.48% City-Wide Overhead	Total Hourly <u>Rate</u>
PERS - Employer 0.08000 330.05 years Public Works - Maintenance PERS Survivor Public Works - Maintenance PERS PERS PERS PERS PERS PERS PERS PERS	PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.08000 0.14003 0.01140 0.05030 0.01450	593.47 3.00 0.00 3.92 792.72 142.33 48.32 6.00 0.00 213.18 35.51 61.45	· 52.83%	<u>& Benefits</u> \$43.18	Public Works 112.52% Department Overhead	- Maintenanc 33.48% City-Wide Overhead	Total Hourly <u>Rate</u>
PERS - Employer 0.14003 593.47	PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.14003 0.01140 0.05030 0.01450	593.47 3.00 0.00 3.92 792.72 142.33 48.32 6.00 0.00 213.18 35.51 61.45	· 52.83%	<u>& Benefits</u> \$43.18	112.52% Department Overhead	33.48% City-Wide Overhead	Total Hourly <u>Rate</u>
PERS Survivor 3.00 Management Incentive 0.00 6.47 3.92 14.21 14.23 14.23 14.25 14.23 14.25	PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.01140 0.05030 0.01450	3.00 0.00 3.92 792.72 142.33 48.32 6.00 0.00 213.18 35.51 61.45	. 52.83%	<u>& Benefits</u> \$43.18	Department Overhead	City-Wide Overhead	Rate
Management Incentive 0.00 1.30 1.42 1.42 1.42 1.43 1.42 1.43 1.43 1.43 1.43 1.44	Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.05030 0.01450	0.00 3.92 792.72 142.33 48.32 6.00 0.00 213.18 35.51 61.45	52.83%	<u>& Benefits</u> \$43.18	Department Overhead	City-Wide Overhead	Rate
Health Insurance	EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.05030 0.01450	3.92 792.72 142.33 48.32 6.00 0.00 213.18 35.51 61.45	52.83%	<u>& Benefits</u> \$43.18	Department Overhead	City-Wide Overhead	Rate
Health Insurance	Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.05030 0.01450	792.72 142.33 48.32 6.00 0.00 213.18 35.51 61.45 \$ 2,238.95	52.83%	<u>& Benefits</u> \$43.18	Department Overhead	City-Wide Overhead	Rate
Dental Insurance	Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.05030 0.01450	142.33 48.32 6.00 0.00 213.18 35.51 61.45 \$ 2,238.95	52.83%	<u>& Benefits</u> \$43.18	Department Overhead	City-Wide Overhead	<u>Rate</u>
LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Benefits S2,361.32 Total Benefits S3,343.4 Total Benefits S2,361.32 Total Benefits S2,430.64 49.55% S48,91 S55.03 S16.38 S120.31 S10.64 S10.62 S10.62	LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.05030 0.01450	48.32 6.00 0.00 213.18 35.51 61.45 \$ 2,238.95	. 52.83%	<u>& Benefits</u> \$43.18	Department Overhead	City-Wide Overhead	<u>Rate</u>
Life Insurance Deferred Comp. Workers Comp. 0.000 0.00 0.00 0.00 0.00 0.00 0.00	Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.05030 0.01450	6.00 0.00 213.18 35.51 61.45 \$ 2,238.95	52.83%	<u>& Benefits</u> \$43.18	Department Overhead	City-Wide Overhead	<u>Rate</u>
Deferred Comp. O.000 Vorkers Comp. O.05030 213.18 Vision Benefit Medicare O.01450 O.014	Deferred Comp. Workers Comp. Vision Benefit Medicare Total Step B Total	0.01450	0.00 213.18 35.51 61.45 \$ 2,238.95	52.83%	<u>& Benefits</u> \$43.18	Department Overhead	City-Wide Overhead	<u>Rate</u>
Workers Comp. Vision Benefit Vision Benefit Point Medicare 0.05030 35.51 (51.45) 213.18 35.51 (35.51) Hourly Rate Popartment & Department Poverhead (20 overhead) 33.48% (20 overhead) Total Hourly Rate Popartment & Department Poverhead (20 overhead) Total Hourly Rate Popartment Poverhead (20 overhead) Total Hourly Rate Poverhead (20 overhead) Total Hourly Rate Popartment Poverhead (20 overhead) Total Hourly Rate Popartment Poverhead (20 overhead) Total Hourly Rate Popartment Poverhead (20 overhead) \$116.22 Step B \$4,449.64 / Month \$2,95.60 / 51.59% \$44.97 / 55.60 \$15.06 / \$110.62 \$110.62 Step C \$4,671.51 / Month \$31.14 / Hour \$31.14 / Hour \$15.70 / \$15.34 \$15.34 / \$15.34 \$15.34 / \$15.34 \$15.34 / \$15.34 \$15.34 / \$15.34 \$15.34 / \$15.34 \$	Workers Comp. Vision Benefit Medicare Total Step B Total	0.01450	213.18 35.51 61.45 \$ 2,238.95	52.83%	<u>& Benefits</u> \$43.18	Department Overhead	City-Wide Overhead	<u>Rate</u>
Vision Benefit Medicare 0.01450 35.51 61.45 Hourly Rate & Benefits Department Overhead Overhead Overhead Overhead Overhead Overhead Total Hourly Rate Rate Total Benefits \$ 2,238.95 52.83% \$43.18 \$48.59 \$14.46 \$106.22 Step B \$4,449.64 /Month \$29.66 /Hour \$110.62 Annual Salary + Benefits \$80.942.81 \$50.60 \$15.06 \$110.62 Step C \$4,671.51 /Month \$31.14 /Hour \$15.06 \$115.34 Annual Salary + Benefits \$84,394.02 \$15.70 \$115.34 Step D \$4,905.52 /Month \$32.70 /Hour \$16.38 \$120.31 Annual Salary + Benefits \$88,033.98 \$16.38 \$120.31 Step E \$5,149.93 /Month \$34.33 /Hour	Vision Benefit Medicare Total Step B Total	0.01450	35.51 61.45 \$ 2,238.95	52.83%	<u>& Benefits</u> \$43.18	Department Overhead	City-Wide Overhead	<u>Rate</u>
Medicare 0.01450 61.45 & Benefits Overhead Overhead Rate Total Benefits \$ 2,238.95 52.83% \$43.18 \$48.59 \$14.46 \$106.22 Annual Salary + Benefits \$77,725.32 \$77,725.32 \$14.46 \$106.22 Step B \$4,449.64 /Month \$29.66 /Hour \$50.60 \$15.06 \$110.62 Annual Salary + Benefits \$80,942.81 \$80,942.81 \$110.62 Step C \$4,671.51 /Month \$31.14 /Hour \$15.70 \$115.34 Annual Salary + Benefits \$84,394.02 \$15.70 \$115.34 Step D \$4,905.52 /Month \$32.70 /Hour \$16.38 \$120.31 Total Benefits \$2,430.64 49.55% \$48.91 \$55.03 \$16.38 \$120.31 Step E \$5,149.93 /Month \$34.33 /Hour	Medicare Total Step B Total		\$ 2,238.95	52.83%	<u>& Benefits</u> \$43.18	<u>Overhead</u>	Overhead	<u>Rate</u>
Total Benefits	Step B Total Step C		\$ 2,238.95	52.83%	\$43.18			
Step B	Step B Total Step C	Benefits				\$48.59	\$14.46	\$106.22
Step B	Step B Total Step C	Benefits				\$48.59	\$14.46	\$106.22
Step B	Total Step C		Annual Salar	ry + Benefits	\$77,725.32			
Step B	Total Step C		Amiuai Saiai	ry + benefits	\$11,125.52			
Step C	Total Step C							
Step C	Total Step C							
Total Benefits \$2,295.60 51.59% \$44.97 \$50.60 \$15.06 \$110.62	Step C							
Step C	Step C		\$4,449.64	/Month	\$29.66	/Hour		
Step C \$4,671.51 Month \$31.14 Hour	Step C				****		***	****
Step C		Benefits	\$2,295.60	51.59%	\$44.97	\$50.60	\$15.06	\$110.62
Step C			A 1 G . 1	. D	#90.042.01			
\$4,671.51 Month \$31.14 Hour Total Benefits \$2,361.32 50.55% \$46.89 \$52.76 \$15.70 \$115.34 Annual Salary + Benefits \$84,394.02 Step D			Annuai Salai	ry + Benefits	\$80,942.81			
\$4,671.51 /Month \$31.14 /Hour Total Benefits \$2,361.32 \$50.55% \$46.89 \$52.76 \$15.70 \$115.34 Annual Salary + Benefits \$84,394.02 Step D \$4,905.52 /Month \$32.70 /Hour Total Benefits \$2,430.64 \$49.55% \$48.91 \$55.03 \$16.38 \$120.31 Annual Salary + Benefits \$88,033.98 Step E \$5,149.93 /Month \$34.33 /Hour								
Total Benefits \$2,361.32 50.55% \$46.89 \$52.76 \$15.70 \$115.34 Annual Salary + Benefits \$84,394.02 Step D \$4,905.52 /Month \$32.70 /Hour Total Benefits \$2,430.64 49.55% \$48.91 \$55.03 \$16.38 \$120.31 Annual Salary + Benefits \$88,033.98 Step E \$5,149.93 /Month \$34.33 /Hour	Total							
Step D \$4,905.52 Month \$32.70 Hour	Total		\$4,671.51	/Month	\$31.14	/Hour		
Step D \$4,905.52 Month \$32.70 Hour	Total				****		*	
Step D \$4,905.52 /Month \$32.70 /Hour Total Benefits \$2,430.64		Benefits	\$2,361.32	50.55%	\$46.89	\$52.76	\$15.70	\$115.34
Step D \$4,905.52 /Month \$32.70 /Hour Total Benefits \$2,430.64				D 01.	4043040			
\$4,905.52 /Month \$32.70 /Hour Total Benefits \$2,430.64 49.55% \$48.91 \$55.03 \$16.38 \$120.31 Annual Salary + Benefits \$88,033.98 Step E \$5,149.93 /Month \$34.33 /Hour			Annual Salar	ry + Benefits	\$84,394.02			
\$4,905.52 /Month \$32.70 /Hour Total Benefits \$2,430.64 49.55% \$48.91 \$55.03 \$16.38 \$120.31 Annual Salary + Benefits \$88,033.98 Step E \$5,149.93 /Month \$34.33 /Hour								
Total Benefits \$2,430.64	Step D							
Total Benefits \$2,430.64			\$4,905.52	/Month	\$32.70	/Hour		
Annual Salary + Benefits <u>\$88,033.98</u> Step E \$5,149.93 /Month \$34.33 /Hour			ŕ					
Step E \$5,149.93 /Month \$34.33 /Hour	Total	Benefits	\$2,430.64	49.55%	\$48.91	\$55.03	\$16.38	\$120.31
Step E \$5,149.93 /Month \$34.33 /Hour								
\$5,149.93 /Month \$34.33 /Hour			Annual Salar	ry + Benefits	\$88,033.98			
\$5,149.93 /Month \$34.33 /Hour								
\$5,149.93 /Month \$34.33 /Hour	Step E							
			\$5.149.93	/Month	\$34.33	/Hour		
Total Benefits \$2,503.04 48,60% \$51.02 \$57.41 \$17.08 \$125.51			 		Ψυ 1.00	· = = ===		
10th 201010	Total	Benefits	\$2,503.04	48.60%	\$51.02	\$57.41	\$17.08	\$125.51
Annual Salary + Benefits \$91,835.69			Annual Salar	ry + Benefits	\$91,835.69			

Community Development Specialist Department: Community Development

		Depai unent.	Commun	20, 20, 010 p1.			
Step A							
_		5,241.80	/Month	\$34.95	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	419.34			Office E	mployees	
PERS - Employer	0.14003	734.01					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	59.76					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	263.66			49.11%	33.48%	
Vision Benefit		35.51		Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	76.01	<u>-</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,536.26	48.39%	\$51.85	\$25.47	\$17.36	\$94.68
		Annual Salar	ry + Benefits	\$93,336.70			
Step B							
ı		\$5,503.55	/Month	\$36.69	/Hour		
		φυ,υσιου	/IVIOIIIII	Ψ30.07	/ Hour		
	Total Benefits	\$2,607.80	47.38%	\$54.08	\$26.56	\$18.11	\$98.74
		, ,		,	,	,	,
		Annual Salar	ry + Benefits	\$97,336.08			
			•				
Step C							
Step C		Φ <i>E</i>	/N /	#20.52	/7.7		
		\$5,779.16	/Month	\$38.53	/Hour		
	Total Benefits	\$2,689.44	46.54%	\$56.46	\$27.73	\$18.90	\$103.09
	Total Belletits	\$2,069.44	40.54%	\$50.40	\$41.13	\$10.90	\$103.09
		Annual Salar	ry Ronofite	¢101 623 1 <i>1</i>			
		Annual Salar	y + Delients	\$101,623.14			
Step D							
		\$6,068.63	/Month	\$40.46	/Hour		
	Total Benefits	\$2,775.19	45.73%	\$58.96	\$28.96	\$19.74	\$107.65
		Annual Salar	ry + Benefits	\$106,125.90			
Step E							
		\$6,371.98	/Month	\$42.48	/Hour		
		ψυ,υ/1.70	/ 1VIOIIII	φ+2.+0	/110ui		
	Total Benefits	\$2,865.05	44.96%	\$61.58	\$30.24	\$20.62	\$112.44
		. ,- ,- ,-		,			
		Annual Salar	ry + Benefits	\$110,844.35			
				,			

Community Development Technician Department: Community Development

				ity Developii			
Step A							
		4,331.77	/Month	\$28.88	/Hour		
		,		·			
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	346.54			Office E	mployees	
PERS - Employer	0.14003	606.58					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	49.38					
Life Insurance		6.00					
Deferred Comp.	0.07000	0.00					
Workers Comp.	0.05030	217.89			49.11%	33.48%	
Vision Benefit	0.044.50	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	62.81	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	T 15 C	Φ 225550	50 000/	# 42.00	401 (0	44.4	400.22
	Total Benefits	\$ 2,266.68	52.33%	\$43.99	\$21.60	\$14.73	\$80.32
		Annual Calar	w Donofita	¢70 191 40			
		Annual Salar	ry + benefits	\$79,181.40			
2 2							
Step B							
		\$4,548.44	/Month	\$30.32	/Hour		
		*** *** *		4.7.0	444 50	*1= * 1	40 2 <=
	Total Benefits	\$2,324.86	51.11%	\$45.82	\$22.50	\$15.34	\$83.67
		A 1 C-1	D64	¢02.470.70			
		Annual Salar	ry + benefits	\$82,479.68			
Step C							
		\$4,775.52	/Month	\$31.84	/Hour		
				±		****	*
	Total Benefits	\$2,392.13	50.09%	\$47.78	\$23.47	\$16.00	\$87.25
			TD 614	Φ 0< 044 = 0			
		Annual Salar	ry + Benefits	\$86,011.78			
Step D							
		\$5,014.73	/Month	\$33.43	/Hour		
		,					
	Total Benefits	\$2,462.99	49.12%	\$49.85	\$24.48	\$16.69	\$91.02
			_	.			
		Annual Salar	ry + Benefits	\$89,732.62			
Step E							
	_	\$5,266.07	/Month	\$35.11	/Hour		
		. ,	-				
	Total Benefits	\$2,537.45	48.18%	\$52.02	\$25.55	\$17.42	\$94.99
		Annual Salar	ry + Benefits	\$93,642.20			

Community Service Officer I Department: Police

C4 A			_				
Step A		2 404 40	/N / 41-	¢22.70	/11		
		3,404.40	/Month	\$22.70	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	272.35				orn Police	
PERS - Employer	0.14003	476.72					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	38.81					
Life Insurance		7.80					
Deferred Comp.		0.00					
Workers Comp.	0.05030	171.24			40.75%	33.48%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	49.36	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,993.77	58.56%	\$35.99	\$14.66	\$12.05	\$62.70
		Annual Salar	rv + Benefits	\$64,777.98			
			•		:		
Step B							
Step B		\$3,574.27	/Month	\$23.83	/Hour		
		φ3,374.27	/Wionth	\$23.63	/110u1		
	Total Benefits	\$2,036.29	56.97%	\$37.40	\$15.24	\$12.52	\$65.17
		Annual Salar	ry + Benefits	\$67,326.68	i		
g. G							
Step C		\$3,752.81	/Month	\$25.02	/Hour		
		ψ3,732.01	/Wionth	\$23.02	/110u1		
	Total Benefits	\$2,089.18	55.67%	\$38.95	\$15.87	\$13.04	\$67.86
		Annual Salar	ry + Benefits	\$70,103.83			
					· 		
Step D		<u> </u>	<u> </u>				
	_	\$3,940.02	/Month	\$26.27	/Hour		
		·					
	Total Benefits	\$2,144.63	54.43%	\$40.56	\$16.53	\$13.58	\$70.68
		Annual Salar	rv + Renefite	\$73,015.80			
		Almuai Salai	y + Denents	Ψ13,013.00	·		
Step E							
Siep E		\$4,137.63	/Month	\$27.58	/Lour		
		φ - 7,137.03	/ IVIOIIUI	\$41.38	/110ul		
	Total Benefits	\$2,203.17	53.25%	\$42.27	\$17.23	\$14.15	\$73.65
		Annual Salar	ry + Benefits	\$76,089.54			

Community Service Officer II Department: Police

C.							
Step A		2 752 01	/N / = 41-	¢25.02	/11		
		3,752.81	/Month	\$25.02	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	300.22				orn Police	
PERS - Employer	0.14003	525.51					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.78					
Life Insurance		7.80					
Deferred Comp.		0.00					
Workers Comp.	0.05030	188.77			40.75%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.42		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			-				
	Total Benefits	\$ 2,096.97	55.88%	\$39.00	\$15.89	\$13.06	\$67.95
		Annual Salar	ry + Benefits	\$70,197.42			
~ 5							
Step B		*** • • • • • • • • • • • • • • • • • •					
		\$3,940.02	/Month	\$26.27	/Hour		
	Total Benefits	\$2,144.63	54.43%	\$40.56	\$16.53	\$13.58	\$70.68
		4 101	D 014	Φ 53 04 5 00			
		Annual Salar	ry + Benefits	\$73,015.80			
Step C							
экер С		\$4,137.63	/Month	\$27.58	/Hour		
		Ψ 1,120 / 1.00	,111011111	Ψ27.30	,110 u 1		
	Total Benefits	\$2,203.17	53.25%	\$42.27	\$17.23	\$14.15	\$73.65
		Annual Cala	m Ronofita	\$76 NON 54			
		Annual Salar	ry + Denemis	\$76,089.54			
Step D							
		¢4 242 00	Month	ф о о о с	/11		
		\$4,343.90	/wiontn	\$28.96	/Hour		
	Total Benefits	\$2,264.27	52.13%	\$44.05	\$17.95	\$14.75	\$76.76
		Annual Salar	ry + Benefits	\$79,298.09			
Step E							
		\$4,560.58	/Month	\$30.40	/Hour		
		Ψ 1,500.50	, 1,1011111	Ψ50.+0	, 110 u1		
	Total Benefits	\$2,328.46	51.06%	\$45.93	\$18.71	\$15.38	\$80.02
		Annual Sala	ry + Benefits	\$82,668.42			
					i		

Construction Inspector I Department: Engineering

C4 A							
Step A		4 902 25	/N.f	\$22.02	/TT		
		4,803.25	/Month	\$32.02	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	384.26				mployees	
PERS - Employer	0.14003	672.60				1 - 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	54.76					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	241.60			63.20%	33.48%	
Vision Benefit	0.02020	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	69.65		& Benefits	<u>Overhead</u>	Overhead	Rate
Wiedicare	0.01430	07.03	-	<u>a beliefts</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,406.35	50.10%	\$48.06	\$30.38	\$16.09	\$94.53
		Annual Salar	ry + Benefits	\$86,515.16			
					1		
Step B							
		\$5,044.19	/Month	\$33.63	/Hour		
		φο,ο :	71101111	Ψ22.02	/110 u 1		
	Total Benefits	\$2,471.72	49.00%	\$50.11	\$31.67	\$16.78	\$98.55
		Annual Salar	ry + Benefits	\$90,190.99			
Step C							
		\$5,297.27	/Month	\$35.32	/Hour		
		,		,			
	Total Benefits	\$2,546.69	48.08%	\$52.29	\$33.05	\$17.51	\$102.85
		Annual Salar	ry + Benefits	\$94,127.53			
					· 		
Step D							
		\$5,562.48	/Month	\$37.08	/Hour		
		ψυ,υυ4.40	/ 1/1011111	φ37.06	/110u1		
	Total Benefits	\$2,625.25	47.20%	\$54.58	\$34.50	\$18.28	\$107.36
		. ,	=	, : ::23			
		Annual Salar	ry + Benefits	\$98,252.81			
			•		1		
Step E							
		¢5 020 02	Month	#20.02	/11		
		\$5,839.82	/Iviontn	\$38.93	/Hour		
	Total Benefits	\$2,707.41	46.36%	\$56.98	\$36.01	\$19.08	\$112.07
					-	•	
		Annual Salar	ry + Benefits	\$102,566.83			
			-		l.		
<u>L</u>							

Construction Inspector I Department: Parks and Recreation

		D'opar unici		inu Kecreatio			
Step A							
•		4,803.25	/Month	\$32.02	/Hour		
		,		·			
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	384.26			Office E	mployees	
PERS - Employer	0.14003	672.60					
PERS Survivor	<i>,</i> •	3.00					
Management Incen EAP	tive	0.00 3.92					
Health Insurance		3.92 792.72					
Dental Insurance		192.72					
LTD Insurance	0.01140	142.33 54.76					
Life Insurance	0.01140	6.00					
		0.00					
Deferred Comp.	0.05030				100.030/	22.400/	
Workers Comp. Vision Benefit	0.03030	241.60 35.51		Handry Data	100.02%	33.48%	Total Hander
	0.01450			Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	69.65	-	& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,406.35	50.10%	\$48.06	\$48.07	\$16.09	\$112,23
		Annual Sala	ry + Renefits	\$86,515.16			
		Amidai Sala	ry + Deficites	φου,515.10			
C. D							
Step B							
		\$5,044.19	/Month	\$33.63	/Hour		
	Total Benefits	¢2 471 72	40.000/	\$50.11	\$50.12	\$16.78	\$117.00
	Total Benefits	\$2,471.72	49.00%	\$50.11	\$50.12	\$10.78	\$117.00
		Annual Sala	ry + Benefits	\$90,190.99			
		121114441 24144		ψ, 0,2, 00,			
Step C							
Sicp C		φ 5 205 25	/N. f	Φ27.22	/T.T		
		\$5,297.27	/Month	\$35.32	/Hour		
	Total Benefits	\$2,546.69	48.08%	\$52.29	\$52.30	\$17.51	\$122.11
	Total Beliefits	\$2,540.09	40.0070	φ32.29	φ32.30	φ17.31	φ122.11
		Annual Sala	rv + Renefits	\$94,127.53			
		uu ouu	- J · Domento	Ψ> 1,127100			
Stop D							
Step D		4 = 4 4 4 4 5					
		\$5,562.48	/Month	\$37.08	/Hour		
	Total Benefits	\$2,625.25	47.200/	\$ <i>EA E</i> 0	\$54.60	¢19.29	¢127 46
	Total Delletits	\$4,043.25	47.20%	\$54.58	φ 34.0 0	\$18.28	\$127.46
		Annual Sala	rv + Renofits	\$98,252.81			
		Alliuai Sala	1 7 T Delicites	φ/0,232.01			
Stor E							
Step E		Φ = 0.50 0.5					
		\$5,839.82	/Month	\$38.93	/Hour		
	Total Danie	¢0.707.41	46.260	ዕድረ በ ር	¢57 00	¢10.00	¢122 AF
	Total Benefits	\$2,707.41	46.36%	\$56.98	\$56.99	\$19.08	\$133.05
		Annual Cala	ry + Benefits	\$102 EKK 82			
		Amuai Sala	y - Denemis	\$102,566.83			

Construction Inspector II Department: Engineering

	_		tilicit. 121				
Step A							
		5,297.27	/Month	\$35.32	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	423.78				mployees	
PERS - Employer	0.14003	741.78			omee E	mproyees	
PERS Survivor	0.11003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	60.39					
Life Insurance	0.01140	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	266.45			63.20%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	76.81		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	70.81	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,552.69	48.19%	\$52.33	\$33.08	\$17.52	\$102.93
		Annual Salar	ry + Benefits	\$94,199.52			
Step B							
		\$5,562.48	/Month	\$37.08	/Hour		
	T ID C	Φ2 625 25	47.200/	φ 54.5 0	d24.50	#10.20	#105.3 6
	Total Benefits	\$2,625.25	47.20%	\$54.58	\$34.50	\$18.28	\$107.36
		Annual Salar	ry + Benefits	\$98,252.81			
Step C							
Step 3		\$5,839.82	/Month	\$38.93	/Hour		
		Ψε,σε>1σΞ	7111011111	Ψ30.73	, 110 u 1		
	Total Benefits	\$2,707.41	46.36%	\$56.98	\$36.01	\$19.08	\$112.07
		Annual Sala	ry + Ranafits	\$102,566.83			
		Amiuai Sala	ry + Delicities	φ104,500.03			
Step D							
Step D		¢	/N / = (1)	# 10 C=	/		
		\$6,131.04	/Month	\$40.87	/Hour		
	Total Benefits	\$2,793.68	45.57%	\$59.50	\$37.60	\$19.92	\$117.02
			_				
		Annual Sala	ry + Benefits	\$107,096.55			
Step E							
		\$6,437.85	/Month	\$42.92	/Hour		
		•					
	Total Benefits	\$2,884.56	44.81%	\$62.15	\$39.28	\$20.81	\$122.24
		Annual Sala	ry + Benefits	\$111,868.93			

Construction Inspector II Department: Parks and Recreation

·		*		inu Kecreatio			
Step A							
•		5,297.27	/Month	\$35.32	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	423.78				mployees	
PERS - Employer	0.14003	741.78				1 - 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	60.39					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	266.45			100.02%	33.48%	
Vision Benefit	0.05050	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	76.81		& Benefits	<u>Overhead</u>	Overhead	Rate
Wiedicare	0.01430	70.01	-	<u> </u>	Overneau	Overneau	<u>Kate</u>
	Total Benefits	\$ 2,552.69	48.19%	\$52.33	\$52.34	\$17.52	\$122.20
		Annual Sala	ry + Benefits	\$94,199.52			
Step B							
Step B		\$5,562.48	/Month	\$37.08	/Hour		
		. ,					
	Total Benefits	\$2,625.25	47.20%	\$54.58	\$54.60	\$18.28	\$127.46
		Annual Sala	ry + Benefits	\$98,252.81			
			·				
Step C							
		\$5,839.82	/Month	\$38.93	/Hour		
		,		,			
	Total Benefits	\$2,707.41	46.36%	\$56.98	\$56.99	\$19.08	\$133.05
		Annual Cala	wy Domofita	¢102 566 92			
		Amuai Sala	ry + Benefits	\$102,566.83			
Step D							
- Step B		\$6,131.04	/Month	\$40.87	/Hour		
		ψυ,131.07	/141011111	φ+0.67	/110u1		
	Total Benefits	\$2,793.68	45.57%	\$59.50	\$59.51	\$19.92	\$138.93
		Annual Sala	ry + Benefits	\$107,096.55			
Stop F							
Step E		¢6 127 05	Month	¢40.00	/11		
		\$6,437.85	/Month	\$42.92	/Hour		
	Total Benefits	\$2,884.56	44.81%	\$62.15	\$62.16	\$20.81	\$145.12
		. ,22.130		, -		,	
		Annual Sala	ry + Benefits	\$111,868.93			

Cross-Connection Control Specialist Department: Public Works

C4 A							
Step A		4,453.10	/Month	\$29.69	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>	22-				gory	
PERS - Employee	0.08000	356.25			Public Works	- Maintenance	e
PERS - Employer	0.14003	623.57					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	50.77					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	223.99			112.52%	33.48%	
Vision Benefit		35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	64.57	<u>.</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,302.62	51.71%	\$45.04	\$50.68	\$15.08	\$110.79
		Annual Salar	rv + Benefits	\$81,068.66			
			•				
Step B							
•		\$4,674.98	/Month	\$31.17	/Hour		
	Total Benefits	\$2,362.35	50.53%	\$46.92	\$52.79	\$15.71	\$115.41
		Annual Salar	ry + Benefits	\$84,447.95			
Step C							
Step C		\$4,908.99	/Month	\$32.73	/Hour		
		, ,		, -			
	Total Benefits	\$2,431.67	49.54%	\$48.94	\$55.06	\$16.39	\$120.39
		Annual Salar	ry + Benefits	\$88,087.90			
Step D							
		\$5,155.13	/Month	\$34.37	/Hour		
	T 10 "	49.701.7 7	40.70**	A=4 A -	4 == 4 -	44 - - - - - - - - - -	44.2
	Total Benefits	\$2,504.58	48.58%	\$51.06	\$57.46	\$17.10	\$125.62
		Annual Salar	ry + Benefits	\$91,916.59			
Step E		**					
		\$5,413.41	/Month	\$36.09	/Hour		
	Total Benefits	\$2,581.09	47.68%	\$53.30	\$59.97	\$17.84	\$131.11
		Annual Salar	ry + Benefits	\$95,934.03			

Director of Community Development Department: Community Development

		par unent.		F			
Step A							
		9,923.72	/Month	\$66.16	/Hour		
<u>Benefit</u>	Multiplier				Cate	egory	
PERS - Employee	0.08000	844.28				rn Director	
PERS - Employer	0.14003	1,477.80					
PERS Survivor		3.00					
Management Incen	tive	629.75					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	113.13					
Life Insurance	0.00027	48.23					
Deferred Comp.		110.00					
Workers Comp.	0.05030	499.16			49.11%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	143.89		& Benefits	Overhead	Overhead	Rate
1/10/10/10	0.01.00	 1.0.0	-	<u>ev Dellettes</u>	<u> </u>	<u> </u>	211111
	Total Benefits	\$ 4,843.73	48.81%	\$98.45	\$48.35	\$32.96	\$179.76
		Annual Salar	ry + Benefits	\$177,209.37			
					•		
Step B							
		\$10,419.47	/Month	\$69.46	/Hour		
		•					
	Total Benefits	\$4,992.99	47.92%	\$102.75	\$50.46	\$34.40	\$187.61
		Annual Salar	ry + Benefits	\$184,949.51			
			•	. ,	!		
Step C							
		\$10,941.22	/Month	\$72.94	/Hour		
		Ψ10,> 11122	/1/1011111	Ψ/2.71	/110 u 1		
	Total Benefits	\$5,150.09	47.07%	\$107.28	\$52.68	\$35.92	\$195.88
		Annual Salar	ry + Benefits	\$193,095.69	•		
Step D		 			<u> </u>	<u> </u>	
		\$11,488.98	/Month	\$76.59	/Hour		
		·					
	Total Benefits	\$5,315.01	46.26%	\$112.03	\$55.02	\$37.51	\$204.55
		~-	. ~	##			
		Annual Salar	ry + Benefits	\$201,647.82	:		
Step E							
		\$12,062.73	/Month	\$80.42	/Hour		
					.	4	
	Total Benefits	\$5,487.76	45.49%	\$117.00	\$57.46	\$39.17	\$213.64
		A 101	D	\$310 CO = 05			
		Annual Salar	ry + Benefits	\$210,605.91	<u>.</u>		

Director of Parks and Recreation Department: Parks and Recreation

Step A							
200p 11	_	9,261.56	/Month	\$61.74	/Hour		
<u>Benefit</u>	Multiplion				Cote	egory	
PERS - Employee	<u>Multiplier</u> 0.08000	787.94				rn Director	
PERS - Employer	0.14003	1,379.20			Non-Swo	in Director	
PERS Survivor	0.14003	3.00					
Management Incen	tive	587.73					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	105.58					
Life Insurance	0.00027	45.01					
Deferred Comp.		110.00	ı				
Workers Comp.	0.05030	465.86	I		100.02%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	 134.29	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 4,593.09	49.59%	\$92.36	\$92.38	\$30.93	\$215.67
			ry + Benefits	\$166,255.82			·
		7 minuai Suiu	ry Denemes	φ100,222.02	•		
Step B							
1		\$9,724.37	/Month	\$64.83	/Hour		
	Total Benefits	\$4,732.44	48.67%	\$96.38	\$96.40	\$32.27	\$225.05
		Annual Sala	ry + Benefits	\$173,481.77	:		
Step C							
Step C		\$10,209.73	/Month	\$68.06	/Hour		
	T . 15 . C.	•				#22 (0	4224 00
	Total Benefits	\$4,878.58	47.78%	\$100.59	\$100.61	\$33.68	\$234.88
		Annual Sala	ry + Benefits	\$181,059.67			
~							
Step D		040 = 40 35	/s.r3				
		\$10,719.35	/Month	\$71.46	/Hour		
	Total Benefits	\$5,032.02	46.94%	\$105.01	\$105.03	\$35.16	\$245.20
		Annual Sala	ry + Benefits	\$189,016.41			
		minuai pala	., Denemos	Ψ107,010.71	=		
Step E							
		\$11,254.97	/Month	\$75.03	/Hour		
	Total Benefits	\$5,193.29	46.14%	\$109.66	\$109.68	\$36.71	\$256.05
		Annual Sala	ry + Benefits	\$197,379.03			
		Odiu	- J . 2 Onema	422.9012100	:		

Director of Public Works Department: Public Works

		2	ciit. I ubii	. , , 01 115			
Step A							
		9,261.56	/Month	\$61.74	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory_	
PERS - Employee	0.08000	787.94				rn Director	
					Non-Swo	III DIIECIOI	
PERS - Employer	0.14003	1,379.20					
PERS Survivor		3.00					
Management Incen	tive	587.73					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33	}				
LTD Insurance	0.01140	105.58	}				
Life Insurance	0.00027	45.01					
Deferred Comp.		110.00)				
Workers Comp.	0.05030	465.86			112.52%	33.48%	
Vision Benefit	0.02020	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	134.29		& Benefits	<u>Overhead</u>	Overhead Overhead	Rate
Wiedicare	0.01430	134.29	<u>-</u>	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 4,593.09	49.59%	\$92.36	\$103.93	\$30.93	\$227.22
		Annual Sala	ry + Benefits	\$166,255.82			
Step B							
		\$9,724.37	/Month	\$64.83	/Hour		
	Total Benefits	\$4,732.44	48.67%	\$96.38	\$108.44	\$32.27	\$237.09
	Total Beliefits	ψτ,132.ττ	40.0770	ψ>0.50	ψ100.44	φυ Δ.Δ Ι	Ψ237.09
		Annual Sala	ry + Benefits	\$173,481.77	:		
Star C							
Step C		¢10 200 72	/N /41-	Φ.0.0.0	/T.Y		
		\$10,209.73	/Month	\$68.06	/Hour		
	Total Benefits	\$4,878.58	47.78%	\$100.59	\$113.18	\$33.68	\$247.45
		Annual Sala	ry + Benefits	\$181,059.67	•		
Stor D							
Step D		¢10.710.25	/M o m 41-	ф л 4 4 6	/11		
		\$10,719.35	/ Ivionth	\$71.46	/Hour		
	Total Benefits	\$5,032.02	46.94%	\$105.01	\$118.16	\$35.16	\$258.32
				4400 04 5 4 5			
		Annual Sala	ry + Benefits	\$189,016.41	:		
Step E							
		\$11,254.97	/Month	\$75.03	/Hour		
		,				***	
	Total Benefits	\$5,193.29	46.14%	\$109.66	\$123.38	\$36.71	\$269.75
		Annual Sala	ry + Benefits	\$197,379.03			
				, , , , , , , , , , , , , , , , , , , ,	I		

Economic Development Manager Department: Economic Development

		_ · · · · · · · · · · · · · · · · · · ·	. Econom				
Step A							
		7,401.62	/Month	\$49.34	/Hour		
Benefit	Multiplier				Cate	egor <u>y</u>	
PERS - Employee	0.08000	592.13		Non-Sv	vorn Manageme		nagement
PERS - Employer	0.14003	1,036.45		Non-Bw	vorm ivianagem	one & who wie	magement
PERS Survivor	0.1 1003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	84.38					
Life Insurance	0.00027	35.97					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	372.30			75.28%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	107.32		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01 1.50	107.32	•	<u>ce Belletius</u>	Overneud	Overneuu	14400
	Total Benefits	\$ 3,316.03	44.80%	\$71.45	\$53.79	\$23.92	\$149.17
		Annual Salar	ry + Benefits	\$128,611.85			
Step B							
		\$7,772.57	/Month	\$51.82	/Hour		
	Total Benefits	\$3,427.72	44.10%	\$74.67	\$56.21	\$25.00	\$155.88
		Annual Salar	y + Benefits	\$134,403.45			
Step C							
		\$8,160.85	/Month	\$54.41	/Hour		
	T I D C	Ф2 5 44 6 2	42.420/	ф т О О 4	φ εο πε	#26.12	41.63.01
	Total Benefits	\$3,544.63	43.43%	\$78.04	\$58.75	\$26.13	\$162.91
		Annual Salar	y + Benefits	\$140,465.72			
Stop D							
Step D		\$8,568.20	/Month	\$57.12	/Hour		
	Total Benefits	\$3,667.28	42.80%	\$81.57	\$61.41	\$27.31	\$170.29
					+ · -		
		Annual Salar	ry + Benefits	\$146,825.69			
Step E		\$0.00 <i>C</i> 25	/N / 1	## 0.00	/II		
		\$8,996.35	/ IVIOIIII	\$59.98	/Hour		
	Total Benefits	\$3,796.19	42.20%	\$85.28	\$64.21	\$28.55	\$178.04
		Annual Salar	y + Benefits	\$153,510.43			

Electrician **Department: Public Works**

		Бериг	iment. Ful	JIE WOILS			
Step A							
_		4,626.44	/Month	\$30.84	/Hour		
		ŕ			-		
Benefit E 1	<u>Multiplier</u>	270.12				egory	
PERS - Employee	0.08000	370.12			Public Works	- Maintenanc	e
PERS - Employer	0.14003	647.84					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	52.74					
Life Insurance		6.00					
Deferred Comp.		0.00)				
Workers Comp.	0.05030	232.71			112.52%	33.48%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	67.08	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,353.97	50.88%	\$46.54	\$52.36	\$15.58	\$114.48
		Annual Sala	ry + Benefits	\$83,764.92			
		Aiiiuai Saia	ly + Delicitis	\$03,704.92			
Cton D							
Step B		4.02 < 0 0	2.5				
		\$4,856.99	/Month	\$32.38	/Hour		
	T-4-1 D 6'4-	¢2.416.27	40.750/	¢40.40	ΦE4.50	¢1.C 22	¢110.30
	Total Benefits	\$2,416.27	49.75%	\$48.49	\$54.56	\$16.23	\$119.28
		Annual Sala	ry + Benefits	\$87,279.02			
		Tanada Sara	i j i Bellelles	ψο <i>τ</i> ,2 <i>τ</i> >το2			
Step C							
Step C		φ = 000 σσ	2.5				
		\$5,099.66	/Month	\$34.00	/Hour		
	T . 1D . C.	#O 400 15	40.700/	\$50.50	φ <i>EC</i> 02	\$1.6.04	6134 44
	Total Benefits	\$2,488.15	48.79%	\$50.59	\$56.92	\$16.94	\$124.44
		Annual Sala	ry + Benefits	\$91,053.79			
		Allitual Sala	ly + Delients	\$71,033.77			
Stop D							
Step D		45.354.45	/A / .1	<u>.</u>			
		\$5,354.47	/Month	\$35.70	/Hour		
	Total Benefits	\$2,563.64	47.88%	\$52.79	\$59.40	\$17.67	\$129.86
	Total Delicitis	φ2,303.04	47.00%	Ф54.19	φ37.4U	φ1/.0/	φ147.0U
		Annual Sala	ry + Benefits	\$95,017.30			
		Amuai Sala	ry + Delicities	Ψ/3,017.30			
Step E							
- Step E		¢5 601 40	Month	ф 27 .40	/11		
		\$5,621.42	/ IVIONTN	\$37.48	/Hour		
	Total Benefits	\$2,642.71	47.01%	\$55.09	\$61.99	\$18.45	\$135.53
	Total Delicitis	ΨΔ,0+Δ./1	+7.U170	φ33.09	ψ 01. 22	φ 10.4 3	φ133.33
		Annual Sala	ry + Benefits	\$99,169.54			
		minual Bala	., Denemos	Ψ229102.04			

Engineering Manager Department: Engineering

C4 A							
Step A		7 002 21	/N /I = 41-	φ <i>5</i> 2.22	/П		
		7,982.31	/Month	\$53.22	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	638.58		Non-Sw	vorn Manageme		nagement
PERS - Employer	0.14003	1,117.76					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	91.00					
Life Insurance	0.00027	38.79					
Deferred Comp.		110.00					
Workers Comp.	0.05030	401.51			63.20%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	115.74	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,490.87	43.73%	\$76.49	\$48.34	\$25.61	\$150.44
	Total Bellettis				Ψισιστ	Ψ25.01	Ψ150.71
		Annual Salar	ry + Benefits	\$137,678.20	:		
Step B		ΦΩ 200 00	D f 1	*** • •			
		\$8,380.99	/Month	\$55.87	/Hour		
	Total Benefits	\$3,610.91	43.08%	\$79.95	\$50.53	\$26.77	\$157.24
		Annual Salar	ry + Benefits	\$143,902.83	:		
Step C		¢0 000 <i>17</i>	Month	¢50.77	/11		
		\$8,800.47	/Monu	\$58.67	/Hour		
	Total Benefits	\$3,737.21	42.47%	\$83.58	\$52.83	\$27.99	\$164.40
		Annual Salar	ry + Benefits	\$150,452.23	·		
a, B	_						
Step D		φ ο 240 = 2	/A / 1	<u>.</u> .			
		\$9,240.76	/Month	\$61.61	/Hour		
	Total Benefits	\$3,869.78	41.88%	\$87.40	\$55.24	\$29.26	\$171.91
		Annual Salar	ry + Benefits	\$157,326.41	:		
	_						
Step E		¢0 702 57	Month	# C4.60	/11		
		\$9,703.57	/wionth	\$64.69	/Hour		
	Total Benefits	\$4,009.13	41.32%	\$91.42	\$57.78	\$30.61	\$179.80
		Annual Sala	ry + Benefits	\$164,552.42			

Engineering Services Specialist Department: Engineering

Cton A							
Step A		5,564.21	/Month	\$37.09	/Hour		
Dono£4	Multiplion				Cata		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	445.14				egory mployees	
_ ·	0.14003	779.16			Office E	mpioyees	
PERS - Employer PERS Survivor	0.14003	3.00					
	tivo	0.00					
Management Incen EAP	uve	3.92					
Health Insurance		3.92 792.72					
		142.33					
Dental Insurance	0.01140						
LTD Insurance	0.01140	63.43					
Life Insurance		6.00					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	279.88			63.20%	33.48%	
Vision Benefit	0.044.50	35.51		Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	80.68	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,631.77	47.30%	\$54.64	\$34.53	\$18.29	\$107.47
		Annual Salar	ry + Benefits	\$98,351.71			
					•		
Step B							
		\$5,841.56	/Month	\$38.94	/Hour		
		, -		,			
	Total Benefits	\$2,707.93	46.36%	\$57.00	\$36.02	\$19.08	\$112.10
		Annual Salar	ry + Benefits	\$102,593.82			
Step C							
step C		¢6 124 50	Month	\$40.00	/Поли		
		\$6,134.50	/WOIIIII	\$40.90	/Hour		
	Total Benefits	\$2,794.70	45.56%	\$59.53	\$37.62	\$19.93	\$117.08
		Annual Sala	ry + Benefits	\$107,150.48			
Step D							
		\$6,441.31	/Month	\$42.94	/Hour		
		,					
	Total Benefits	\$2,885.59	44.80%	\$62.18	\$39.30	\$20.82	\$122.30
			D 00.	4444 000 0 5			
		Annual Sala	ry + Benefits	\$111,922.86			
Step E							
		\$6,763.73	/Month	\$45.09	/Hour		
				4.2.07			
	Total Benefits	\$2,981.10	44.07%	\$64.97	\$41.06	\$21.75	\$127.78
		Annual Sala	ry + Benefits	\$116,937.91			

Engineering Technician Department: Engineering

Ctor A							
Step A		1 027 02	Month	\$22.2 <i>5</i>	/House		
		4,837.92	/Month	\$32.25	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	387.03				mployees	
PERS - Employer	0.14003	677.45					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	55.15					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	243.35			63.20%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	70.15	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,416.62	49.95%	\$48.36	\$30.57	\$16.19	\$95.12
	Total Belieffts				φουοι	Ψισι	Ψ>2.12
		Annual Salar	ry + Benefits	\$87,054.44	:		
Step B							
		\$5,080.60	/Month	\$33.87	/Hour		
	Total Benefits	\$2,482.50	48.86%	\$50.42	\$31.87	\$16.88	\$99.17
		Annual Salar	ry + Benefits	\$90,757.20			
Step C		φ <i>E 22E 4</i> 1	/N /I = 41=	ф ог. г д	/11		
		\$5,335.41	/Month	\$35.57	/Hour		
	Total Benefits	\$2,557.99	47.94%	\$52.62	\$33.26	\$17.62	\$103.50
		Annual Salar	ry + Benefits	\$94,720.71			
Step D							
		\$5,602.35	/Month	\$37.35	/Hour		
			.= -		A	A < 0 = -	
	Total Benefits	\$2,637.06	47.07%	\$54.93	\$34.72	\$18.39	\$108.04
		Annual Salar	ry + Benefits	\$98,872.95			
Step E							
		\$5,883.16	/Month	\$39.22	/Hour		
	Total Benefits	\$2,720.25	46.24%	\$57.36	\$36.25	\$19.20	\$112.81
		Annual Salar	ry + Benefits	\$103,240.90			

Equipment Mechanic Department: Public Works

C4 A							
Step A		4 254 20	/N. f	¢20.02	/11		
		4,354.30	/Month	\$29.03	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	348.34			Public Works		e
PERS - Employer	0.14003	609.73					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	49.64					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	219.02			112.52%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate	Department 112.32 70	City-Wide	Total Hourly
Medicare	0.01450	63.14		& Benefits	Overhead	Overhead	
Medicale	0.01430	03.14	•	& Delients	Overneau	Overneau	Rate
	Total Benefits	\$ 2,273.35	52.21%	\$44.18	\$49.72	\$14.79	\$108.69
		Annual Salar	ry + Benefits	\$79,531.85			
					•		
Step B							
ı		\$4,572.71	/Month	\$30.48	/Hour		
		ψ-1,5/2./1	/ IVIOIIII	Ψ30.40	/110 u 1		
	Total Benefits	\$2,332.05	51.00%	\$46.03	\$51.79	\$15.41	\$113.24
		Annual Salar	ry + Benefits	\$82,857.15			
Step C							
r		\$4,801.52	/Month	\$32.01	/Hour		
		Ψ-,001.52	/IVIOIIII	\$52.01	/110ui		
	Total Benefits	\$2,399.83	49.98%	\$48.01	\$54.02	\$16.07	\$118.10
	Total Belletius	Ψ 2 ,ε>>.σε	.,,,,,,,	Ψ.0.02	ΨΦ 1102	Ψ2000.	Ψ110110
		Annual Salar	rv + Benefits	\$86,416.22			
				400,110122	!		
Stor D							
Step D							
		\$5,040.73	/Month	\$33.60	/Hour		
	m . 1	φ	40.51	A=	4.5.4	φ.σ. - -	
	Total Benefits	\$2,470.70	49.01%	\$50.08	\$56.35	\$16.77	\$123.19
			D	400 437 4 5			
		Annual Salar	ry + Benefits	\$90,137.11	į		
~							
Step E							
		\$5,292.07	/Month	\$35.28	/Hour		
		ŕ					
	Total Benefits	\$2,545.15	48.09%	\$52.25	\$58.79	\$17.49	\$128.53
		Annual Cal-	av Domo£4-	¢04 044 44			
		Annual Salar	ry + Benefits	\$94,046.64	ŧ		

Executive Assistant Department: Administration

		- 	ment. Aun				
Step A							
		4,557.11	/Month	\$30.38	/Hour		
Benefit	Multiplian				Cate	O O WY	
PERS - Employee	<u>Multiplier</u> 0.08000	364.57				egory mployees	
PERS - Employee	0.14003	638.13			Office E	ilipioyees	
PERS Survivor	0.14003	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	51.95					
Life Insurance	0.01140	6.00					
		0.00					
Deferred Comp.	0.05020	229.22			42.760/	22.400/	
Workers Comp. Vision Benefit	0.05030	35.51		Handr Data	42.56%	33.48%	Total Hanner
	0.01450				Department	City-Wide	Total Hourly
Medicare	0.01450	66.08	_	& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,333.43	51.20%	\$45.94	\$19.55	\$15.38	\$80.87
		Annual Sala	ry + Benefits	\$82,686.51			
Step B							
		\$4,784.18	/Month	\$31.89	/Hour		
		,					
	Total Benefits	\$2,394.70	50.05%	\$47.86	\$20.37	\$16.02	\$84.25
		Annual Salar	ry + Benefits	\$86,146.59			
Step C							
		\$5,023.39	/Month	\$33.49	/Hour		
		,		,			
	Total Benefits	\$2,465.56	49.08%	\$49.93	\$21.25	\$16.72	\$87.89
		Annual Sala	ry + Benefits	\$89,867.44			
					i		
Step D							
		\$5,274.74	/Month	\$35.16	/Hour		
		φυ,4/4./4	/ 1/1011111	φ33.10	/110u1		
	Total Benefits	\$2,540.02	48.15%	\$52.10	\$22.17	\$17.44	\$91.72
		. =,= .0.02		+- 3		, =:::::	-
		Annual Sala	ry + Benefits	\$93,777.02			
			•				
Step E							
- Step E		¢ E E20 21	/N / c 41:	#2 - 02	/11		
		\$5,538.21	/ I vi onth	\$36.92	/Hour		
	Total Benefits	\$2,618.06	47.27%	\$54.38	\$23.14	\$18.21	\$95.72
	Total Delicitis	φ2,016.00	+1.4170	Ф34.30	φ 43.14	φ10,41	φ33.12
		Annual Sala	rv + Renefits	\$97,875.33			
		Aminai Sala	y + Denemis	φ/1,013.33			

Executive Assistant Department: Attorney

		- · F	ai tillelit. A				
Step A							
		4,557.11	/Month	\$30.38	/Hour		
Benefit	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	364.57				mployees	
PERS - Employer	0.14003	638.13			Office E	mployees	
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	urve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	51.95					
Life Insurance	0.01110	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	229.22			59.18%	33.48%	
Vision Benefit	0.02.020	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	66.08		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01 150	00.00	_	<u>ee Belletts</u>	Overneuu	Overneuu	Rute
	Total Benefits	\$ 2,333.43	51.20%	\$45.94	\$27.19	\$15.38	\$88.50
		Annual Salar	ry + Benefits	\$82,686.51			
Step B							
		\$4,784.18	/Month	\$31.89	/Hour		
	Total Benefits	\$2,394.70	50.05%	\$47.86	\$28.32	\$16.02	\$92.21
		Annual Sala	ry + Benefits	\$86,146.59			
		Amidai Sala	ry Denemes	ψου,140.29			
Step C							
I		\$5,023.39	/Month	\$33.49	/Hour		
		Ψε,020.05	,1,1011111	Ψ33.17	,110 u 1		
	Total Benefits	\$2,465.56	49.08%	\$49.93	\$29.55	\$16.72	\$96.19
		Annual Cala	wy Domosita	¢00 0 <i>47 11</i>			
		Annual Salar	ry + Benefits	\$89,867.44			
Step D							
		\$5,274.74	/Month	\$35.16	/Hour		
		•				.	.
	Total Benefits	\$2,540.02	48.15%	\$52.10	\$30.83	\$17.44	\$100.37
		Annual Sala	rv + Renefits	\$93,777.02			
		man pala	., Delicities	Ψ209111002			
Step E							
		\$5,538.21	/Month	\$36.92	/Hour		
		•					
	Total Benefits	\$2,618.06	47.27%	\$54.38	\$32.18	\$18.21	\$104.76
		Annual Sala	rv + Benefits	\$97,875.33			
		man pala	., Delicities	Ψ21,010.00			

Executive Assistant Department: Police

Step A							
Бер П		4,557.11	/Month	\$30.38	/Hour		
Donoff4	Multiplion	,			Cata		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	364.57				egory mployees	
PERS - Employee	0.14003	638.13			Office E	ilipioyees	
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	51.95					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	229.22			40.75%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	66.08		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,333.43	51.20%	\$45.94	\$18.72	\$15.38	\$80.04
		Annual Sala	ry + Benefits	\$82,686.51			
Step B							
Бер Б		\$4,784.18	/Month	\$31.89	/Hour		
		•					
	Total Benefits	\$2,394.70	50.05%	\$47.86	\$19.50	\$16.02	\$83.39
		Annual Sala	ry + Benefits	\$86,146.59			
Step C		\$5,023.39	/Month	\$33.49	/Hour		
		Ψ5,025.57	/Wichitii	Ψ33.47	/110ui		
	Total Benefits	\$2,465.56	49.08%	\$49.93	\$20.34	\$16.72	\$86.99
		Annual Sala	rv + Benefits	\$89,867.44			
				ΨΟΣ,ΟΟΤΙ-Τ			
Step D							
		\$5,274.74	/Month	\$35.16	/Hour		
	Total Benefits	\$2,540.02	48.15%	\$52.10	\$21.23	\$17.44	\$90.77
		Annual Salar	rv + Renefits	\$93,777.02			
		. imidai bala	. Denemes	Ψ20,111.02			
Step E							
		\$5,538.21	/Month	\$36.92	/Hour		
	Total Benefits	\$2,618.06	47.27%	\$54.38	\$22.16	\$18.21	\$94.74
		Annual Salar	ry + Benefits	\$97,875.33			

Finance/Special Projects Coordinator Department: Finance & Information Systems

Stop A							
Step A		4,832.72	Month	\$32.22	/Hour		
		4,032.72	/WIOIIIII	\$32.22	/Houi		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	386.62			Office E	mployees	
PERS - Employer	0.14003	676.73					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	55.09					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	243.09			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	70.07		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
			•				
	Total Benefits	\$ 2,415.08	49.97%	\$48.32	\$19.63	\$16.18	\$84.12
		Annual Salar	ry + Benefits	\$86,973.56	:		
Ston D	_						
Step B		\$5,073.66	/Month	\$33.82	/Lour		
		φ3,073.00	/Wionth	\$33.62	/HOUI		
	Total Benefits	\$2,480.45	48.89%	\$50.36	\$20.45	\$16.86	\$87.68
		Annual Salar	ry + Benefits	\$90,649.35			
Step C		\$5.226.54	/N / L	\$25.51	(7.7		
		\$5,326.74	/Month	\$35.51	/Hour		
	Total Benefits	\$2,555.42	47.97%	\$52.55	\$21.34	\$17.59	\$91.48

		Annual Salar	ry + Benefits	\$94,585.89	:		
Step D							
T T		\$5,593.68	/Month	\$37.29	/Hour		
	T (1D (*)	ŕ				φ10.2 =	407.7 0
	Total Benefits	\$2,634.50	47.10%	\$54.85	\$22.28	\$18.37	\$95.50
		Annual Salar	ry + Benefits	\$98,738.14	:		
Step E							
		\$5,872.76	/Month	\$39.15	/Hour		
		ŕ					
	Total Benefits	\$2,717.17	46.27%	\$57.27	\$23.26	\$19.17	\$99.70
		Annual Salar	ry + Benefits	\$103,079.12	:		

Fleet Manager Department: Public Works

		Бериг	iment. Fui	9110 11 9111 5			
Step A							
		5,744.49	/Month	\$38.30	/Hour		
D 6°4	N. 7. 14 . 15				Q .4		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.08000	459.56		Non Cu	<u>Cate</u> orn Managem	egory	nacamant
PERS - Employee	0.14003	804.40		Non-Sw	om Managem	ent & wnu-wia	magement
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	65.49					
Life Insurance	0.00027	27.92					
Deferred Comp.		110.00					
Workers Comp.	0.05030	288.95			112.52%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	83.30		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,817.09	49.04%	\$57.08	\$64.22	\$19.11	\$140.41
		Annual Sala	ry + Benefits	\$102,738.94			
Step B							
		\$6,032.23	/Month	\$40.21	/Hour		
	Total Benefits	\$2,903.72	48.14%	\$59.57	\$67.03	\$19.95	\$146.55
		Annual Sala	ry + Benefits	\$107,231.48			
Step C							
Stop S		\$6,333.84	/Month	\$42.23	/Hour		
		ψ0,555.04	/IVIOIIIII	Ψ-2.23	/110 u 1		
	Total Benefits	\$2,994.54	47.28%	\$62.19	\$69.97	\$20.82	\$152.99
		Annual Sala	ry + Benefits	\$111,940.57			
Stop D							
Step D		\$6,651.06	/Month	\$44.34	/Hour		
		φυ,υ.Σ1.00	ANTOHUH	φ 44 .34	/110u1		
	Total Benefits	\$3,090.05	46.46%	\$64.94	\$73.07	\$21.74	\$159.75
		Annual Sala	ry + Benefits	\$116,893.23			
Step E							
		\$6,983.87	/Month	\$46.56	/Hour		
	m . 1 ~ ~	,				466 = -	44
	Total Benefits	\$3,190.25	45.68%	\$67.83	\$76.32	\$22.71	\$166.86
		Annual Sala	ry + Benefits	\$122,089.46			

Geographic Info. Systems Coordinator Department: Engineering

		_ · · · ·	tillent. En	88			
Step A							
		6,597.32	/Month	\$43.98	/Hour		
Benefit	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	527.79		Non-Su	vorn Manageme		inagement
PERS - Employee	0.14003	923.82		Non-Sw	vom manageme	ent & wnd-wia	magement
PERS Survivor	0.14003						
	·•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	75.21					
Life Insurance	0.00027	32.06					
Deferred Comp.		110.00					
Workers Comp.	0.05030	331.85			63.20%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	95.66		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 3,073.87	46.59%	\$64.47	\$40.75	\$21.59	\$126.81
		Annual Salar	ry + Benefits	\$116,054.24			
Step B							
		\$6,926.67	/Month	\$46.18	/Hour		
	Total Benefits	\$3,173.03	45.81%	\$67.33	\$42.55	\$22.54	\$132.43
		Annual Sala	ry + Benefits	\$121,196.36			
Step C							
		\$7,273.35	/Month	\$48.49	/Hour		
	Total Benefits	\$3,277.41	45.06%	\$70.34	\$44.46	\$23.55	\$138.34
	Total Belletits	\$3,277.41	43.00%	\$70.34	Φ44.4 0	Ф 23.33	ф130.34
		Annual Salar	ry + Benefits	\$126,609.10			
Step D							
Step B		\$7,637.36	/Month	\$50.92	/Hour		
	Total Benefits	\$3,387.01	44.35%	\$73.50	\$46.45	\$24.61	\$144.55
		Annual Sala	ry + Benefits	\$132,292.48			
Step E							
Step E		\$8,018.71	/Month	\$53.46	/Hour		
	Total Benefits	\$3,501.83	43.67%	\$76.80	\$48.54	\$25.72	\$151.06
		Annual Salar	ry + Benefits	\$138,246.50			

Grants Program Manager Department: Finance & Information Systems

			inance & Ii		ystems		-
Step A							
		5,747.95	/Month	\$38.32	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	459.84		Non-Sw	vorn Managem		nagement
PERS - Employer	0.14003	804.89			C		C
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	65.53					
Life Insurance	0.00027	27.94					
Deferred Comp.		110.00					
Workers Comp.	0.05030	289.12			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	83.35	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,818.13	49.03%	\$57.11	\$23.19	\$19.12	\$99.42
	Total Belieffts			ΨΟΙΙΙ	Ψ=0.17	Ψ12.12	Ψ>>••2
		Annual Salar	ry + Benefits	\$102,792.96	1		
Step B							
		\$6,035.70	/Month	\$40.24	/Hour		
	Total Benefits	\$2,904.77	48.13%	\$59.60	\$24.21	\$19.96	\$103.77
	Total Belletits	\$2,904.77	46.13%	\$39.00	\$24.21	\$19.90	\$103.77
		Annual Sala	ry + Benefits	\$107,285.61	ł		
Step C							
Step C		\$6,337.31	/Month	\$42.25	/Hour		
		ŕ					
	Total Benefits	\$2,995.58	47.27%	\$62.22	\$25.27	\$20.83	\$108.32
		Annual Sala	ry + Benefits	\$111,994.69			
Step D							
		\$6,654.52	/Month	\$44.36	/Hour		
	Total Benefits	\$3,091.09	46.45%	\$64.97	\$26.39	\$21.75	\$113.11
		Annual Salar	rv + Renefite	\$116,947.35			
		. imidai balai	. Denemes	Ψ1109/11/100	: 		
Step E							
		\$6,987.34	/Month	\$46.58	/Hour		
	Total Benefits	\$3,191.30	45.67%	\$67.86	\$27.56	\$22.72	\$118.14
		Annual Salar	rv + Benefits	\$122,143.59			
		i i i i i i i i i i i i i i i i i i i	L _J Delicites	Ψ±##9±73.627			

Housing Analyst Department: Community Development

		1	Commun	J			
Step A							
_		5,805.16	/Month	\$38.70	/Hour		
		,,,,,,,,,					
<u>Benefit</u>	<u>Multiplier</u>				· · · · · · · · · · · · · · · · · · ·	<u>egory</u>	
PERS - Employee	0.08000	464.41		Non-Sw	vorn Managem	ent & Mid-Ma	nagement
PERS - Employer	0.14003	812.90					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	66.18					
Life Insurance	0.00027	28.21					
Deferred Comp.		110.00					
Workers Comp.	0.05030	292.00			49.11%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	84.17		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,835.36	48.84%	\$57.60	\$28.29	\$19.29	\$105.18
		Annual Sala	ry + Benefits	\$103,686.19	:		
Step B							
		\$6,094.63	/Month	\$40.63	/Hour		
				*	***		****
	Total Benefits	\$2,922.51	47.95%	\$60.11	\$29.52	\$20.13	\$109.76
		Annual Salar	ry + Benefits	\$108,205.77	i		
Step C		¢	/N /I = 41=	\$12.66	/11		
		\$6,399.71	/Month	\$42.66	/Hour		
	Total Benefits	\$3,014.37	47.10%	\$62.76	\$30.82	\$21.01	\$114.60
		. ,					
		Annual Sala	ry + Benefits	\$112,968.99	i		
C4. D							
Step D		\$6.720.20	Month	¢44.00	/Помя		
		\$6,720.39	/ IVIOIIIII	\$44.80	/HOUT		
	Total Benefits	\$3,110.92	46.29%	\$65.54	\$32.19	\$21.94	\$119.67
		Annual Sala	ry + Ronofita	\$117 075 77			
		Amiuai Sala	y + Denemis	\$117,975.77			
Step E							
		\$7,056.67	/Month	\$47.04	/Hour		
	Total Benefits	\$3,212.17	45.52%	\$68.46	\$33.62	\$22.92	\$125.00
		Annual Salar		\$123,226.14			
			i, Denemes	Ψ120922U:17	1		

Housing Manager Department: Community Development

		эсраг инсии	Commun	ity Developii	iciit		
Step A							
		7,401.62	/Month	\$49.34	/Hour		
		,		·			
Benefit	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.08000	592.13		Non-Sw	orn Managem	ent & Mid-Ma	nagement
PERS - Employer	0.14003	1,036.45					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	84.38					
Life Insurance	0.00027	35.97					
Deferred Comp.		110.00					
Workers Comp.	0.05030	372.30			49.11%	33.48%	
Vision Benefit	0.02.02.0	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	107.32		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	107.32	-	<u> a benents</u>	Overneau	Overneau	Rate
	Total Benefits	\$ 3,316.03	44.80%	\$71.45	\$35.09	\$23.92	\$130.46
		Annual Sala	ry + Benefits	\$128,611.85			
Ct. D							
Step B		ф п ппо г п	/N. f	\$51.02	/**		
		\$7,772.57	/Month	\$51.82	/Hour		
	Total Benefits	\$3,427.72	44.10%	\$74.67	\$36.67	\$25.00	\$136.34
		42,12717		******	72 272	7	7-0-0-0
		Annual Sala	ry + Benefits	\$134,403.45			
~ ~	_						
Step C		40.4.€0.0 ■	73 E				
		\$8,160.85	/Month	\$54.41	/Hour		
	T . 1D . C.	¢2.544.62	12 120/	φ 7 0.04	#20.22	\$26.12	61.43.40
	Total Benefits	\$3,544.63	43.43%	\$78.04	\$38.32	\$26.13	\$142.49
		A1 G-1	Da	¢140 465 73			
		Annuai Saia	ry + Benefits	\$140,465.72			
Step D							
Step D		\$8,568.20	/Month	\$57.12	/Hour		
		Ψ υ,υυ. μυ	, 1, 1011111	ψ31.12	, 11001		
	Total Benefits	\$3,667.28	42.80%	\$81.57	\$40.06	\$27.31	\$148.94
		Annual Sala	ry + Benefits	\$146,825.69			
~							
Step E		φο οος 3 Ξ	/3. # · · · · · · · · · · · · · · · · · ·				
		\$8,996.35	/Month	\$59.98	/Hour		
	Total Benefits	\$3,796.19	42.20%	\$85.28	\$41.88	\$28.55	\$155.72
	Total Delicitis	Ψυ,170.17	12.20/0	ψ υ υ	Ψ11.00	Ψ Ξ Ο•Ο	ψ±22•12
		Annual Sala	ry + Benefits	\$153,510.43			
			-				

Human Resources Assistant I Department: Administration

		Бериге	ment: Aun				
Step A							
		3,397.46	/Month	\$22.65	/Hour		
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	271.80			Office E	mployees	
PERS - Employer	0.14003	475.75					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	38.73					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	170.89			42.56%	33.48%	
Vision Benefit		35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	49.26	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,989.91	58.57%	\$35.92	\$15.29	\$12.03	\$63.23
			D 64	ΦC4 C40 43			
		Annual Sala	ry + Benefits	\$64,648.43			
Step B							
		\$3,567.34	/Month	\$23.78	/Hour		
	Total Benefits	\$2,034.23	57.02%	\$37.34	\$15.89	\$12.50	\$65.74
		Annual Sala	ry + Benefits	\$67,218.83			
Step C							
		\$3,745.88	/Month	\$24.97	/Hour		
	Total Benefits	\$2,087.12	55.72%	\$38.89	\$16.55	\$13.02	\$68.46
		Annual Sala	ry + Benefits	\$69,995.98			
					· 		
Step D							
		\$3,933.08	/Month	\$26.22	/Hour		
		42,722.00	, 1,1011111	Ψ20.22	, 11001		
	Total Benefits	\$2,142.58	54.48%	\$40.50	\$17.24	\$13.56	\$71.31
		Annual Sala	ry + Benefits	\$72,907.95			
Step E							
		\$4,128.96	/Month	\$27.53	/Hour		
		φτ,120.70	/ IVIOIIIII	\$41.33	/110u1		
	Total Benefits	\$2,200.60	53.30%	\$42.20	\$17.96	\$14.13	\$74.29
		. , , , , , , , ,		,			
		Annual Sala	ry + Benefits	\$75,954.72			
			•				

Human Resources Assistant II Department: Administration

		F	ment. Aun				
Step A							
		3,745.88	/Month	\$24.97	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	299.67				mployees	
PERS - Employer	0.14003	524.54				FJ	
PERS Survivor	0.00	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.70					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	188.42			42.56%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	54.32		& Benefits	Overhead Overhead	Overhead	Rate
Wiedicare	0.01430	34.32	_	<u> </u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,093.12	55.88%	\$38.93	\$16.57	\$13.03	\$68.53
		Annual Sala	ry + Benefits	\$70,068.02			
Step B							
		\$3,933.08	/Month	\$26.22	/Hour		
	Total Benefits	\$2,142.58	54.48%	\$40.50	\$17.24	\$13.56	\$71.31
		Annual Sala	ry + Benefits	\$72,907.95			
Step C							
		\$4,128.96	/Month	\$27.53	/Hour		
	Total Benefits	\$2,200.60	53.30%	\$42.20	\$17.96	\$14.13	\$74.29
		Annual Salar	ry + Benefits	\$75,954.72			
Step D							
		\$4,335.23	/Month	\$28.90	/Hour		
	Total Benefits	\$2,261.71	52.17%	\$43.98	\$18.72	\$14.73	\$77.42
		Annual Salar	ry + Benefits	\$79,163.28			
Step E							
		\$4,551.91	/Month	\$30.35	/Hour		
	Total Benefits	\$2,325.89	51.10%	\$45.85	\$19.52	\$15.35	\$80.72
		Annual Salar	ry + Benefits	\$82,533.60			

Human Resources Manager Department: Administration

		1	ment. Aun				
Step A							
		7,089.61	/Month	\$47.26	/Hour		
Benefit	Multiplian				Cate	O O WY	
PERS - Employee	<u>Multiplier</u> 0.08000	567.17		Non Cu	cau vorn Manageme	egory ent & Mid Mo	magamant
PERS - Employee	0.14003	992.76		Non-Sw	voin Manageme	ent & who-wa	magement
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	urve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	80.82					
Life Insurance	0.00027	34.46					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	356.61			42.56%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	102.80		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430	102.80	<u>-</u>	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 3,222.09	45.45%	\$68.74	\$29.26	\$23.02	\$121.02
		Annual Sala	ry + Benefits	\$123,740.41	:		
Step B							
		\$7,444.95	/Month	\$49.63	/Hour		
	Total Benefits	\$3,329.08	44.72%	\$71.83	\$30.57	\$24.05	\$126.45
		Annual Sala	ry + Benefits	\$129,288.41	ı		
Step C							
Step C		\$7,817.63	/Month	\$52.12	/Hour		
		•					
	Total Benefits	\$3,441.29	44.02%	\$75.06	\$31.95	\$25.13	\$132.14
			D 01.	#42540544			
		Annual Sala	ry + Benefits	\$135,107.11	;		
Step D							
		\$8,207.65	/Month	\$54.72	/Hour		
	Total Benefits	\$3,558.72	43.36%	\$78.44	\$33.39	\$26.26	\$138.09
		Annual Sala	ry + Benefits	\$141,196.46			
			J = 3222295	,2,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	: 		
Step E		Φ0.640.46	/h // .1				
		\$8,618.46	/Month	\$57.46	/Hour		
	Total Benefits	\$3,682.41	42.73%	\$82.01	\$34.90	\$27.46	\$144.37
		Annual Sala	ry + Benefits	\$147,610.54			
				·	1		

Human Resources Specialist Department: Administration

Step A							
Берт		4,832.72	/Month	\$32.22	/Hour		
<u>Benefit</u>	Multiplion	ŕ			Cate	O O WY	
PERS - Employee	<u>Multiplier</u> 0.08000	386.62				egory mployees	
PERS - Employee	0.14003	676.73			Office E	inployees	
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	55.09					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	243.09			42.56%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	70.07	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,415.08	49.97%	\$48.32	\$20.57	\$16.18	\$85.06
		Annual Salar	rv + Renefits	\$86,973.56			·
		rimidal Sala	y Denemes	φους ποιευ			
Step B							
		\$5,073.66	/Month	\$33.82	/Hour		
		,					
	Total Benefits	\$2,480.45	48.89%	\$50.36	\$21.43	\$16.86	\$88.66
		Annual Salar	ry + Benefits	\$90,649.35			
Step C		\$5,326.74	/Month	\$35.51	/Hour		
		40,02001	,1,1011411	φου.σ1	,11041		
	Total Benefits	\$2,555.42	47.97%	\$52.55	\$22.37	\$17.59	\$92.51
		Annual Salar	rv + Benefits	\$94,585.89			
			•	. ,			
Step D							
	<u></u>	\$5,593.68	/Month	\$37.29	/Hour		
	Total Benefits	\$2,634.50	47.10%	\$54.85	\$23.35	\$18.37	\$96.57
					,	,	
		Annual Salar	ry + Benefits	\$98,738.14			
Step E							
		\$5,872.76	/Month	\$39.15	/Hour		
	Total Benefits	\$2,717.17	46.27%	\$57.27	\$24.37	\$19.17	\$100.81
		Annual Salar	rv + Benefits	\$103,079.12			
		miliai Salal	i j i Denemis	Ψ103,017.14			
-							

Information Systems Specialist Department: Finance & Information Systems

G.				inormation S			
Step A		5 04 5 02	0.5	420.45	/T.T.		
		5,917.83	/Month	\$39.45	/Hour		
Benefit	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	473.43		Non-Sw	vorn Manageme		nagement
PERS - Employer	0.14003	828.67			C		S
PERS Survivor		3.00	ı				
Management Incen	tive	0.00	ı				
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	67.46					
Life Insurance	0.00027	28.76					
Deferred Comp.		110.00	ı				
Workers Comp.	0.05030	297.67			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	85.81	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,869.28	48.49%	\$58.58	\$23.79	\$19.61	\$101.99
		Annual Sala	ry + Benefits	\$105,445.31			
		12222	. 20110110S				
Step B							
~~r		\$6,214.24	/Month	\$41.43	/Hour		
		1-7					
	Total Benefits	\$2,958.53	47.61%	\$61.15	\$24.84	\$20.47	\$106.46
		Annual Sala	ry + Benefits	\$110,073.17			
Step C		Φ < 504 50	0.5				
		\$6,524.52	/Month	\$43.50	/Hour		
	Total Benefits	\$3,051.95	46.78%	\$63.84	\$25.93	\$21.38	\$111.15
				***** *			
		Annual Sala	ry + Benefits	\$114,917.58	:		
Step D							
Step D		\$6,850.40	/Month	\$45.67	/Hour		
		+ = ,0 = 0 • • 0	3	ψ 13.07			
	Total Benefits	\$3,150.07	45.98%	\$66.67	\$27.08	\$22.32	\$116.07
		Annual Sala	ry + Benefits	\$120,005.55			
		Dulu		+0,000 <i>i</i>	:		
Step E							
		\$7,193.61	/Month	\$47.96	/Hour		
	Total Benefits	\$2 252 40	45 220/	\$69.65	\$28.29	\$23.32	\$121.25
	Total Dellettis	\$3,253.40	45.23%	\$09.05	Ф40.4У	Φ43.34	Ф141,45
		Annual Sala	ry + Benefits	\$125,364.17			

Information Systems Technician Department: Finance & Information Systems

Stop A							
Step A		4,733.92	/Month	\$31.56	/Hour		
		4,733.92	/Wionun	φ31.30	/110u1		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	378.71			Office E	mployees	
PERS - Employer	0.14003	662.89					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	53.97					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	238.12			40.62%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	68.64		& Benefits	Overhead	Overhead	Rate
		ф. 2.2 0.7.01	5 0.400/				
	Total Benefits	\$ 2,385.81	50.40%	\$47.46	\$19.28	\$15.89	\$82.64
		Annual Salar	ry + Benefits	\$85,436.75			
Step B							
1		\$4,971.39	/Month	\$33.14	/Hour		
	Total Benefits	\$2,450.16	49.29%	\$49.48	\$20.10	\$16.57	\$86.14
		A 1 C = 1	D64.	¢00 050 57			
		Annual Salar	ry + Benefits	\$89,058.56			
Step C							
		\$5,219.27	/Month	\$34.80	/Hour		
	Total Benefits	\$2,523.58	48.35%	\$51.62	\$20.97	\$17.28	\$89.87
		Annual Salar	ry + Benefits	\$92,914.21			
Step D							
		\$5,481.01	/Month	\$36.54	/Hour		
	Total Benefits	\$2,601.12	47.46%	\$53.88	\$21.88	\$18.04	\$93.81
		Annual Salar	ry + Benefits	\$96,985.57			
	_						
Step E		\$5,754.89	/Month	\$38.37	/Hour		
	T 1D 2	ŕ				440.02	40 ₹ 0 2
	Total Benefits	\$2,682.25	46.61%	\$56.25	\$22.85	\$18.83	\$97.93
		Annual Salar	ry + Benefits	\$101,245.66			

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

		_ ·p	it. Tarks a				
Step A							
•		3,413.06	/Month	\$22.75	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	273.04			Public Works	- Maintenanc	e
PERS - Employer	0.14003	477.93					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	38.91					
Life Insurance		6.00					
Deferred Comp.	0.05020	0.00			100.030/	22.400/	
Workers Comp. Vision Benefit	0.05030	171.68 35.51		Hander Data	100.02% Department	33.48%	Total Hannly
Medicare	0.01450			•	Overhead	City-Wide	Total Hourly
Medicare	0.01450	49.49	_	& Benefits	Overneau	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 1,994.53	58.44%	\$36.05	\$36.06	\$12.07	\$84.18
		Annual Salar	ry + Benefits	\$64,891.09	:		
Step B							
		\$3,582.94	/Month	\$23.89	/Hour		
						***	*
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$37.49	\$12.55	\$87.51
		Annual Sala	ry + Benefits	\$67,461.50			
Step C							
_		\$3,761.48	/Month	\$25.08	/Hour		
		. ,					
	Total Benefits	\$2,091.74	55.61%	\$39.02	\$39.03	\$13.07	\$91.12
		Annual Sala	rv + Ranafits	\$70,238.65			
		Aimuai Sala	ry + Denemis	ψ10,430.03	:		
Step D							
Sicp D		\$3,948.69	Month	\$26.32	/Hour		
		φ ઝ, ۶40.09	AMOHUI	\$20.32	/110u1		
	Total Benefits	\$2,147.20	54.38%	\$40.64	\$40.65	\$13.61	\$94.89
		Annual Salar	ry + Benefits	\$73,150.69	ļ.		
~	_						
Step E		4445	0.5				
		\$4,146.29	/Month	\$27.64	/Hour		
	Total Benefits	\$2,205.74	53.20%	\$42.35	\$42.36	\$14.18	\$98.88
	Total Delicitis	ψ2,203.74	JJ.2U70	φ -4.33	ψ -1 2.JU	ψ 17.1 0	φ20.00
		Annual Sala	ry + Benefits	\$76,224.35			
			-		:		

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

Q	_	_					1
Step A				** - • •			
		3,761.48	/Month	\$25.08	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.08000	300.92			Public Works		p.
PERS - Employer	0.14003	526.72			Tublic Works	TVIAITITE HATTE	
PERS Survivor	0.11005	3.00					
Management Incen	tive.	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.88					
Life Insurance	0.01110	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	189.20			100.02%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Pote	Department	City-Wide	Total Hourly
Medicare	0.01450	54.54		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	34.34	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,097.74	55.77%	\$39.06	\$39.07	\$13.08	\$91.21
		Annual Salar	ry + Benefits	\$70,310.68			
				-	i e		
Step B							
~~~ -		\$3,948.69	/Month	\$26.32	/Hour		
		φ3,240.02	/Wionth	\$20.32	/110ui		
	Total Benefits	\$2,147.20	54.38%	\$40.64	\$40.65	\$13.61	\$94.89
		Annual Sala	ry + Benefits	\$73,150.69			
				-	i e		
Step C							
1		\$4,146.29	/Month	\$27.64	/Hour		
		Ψ-1,1-10.2	ANIOHHI	Ψ21.04	/ Hour		
	Total Benefits	\$2,205.74	53.20%	\$42.35	\$42.36	\$14.18	\$98.88
		Annual Sala	ry + Benefits	\$76,224.35			
			-		I		
Step D							
- Stop D		¢4 254 20	Month	<b>#20.02</b>	/11		
		\$4,354.30	/IVIOIIII	\$29.03	/Hour		
	Total Benefits	\$2,267.35	52.07%	\$44.14	\$44.15	\$14.78	\$103.08
	Total Delicities	Ψ2,201.33	52.07/0	ψ-7-1-1	ψ <b>-1-1-2</b>	ψ <b>±Τ•/</b> U	Ψ105.00
		Annual Sala	rv + Benefits	\$79,459.86			
				4.2,100	!		
Step E							
- Step E		φ <b>4.5=3.</b> =3	73. F				
		\$4,572.71	/Month	\$30.48	/Hour		
	Total Benefits	¢2 222 05	51 000/	\$46.03	\$46.04	\$15.41	\$107.49
	i otai Dellellis	\$2,332.05	51.00%	<b>Φ40.03</b>	φ <b>40.04</b>	ф13.41	φ <b>1</b> 07 <b>.4</b> 3
		Annual Sala	ry + Ronofita	\$82,857.15			
		Amuai Sala	y + Denemis	φυ2,037.13	!		

# Landscape/Facilities Manager Department: Parks and Recreation

				ina Recreati			
Step A							
		6,777.59	/Month	\$45.18	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	542.21		Non-Sw	vorn Manageme		nagement
PERS - Employer	0.14003	949.07		- 1,2-2 22 1			8
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	77.26					
Life Insurance	0.00027	32.94					
Deferred Comp.		110.00	ı				
Workers Comp.	0.05030	340.91			100.02%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	98.28		& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,128.14	46.15%	\$66.04	\$66.05	\$22.11	<b>\$154.20</b>
			ry + Benefits		,		,
		Amiuai Sala	ry + Benefits	\$118,868.81	:		
Step B		ф <b>д 115</b> 71	/N /	<b>0.17.11</b>	47.7		
		\$7,115.61	/Month	\$47.44	/Hour		
	Total Benefits	\$3,229.92	45.39%	\$68.97	\$68.98	\$23.09	\$161.05
		Annual Sala	ry + Benefits	\$124,146.35	:		
Step C							
Step C		\$7,470.95	/Month	\$49.81	/Hour		
	Total Benefits	\$3,336.91	44.67%	\$72.05	\$72.07	\$24.12	\$168.24
		Annual Sala	ry + Benefits	\$129,694.36			
			-	·	1		
Step D		\$7,845.37	/Month	\$52.30	/Hour		
		Ψ1,045.51	/ 1 1 O I I I I	ψ52.50	, 110ui		
	Total Benefits	\$3,449.64	43.97%	\$75.30	\$75.32	\$25.21	\$175.83
		Annual Sala	ry + Benefits	\$135,540.12	1		
Step E							
	<u> </u>	\$8,237.12	/Month	\$54.91	/Hour		
	Total Benefits	\$3,567.59	43.31%	\$78.70	\$78.71	\$26.35	\$183.76
		Annual Sala	ry + Benefits	\$141,656.52	1		

# Landscape/Facilities Supervisor Department: Parks and Recreation

	_						
Step A		106610	25 1	422.44	/T.T		
		4,966.19	/Month	\$33.11	/Hour		
<b>Benefit</b>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	397.30		Non-Sv	vorn Manageme		ınagement
PERS - Employer	0.14003	695.42					8
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	56.61					
Life Insurance	0.00027	24.14					
Deferred Comp.		110.00					
Workers Comp.	0.05030	249.80			100.02%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	72.01	_	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,582.75	52.01%	\$50.33	\$50.34	\$16.85	<b>\$117.51</b>
		Annual Salar		\$90,587.28	·	·	·
		Amidai Salai	ry + Deficites	ψ20,507.20	:		
Step B							
Stop B		\$5,214.07	/Month	\$34.76	/Hour		
		ψ5,214.07	ANIOHHI	Ψ54.70	/ Hour		
	Total Benefits	\$2,657.38	50.97%	\$52.48	\$52.49	\$17.57	\$122.53
		Annual Salar	ry + Benefits	\$94,457.41	ı		
Step C		\$5,474.08	/Month	\$36.49	/Hour		
		. ,					
	Total Benefits	\$2,735.67	49.97%	\$54.73	\$54.74	\$18.33	\$127.80
		Annual Salar	ry + Benefits	\$98,516.97			
Step D							
		\$5,747.95	/Month	\$38.32	/Hour		
	Total Benefits	\$2,818.13	49.03%	\$57.11	\$57.12	\$19.12	\$133.35
		A 1 G . 1	D	\$10 <b>3 7</b> 03 03			
		Annual Salar	ry + Benefits	\$102,793.03	•		
Step E							
		\$6,035.70	/Month	\$40.24	/Hour		
	Total Benefits	\$2,904.77	48.13%	\$59.60	\$59.62	\$19.96	\$139.17
		Annual Salar	ry + Benefits	\$107,285.61	•		

## Management Analyst Department: Finance & Information Systems

G. A				inormation S			
Step A		5 506 40	/N. f 1.	φ <b>20 (4</b>	/T.T.		
		5,796.49	/Month	\$38.64	/Hour		
Benefit	<b>Multiplier</b>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	463.72		Non-Sw	vorn Manageme		nagement
PERS - Employer	0.14003	811.68					C
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	66.08					
Life Insurance	0.00027	28.17					
Deferred Comp.		110.00					
Workers Comp.	0.05030	291.56			40.62%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	84.05		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			40.0=0				, <del></del>
	Total Benefits	\$ 2,832.75	48.87%	\$57.53	\$23.37	\$19.26	\$100.16
		Annual Salar	ry + Benefits	\$103,550.82			
Step B							
		\$6,085.97	/Month	\$40.57	/Hour		
	Total Benefits	\$2,919.90	47.98%	\$60.04	\$24.39	\$20.10	\$104.53
		Annual Sala	ry + Benefits	\$108,070.46			
Step C							
-		\$6,391.05	/Month	\$42.61	/Hour		
	Total Benefits	\$3,011.76	47.12%	\$62.69	\$25.46	\$20.99	\$109.13
		Annual Sala	ry + Benefits	\$112,833.67			
Stor D	_						
Step D		\$6,709.99	/Month	\$44.73	/Hour		
		•				de con	<b></b>
	Total Benefits	\$3,107.79	46.32%	\$65.45	\$26.58	\$21.91	\$113.95
		Annual Salar	ry + Benefits	\$117,813.39			
Step E							
		\$7,046.27	/Month	\$46.98	/Hour		
	Total Benefits	\$3,209.04	45.54%	\$68.37	\$27.77	\$22.89	\$119.03
		Annual Salar	ry + Benefits	\$123,063.75			

#### **Park Planner Department: Parks and Recreation**

		Depai tillei	it. Faiks a	ina Recreation	<b>)11</b>		
Step A							
		5,805.16	/Month	\$38.70	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	464.41		Non Su	orn Managem		nagament
PERS - Employer	0.14003	812.90		TOII-5V	vom wanagem	ciit & iviid-ivii	magement
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	66.18					
Life Insurance	0.00027	28.21					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	292.00			100.02%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	84.17		& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,835.36	48.84%	\$57.60	\$57.62	\$19.29	<b>\$134.51</b>
	Total Belletits	\$ 2,833.30	40.04%	\$57 <b>.</b> 00	\$57.0 <b>2</b>	\$19.29	<b>Ф134.31</b>
		Annual Sala	ry + Benefits	\$103,686.19	i		
C( D							
Step B		\$6,094.63	Month	\$40.62	/Поли		
		<b>Φ0,094.03</b>	/IVIOIIIII	\$40.63	/Hour		
	Total Benefits	\$2,922.51	47.95%	\$60.11	\$60.13	\$20.13	\$140.37
		Annual Sala	ry + Renefits	\$108,205.77			
		7 militar Sara	I J   Bellettes	φ100,202.77	:		
Step C							
		\$6,399.71	/Month	\$42.66	/Hour		
	Total Benefits	\$3,014.37	47.10%	\$62.76	\$62.77	\$21.01	\$146.55
		Annual Sala	ry + Benefits	\$112,968.99			
Step D							
		\$6,720.39	/Month	\$44.80	/Hour		
	Total Benefits	\$3,110.92	46.29%	\$65.54	\$65.56	\$21.94	\$153.04
		Annual Cala	ry + Renefite	\$117 075 77			
		Amiuai Sala	ry + Benefits	\$117,975.77	1		
Step E							
		\$7,056.67	/Month	\$47.04	/Hour		
	Total Benefits	\$3,212.17	45.52%	\$68.46	\$68.47	\$22.92	\$159.85
		Annual Sala	ry + Benefits	\$123,226.14	1		

# Parks Planning Technician Department: Parks and Recreation

~ .							
Step A							
		4,331.77	/Month	\$28.88	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	346.54				mployees	
PERS - Employer	0.14003	606.58			311100 2	inprojects	
PERS Survivor	0.1.000	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	49.38					
Life Insurance	0102210	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	217.89			100.02%	33.48%	
Vision Benefit	0.02020	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	62.81		& Benefits	Overhead	<b>Overhead</b>	Rate
Tylodicale	0.01 150	02.01	•	<del>CC DOMONES</del>	Overneud	Overneut	Aute
	Total Benefits	\$ 2,266.68	52.33%	\$43.99	\$44.00	\$14.73	\$102.72
		Annual Salar	ry + Benefits	\$79,181.40			
Step B							
		\$4,548.44	/Month	\$30.32	/Hour		
		<b>*** *** *</b>		447.04	447.00	44.54	440=00
	Total Benefits	\$2,324.86	51.11%	\$45.82	\$45.83	\$15.34	\$107.00
		Annual Salar	ry + Benefits	\$82,479.68	1		
G. C							
Step C		¢4 775 50	Month	¢21.04	/11		
		\$4,775.52	/Monun	\$31.84	/Hour		
	Total Benefits	\$2,392.13	50.09%	\$47.78	\$47.79	\$16.00	\$111.58
		Annual Salar	ry + Benefits	\$86,011.78	:		
C/ - D							
Step D							
		\$5,014.73	/Month	\$33.43	/Hour		
	Total Dought	¢2 462 00	40.100/	¢ 40 0 <b>7</b>	\$40.97	¢16.60	¢117.40
	Total Benefits	\$2,462.99	49.12%	\$49.85	\$49.86	\$16.69	\$116.40
		Annual Salar	rv + Benefits	\$89,732.62			
				¥~~,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	:		
Step E							
Stop E		\$5,266.07	/Month	\$35.11	/Hour		
		φ5,400.07	/ IVIOIIIII	φ33.11	/110u1		
	Total Benefits	\$2,537.45	48.18%	\$52.02	\$52.03	\$17.42	\$121.48
		Annual Salar	rv + Renefits	\$93,642.20			
		rimuai Salal	, Denents	Ψ/3,072.20	1		

## Plan Check Engineer Department: Community Development

		Depai tillelit.	Commun	ity Developn			
Step A							
		5,827.69	/Month	\$38.85	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	466.22				mployees	
PERS - Employer	0.14003	816.05					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	66.44					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	293.13			49.11%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	84.50	_	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,709.82	46.50%	\$56.92	\$27.95	<b>\$19.06</b>	\$103.93
	Total Beliefits	\$ 2,709.82	40.30%	φ30.92	<b>Φ41.93</b>	\$1 <b>7.</b> 00	φ103.33
		Annual Salar	ry + Benefits	\$102,450.08	:		
Step B							
~ F —		\$6,118.90	/Month	\$40.79	/Hour		
	Total Benefits	\$2,790.08	45.60%	\$59.39	\$29.17	\$19.89	\$108.45
		Annual Sala	ry + Benefits	\$106,907.81			
Stor C							
Step C		\$6,423.98	/Month	\$42.83	/Hour		
		ψο, 120.50	/1011011	Ψ12.03	/110 <b>u</b> 1		
	Total Benefits	\$2,880.46	44.84%	\$62.03	\$30.46	\$20.77	\$113.26
		Annual Sala	ry + Ronofits	\$111,653.23			
		minuai gala	i j i Deliciits	Ψ111,000,40	:		
Step D							
		\$6,744.66	/Month	\$44.96	/Hour		
	Total Benefits	\$2,975.45	44.12%	\$64.80	\$31.82	\$21.70	\$118.32
		Annual Cal-	my   Domofit-	¢116 641 22			
		Amiuai Salai	ry + Benefits	\$116,641.32	·		
Step E							
		\$7,082.67	/Month	\$47.22	/Hour		
	Total Benefits	\$3,075.58	43.42%	\$67.72	\$33.26	\$22.67	\$123.65
		Annual Salar	ry + Benefits	\$121,899.03			
		Amiuai Sala	ry + Denemis	Ψ141,077.03	:		
The state of the s							

# Plan Check Engineer Department: Engineering

			tilicit. 121				
Step A							
		5,827.69	/Month	\$38.85	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	466.22				mployees	
PERS - Employer	0.14003	816.05			Office E	mproyees	
PERS Survivor	0.1 1003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	66.44					
Life Insurance	0.01140	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	293.13			63.20%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	84.50		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	04.30	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,709.82	46.50%	\$56.92	\$35.97	\$19.06	\$111.95
		Annual Salar	ry + Benefits	\$102,450.08			
					•		
Step B							
		\$6,118.90	/Month	\$40.79	/Hour		
		ψ0,22000	,111011111	Ψ10.77	,110 <b>u</b> 1		
	Total Benefits	\$2,790.08	45.60%	\$59.39	\$37.54	\$19.89	\$116.82
		Annual Salar	ry + Benefits	\$106,907.81			
Step C		<b>\$ &lt; 400.00</b>	2.5				
		\$6,423.98	/Month	\$42.83	/Hour		
	Total Benefits	\$2,880.46	44.84%	\$62.03	\$39.20	\$20.77	\$122.00
	Total Delicitis	\$2,880.40	44.04/0	φ02.03	φ39.20	φ20.77	φ122.00
		Annual Salar	ry + Renefits	\$111,653.23			
		Almuai Galai	, Dentits	Ψ111,000.20	:		
C4 D							
Step D							
		\$6,744.66	/Month	\$44.96	/Hour		
	T . 1 D	ΦΦ 055 15	44.426	A < 4.00	<b>#40.0</b> 4	<b>44.7</b> 0	<b>0105.15</b>
	Total Benefits	\$2,975.45	44.12%	\$64.80	\$40.96	\$21.70	\$127.45
		A1 C-1	Do	¢116 (41 22			
		Annual Salar	ry + Benefits	\$116,641.32	:		
G. F							
Step E							
		\$7,082.67	/Month	\$47.22	/Hour		
	T (1D (*)	Φ <b>Q</b> 0 <b>3.5</b> 50	10 100	<b>↑</b> < <b>-</b> - •	<b>44.00</b>	ф <b>аа &lt;=</b>	<b>#122.22</b>
	Total Benefits	\$3,075.58	43.42%	\$67.72	\$42.80	\$22.67	\$133.20
		Annual Salar	ry + Benefits	\$121,899.03	:		

## Planning Manager Department: Community Development

	J	Department:	Commun	ity Developii	ileiit		
Step A							
		8,140.05	/Month	\$54.27	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	651.20		Non-Sy	vorn Managem		inagement
PERS - Employer	0.14003	1,139.85		TON BY	vom wanagem	ent & wha wi	magement
PERS Survivor	0.11003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	92.80					
Life Insurance	0.00027	39.56					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	409.44			49.11%	33.48%	
Vision Benefit	0.02020	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	118.03		& Benefits	Overhead	<b>Overhead</b>	Rate
			_				
	Total Benefits	\$ 3,538.37	43.47%	\$77.86	\$38.24	\$26.07	\$142.16
		Annual Salar	ry + Benefits	\$140,141.01			
Step B							
_		\$8,547.40	/Month	\$56.98	/Hour		
		, -		,			
	Total Benefits	\$3,661.02	42.83%	\$81.39	\$39.97	\$27.25	\$148.61
		Annual Salar	my   Donofita	\$1 <i>46 5</i> 00 02			
		Ailliuai Salai	ly + Delicits	\$146,500.93			
Stan C							
Step C		40.0== ==	2.5				
		\$8,975.55	/Month	\$59.84	/Hour		
	Total Benefits	¢2 790 02	42.220/	\$85.10	\$41.79	¢20 40	\$155.39
	Total Belieffts	\$3,789.93	42.23%	\$65.10	\$41.79	\$28.49	\$155.39
		Annual Salar	ry + Ronofits	\$153,185.67			
		Alinuai Salai	ry + Delicities	φ133,103.07			
Ctor D							
Step D		<b>.</b>					
		\$9,424.50	/Month	\$62.83	/Hour		
	T-4-1 D	¢2.025.10	41 650	<b>ታ</b> ወብ ብብ	¢42.51	<b>\$20.00</b>	\$1.63.FA
	Total Benefits	\$3,925.10	41.65%	\$89.00	\$43.71	\$29.80	\$162.50
		Annual Calar	ry + Benefits	\$160,195.17			
		Alinuai Salai	ry + Delicities	Ψ100,173.17			
Stop E							
Step E		<b>40.007.0</b> 0	/A.f	* - = -	(T.T.		
		\$9,895.98	/Month	\$65.97	/Hour		
	Total Benefits	\$4,067.06	41.10%	\$93.09	\$45.72	\$31.17	<b>\$169.97</b>
	Total Delicitis	Ψ <del>τ</del> ,007.00	71.1070	φ23.02	ψ <b>-1</b> 3.14	φυ1.17	ψ <b>τυ</b> <i>&gt;•&gt; 1</i>
		Annual Salar	rv + Benefits	\$167,556.50			
			. J	<del>7107,000.00</del>			

#### **Police Chief Department: Police**

~ .							
Step A		11,019.22	/Month	\$73.46	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Coto	egory	
PERS - Employee	0.09000	1,311.23				e Chief	
PERS - Employee	0.30650	4,465.47			Fonce	Ciliei	
PERS Survivor	0.30030	3.00					
Management Incen	tivo	3,550.00					
EAP	uve	3,550.00					
Health Insurance		816.75					
Dental Insurance		142.33					
LTD Insurance	0.01140	142.33 125.62					
Life Insurance	0.00027	53.55					
Deferred Comp.	0.05020	110.00			40 = 50/	22.400/	
Workers Comp.	0.05030	554.27		II. 1 D.4	40.75%	33.48%	T. 4.1 II 1
Vision Benefit	0.01450	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	159.78	<u>-</u>	& Benefits	<b>Overhead</b>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 11,331.42	102.83%	\$149.00	\$60.72	\$49.89	\$259.61
		Annual Sala	ry + Benefits	\$268,207.72			
Step B							
1		\$11,570.45	/Month	\$77.14	/Hour		
	Total Benefits	\$11,594.67	100.21%	\$154.43	\$62.93	\$51.71	\$269.07
		Annual Sala	ry + Benefits	\$277,981.34			
Step C							
		\$12,149.40	/Month	\$81.00	/Hour		
	Total Benefits	\$11,871.15	97.71%	\$160.14	\$65.25	\$53.62	\$279.01
		Annual Sala	ry + Benefits	\$288,246.64			
Step D				_			
		\$12,756.09	/Month	\$85.04	/Hour		
	Total Benefits	\$12,160.88	95.33%	\$166.11	\$67.69	\$55.62	\$289.42
		Annual Sala	ry + Benefits	\$299,003.69			
Step E							
		\$13,393.98		\$89.29			
	Total Benefits	\$12,465.51	93.07%	\$172.40	\$70.25	\$57.72	\$300.37
		Annual Sala	ry + Benefits	\$310,313.96	: 		

#### **Police Lieutenant Department: Police**

			par unent.	1 once			
Step A							
•		8,036.04	/Month	\$53.57	/Hour		
Benefit E	<u>Multiplier</u>	500.04		G		egory	
PERS - Employee	0.09000	723.24		Swor	n Management	& Mid-Mana	gement
PERS - Employer	0.30650	2,463.05					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		816.75					
Dental Insurance		142.33					
LTD Insurance	0.01140	91.61					
Life Insurance	0.00027	39.06					
Deferred Comp.		110.00					
Workers Comp.	0.05030	404.21			40.75%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	_	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	116.52	<u>,                                     </u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 4,949.20	61.59%	\$86.57	\$35.28	\$28.98	\$150.83
		A 1 C-1	D64	¢155 922 00			
		Annual Sala	ry + Benefits	\$155,822.90			
	_						
Step B							
		\$8,438.19	/Month	\$56.25	/Hour		
	Total Benefits	\$5,141.25	60.93%	\$90.53	\$36.89	\$30.31	\$157.73
		Annual Sala	ry + Benefits	\$162,953.33			
Step C							
		\$8,859.41	/Month	\$59.06	/Hour		
		. ,					
	<b>Total Benefits</b>	\$5,342.41	60.30%	\$94.68	\$38.58	\$31.70	\$164.96
		Annual Sala	ry + Benefits	\$170,421.79			
Step D							
		\$9,303.16	/Month	\$62.02	/Hour		
		Ψ,505.10	/ 1/1011111	φυ2.02	/110ui		
	Total Benefits	\$5,554.33	59.70%	\$99.05	\$40.36	\$33.16	\$172.58
		, - ,		<del></del>	,	,	
		Annual Sala	ry + Benefits	\$178,289.81			
			•				
Step E							
Step E		¢0.777.71	/N / = 41:	A = = = =	/T.T		
		\$9,767.71	/Month	\$65.12	/Hour		
	Total Benefits	\$5,776.18	59.14%	\$103.63	\$42.23	\$34.70	\$180.55
	Total Delicitis	φυ,//0.18	37.14%	φ103.03	<b>Ф42.23</b>	φ <b>34./</b> U	ф100.33
		Annual Sala	ry + Benefits	\$186 526 62			
		Amuai Sala	ry + Delients	\$186,526.63			

#### **Police Officer Department: Police**

		20	par unent.	1 once			
Step A							
		5,299.00	/Month	\$35.33	/Hour		
D 64	M14:1:				C-4		
<u>Benefit</u> PERS - Employee	<u><b>Multiplier</b></u> 0.09000	476.91				egory Police	
PERS - Employee	0.30650	1,624.14			SWOII	Police	
PERS Survivor	0.30030	3.00					
Management Incen	tivo	0.00					
EAP	uive	3.92					
Health Insurance		816.75					
Dental Insurance		142.33					
LTD Insurance	0.01140	60.41					
Life Insurance	0.01140	7.80					
Deferred Comp.		0.00					
Workers Comp.	0.05030	266.54			40.750/	22.490/	
Vision Benefit	0.03030	35.51		Handy Data	40.75%	33.48%	Total Hannler
Medicare	0.01450	76.84		Hourly Rate & Benefits	Overhead	City-Wide	Total Hourly
Medicare	0.01430	/0.84	-	& benefits	Overneau	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,514.15	66.32%	\$58.75	\$23.94	\$19.67	\$102.37
		Annual Sala	ry + Benefits	\$105,757.77			
Step B							
		\$5,564.21	/Month	\$37.09	/Hour		
		•					
	Total Benefits	\$3,631.71	65.27%	\$61.31	\$24.98	\$20.53	\$106.81
		Annual Cala	ry + Benefits	¢110.251.14			
		Ailliuai Sala	ly + Delients	\$110,351.14			
Stop C							
Step C		<b>\$</b> 0.44 <b>\$</b> 6	2.5				
		\$5,841.56	/Month	\$38.94	/Hour		
	T-4-1 D 6'4-	¢2.762.92	C4 410/	\$64.03	\$26.00	¢21 44	¢111 50
	Total Benefits	\$3,762.82	64.41%	\$64.03	\$26.09	\$21.44	\$111.56
		Annual Sala	ry + Benefits	\$115,252.50			
		Almuai Gala	i j i Dellelles	φ110,202.00			
Stop D							
Step D		φ <i>c</i> 134 50	A. 6. 1				
		\$6,134.50	/Month	\$40.90	/Hour		
	Total Benefits	\$3,901.29	63.60%	\$66.91	\$27.26	\$22.40	\$116.57
	Total Delicitis	ψ5,301.23	03.0070	φυυ.21	ψ <b>41.4U</b>	φ <i>ΔΔ.</i> ΨV	ф110.57
		Annual Sala	ry + Benefits	\$120,429.50			
			J = 3112110	,,,,			
Step E							
		\$6,441.31	Month	¢42.04	/ <b>L</b> ou <b>r</b>		
		<b>Ф</b> 0,441.31	/WOIIIII	\$42.94	/HOUT		
	Total Benefits	\$4,046.32	62.82%	\$69.92	\$28.49	\$23.41	\$121.82
	1 out Donoing	Ψ 1,0 10.32	02.0270	ψθ2•22	Ψ=0•12	ΨΞΟΙΤΙ	Ψ1 <b>=1.02</b>
		Annual Sala	ry + Benefits	\$125,851.60			

# Police Officer - Special Assignment Department: Police

C.							
Step A		5,564.21	/Month	\$37.09	/Hour		
		3,304.21	/IVIOIIIII	ψ57.07	/IIoui		
<u>Benefit</u>	<b>Multiplier</b>					egory	
PERS - Employee	0.09000	500.78			Sworn	Police	
PERS - Employer	0.30650	1,705.43					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		816.75					
Dental Insurance		142.33					
LTD Insurance	0.01140	63.43					
Life Insurance		7.80					
Deferred Comp.		0.00					
Workers Comp.	0.05030	279.88			40.75%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	80.68		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 3,639.51	65.41%	\$61.36	\$25.00	\$20.54	\$106.90
		Annual Salar	ry + Benefits	\$110,444.66	:		
Step B							
		\$5,841.56	/Month	\$38.94	/Hour		
	Total Benefits	\$3,762.82	64.41%	\$64.03	\$26.09	\$21.44	\$111.56
		A 1 G . 1 .	D (*4	ф11 <i>5 252 5</i> 0			
		Annual Salar	ry + Benefits	\$115,252.50	:		
Step C							
		\$6,134.50	/Month	\$40.90	/Hour		
	Total Benefits	\$3,901.29	63.60%	\$66.91	\$27.26	\$22.40	\$116.57
	Total Beliefits	Ψ3,701.27	03.0070	ψ00.71	Ψ27.20	Ψ22.40	φ110.57
		Annual Salar	ry + Benefits	\$120,429.50	1		
Step D							
		\$6,441.31	/Month	\$42.94	/Hour		
	Total Benefits	\$4,046.32	62.82%	\$69.92	\$28.49	\$23.41	\$121.82
		Annual Salar	ry + Benefits	\$125,851.60	: 		
Step E		<b>.</b>					
		\$6,763.73	/Month	\$45.09	/Hour		
	Total Benefits	\$4,198.72	62.08%	\$73.08	\$29.78	\$24.47	\$127.33
		Annual Salar	ry + Benefits	\$131,549.41	:		

#### Police Records Clerk I **Department: Police**

G. A	_						
Step A		2.550.12		<b>^-</b>	~~		
		3,250.13	/Month	\$21.67	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	260.01				mployees	
PERS - Employer	0.14003	455.12			Office E	mpioyees	
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	37.05					
	0.01140						
Life Insurance		6.00					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	163.48			40.75%	33.48%	
Vision Benefit		35.51		•	Department	City-Wide	Total Hourly
Medicare	0.01450	47.13	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 1,946.27	59.88%	\$34.64	\$14.12	\$11.60	\$60.36
		Annual Salar	ry + Benefits	\$62,356.75			
			•				
Step B							
ыср Б		¢2 412 06	Month	#22.75	/11		
		\$3,413.06	/IVIOIIIII	\$22.75	/Hour		
	Total Benefits	\$1,988.53	58.26%	\$36.01	\$14.67	\$12.06	\$62.74
		Annual Sala	rv + Benefits	\$64,819.16			
		12222	. Delicitos	401,023120			
Step C							
Step C		\$3,582.94	Month	¢22.90	/House		
		<b>Ф</b> 3,302.94	/Wionth	\$23.89	/Hour		
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$15.27	\$12.55	\$65.30
	Total Delicities	Ψ2,030.03	50.7070	ψ	ψ <b>±υ•</b> #/	ψ <b>120</b> 00	ψυυυ
		Annual Sala	rv + Renefits	\$67,461.50			
		Amiliai Sala	J Denemis	Ψυ/,τυ1.50			
C4 D							
Step D							
		\$3,761.48	/Month	\$25.08	/Hour		
		<b>.</b>			<b>.</b>	40	<b>.</b>
	Total Benefits	\$2,091.74	55.61%	\$39.02	\$15.90	\$13.07	<b>\$67.99</b>
			<b>.</b>	<b></b>			
		Annual Sala	ry + Benefits	\$70,238.65			
Step E							
		\$3,950.42	/Month	\$26.34	/Hour		
		. ,		,			
	Total Benefits	\$2,147.71	54.37%	\$40.65	<b>\$16.57</b>	\$13.61	\$70.83
			_				
		Annual Sala	ry + Benefits	\$73,177.57			

#### **Police Records Clerk II Department: Police**

		De	par unent.	Tonce			
Step A							
_		3,582.94	/Month	\$23.89	/Hour		
		ŕ			-		
Benefit E	<u>Multiplier</u>	206.64				egory	
PERS - Employee	0.08000	286.64			Office E	mployees	
PERS - Employer	0.14003	501.72					
PERS Survivor	4:	3.00					
Management Incen	tive	0.00					
EAP Health Insurance		3.92 792.72					
Dental Insurance		192.72					
LTD Insurance	0.01140	142.33 40.85					
	0.01140						
Life Insurance		6.00 0.00					
Deferred Comp.	0.05030				40.770/	22.490/	
Workers Comp. Vision Benefit	0.03030	180.22		Hanneler Dada	40.75%	33.48%	T-4-1 IIl
Medicare	0.01450	35.51		•	Department	City-Wide	Total Hourly
Medicare	0.01450	51.95	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,044.85	57.07%	\$37.52	\$15.29	\$12.56	\$65.37
		Annual Sala	ry + Benefits	\$67,533.53			
Step B							
our -		\$3,761.48	/Month	\$25.08	/Hour		
		φ3,701.40	/Wionth	\$25.00	/110u1		
	Total Benefits	\$2,091.74	55.61%	\$39.02	\$15.90	\$13.07	\$67.99
		Annual Sala	ry + Benefits	\$70,238.65			
Step C							
1		\$3,950.42	/Month	\$26.34	/Hour		
		ψ3,730.42	/WOILLI	Ψ20.34	/110ui		
	Total Benefits	\$2,147.71	54.37%	\$40.65	\$16.57	\$13.61	\$70.83
		Annual Sala	ry + Benefits	\$73,177.57			
Step D							
		\$4,148.03	/Month	\$27.65	/Hour		
		ФТ,170.03	/ 1/1011111	\$27.03	/110u1		
	Total Benefits	\$2,206.25	53.19%	\$42.36	<b>\$17.26</b>	\$14.18	\$73.81
		. , , ,		, ====			
		Annual Sala	ry + Benefits	\$76,251.31			
			-				
Step E							
		\$4 256 D2	Month	¢20.04	/Hour		
		\$4,356.03	/IVIOIIII	\$29.04	/Hour		
	Total Benefits	\$2,267.87	52.06%	\$44.16	\$17.99	<b>\$14.79</b>	\$76.94
	_ com Denomin	\$ <b>2,2</b> 01.01	22.0070	Ψ 171.10	¥ <b>4.</b> •22	Ψ= 11/2	Ψ, 0.0.7 T
		Annual Sala	ry + Benefits	\$79,486.83			

# Police Sergeant Department: Police

		_	par unent.				
Step A							
		6,290.51	/Month	\$41.94	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.09000	566.15			Sworn	Police	
PERS - Employer	0.30650	1,928.04					
PERS Survivor		3.00	1				
Management Incen	tive	0.00	1				
EAP		3.92					
Health Insurance		816.75					
Dental Insurance		142.33					
LTD Insurance	0.01140	71.71					
Life Insurance		7.80	ı				
Deferred Comp.		0.00	ı				
Workers Comp.	0.05030	316.41			40.75%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	91.21		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,982.83	63.31%	\$68.49	\$27.91	\$22.93	\$119.33
		Annual Sala	ry + Benefits	\$123,280.13			
		Amilan Sala	i y i Delicites	Ψ123,200.13			
Step B							
эсер Б		\$6,604.25	/Month	\$44.03	/Hour		
		φυ,υυπ.25	/Wolldi	Ψ-1.03	/110u1		
	Total Benefits	\$4,123.34	62.43%	\$71.52	\$29.14	\$23.95	\$124.61
		Annual Sala	ry + Benefits	\$128,731.14			
Step C							
		\$6,933.60	/Month	\$46.22	/Hour		
		,					
	Total Benefits	\$4,279.02	61.71%	\$74.75	\$30.46	\$25.03	\$130.24
		Annual Sala	ry + Benefits	\$134,551.47			
			•				
Step D							
		\$7,280.28	/Month	\$48.54	/Hour		
	Total Benefits	\$4,442.90	61.03%	\$78.15	\$31.85	\$26.17	\$136.17
	Total Delicities	ψ <del>+,++</del> 2.70	01.03%	φ/0.13	φ <b>31.03</b>	ψ <b>4V•1</b> /	ψ130.1 /
		Annual Sala	ry + Benefits	\$140,678.14			
	_						
Step E							
		\$7,644.29	/Month	\$50.96	/Hour		
	Total Benefits	\$4,614.97	60.37%	\$81.73	\$33.30	\$27.36	\$142.40
		,~, /		+ ~ <b></b>	,	, =: := 0	,
		Annual Sala	ry + Benefits	\$147,111.14			

## **Project Manager-Economic Development Department: Community Development**

		Depai unent.	0011111011	-ty - the P-			
Step A							
		6,677.06	/Month	\$44.51	/Hour		
Benefit	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	534.16		Non-Sy	vorn Manageme		nagement
PERS - Employer	0.14003	934.99		11011 51	vorm ividinagemi	one & wha who	magement
PERS Survivor	0.11003	3.00					
Management Incen	tive.	0.00					
EAP	er v c	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	76.12					
Life Insurance	0.00027	32.45					
Deferred Comp.		110.00					
Workers Comp.	0.05030	335.86			63.20%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	96.82	_	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 3,097.88	46.40%	\$65.17	\$41.19	\$21.82	\$128.17
			ry + Benefits	\$117,299.23			•
		rannum Dalai	., . Denemo	Ψ±±19#279#3			
Step B							
1		\$7,011.60	/Month	\$46.74	/Hour		
		. ,					
	Total Benefits	\$3,198.60	45.62%	\$68.07	\$43.02	\$22.79	\$133.88
		Annual Salar	ry + Benefits	\$122,522.48			
Step C							
		\$7,361.75	/Month	\$49.08	/Hour		
	Total Benefits	\$3,304.03	44.88%	<b>\$71.11</b>	\$44.94	\$23.81	\$139.85
		Annual Salar	ry + Benefits	\$127,989.35			
			•	. ,	1		
Step D							
	_ <del>_</del>	\$7,729.23	/Month	\$51.53	/Hour		
	Total Benefits	¢2 111 67	44.18%	\$74.30	¢46.05	¢24 97	\$1 <i>46</i> 13
	Total Delletits	\$3,414.67	44.18%	\$74.29	\$46.95	\$24.87	\$146.12
		Annual Salar	ry + Benefits	\$133,726.86			
Step E							
		\$8,115.78	/Month	\$54.11	/Hour		
	Total Benefits	\$3,531.06	43.51%	\$77.65	\$49.07	\$26.00	\$152.72
		,001.00		Ψ	T *V.	7-2400	+ <b></b>
		Annual Salar	ry + Benefits	\$139,762.06			

## Project Services Manager Department: Engineering

		- · F	tillent. En	8 ** 8			
Step A							
		6,652.79	/Month	\$44.35	/Hour		
Benefit	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	532.22		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14003	931.59		11011 211	om managem	w 1,114 1,14	magement
PERS Survivor	0.14003	3.00					
	4:						
Management Incen	uve	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	75.84					
Life Insurance	0.00027	32.33					
Deferred Comp.		110.00					
Workers Comp.	0.05030	334.64			63.20%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>		City-Wide	<b>Total Hourly</b>
Medicare	0.01450	96.47		& Benefits	Overhead	Overhead	Rate
MEGICALE	0.01430	70.47	_	& Delicitis	Overneau	Overneau	Nate
	Total Benefits	\$ 3,090.57	46.46%	\$64.96	\$41.05	\$21.75	\$127.76
		Annual Salar	ry + Benefits	\$116,920.30			
Step B							
		\$6,985.60	/Month	\$46.57	/Hour		
	Total Benefits	\$3,190.77	45.68%	\$67.84	\$42.88	\$22.71	\$133.44
		Annual Sala	ry + Benefits	\$122,116.52			
~ ~							
Step C		\$7,334.02	/Month	\$48.89	/Hour		
		¥ . ,		Ψ 10.07			
	Total Benefits	\$3,295.68	44.94%	\$70.86	\$44.79	\$23.73	\$139.38
		Annual Salar	ry + Benefits	\$127,556.40			
Step D							
		\$7,701.50	/Month	\$51.34	/Hour		
	Total Benefits	\$3,406.32	44.23%	\$74.05	\$46.80	\$24.79	\$145.65
		Annual Salar	ry + Benefits	\$133,293.84			
Step E		\$8,086.31	/Month	\$53.91	/Hour		
		ψυ,υυυ1	ANTOHUH	φυυ.91	/110u1		
	Total Benefits	\$3,522.19	43.56%	\$77.39	\$48.91	\$25.91	\$152.21
		Annual Sala	ry + Benefits	\$139,301.98			

## Project Services Specialist Department: Engineering

			tillent. En	8 ** 8			
Step A							
		5,059.79	/Month	\$33.73	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	404.78				mployees	
PERS - Employer	0.14003	708.52			Office L	inployees	
PERS Survivor	0.14003	3.00					
	4ivo	0.00					
Management Incen EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	57.68					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	254.51			63.20%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	73.37	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,482.34	49.06%	\$50.28	\$31.78	<b>\$16.83</b>	\$98.89
	Total Belletits				φειίο	Ψ10.02	Ψ70.07
		Annual Salar	ry + Benefits	\$90,505.58	:		
Step B							
		\$5,312.87	/Month	\$35.42	/Hour		
	Total Benefits	\$2,551.31	48.02%	\$52.43	\$33.14	\$17.55	\$103.12
		Annual Sala	ry + Benefits	\$94,370.19			
Step C							
		\$5,578.08	/Month	\$37.19	/Hour		
	Total Benefits	\$2,629.87	47.15%	\$54.72	\$34.58	\$18.32	\$107.62
		Annual Salar	ry + Benefits	\$98,495.47			
C. D.					1		
Step D		\$5,857.16	/Month	\$39.05	/Hour		
	Total Benefits	\$2,712.55	46.31%	\$57.13	\$36.11	\$19.13	\$112.37
	Total Bollotti				ΨευιΙΙ	Ψ=>•=υ	Ψ <b></b> <i>!</i>
		Annual Sala	ry + Benefits	\$102,836.46	·		
Step E		¢ ( 150 10	/N / 1	<b>*11.00</b>	(11		
		\$6,150.10	/Wonth	\$41.00	/Hour		
	Total Benefits	\$2,799.33	45.52%	\$59.66	\$37.71	\$19.98	\$117.35
		Annual Sala	ry + Benefits	\$107,393.14	·		

#### **Purchasing Assistant Department: Public Works**

Step A							
		4,347.37	/Month	\$28.98	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	347.79			Public Works		e
PERS - Employer	0.14003	608.76			Tublic Works	1VIaintenane	
PERS Survivor	0.11005	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	49.56					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	218.67			112.52%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	63.04		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,271.30	52.25%	\$44.12	\$49.65	\$14.77	\$108.55
			ry + Benefits	\$79,424.06	·	·	·
		Ailliuai Salai	ly + Denemis	\$79,424.00			
Step B							
		\$4,564.04	/Month	\$30.43	/Hour		
	Total Benefits	\$2,329.49	51.04%	\$45.96	\$51.71	\$15.39	\$113.05
		Annual Sala	ry + Benefits	\$82,722.34			
	_						
Step C		\$4,792.85	/Month	\$31.95	/Hour		
		Ψ1,772.00	/ IVIOIIII	ψ31.73	/110 <b>u</b> 1		
	Total Benefits	\$2,397.27	50.02%	\$47.93	\$53.93	\$16.05	\$117.92
		Annual Sala	ry + Benefits	\$86,281.41			
Stop D							
Step D		\$5,032.06	/Month	\$33.55	/Hour		
	Total Benefits	\$2,468.13	49.05%	\$50.00	\$56.26	\$16.74	\$123.00
		Annual Salar	ry + Benefits	\$90,002.25			
Step E							
		\$5,283.40	/Month	\$35.22	/Hour		
	Total Benefits	\$2,542.58	48.12%	\$52.17	\$58.70	\$17.47	\$128.35
		Annual Salar	ry + Benefits	\$93,911.83			

## Purchasing Manager Department: Finance & Information Systems

C. A	- 1	ar tillelit. T					1
Step A		E 227 20	/N / (1)	<b>\$24.04</b>	/11		
		5,226.20	/Month	\$34.84	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>C</u> ate	egory _	
PERS - Employee	0.08000	418.10		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14003	731.82			-		
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	59.58					
Life Insurance	0.00027	25.40					
Deferred Comp.		110.00					
Workers Comp.	0.05030	262.88			40.62%	33.48%	<b></b>
Vision Benefit	0.0	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	75.78	_	& Benefits	<u>Overhead</u>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,661.04	50.92%	\$52.58	\$21.36	\$17.61	\$91.54
		Annual Salar	ry + Benefits	\$94,646.84			
Step B		<b></b>					
		\$5,487.94	/Month	\$36.59	/Hour		
	Total Benefits	\$2,739.85	49.92%	\$54.85	\$22.28	\$18.37	\$95.50
		Annual Salar	ry + Benefits	\$98,733.47			
Step C		¢5 761 92	Month	¢20.41	/		
		\$5,761.82	/IVIOIIIII	\$38.41	/Hour		
	Total Benefits	\$2,822.31	48.98%	\$57.23	\$23.24	\$19.16	\$99.63
		Annual Sala	ry + Benefits	\$103,009.54			
Step D		Φ. Ο ΔΟ ==					
		\$6,049.57	/Month	\$40.33	/Hour		
	Total Benefits	\$2,908.94	48.09%	\$59.72	\$24.26	\$20.00	\$103.98
		Annual Sala	ry + Benefits	\$107,502.12			
Step E		ф. с <b>2 = 2</b> = 2 = 2 = 3 = 3 = 3 = 3 = 3 = 3 = 3 = 3	<b>A A A</b>				
		\$6,352.91	/Month	\$42.35	/Hour		
	Total Benefits	\$3,000.28	47.23%	\$62.35	\$25.33	\$20.88	\$108.56
		Annual Sala	ry + Benefits	\$112,238.27			

# Records Manager Department: Administration

G. A							
Step A		4 = 0 4 4 0	2.5	424.00	~~		
		4,784.18	/Month	\$31.89	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	382.73		Non-Sw	vorn Manageme		nagement
PERS - Employer	0.14003	669.93		11011 211	, orii i i i i i i i g		gee
PERS Survivor	0.1.002	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	54.54					
Life Insurance	0.00027	23.25					
Deferred Comp.		110.00					
Workers Comp.	0.05030	240.64			42.56%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	69.37		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,527.95	52.84%	\$48.75	\$20.75	\$16.32	\$85.82
		Annual Salar	ry + Benefits	\$87,745.55			
Step B							
		\$5,023.39	/Month	\$33.49	/Hour		
				+=	*** **	*	+
	Total Benefits	\$2,599.97	51.76%	\$50.82	\$21.63	\$17.02	\$89.47
		Annual Salar	ry + Benefits	\$91,480.40			
G. G							
Step C		\$5,274.74	Month	¢25.16	/Поли		
		φ3,274.74	/WIOIIIII	\$35.16	/Hour		
	Total Benefits	\$2,675.65	50.73%	\$53.00	\$22.56	\$17.75	\$93.31
		A 1 C-1	D	¢05 404 (4			
		Annual Salar	ry + Denemits	\$95,404.64	1		
Stop D							
Step D		Φ <i>E</i>	/A # .1				
		\$5,538.21	/Month	\$36.92	/Hour		
	Total Benefits	\$2,754.98	49.74%	\$55.29	\$23.53	\$18.51	\$97.33
		Annual Salar	ry + Benefits	\$99,518.32	:		
Step E							
Siep E		\$5,815.56	/Month	¢20 77	/Hour		
		ф3,013.30	AVIOIIIII	\$38.77	/ FIOUT		
	Total Benefits	\$2,838.49	48.81%	\$57.69	\$24.56	\$19.32	\$101.57
		Annual Cala	ry + Benefits	¢102 949 52			
		Alliuai Salal	y + Denents	\$103,848.52	1		

# Recreation Manager Department: Parks and Recreation

·		•		inu Kecreatio			
Step A							
•		5,942.10	/Month	\$39.61	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	475.37		Non-Sw	orn Managem	ent & Mid-Ma	inagement
PERS - Employer	0.14003	832.07					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	67.74					
Life Insurance	0.00027	28.88					
Deferred Comp.		110.00					
Workers Comp.	0.05030	298.89			100.02%	33.48%	
Vision Benefit		35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	86.16		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	T . 1D . C.	ф <b>2</b> .974.50	40.410/	<b>\$50.70</b>	<b>\$</b> 50.00	φ10. <b>c</b> 0	φ12 <b>7</b> 20
	Total Benefits	\$ 2,876.59	48.41%	\$58.79	\$58.80	\$19.68	\$137.28
		Annual Sala	ry + Benefits	\$105,824.24			
		Aiiiuai Saia	y + Delicities	\$103,024.24			
C4 D							
Step B							
		\$6,238.51	/Month	\$41.59	/Hour		
	T I D C	#2 0 <i>65</i> 92	47.540/	<b>\$61.36</b>	<b>\$61.35</b>	<b>\$20.55</b>	<b>61.42.20</b>
	Total Benefits	\$2,965.83	47.54%	\$61.36	\$61.37	\$20.55	\$143.28
		Annual Cala	ry + Benefits	\$110.452.06			
		Aiiiuai Saia	y + Delicities	\$110,452.06			
C4 C							
Step C		*					
		\$6,550.52	/Month	\$43.67	/Hour		
	T ID C	Φ2 050 <b>5</b> 0	46710	Φ<4.0 <b>5</b>	Φ<4.00	<b>021 45</b>	<b>41.40.60</b>
	Total Benefits	\$3,059.78	46.71%	\$64.07	\$64.08	\$21.45	\$149.60
		Ammuel Color	Domofita	¢11 <i>E</i> 222 <i>E</i> 2			
		Annuai Saia	ry + Benefits	\$115,323.53			
CB							
Step D							
		\$6,878.13	/Month	\$45.85	/Hour		
		<b></b>			<b>.</b>	465.55	<b></b>
	Total Benefits	\$3,158.42	45.92%	\$66.91	\$66.92	\$22.40	\$156.24
			<b>T</b>	#4 <b>40</b> 4 <b>40 7</b>			
		Annual Sala	ry + Benefits	\$120,438.57			
Step E							
	_	\$7,221.34	/Month	\$48.14	/Hour		
		•					
	<b>Total Benefits</b>	\$3,261.75	45.17%	\$69.89	\$69.90	\$23.40	\$163.19
		Annual Sala	ry + Benefits	\$125,797.19			

#### **Recreation Coordinator Department: Parks and Recreation**

		Беригине	iii I uing t	inu Kecreati			
Step A							
	_	4,305.77	/Month	\$28.71	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	344.46				mployees	
PERS - Employer	0.14003	602.94			311100 2	projeco	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	49.09					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	216.58			100.02%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	62.43		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,258.98	52.46%	\$43.76	\$43.77	\$14.65	\$102.19
			w   Danofita				
		Annual Sala	ry + benefits	\$78,776.98	!		
Step B							
		\$4,520.71	/Month	\$30.14	/Hour		
	Total Benefits	\$2,316.65	51.25%	\$45.58	\$45.59	\$15.26	\$106.44
		Annual Sala	ry + Benefits	\$82,048.28	ļ.		
Step C							
Step C		\$4,746.05	/Month	\$31.64	/Hour		
	Total Benefits	\$2,383.40	50.22%	\$47.53	\$47.54	\$15.91	\$110.98
	Total Beliefits	\$2,363.40	30.2270	φ47.55	φ=7.5=	φ13.71	φ110.70
		Annual Sala	ry + Benefits	\$85,553.42	:		
Step D							
	_	\$4,983.53	/Month	\$33.22	/Hour		
	Total Benefits	\$2,453.75	49.24%	\$49.58	\$49.59	\$16.60	\$115.77
		Annual Sala	ry + Benefits	\$89,247.30			
~	_		- "				
Step E		\$5,233.13	/Month	\$34.89	/Hour		
	m . 15 ~	•				ф. <b>-</b>	44.50.01
	Total Benefits	\$2,527.69	48.30%	\$51.74	\$51.75	\$17.32	\$120.81
		Annual Sala	ry + Benefits	\$93,129.91			

## Recreation Supervisor Department: Parks and Recreation

		Depai unei	iii. Taiks a	ina Recreatio	011		
Step A							
		4,950.59	/Month	\$33.00	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.08000	396.05		Non-Sy	vorn Managem		inagement
PERS - Employer	0.14003	693.23		TON BY	vom managem	ent & wha wit	magement
PERS Survivor	0.14003	3.00					
Management Incen	tiva	0.00					
EAP	urve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	56.44					
Life Insurance	0.00027	24.06					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	249.01			100.02%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Pote	Department	City-Wide	Total Hourly
Medicare	0.01450	71.78		& Benefits	Overhead	Overhead	Rate
Medicare	0.01430	/1./0	<u>-</u>	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,578.05	52.08%	\$50.19	\$50.20	\$16.80	\$117.20
		Annual Sala	ry + Benefits	\$90,343.72			
					1		
Step B							
war –		\$5,198.47	/Month	\$34.66	/Hour		
		ψ5,170.47	/Wionth	\$34.00	/110ui		
	Total Benefits	\$2,652.69	51.03%	\$52.34	\$52.35	\$17.52	\$122.22
		Annual Sala	ry + Benefits	\$94,213.83			
Step C							
-		\$5,458.48	/Month	\$36.39	/Hour		
		ΨΨ,120110	,1,1011011	φεσ.ε.>	,110 41		
	<b>Total Benefits</b>	\$2,730.97	50.03%	\$54.60	<b>\$54.61</b>	\$18.28	\$127.48
		Annual Sala	ry + Benefits	\$98,273.39			
					i		
Step D							
- r	_	\$5,730.62	/Month	\$38.20	/Hour		
		ψυ,100.02	, 1 <b>v1</b> 011t11	φ36.20	/110ul		
	Total Benefits	\$2,812.91	49.09%	\$56.96	\$56.97	\$19.07	\$133.00
		•		-			
		Annual Sala	ry + Benefits	\$102,522.39			
					!		
Step E							
_ ~p =		\$6,016.63	/Month	\$40.11	/Hour		
		φυ,υ10.03	/ 1/1011111	\$40.11	/110u1		
	Total Benefits	\$2,899.03	48.18%	\$59.44	\$59.45	\$19.90	\$138.79
		,0,,,,0	10.1070	¥=>···	+ <b>***</b>	T == 42 V	+ o
		Annual Sala	ry + Benefits	\$106,987.91			
			-		:		

## Redevelopment Analyst Department: Redevelopment Agency

		Departmen	t. Redever	opment Ager	icy		
Step A							
		5,805.16	/Month	\$38.70	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	464.41		Non-Sw	orn Managem		nagement
PERS - Employer	0.14003	812.90		Tion by	om managem	0111 66 14116 1416	magement
PERS Survivor	0.11003	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	66.18					
Life Insurance	0.00027	28.21					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	292.00			72.66%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>		City-Wide	<b>Total Hourly</b>
Medicare	0.01450	84.17		& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,835.36	48.84%	\$57.60	\$41.85	\$19.29	\$118.74
	Total Delicitis	\$ 2,633.30	40.0470	φ37.00	φ-11.03	<b>Ф19.</b> 29	φ110./-
		Annual Sala	ry + Benefits	\$103,686.19			
Step B							
1		\$6,094.63	/Month	\$40.63	/Hour		
	Total Benefits	\$2,922.51	47.95%	\$60.11	\$43.68	\$20.13	\$123.92
							·
		Annual Sala	ry + Benefits	\$108,205.77			
Step C							
		\$6,399.71	/Month	\$42.66	/Hour		
	T 1 D (")	ф <u>а</u> 01 4 25	45 100/	φ.ca = c	<b>4.7.</b> < 0	<b>404.04</b>	¢120.2 <b>=</b>
	Total Benefits	\$3,014.37	47.10%	\$62.76	\$45.60	\$21.01	\$129.37
		Annual Salar	ry + Benefits	\$112,968.99			
Step D							
		\$6,720.39	/Month	\$44.80	/Hour		
	T-4-1 D					¢21.04	\$12 <b>5</b> 11
	Total Benefits	\$3,110.92	46.29%	\$65.54	\$47.62	\$21.94	\$135.11
		Annual Salar	ry + Benefits	\$117,975.77			
Step E							
		\$7,056.67	/Month	\$47.04	/Hour		
	Total Benefits	\$3,212.17	45.52%	\$68.46	\$49.74	\$22.92	\$141.12
		Annual Sala	ry + Benefits	\$123,226.14			
		-	-				

## Redevelopment Manager Department: Redevelopment Agency

		Department		-P	,		
Step A							
		8,140.05	/Month	\$54.27	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	651.20		Non-Sw	vorn Manageme		nagement
PERS - Employer	0.14003	1,139.85		1,011 5,	, orn reraining crim		gee
PERS Survivor	0.2.002	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	92.80					
Life Insurance	0.00027	39.56					
Deferred Comp.		110.00					
Workers Comp.	0.05030	409.44			72.66%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	118.03		& Benefits	Overhead	Overhead	Rate
Tribulate .	0.01.00	110.00		<u> </u>	<u> </u>	<u> </u>	211110
	Total Benefits	\$ 3,538.37	43.47%	\$77.86	\$56.57	\$26.07	\$160.49
		Annual Salar	ry + Benefits	\$140,141.01	:		
Step B							
		\$8,547.40	/Month	\$56.98	/Hour		
	Total Benefits	\$3,661.02	42.83%	\$81.39	\$59.13	\$27.25	\$167.77
		Annual Salar	ry + Benefits	\$146,500.93	:		
Step C							
		\$8,975.55	/Month	\$59.84	/Hour		
	Total Benefits	\$3,789.93	42.23%	\$85.10	\$61.83	\$28.49	\$175.43
		72,700100		+	7	7-21.5	42.27.2
		Annual Salar	y + Benefits	\$153,185.67	:		
Step D							
		\$9,424.50	/Month	\$62.83	/Hour		
	Total Benefits	\$3,925.10	41.65%	\$89.00	\$64.66	\$29.80	\$183.46
		Annual Salar	v + Benefits	\$160,195.17			
				+	: 		
Step E		\$0.00 <b>5</b> .00	/N / L = 1/1:	<b></b>	/11		
		\$9,895.98	/iviontn	\$65.97	/Hour		
	Total Benefits	\$4,067.06	41.10%	\$93.09	\$67.63	\$31.17	\$191.89
		Annual Salar	ry + Benefits	\$167,556.50	•		
					:		

# Right-of-Way Agent Department: Engineering

		vpu-	unient. En	88			
Step A							
		6,765.46	/Month	\$45.10	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	541.24		Non-Sw	orn Managem		nagement
PERS - Employer	0.14003	947.37					C
PERS Survivor		3.00	)				
Management Incen	tive	0.00	)				
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	77.13					
Life Insurance	0.00027	32.88					
Deferred Comp.		110.00	1				
Workers Comp.	0.05030	340.30	1		63.20%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	98.10	<u> </u>	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,124.49	46.18%	\$65.93	\$41.67	\$22.08	\$129.68
		Annual Sala	ry + Benefits	\$118,679.43			
		Allitual Sala	ry + Denemis	\$110,07 <b>7.4</b> 3			
Step B							
		\$7,103.47	/Month	\$47.36	/Hour		
	Total Benefits	\$3,226.26	45.42%	\$68.86	\$43.52	\$23.06	\$135.45
		Annual Sala	ry + Benefits	\$123,956.86			
Step C							
1		\$7,458.82	/Month	\$49.73	/Hour		
		******		<b>4=4.0=</b>	<b></b>	4440	
	Total Benefits	\$3,333.26	44.69%	\$71.95	\$45.47	\$24.09	\$141.51
		Annual Sala	ry + Benefits	\$129,504.92			
Step D							
Step D		\$7,831.50	/Month	\$52.21	/Hour		
	Total Benefits	\$3,445.47	43.99%	\$75.18	\$47.52	\$25.17	\$147.87
	Total Bolletito				Ψ 17 10 2	Ψ=υ•11	Ψ2 17 107
		Annual Sala	ry + Benefits	\$135,323.61			
Step E							
		\$8,223.25	/Month	\$54.82	/Hour		
	Total Benefits	\$3,563.42	43.33%	\$78.58	\$49.66	\$26.31	\$154.55
		Annual Sala	ry + Benefits	\$141,440.01			

# Right-of-Way Specialist Department: Engineering

			tilicit. 121				
Step A							
		5,241.80	/Month	\$34.95	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	419.34				mployees	
PERS - Employer	0.14003	734.01			omee E	mprojecs	
PERS Survivor	0.11005	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	59.76					
Life Insurance	0.01140	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	263.66			63.20%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Date	Department	City-Wide	Total Hourly
Medicare	0.01450	76.01		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	70.01	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,536.26	48.39%	\$51.85	\$32.77	\$17.36	\$101.99
		Annual Salar	ry + Benefits	\$93,336.70			
					•		
Step B							
		\$5,503.55	/Month	\$36.69	/Hour		
		42,2 32.22	,1,1011411	420.03	,11001		
	Total Benefits	\$2,607.80	47.38%	\$54.08	\$34.18	\$18.11	\$106.36
		Annual Sala	ry + Benefits	\$97,336.08	ı		
~ ~							
Step C		φ <b>= ==</b> 0 4 6	0.5				
		\$5,779.16	/Month	\$38.53	/Hour		
	Total Benefits	\$2,689.44	46.54%	\$56.46	\$35.68	\$18.90	\$111.04
	Total Delicitis	\$2,009.44	40.3470	φ30.40	φ33.00	\$10.9U	ф111.04
		Annual Salar	ry + Benefits	\$101,623.14			
		Amuai Sala	ry + Denemis	Ψ101,043.14	į.		
C. B							
Step D							
		\$6,068.63	/Month	\$40.46	/Hour		
	m . 1 ~ ~	φ		***	<b>427.5</b> -	440 = :	<b></b>
	Total Benefits	\$2,775.19	45.73%	\$58.96	\$37.26	<b>\$19.74</b>	\$115.96
			D 01.	\$40<4 <b>0</b> # 00			
		Annual Sala	ry + Benefits	\$106,125.90	<b>!</b>		
~ -							
Step E							
		\$6,371.98	/Month	\$42.48	/Hour		
		<b></b>		<b>a</b>	<b></b>	den e	
	Total Benefits	\$2,865.05	44.96%	\$61.58	\$38.92	\$20.62	\$121.12
		A1 C-1	Da	¢110 044 25			
		Annual Sala	ry + Benefits	\$110,844.35	ŧ		

## Safety/Special Projects Coordinator Department: Engineering

C4 A							
Step A		4 922 72	/N / = 41-	<b>\$22.22</b>	/П		
		4,832.72	/Month	\$32.22	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	386.62				mployees	
PERS - Employer	0.14003	676.73				1 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	55.09					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	243.09			63.20%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	70.07		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	70.07	-	& Belletts	Overneau	Overneau	Kate
	Total Benefits	\$ 2,415.08	49.97%	\$48.32	\$30.54	\$16.18	\$95.03
		Annual Salar	ry + Benefits	\$86,973.56			
					•		
Step B							
ı		\$5,073.66	/Month	\$33.82	/Hour		
		φυ,075.00	ANIOHHI	Ψ33.02	/ Hour		
	Total Benefits	\$2,480.45	48.89%	\$50.36	\$31.83	\$16.86	\$99.05
		Annual Salar	ry + Benefits	\$90,649.35			
Step C							
		\$5,326.74	/Month	\$35.51	/Hour		
	<b>Total Benefits</b>	\$2,555.42	47.97%	\$52.55	\$33.21	<b>\$17.59</b>	\$103.35
		Annual Salar	ry + Benefits	\$94,585.89			
Step D							
		\$5,593.68	/Month	¢27.20	/Uou <del></del>		
		<b>ФЭ,ЭУЭ.08</b>	/WIOIIIII	\$37.29	/HOUT		
	Total Benefits	\$2,634.50	47.10%	\$54.85	\$34.67	\$18.37	\$107.89
	1 out Donoins	ψ <b>2</b> ,03 1.30	.7.1070	ψυ-1.00	ψυ 1001	φ±0.07	Ψ±07107
		Annual Salar	rv + Benefits	\$98,738.14			
				47 0,700114			
Step E							
- Step E		Φ <b>.</b> 0. 5 5 5 5					
		\$5,872.76	/Month	\$39.15	/Hour		
	Total Danafita	¢2 717 17	46 270/	¢=7.27	¢26 10	¢10 17	¢112 <i>4</i> 2
	Total Benefits	\$2,717.17	46.27%	\$57.27	\$36.19	\$19.17	\$112.63
		Annual Calar	my _ Ronofita	\$102 070 12			
		Aimuai Salai	ry + Benefits	\$103,079.12			

#### **Senior Accountant Department: Finance & Information Systems**

Cton A							
Step A		5,747.95	/Month	\$38.32	/Hour		
Donoff t	Multiplion				Cata		
<u>Benefit</u> PERS - Employee	<u><b>Multiplier</b></u> 0.08000	459.84		Non Cu	<u>Cate</u> orn Manageme		nagamant
PERS - Employee	0.14003	439.84 804.89		Noii-3w	om Manageme	iii & iviiu-ivia	nagement
PERS Survivor	0.14003	3.00					
Management Incen	itivo	0.00					
EAP	itive	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	65.53					
Life Insurance	0.00027	27.94					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	289.12			40.62%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	83.35		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.01430	65.55	=	& Belletts	Overneau	Overneau	Katt
	Total Benefits	\$ 2,818.13	49.03%	\$57.11	\$23.19	\$19.12	\$99.42
		Annual Sala	ry + Benefits	\$102,792.96			
Step B			2.5.1				
		\$6,035.70	/Month	\$40.24	/Hour		
	Total Benefits	\$2,904.77	48.13%	\$59.60	\$24.21	\$19.96	\$103.77
		Annual Sala	ry + Benefits	\$107,285.61			
Step C		Φ. 227.24	0.6				
		\$6,337.31	/Month	\$42.25	/Hour		
	Total Benefits	\$2,995.58	47.27%	\$62.22	\$25.27	\$20.83	\$108.32
		Annual Sala	ry + Benefits	\$111,994.69			
Step D							
Step D		\$6,654.52	/Month	\$44.36	/Hour		
	Total Benefits	\$3,091.09	46.45%	\$64.97	\$26.39	\$21.75	\$113.11
		Annual Sala	ry + Benefits	\$116,947.35			
Step E							
		\$6,987.34	/Month	\$46.58	/Hour		
	Total Benefits	\$3,191.30	45.67%	\$67.86	\$27.56	\$22.72	\$118.14
		Annual Sala	ry + Benefits	\$122,143.59			

# Senior Associate Engineer Department: Engineering

Cton A							
Step A		6,597.32	/Month	\$43.98	/Hour		
		0,391.32	/IVIOIIIII	φ43.70	/110u1		
<b>Benefit</b>	<b>Multiplier</b>				Cate	egory	
PERS - Employee	0.08000	527.79		Non-Sw	vorn Manageme	ent & Mid-Ma	nagement
PERS - Employer	0.14003	923.82					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	75.21					
Life Insurance	0.00027	32.06					
Deferred Comp.	0.05020	110.00			<b>52.200</b> /		
Workers Comp.	0.05030	331.85		II. 1 D.4	63.20%	33.48%	TD . 4 . 1 TT 1
Vision Benefit	0.01450	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	95.66	-	& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,073.87	46.59%	\$64.47	\$40.75	\$21.59	\$126.81
		Annual Sala	ry + Benefits	\$116,054.24			
Step B							
•		\$6,926.67	/Month	\$46.18	/Hour		
		+ = ,= = = = :		* * * * * * * * * * * * * * * * * * * *			
	Total Benefits	\$3,173.03	45.81%	\$67.33	\$42.55	\$22.54	\$132.43
		Annual Salar	ry + Benefits	\$121,196.36			
Stan C							
Step C		\$7 <b>272 2</b> 5	Month	¢40.40	/11		
		\$7,273.35	/Month	\$48.49	/Hour		
	Total Benefits	\$3,277.41	45.06%	\$70.34	\$44.46	\$23.55	\$138.34
		Annual Cal-	my   Domoffee	¢126 600 10			
		Annual Salar	ry + Denemits	\$126,609.10	·		
C4 D							
Step D		<b>A-</b>					
		\$7,637.36	/Month	\$50.92	/Hour		
	Total Benefits	\$3,387.01	44.35%	\$73.50	\$46.45	\$24.61	\$144.55
	Total Delicitis	φ3,367.01	<del>11</del> .33%	φ/3.30	φ <b>τυ.τ</b> 3	φ <b>44.</b> U1	φ1 <b>77.</b> 33
		Annual Sala	rv + Benefits	\$132,292.48			
				, , , , , , , , , , , ,	l		
Step E							
— Stop E		\$8,018.71	/Month	\$52 AC	/Llour		
		φο,υ10./1	/ IVIOIIIII	\$53.46	/ FIOUT		
	Total Benefits	\$3,501.83	43.67%	<b>\$76.80</b>	\$48.54	\$25.72	\$151.06
		Annual Sala	ry + Benefits	\$138,246.50	i		

# Senior Building Inspector Department: Community Development

		Depai unent	Commun	erej zeveropi.			
Step A							
		5,827.69	/Month	\$38.85	/Hour		
		,		•			
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	466.22			Office E	mployees	
PERS - Employer	0.14003	816.05					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	66.44					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	293.13			49.11%	33.48%	
Vision Benefit		35.51		-	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	84.50	<u>-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
		<b></b>	4 - 70-1	<b>*</b> *******	*** **	44006	440000
	Total Benefits	\$ 2,709.82	46.50%	\$56.92	\$27.95	\$19.06	\$103.93
		Ammuel Cale	Damafita	¢102.450.00			
		Annuai Salai	ry + Benefits	\$102,450.08			
~ -							
Step B							
		\$6,118.90	/Month	\$40.79	/Hour		
	Total Benefits	\$2,790.08	45.60%	\$59.39	\$29.17	\$19.89	\$108.45
			T. 61.	\$40<00 <b>=</b> 04			
		Annual Sala	ry + Benefits	\$106,907.81			
	_						
Step C							
		\$6,423.98	/Month	\$42.83	/Hour		
		,					
	Total Benefits	\$2,880.46	44.84%	\$62.03	\$30.46	\$20.77	\$113.26
		Annual Sala	ry + Benefits	\$111,653.23			
Step D							
	<del></del>	\$6,744.66	/Month	\$44.96	/Hour		
		+ - , 1100	3 - 2 - 2 - 2	\$11.70			
	<b>Total Benefits</b>	\$2,975.45	44.12%	\$64.80	\$31.82	\$21.70	\$118.32
		Annual Sala	ry + Benefits	\$116,641.33			
Step E							
		\$7,082.67	/Month	\$47.22	/Hour		
		φ1,004.01	/ 1/1011111	\$41.22	/110u1		
	Total Benefits	\$3,075.58	43.42%	\$67.72	\$33.26	\$22.67	\$123.65
	201101	-2,072.20	.2.1270	¥ 7 #	+20.20	·	, 220.00
		Annual Sala	ry + Benefits	\$121,899.03			
				, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			

#### **Senior Code Enforcement Officer Department: Community Development**

							-
Step A							
		5,458.48	/Month	\$36.39	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	436.68				mployees	
PERS - Employer	0.14003	764.35			Office E	mpioyees	
PERS Survivor	0.14003	3.00					
Management Incen	tive	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	62.23					
Life Insurance	0.01140	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	274.56			40.110/	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate	49.11%		Total Hanner
Medicare	0.01450				Overhead	City-Wide	Total Hourly
Medicare	0.01450	79.15	-	& Benefits	Overneau	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,600.45	47.64%	\$53.73	\$26.39	\$17.99	\$98.10
		Annual Salar	ry + Benefits	\$96,707.11			
Step B							
		\$5,730.62	/Month	\$38.20	/Hour		
	Total Benefits	\$2,675.06	46.68%	\$56.04	\$27.52	\$18.76	\$102.32
		Annual Salar	rv + Benefits	\$100,868.18			
					l		
Step C							
		\$6,016.63	/Month	\$40.11	/Lour		
		φυ,υ10.03	/IVIOIIIII	\$40.11	/110u1		
	Total Benefits	\$2,759.79	45.87%	\$58.51	\$28.73	\$19.59	\$106.83
		Annual Salar	ry + Benefits	\$105,317.02			
					·		
Step D							
		\$6,318.24	/Month	\$42.12	/Hour		
		Ψυ,210.27	, 1 <b>V1</b> O11t11	φ42.12	/110ul		
	Total Benefits	\$2,849.13	45.09%	\$61.12	\$30.01	\$20.46	\$111.59
		Annual Salar	ry + Benefits	\$110,008.51	1		
Step E							
		\$6,633.72	/Month	\$44.22	/Hour		
		ŕ					
	Total Benefits	\$2,942.59	44.36%	\$63.84	\$31.35	\$21.38	\$116.57
		Annual Salar	rv + Renefits	\$114,915.71			
		Amiuai Salal	y + Denents	ψ114,713./1			

## Senior Community Development Technician Department: Community Development

		Depar unent.	Commun	atty 20 (oropia			
Step A							
		4,765.12	/Month	\$31.77	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.08000	381.21			Office E	mployees	
PERS - Employer	0.14003	667.26					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	54.32					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	239.69			49.11%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	69.09		& Benefits	Overhead	<b>Overhead</b>	Rate
			•				
	<b>Total Benefits</b>	\$ 2,395.05	50.26%	\$47.73	\$23.44	<b>\$15.98</b>	\$87.16
		Annual Salar	ry + Benefits	\$85,922.06			
Step B							
ı		\$5,002.59	/Month	\$33.35	/Hour		
		φυ,002.09	/ IVIOIIII	Ψ33.33	/ Hour		
	Total Benefits	\$2,459.40	49.16%	\$49.75	\$24.43	\$16.66	\$90.83
		. ,		·	•	·	·
		Annual Salar	ry + Benefits	\$89,543.88			
Step C							
Step C		φ <i>E</i> 2 <i>E</i> 2 20	/N /I = 41=	<b>#27.01</b>	/1.1		
		\$5,252.20	/Month	\$35.01	/Hour		
	Total Benefits	\$2,533.34	48.23%	\$51.90	\$25.49	\$17.38	<b>\$94.77</b>
	Total Delicitis	Ψ2,333.34	40.2370	φ31.70	Ψ23.47	φ17.50	Ψ./ 1
		Annual Salar	ry + Renefits	\$93,426.50			
		minuai Salal	J   Denemes	Ψ23,740.30			
G. B.							
Step D		_					
		\$5,515.68	/Month	\$36.77	/Hour		
						***	+0.5
	Total Benefits	\$2,611.39	47.34%	\$54.18	<b>\$26.61</b>	\$18.14	\$98.93
		~-	-	40 <b>=</b> 10-			
		Annual Salar	ry + Benefits	\$97,524.82			
Step E					<u></u>		
		\$5,791.29	/Month	\$38.61	/Hour		
		40,	, 1,1011111	ψ50.01	, 11041		
	<b>Total Benefits</b>	\$2,693.03	46.50%	\$56.56	\$27.78	\$18.94	\$103.28
		•					
		Annual Salar	ry + Benefits	\$101,811.88			
			-				

#### Senior Community Service Officer Department: Police

Step A		4,314.43	/Month	\$28.76	/Hour		
TD	3.5 1.1 11				<b>a</b> .		
Benefit	<u>Multiplier</u>	245 15				egory	
PERS - Employee	0.08000	345.15			Non-Swo	orn Police	
PERS - Employer	0.14003	604.15					
PERS Survivor		3.00					
Management Incent	ive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	49.18					
Life Insurance		7.80					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	217.02			40.75%	33.48%	
Vision Benefit	0.04450	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.01450	62.56	<u>-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,263.34	52.46%	\$43.85	<b>\$17.87</b>	\$14.68	\$76.40
		Annual Salar	ry + Benefits	\$78,933.28			
Step B							
Step B		\$4,529.37	Month	\$30.20	/Hour		
		φ <b>4</b> ,327.31	/WIOIIIII	\$30.20	/Houi		
	Total Benefits	\$2,319.22	51.20%	\$45.66	\$18.60	\$15.29	\$79.55
		Annual Salar	ry + Benefits	\$82,183.09			
Step C							
		\$4,756.45	/Month	\$31.71	/Hour		
	T I D C	Φ <b>2</b> 20 < 40	50.150/	Φ.4 <b>5</b> . < 2	<b>\$10.40</b>	<b>415.04</b>	ф0 <b>2</b> 0 <b>5</b>
	Total Benefits	\$2,386.48	50.17%	\$47.62	<b>\$19.40</b>	\$15.94	\$82.97
		A 1 C-1	D64	¢05 715 10			
		Annual Sala	ry + Denemis	\$85,715.19			
G. D							
Step D							
		\$4,993.93	/Month	\$33.29	/Hour		
				<b></b>	4.0	447.5	40 c = :
	Total Benefits	\$2,456.83	49.20%	<b>\$49.67</b>	\$20.24	\$16.63	\$86.54
			P	400 400 OF			
		Annual Sala	ry + Benefits	\$89,409.07			
Step E							
		\$5,243.54	/Month	\$34.96	/Hour		
		ŕ					
	Total Benefits	\$2,530.77	48.26%	\$51.83	\$21.12	\$17.35	\$90.30
		Annual Sala	ry + Benefits	\$93,291.69			
	Total Delicitis				<b>Φ21.12</b>	ф17.33	<b>\$7</b> 0.30

# Senior Construction Inspector Department: Engineering

Cton A							
Step A		5,827.69	/Month	\$38.85	/Hour		
		5,027.09	/WIOIIIII	ф30.03	/HOUI		
<u>Benefit</u>	<b>Multiplier</b>				Cate	egory	
PERS - Employee	0.08000	466.22			Office E	mployees	
PERS - Employer	0.14003	816.05					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	66.44					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	293.13			63.20%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	84.50		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,709.82	46.50%	\$56.92	\$35.97	<b>\$19.06</b>	<b>\$111.95</b>
	Total Beliefits				ψ.σ., γ	ψ12.00	ψ111./2
		Annual Salar	ry + Benefits	\$102,450.08	:		
Step B		<b></b>	0.5				
		\$6,118.90	/Month	\$40.79	/Hour		
	Total Benefits	\$2,790.08	45.60%	\$59.39	\$37.54	\$19.89	\$116.82
		Annual Salar	ry + Benefits	\$106,907.81			
Step C		Φ	A 4 .1	<b>* 12.02</b>			
		\$6,423.98	/Month	\$42.83	/Hour		
	Total Benefits	\$2,880.46	44.84%	\$62.03	\$39.20	\$20.77	\$122.00
		Annual Salar	ry + Benefits	\$111,653.23			
					i 		
Step D							
		\$6,744.66	/Month	\$44.96	/Hour		
	Total Benefits	\$2,975.45	44.12%	\$64.80	\$40.96	\$21.70	\$127.45
		A 10 1	. D. 64	<b>411</b>			
		Annual Salar	ry + Benefits	\$116,641.32	·		
Step E		Φ <b>=</b> 002 ( <b>=</b>	0.6	* .=			
		\$7,082.67	/Wonth	\$47.22	/Hour		
	Total Benefits	\$3,075.58	43.42%	\$67.72	\$42.80	\$22.67	\$133.20
		Annual Salar	ry + Benefits	\$121,899.03	ł		

## Senior Engineer Department: Engineering

Total Benefits   Step A   Total Benefits   Total Benefi
Renefit   Multiplier   PERS - Employee   0.08000   580.62   Non-Sworn Management & Mid-Management
PERS - Employee         0.08000         580.62         Non-Sworn Management & Mid-Management           PERS - Employer         0.14003         1,016.30           PERS Survivor         3.00           Management Incentive         0.00           EAP         3.92           Health Insurance         142.33           LTD Insurance         0.01140         82.74           Life Insurance         0.00027         35.27           Deferred Comp.         110.00           Workers Comp.         0.05030         365.06           Vision Benefit         35.51         Hourly Rate         Department         City-Wide         Total Hourly           Medicare         0.01450         105.24         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$ 3,272.72         45.09%         \$70.20         \$44.37         \$23.51         \$138.08           Step B    \$7,620.03 /Month  \$50.80 /Hour
PERS - Employee         0.08000         580.62         Non-Sworn Management & Mid-Management           PERS - Employer         0.14003         1,016.30           PERS Survivor         3.00           Management Incentive         0.00           EAP         3.92           Health Insurance         142.33           LTD Insurance         0.01140           EAP         35.27           Deferred Comp.         110.00           Workers Comp.         0.05030           Vision Benefit         35.51         Hourly Rate         Department         City-Wide         Total Hourly           Medicare         0.01450         105.24         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$3,272.72         45.09%         \$70.20         \$44.37         \$23.51         \$138.08           Step B
PERS - Employer 0.14003 1,016.30 PERS Survivor 3.00 Management Incentive 0.00 EAP 3.92 Health Insurance 792.72 Dental Insurance 142.33 LTD Insurance 0.00140 82.74 Life Insurance 0.00027 35.27 Deferred Comp. 110.00 Workers Comp. 0.05030 365.06 Vision Benefit 35.51 Medicare 0.01450 105.24  Total Benefits \$ 3,272.72 45.09% \$70.20 \$44.37 \$23.51 \$138.08  Annual Salary + Benefits \$126,365.59  Step B
PERS Survivor   3.00   Management Incentive   0.00   EAP   3.92   Health Insurance   792.72   Dental Insurance   142.33   LTD Insurance   0.00027   35.27   Deferred Comp.   110.00   Workers Comp.   0.05030   365.06   35.51   Hourly Rate   Department   City-Wide   Total Hourly Medicare   0.01450   105.24   & Benefits   Overhead   Overhead   Overhead   Rate      Total Benefits   \$ 3,272.72   45.09%   \$70.20   \$44.37   \$23.51   \$138.08      Step B   \$7,620.03   Month   \$50.80   Hourly Rate   Step   Ste
Management Incentive       0.00         EAP       3.92         Health Insurance       792.72         Dental Insurance       142.33         LTD Insurance       0.01140       82.74         Life Insurance       0.00027       35.27         Deferred Comp.       110.00         Workers Comp.       0.05030       365.06         Vision Benefit       35.51       Hourly Rate       Department       City-Wide       Total Hourly Rate         Medicare       0.01450       105.24       & Benefits       Overhead       Overhead       Rate         Total Benefits       \$ 3,272.72       45.09%       \$70.20       \$44.37       \$23.51       \$138.08     Step B  \$7,620.03 /Month \$50.80 /Hour
EAP  Health Insurance  Dental Insurance  Dental Insurance  142.33  LTD Insurance  0.01140  82.74  Life Insurance  0.00027  35.27  Deferred Comp.  Workers Comp.  Vision Benefit  Medicare  0.01450  Total Benefits  \$3.272.72  45.09%  Annual Salary + Benefits  \$126,365.59   \$50.80 /Hour
Health Insurance
Dental Insurance
LTD Insurance
Life Insurance       0.00027       35.27         Deferred Comp.       110.00         Workers Comp.       0.05030       365.06         Vision Benefit       35.51       Hourly Rate       Department       City-Wide       Total Hourly Rate         Medicare       0.01450       105.24       & Benefits       Overhead       Overhead       Rate         Total Benefits       \$ 3,272.72       45.09%       \$70.20       \$44.37       \$23.51       \$138.08         Annual Salary + Benefits         \$126,365.59
Deferred Comp.   110.00   365.06   63.20%   33.48%   Vision Benefit   35.51   Hourly Rate   Department   City-Wide   Total Hourly Rate   Overhead   Overhead   Rate
Workers Comp.         0.05030         365.06         63.20%         33.48%           Vision Benefit Medicare         0.01450         105.24         Hourly Rate & Department & City-Wide & Department & Overhead & Rate         Total Hourly Rate & Benefits & Department & Overhead & Pate         105.24         Separation of the Pate of State & Department & Depart
Vision Benefit Medicare         35.51 105.24         Hourly Rate & Benefits         Department Overhead         City-Wide Overhead         Total Hourly Rate Pate           Total Benefits         \$ 3,272.72         45.09%         \$70.20         \$44.37         \$23.51         \$138.08           Annual Salary + Benefits         \$126,365.59           Step B         \$7,620.03 /Month         \$50.80 /Hour
Medicare         0.01450         105.24         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$ 3,272.72         45.09%         \$70.20         \$44.37         \$23.51         \$138.08           Annual Salary + Benefits         \$126,365.59           Step B           \$7,620.03 /Month         \$50.80 /Hour
Total Benefits \$ 3,272.72
Annual Salary + Benefits \$126,365.59  Step B  \$7,620.03 /Month \$50.80 /Hour
Step B \$7,620.03 /Month \$50.80 /Hour
<b>\$7,620.03</b> /Month \$50.80 /Hour
<b>\$7,620.03</b> /Month \$50.80 /Hour
Total Benefits \$3,381.79 44.38% <b>\$73.35 \$46.36 \$24.56 \$144.26</b>
10tal Benefits \$3,381.79 44.38% \$73.35 \$40.30 \$24.50 \$144.20
Annual Salary + Benefits \$_\$132,021.84
Step C
<b>\$8,001.37</b> /Month \$53.34 /Hour
Total Benefits \$3,496.61 43.70% <b>\$76.65 \$48.45 \$25.66 \$150.76</b>
Annual Salary + Benefits \$137,975.86
Step D
<b>\$8,401.79</b> /Month \$56.01 /Hour
Total Benefits \$3,617.17 43.05% <b>\$80.13 \$50.64 \$26.83 \$157.60</b>
A 101 B 01 M44400 TO
Annual Salary + Benefits <u>\$144,227.58</u>
Step E
\$8,821.27 /Month \$58.81 /Hour
40,022, /1120Hill
Total Benefits \$3,743.48 42.44% <b>\$83.76 \$52.94 \$28.05 \$164.75</b>
Annual Salary + Benefits \$150,776.99

# Senior Equipment Mechanic Department: Public Works

		Бериг	iment. Fui	, , , , , , , , , , , , , , , , , , ,			
Step A							
_		4,789.38	/Month	\$31.93	/Hour		
		,			-		
Benefit E 1	<u>Multiplier</u>	202.15				egory	
PERS - Employee	0.08000	383.15			Public Works	- Maintenanc	e
PERS - Employer	0.14003	670.66					
PERS Survivor	4:	3.00					
Management Incen	uve	0.00					
EAP Health Insurance		3.92 792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	142.33 54.60					
	0.01140						
Life Insurance		6.00					
Deferred Comp.	0.05030	0.00			112 520/	22.400/	
Workers Comp. Vision Benefit	0.03030	240.91		II D-4	112.52%	33.48%	T-4-1 IIl
	0.01450	35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	69.45	<del>-</del>	& Benefits	<b>Overhead</b>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,402.24	50.16%	\$47.94	\$53.95	\$16.05	\$117.94
		Annual Sala	ry + Benefits	\$86,299.42			
			i j i Bellelles	ψου,2>>112	ı		
Stan D							
Step B		φ <b>ε 020 50</b>	A.f1				
		\$5,028.59	/Month	\$33.52	/Hour		
	Total Benefits	\$2,467.10	49.06%	\$49.97	\$56.23	\$16.73	\$122.93
	Total Bellettis	φ2,107.10	13.0070	ψ.5.5.	φεσι <b>2</b> ε	Ψ10170	Ψ121,50
		Annual Sala	ry + Benefits	\$89,948.32			
Step C							
r		\$5,279.94	/Month	\$35.20	/Hour		
		ψυ,217.74	/Wolldi	φ33.20	/110ui		
	Total Benefits	\$2,541.56	48.14%	\$52.14	\$58.67	<b>\$17.46</b>	\$128.27
		Annual Sala	ry + Benefits	\$93,857.90			
					i		
Step D							
		\$5,543.41	/Month	\$36.96	/Hour		
		ФЭ,ЭЧЭ.Ч1	/ 1/1011111	\$30.90	/110u1		
	Total Benefits	\$2,619.61	47.26%	\$54.42	\$61.23	\$18.22	\$133.87
		•					
		Annual Sala	ry + Benefits	\$97,956.22			
				=	ł		
Step E							
		\$5,820.76	/Month	\$38.81	/Hour		
		φ3,040.70	/ IVIOIIIII	\$38.81	/ FIOUT		
	Total Benefits	\$2,701.76	46.42%	\$56.82	\$63.93	\$19.02	<b>\$139.77</b>
	1 Juli Dollollus	Ψ2,701.70	10.1270	φ20.02	Ψυσ.	ψ±2• <b>0</b> 2	Ψ107111
		Annual Sala	ry + Benefits	\$102,270.24			
					:		

# Senior Housing Analyst Department: Community Development

		bepar tillent.	Commun	ity Developn			
Step A							
		6,677.06	/Month	\$44.51	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	534.16		Non-Sw	vorn Managem		nagement
PERS - Employer	0.14003	934.99			C		C
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	76.12					
Life Insurance	0.00027	32.45					
Deferred Comp.		110.00					
Workers Comp.	0.05030	335.86			49.11%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	96.82	_	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 3,097.88	46.40%	\$65.17	\$32.00	\$21.82	\$118.99
	Total Belletits	\$ 3,097.00	40.40%	φυ3.17	φ3 <b>2.</b> 00	<b>Φ21.02</b>	ф110.33
		Annual Sala	ry + Benefits	\$117,299.23			
Step B							
экер Б		\$7,011.60	/Month	\$46.74	/Hour		
		47,02200	,1,1011411	Ψ.σ., .	,110 41		
	Total Benefits	\$3,198.60	45.62%	\$68.07	\$33.43	\$22.79	\$124.29
		Annual Sala	ry + Benefits	\$122,522.48			
			•	· · · · · · · · · · · · · · · · · · ·	l		
Step C							
		\$7,361.75	/Month	\$49.08	/Hour		
	Total Benefits	\$3,304.03	44.88%	<b>\$71.11</b>	\$34.92	\$23.81	\$129.83
	Total Beliefits	\$5,504.05	44.00/0	φ/1.11	φ37.92	φ23.01	φ129.03
		Annual Sala	ry + Benefits	\$127,989.35			
C. B	_						
Step D		\$7 720 22	/Month	¢£1 £2	/Uou <del></del>		
		\$7,729.23	/1VIOIIIII	\$51.53	/HOUT		
	Total Benefits	\$3,414.67	44.18%	\$74.29	\$36.49	\$24.87	\$135.65
		Annual Sala	ry + Benefits	\$133,726.86			
				,	1 		
Step E							
		\$8,115.78	/Month	\$54.11	/Hour		
	Total Benefits	\$3,531.06	43.51%	\$77.65	\$38.13	\$26.00	\$141.77
		Annual Cal-	my   Donofite	¢120 <i>76</i> 2 06			
		Annual Sala	ry + Benefits	\$139,762.06			

# Senior Landscape/Facilities Worker Department: Public Works

C. A							
Step A		4 120 26	/A // /1	φ <b>απ</b> (0	/11		
		4,139.36	/Month	\$27.60	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	331.15			Public Works		e
PERS - Employer	0.14003	579.63					-
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	47.19					
Life Insurance	0.01110	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	208.21			112.52%	33.48%	
Vision Benefit	0.05050	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	60.02		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430	00.02	-	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,209.68	53.38%	\$42.33	\$47.63	\$14.17	\$104.12
		Annual Salar	ry + Benefits	\$76,188.51			
					•		
Step B							
		\$4,345.63	/Month	\$28.97	/Hour		
		Ψ 1,0 10100	,111011111	Ψ20.57	/110 <b>u</b> 1		
	Total Benefits	\$2,264.79	52.12%	\$44.07	\$49.59	\$14.76	\$108.41
		Annual Sala	ry + Benefits	\$79,325.05			
					•		
Step C							
ı		\$4,562.31	/Month	\$30.42	/Hour		
		Ψ 1,002.01	,111011111	Ψ30.12	/110 <b>u</b> 1		
	Total Benefits	\$2,328.97	51.05%	\$45.94	\$51.69	\$15.38	\$113.02
		Annual Sala	ry + Benefits	\$82,695.38			
				·	!		
Step D							
- Stop D		¢4 701 13	Month	<b>#21.04</b>	/11		
		\$4,791.12	/IVIOIIII	\$31.94	/Hour		
	Total Benefits	\$2,396.75	50.02%	\$47.92	\$53.92	\$16.04	\$117.88
	Total Delicities	Ψ2,570.13	50.02/0	ψ <del>-1</del> 1.74	ψ <i>υυ•,&gt;</i> <u>μ</u>	Ψ10.07	Ψ117.00
		Annual Sala	rv + Benefits	\$86,254.44			
			J Denemo	400,20111	•		
Stop E							
Step E		Φ <b>#</b> 0.50 55					
		\$5,030.33	/Month	\$33.54	/Hour		
	T-4-1 D	¢0 467 61	40.0504	<b># 40, 00</b>	¢56.34	\$1 <i>C</i> 74	6133.07
	Total Benefits	\$2,467.61	49.05%	\$49.99	\$56.24	\$16.74	\$122.97
		Annual Cal-	my   Domofft-	¢00 075 20			
		Annual Sala	ry + Benefits	\$89,975.29	:		

### **Senior Planner Department: Community Development**

Stop A							
Step A		6 677 06	Month	¢11 51	/Hour		
		6,677.06	/IVIOIIIII	\$44.51	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cate	egory	
PERS - Employee	0.08000	534.16		Non-Sw	vorn Manageme		nagement
PERS - Employer	0.14003	934.99			_		
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	76.12					
Life Insurance	0.00027	32.45					
Deferred Comp.		110.00					
Workers Comp.	0.05030	335.86			49.11%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	96.82		& Benefits	Overhead	Overhead	Rate
	T I D C	Ф. 2.007.00	46.400/	ф.С. 1.E.	ф <b>22</b> 00	φ <u>α</u> 1.02	
	Total Benefits	\$ 3,097.88	46.40%	\$65.17	\$32.00	\$21.82	\$118.99
		Annual Salar	ry + Benefits	\$117,299.23	:		
Step B							
-		\$7,011.60	/Month	\$46.74	/Hour		
	Total Benefits	\$3,198.60	45.62%	\$68.07	\$33.43	\$22.79	\$124.29
		Annual Salar	rv + Renefits	\$122,522.48			
		rimuai gaiai	Ty   Deficites	Ψ122,322.40	1		
Step C		h= 2.4 ==	2.5				
		\$7,361.75	/Month	\$49.08	/Hour		
	Total Benefits	\$3,304.03	44.88%	\$71.11	\$34.92	\$23.81	\$129.83
		Annual Salar	ry + Benefits	\$127,989.35	:		
Step D							
		\$7,729.23	/Month	\$51.53	/Hour		
	Total Benefits	\$3,414.67	44.18%	\$74.29	\$36.49	\$24.87	\$135.65
		Annual Salar	ry + Benefits	\$133,726.86			
			-				
Step E		\$8,115.78	/Month	\$54.11	/Hour		
		ŕ				***	****
	Total Benefits	\$3,531.06	43.51%	\$77.65	\$38.13	\$26.00	\$141.77
		Annual Salar	ry + Benefits	\$139,762.06	:		

### **Senior Police Records Clerk Department: Police**

<b>Q</b>	_						
Step A				* **			
		4,111.62	/Month	\$27.41	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	328.93				mployees	
PERS - Employer	0.14003	575.75				1 - 7	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	46.87					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	206.81			40.75%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	59.62		& Benefits	Overhead	Overhead	Rate
	T-4-1 D 6'4-	f 2 201 47	52.540/	¢ 42 00	¢15 15	¢14.00	
	Total Benefits	\$ 2,201.47	53.54%	\$42.09	\$17.15	\$14.09	\$73.33
		Annual Salar	ry + Benefits	\$75,757.02	<b>!</b>		
Step B							
		\$4,317.90	/Month	\$28.79	/Hour		
	Total Benefits	\$2,256.57	52.26%	\$43.83	<b>\$17.86</b>	\$14.68	\$76.36
		Annual Salar	rv + Renefits	\$78,893.65			
		Timidai Salai	y i Bellettes	Ψ70,0>0.00	1		
Step C		Φ <b>4.534.55</b>	7. f 1				
		\$4,534.57	/Month	\$30.23	/Hour		
	Total Benefits	\$2,320.76	51.18%	\$45.70	\$18.62	\$15.30	\$79.63
		Annual Salar	rv + Benefits	\$82,263.98			
			-		1		
Step D		Φ <b>4 F</b> < <b>5 C T</b>	A 4 .1				
		\$4,761.65	/Month	\$31.74	/Hour		
	Total Benefits	\$2,388.02	50.15%	\$47.66	\$19.42	\$15.96	\$83.05
		Annual Salar	ry + Benefits	\$85,796.08	:		
Stop E							
Step E		\$4,999.13	/Month	\$33.33	/Hour		
	Total Benefits	\$2,458.37	49.18%	\$49.72	\$20.26	<b>\$16.65</b>	\$86.62
	Tomi Delicitio				ψ <b>ΞV•ΞV</b>	Ψ10.00	ψ <b>υυ•υ</b> Δ
		Annual Salar	ry + Benefits	\$89,489.96	i		

## Senior Redevelopment Analyst Department: Redevelopment Agency

		- · <b>P</b> - · · · · · · · · · · · · · · · · · ·	. Redeven	- F			
Step A							
		6,677.06	/Month	\$44.51	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	534.16		Non Su	vorn Manageme		nagament
PERS - Employer	0.14003	934.99		11011-511	vom wanagem	ont & wiid-wia	magement
PERS Survivor	0.14003	3.00					
Management Incen	tivo	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	76.12					
Life Insurance	0.00027	32.45					
	0.00027						
Deferred Comp.	0.05020	110.00			<b>=2</b> <<0/	22.400/	
Workers Comp. Vision Benefit	0.05030	335.86 35.51		IIl D-4-	72.66%	33.48%	T-4-1 IIl
	0.01450			-	Department	City-Wide	Total Hourly
Medicare	0.01450	96.82	•	& Benefits	<u>Overhead</u>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,097.88	46.40%	\$65.17	\$47.35	\$21.82	\$134.33
		Annual Salar	y + Benefits	\$117,299.23	:		
Step B							
	_	\$7,011.60	/Month	\$46.74	/Hour		
	Total Benefits	\$3,198.60	45.62%	\$68.07	\$49.46	\$22.79	\$140.31
		Annual Salar	y + Benefits	\$122,522.48	:		
Step C							
		\$7,361.75	/Month	\$49.08	/Hour		
	Total Benefits	\$3,304.03	44.88%	<b>\$71.11</b>	\$51.66	\$23.81	\$146.57
	Total Beliefits	ψ3,301.03	11.0070	Ψ/1.11	ψ21.00	Ψ20.01	φ140.57
		Annual Salar	y + Benefits	\$127,989.35	:		
Step D							
		\$7,729.23	/Month	\$51.53	/Hour		
	Total Benefits	\$3,414.67	44.18%	\$74.29	\$53.98	\$24.87	\$153.15
		Annual Salar	y + Benefits	\$133,726.86			
				·			
Step E		\$8,115.78	/Month	\$54.11	/Hour		
		φυ,113.70	/ IVIOIIUI	φ <b>34.11</b>	/110ul		
	Total Benefits	\$3,531.06	43.51%	\$77.65	\$56.41	\$26.00	\$160.06
		Annual Salar	y + Benefits	\$139,762.06	:		

# Senior Solid Waste Equipment Op Department: Public Works

C4 A		_					
Step A		4,562.31	/Month	\$30.42	/Hour		
		1,0 02.02	,1,1011011	4000-	, 110 0,1		
<u>Benefit</u>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.08000	364.98			Public Works	- Maintenance	e
PERS - Employer	0.14003	638.86					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	52.01					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	229.48			112.52%	33.48%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	66.15	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,334.97	51.18%	\$45.98	\$51.74	\$15.40	\$113.12
		Annual Salar	rv + Benefits	\$82,767.40			
		121111111111111111111111111111111111111		ΨοΞ,ι σιτιο			
Step B							
r -		\$4,791.12	/Month	\$31.94	/Hour		
		Ψ 1,7 2122	,111011111	Ψ31.71	, 110 <b>u</b> 1		
	Total Benefits	\$2,396.75	50.02%	\$47.92	\$53.92	\$16.04	\$117.88
		Annual Salar	ry + Benefits	\$86,254.44			
Step C		\$5,030.33	/Month	\$33.54	/Hour		
		φ5,050.55	/Wionth	\$33.34	/110ui		
	Total Benefits	\$2,467.61	49.05%	\$49.99	\$56.24	\$16.74	\$122.97
		Annual Salar	rv + Benefits	\$89,975.29			
			•				
Step D							
		\$5,281.67	/Month	\$35.21	/Hour		
	T-4-1 D . C.	¢0.540.05	40.100/	d = 0 4 /	φ <b>Ε</b> Ω	<b>Φ1=</b> 4<	\$100.01
	Total Benefits	\$2,542.07	48.13%	\$52.16	\$58.69	\$17.46	\$128.31
		Annual Salar	ry + Benefits	\$93,884.87			
Step E							
r		\$5,545.15	/Month	\$36.97	/Hour		
	Total Benefits	\$2,620.12	47.25%	\$54.44	\$61.25	\$18.23	\$133.91
	TOTAL DELICITIS	φ2,020.12	41.43%	<b>Ф</b> 5 <b>4.44</b>	φυ1.43	φ <b>10.43</b>	ф133.91
		Annual Salar	ry + Benefits	\$97,983.18			

### **Senior Street Maintenance Worker Department: Public Works**

Ctom A							
Step A		4,324.83	/Month	\$28.83	/Hour		
		4,524.05	/IVIOIIIII	Ψ20.03	/110u1		
<u>Benefit</u>	<b>Multiplier</b>					egory	
PERS - Employee	0.08000	345.99			Public Works	- Maintenance	e
PERS - Employer	0.14003	605.61					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	49.30					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	217.54			112.52%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	62.71		& Benefits	Overhead	Overhead	Rate
	Total Benefits		52.36%	¢42.02			
	Total Benefits	\$ 2,264.62	32.30%	\$43.93	\$49.43	\$14.71	\$108.07
		Annual Salar	ry + Benefits	\$79,073.45	i		
Step B							
		\$4,541.51	/Month	\$30.28	/Hour		
	Total Benefits	\$2,322.81	51.15%	\$45.76	\$51.49	\$15.32	\$112.58
		Annual Salar	ry + Benefits	\$82,371.83			
Step C		* · = · · = ·					
		\$4,768.58	/Month	\$31.79	/Hour		
	Total Benefits	\$2,390.08	50.12%	\$47.72	\$53.70	\$15.98	\$117.40
			D 614	<b></b>			
		Annual Salar	ry + Benefits	\$85,903.93	1		
Step D							
		\$5,007.79	/Month	\$33.39	/Hour		
	Total Benefits	\$2,460.94	49.14%	\$49.79	\$56.02	\$16.67	\$122.49
		Annual Salar	rv + Benefits	\$89,624.77			
Step E		<b></b>					
		\$5,257.40	/Month	\$35.05	/Hour		
	Total Benefits	\$2,534.88	48.22%	\$51.95	\$58.45	\$17.39	\$127.79
		Annual Salar	ry + Benefits	\$93,507.39	1		

### **Senior Water Distribution Worker Department: Public Works**

Step A		4.000.22	2.5	<b>422.6</b>			
		4,900.32	/Month	\$32.67	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	392.03			Public Works		e
PERS - Employer	0.14003	686.19					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	55.86					
Life Insurance		6.00					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	246.49		II 1 D 4	112.52%	33.48%	T
Vision Benefit	0.01450	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	71.05	<u>-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,435.10	49.69%	\$48.90	\$55.02	\$16.37	\$120.30
		Annual Salar	ry + Benefits	\$88,025.06	:		
Step B		Φ= 4.44.=2	25.1				
		\$5,144.73	/Month	\$34.30	/Hour		
	Total Benefits	\$2,501.50	48.62%	\$50.97	\$57.36	\$17.07	\$125.40
		Annual Salar	ry + Benefits	\$91,754.82	:		
	_						
Step C							
		\$5,401.27	/Month	\$36.01	/Hour		
	T . 1 D . C.	ΦΟ 577 50	47.700	φ <b>52.10</b>	φ <b>ε</b> 0.05	φ <b>15</b> 01	<b>#130.05</b>
	Total Benefits	\$2,577.50	47.72%	\$53.19	\$59.85	<b>\$17.81</b>	\$130.85
		Annual Salar	ry ⊥ Ronofite	\$95,745.29			
		Amuai Salai	y + Delicitis	φ33,1 <b>43.43</b>	:		
Stor D							
Step D		<b>4 6 6 6 6</b>	2.5				
		\$5,671.68	/Month	\$37.81	/Hour		
	Total Benefits	\$2,657.60	46.86%	\$55.53	\$62.48	\$18.59	\$136.60
	Tomi Donomia	Ψ <b>2</b> ,037.00	10.0070	Ψυυ•υυ	ψ <b>υ#•</b> =τ <b>υ</b>	Ψ±υιυ	Ψ100.00
		Annual Salar	ry + Benefits	\$99,951.46			
			•		I		
Step E							
Stop E		\$5,955.96	/Month	¢20.71	/Llour		
		φ3,333.30	/ IVIOIIIII	\$39.71	/110u1		
	Total Benefits	\$2,741.81	46.03%	\$57.99	\$65.24	\$19.41	\$142.64
		-		-			
		Annual Salar	ry + Benefits	\$104,373.33			
					•		

### **Senior Water Service Worker Department: Public Works**

Stop A							
Step A		4,444.44	/Month	\$29.63	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	355.56			Public Works		p.
PERS - Employer	0.14003	622.35			Tublic Works	Wantenane	
PERS Survivor	0.11005	3.00					
Management Incen	tive.	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	50.67					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	223.56			112.52%	33.48%	
Vision Benefit	0.02020	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	64.44		& Benefits	Overhead	<b>Overhead</b>	Rate
Modelato		01.11	•			·	
	Total Benefits	\$ 2,300.06	51.75%	\$44.96	\$50.59	\$15.05	\$110.61
		Annual Salar	ry + Benefits	\$80,933.96	:		
Step B							
		\$4,666.31	/Month	\$31.11	/Hour		
	Total Benefits	\$2,359.78	50.57%	\$46.84	\$52.70	\$15.68	\$115.23
		Annual Salar	ry + Benefits	\$84,313.14	:		
Step C		\$4,900.32	/Month	\$32.67	/Hour		
		ψ-1,200.32	/ IVIOIIII	Ψ32.07	/ Hour		
	Total Benefits	\$2,429.10	49.57%	\$48.86	\$54.98	\$16.36	\$120.20
		Annual Salar	ry + Benefits	\$87,953.09			
Step D							
		\$5,144.73	/Month	\$34.30	/Hour		
	Total Benefits	\$2,501.50	48.62%	\$50.97	\$57.36	\$17.07	\$125.40
		Annual Salar	rv + Renefits	\$91,754.82			
		. middi Dalai	y i Delicitis	Ψ/19/07:02	:		
Step E							
		\$5,401.27	/Month	\$36.01	/Hour		
	Total Benefits	\$2,577.50	47.72%	\$53.19	\$59.85	\$17.81	\$130.85
		Annual Salar	ry + Benefits	\$95,745.29	1		

# Solid Waste Equipment Operator I Department: Public Works

C4 A							
Step A		2.57.1.40	/N f	φ <b>25.0</b> 0	/T.T		
		3,761.48	/Month	\$25.08	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory_	
PERS - Employee	0.08000	300.92			Public Works		e
PERS - Employer	0.14003	526.72					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.88					
Life Insurance	0.01110	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	189.20			112.52%	33.48%	
Vision Benefit	0.05050	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	54.54		& Benefits	Overhead	Overhead	Rate
Medicale	0.01430		-	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,097.74	55.77%	\$39.06	\$43.95	\$13.08	\$96.09
		Annual Salar	ry + Benefits	\$70,310.68			
				-	i e		
Step B							
		\$3,948.69	/Month	\$26.32	/Hour		
		φ3,240.02	/Wionth	\$20.32	/110ui		
	Total Benefits	\$2,147.20	54.38%	\$40.64	\$45.73	\$13.61	<b>\$99.97</b>
		Annual Salar	ry + Benefits	\$73,150.69			
					l		
Step C							
step e		\$4,146.29	Month	\$27.64	/Hour		
		φ4,140.29	/WIOIIIII	\$27.04	/ HOUI		
	Total Benefits	\$2,205.74	53.20%	\$42.35	\$47.65	\$14.18	\$104.17
	Total Bellettis	Ψ2,203.7 1	23.2070	ψ :2:00	φινισε	ΨΙΙΙΟ	Ψ10 1117
		Annual Salar	rv + Renefits	\$76,224.35			
		ui bului	J Denemo	ψ. υ <b>, Δ. Δ. τ. ι.</b> υ	1		
Stor D							
Step D		* * * :					
		\$4,354.30	/Month	\$29.03	/Hour		
	T . ID	ΦΩ Ω <u>σ</u> σ σ σ σ σ σ σ σ σ σ σ σ σ σ σ σ σ σ	<b>52</b> 056	<b>6444</b>	Φ40. < <b>5</b>	φ1.4. <b>5</b> Ω	<b>#100.40</b>
	Total Benefits	\$2,267.35	52.07%	\$44.14	<b>\$49.67</b>	<b>\$14.78</b>	\$108.60
		A	D 64	\$70 A50 Q			
		Annual Salar	ry + Benefits	\$79,459.86	1		
~ -							
Step E							
		\$4,572.71	/Month	\$30.48	/Hour		
		,					
	Total Benefits	\$2,332.05	51.00%	\$46.03	\$51.79	\$15.41	\$113.24
		Annual Salar	ry + Benefits	\$82,857.15	<b>!</b>		

# Solid Waste Equipment Operator II Department: Public Works

		1	iniciit. Tu				
Step A							
		4,146.29	/Month	\$27.64	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	ngowy.	
PERS - Employee	0.08000	331.70			Public Works	egory Maintanana	
PERS - Employee	0.14003	580.60			rubiic works	- Mannenane	C
PERS Survivor	0.14003	3.00					
	tivo	0.00					
Management Incen EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	47.27					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	208.56			112.52%	33.48%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	60.12	<u>-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,211.74	53.34%	\$42.39	\$47.69	\$14.19	\$104.27
		Annual Sala	ry + Benefits	\$76,296.31			
					l		
Step B							
r		\$4,354.30	/Month	\$29.03	/Hour		
		ψτ,55τ.50	/Wionth	\$29.03	/110ui		
	Total Benefits	\$2,267.35	52.07%	\$44.14	\$49.67	\$14.78	\$108.60
		. ,		·		·	·
		Annual Sala	ry + Benefits	\$79,459.86			
Step C							
*		\$4,572.71	/Month	\$30.48	/Hour		
		Ψ 1,0 / 2./ 1	/1011111	Ψ30.10	/110 <b>u</b> 1		
	Total Benefits	\$2,332.05	51.00%	\$46.03	\$51.79	\$15.41	\$113.24
		•		•			
		Annual Sala	ry + Benefits	\$82,857.15			
					i		
Step D							
		\$4,801.52	/Month	\$32.01	/Hour		
		ψ-1,001.32	/ 1 <b>V1</b> O11t11	φ32.01	/110ul		
	Total Benefits	\$2,399.83	49.98%	\$48.01	\$54.02	\$16.07	\$118.10
		. ,		·	-	•	•
		Annual Sala	ry + Benefits	\$86,416.22			
			•				
Step E							
		\$5,040.73	/Month	\$33.60	/Hour		
		φ3,040.73	/ IVIOIIIII	\$33.00	/110u1		
	Total Benefits	\$2,470.70	49.01%	\$50.08	\$56.35	<b>\$16.77</b>	\$123.19
	Total Dollotto	Ψ2,170.70	12.0170	ψ.υ.υυ	Ψυ 0.00	Ψ±0•//	Ψ120.17
		Annual Sala	rv + Benefits	\$90,137.11			
			-, 01101103	<b>*** ****</b>	I		

# Solid Waste Manager Department: Public Works

~ .			iniciii. Tu				
Step A				* * * * * * * * * * * * * * * * * * * *			
		6,569.59	/Month	\$43.80	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	525.57		Non-Sw	vorn Manageme		nagement
PERS - Employer	0.14003	919.94		1,011 5,	· orm remanagement		
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	74.89					
Life Insurance	0.00027	31.93					
Deferred Comp.		110.00					
Workers Comp.	0.05030	330.45			112.52%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	95.26		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 3,065.52	46.66%	\$64.23	\$72.28	\$21.51	\$158.02
		Annual Salar	ry + Benefits	\$115,621.29			
Step B		Φ	<b>7.</b> 6	****			
		\$6,898.93	/Month	\$45.99	/Hour		
	Total Benefits	\$3,164.68	45.87%	\$67.09	\$75.49	\$22.46	\$165.04
		Annual Salar	ry + Benefits	\$120,763.34	:		
Step C		ф <b>т</b> 242 00	/N /f	<b>\$40.20</b>	/**		
		\$7,243.88	/Month	\$48.29	/Hour		
	Total Benefits	\$3,268.54	45.12%	\$70.08	\$78.86	\$23.46	\$172.40
		Annual Cala	wy Domofita	¢126 140 02			
		Annuai Sala	ry + Benefits	\$126,149.02	1		
Stop D							
Step D		<b>4=</b> -0 - 1 -	2.5				
		\$7,606.16	/Month	\$50.71	/Hour		
	Total Benefits	\$3,377.62	44.41%	\$73.23	\$82.39	\$24.52	\$180.13
		4 10 1	. D. e.	<b>#131 007 33</b>			
		Annual Sala	ry + Benefits	\$131,805.33	:		
Step E							
		\$7,985.77	/Month	\$53.24	/Hour		
	Total Benefits	\$3,491.92	43.73%	\$76.52	\$86.10	\$25.62	\$188.23
		Annual Salar	ry + Benefits	\$137,732.29	1		

# Solid Waste Supervisor Department: Public Works

			iment. Fui				
Step A							
		5,474.08	/Month	\$36.49	/Hour		
75 011	35 10 11				<b>a</b> .		
Benefit Employee	<u><b>Multiplier</b></u> 0.08000	427.02		Non Cu		egory	
PERS - Employee	0.14003	437.93 766.54		Non-sw	orn Managemo	ent & Mid-Ma	magement
PERS - Employer PERS Survivor	0.14003	3.00					
	tivo	0.00					
Management Incen EAP	uve	3.92					
Health Insurance		3.92 792.72					
Dental Insurance							
	0.01140	142.33					
LTD Insurance	0.01140	62.40					
Life Insurance	0.00027	26.60					
Deferred Comp.	0.05020	110.00					
Workers Comp.	0.05030	275.35		**	112.52%	33.48%	
Vision Benefit	0.01.450	35.51		Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	79.37	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,735.67	49.97%	\$54.73	\$61.58	\$18.33	\$134.64
					,	,	,
		Annual Sala	ry + Benefits	\$98,517.01			
Step B							
Step D		¢5 747 05	Month	¢20.22	/II		
		\$5,747.95	/Monui	\$38.32	/Hour		
	Total Benefits	\$2,818.13	49.03%	\$57.11	\$64.26	\$19.12	\$140.48
	Total Belieffts	Ψ2,010.13	19.0370	ΨΟΛΙΙ	ψ04.20	Ψ12.12	φ110.10
		Annual Sala	ry + Benefits	\$102,793.03			
Step C							
		\$6,035.70	/Month	\$40.24	/Hour		
		. ,		•			
	<b>Total Benefits</b>	\$2,904.77	48.13%	\$59.60	\$67.06	<b>\$19.96</b>	\$146.62
		Annual Sala	ry + Benefits	\$107,285.61			
~ -	_						
Step D		* :					
		\$6,337.31	/Month	\$42.25	/Hour		
	Total Benefits	\$2,995.58	47.27%	\$62.22	\$70.01	\$20.83	\$153.06
	Total Delicitis	ψ4,333.30	+1.4170	φυ2.22	ψ/ <b>U.U1</b>	φ <b>Δυ.</b> 03	φ133.00
		Annual Sala	ry + Benefits	\$111,994.69			
		uu Dula	- J - Delicities	Ψ11192271002			
Step E							
		\$6,654.52	/Month	\$44.36	/Hour		
		,					
	<b>Total Benefits</b>	\$3,091.09	46.45%	\$64.97	<b>\$73.10</b>	\$21.75	\$159.83
		Annual Sala	ry + Benefits	\$116,947.35			

### **Street Maintenance Worker I Department: Public Works**

		- · <b>F</b> - ·	iment. Fut				
Step A							
_		3,413.06	/Month	\$22.75	/Hour		
		ŕ			-		
Benefit E	<u>Multiplier</u>	272.04				egory	
PERS - Employee	0.08000	273.04			Public Works	- Maintenanc	e
PERS - Employer	0.14003	477.93					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01110	142.33					
LTD Insurance	0.01140	38.91					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	171.68			112.52%	33.48%	
Vision Benefit		35.51		•	Department	City-Wide	Total Hourly
Medicare	0.01450	49.49	<u>-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 1,994.53	58.44%	\$36.05	\$40.56	\$12.07	\$88.68
	Total Building				Ψ10120	Ψ1=10.	φσσσσσ
		Annual Sala	ry + Benefits	\$64,891.09	<b>!</b>		
Step B							
Step B		\$3,582.94	/Month	\$23.89	/Hour		
		,		,			
	Total Benefits	\$2,038.85	56.90%	\$37.48	\$42.17	\$12.55	\$92.20
		Annual Cala	my   Donofita	\$67.461.50			
		Allituai Sala	ry + Benefits	\$67,461.50	:		
Step C							
		\$3,761.48	/Month	\$25.08	/Hour		
		φυ, στι ισ	,1,1011111	Ψ25.00	/110 <b>u</b> 1		
	<b>Total Benefits</b>	\$2,091.74	55.61%	\$39.02	\$43.91	\$13.07	\$95.99
		A 1 C-1	D64	\$70.330.65			
		Annual Sala	ry + Denemis	\$70,238.65	:		
Step D							
		\$3,948.69	/Month	\$26.32	/Hour		
	Total Benefits	\$2,147.20	54.38%	\$40.64	\$45.73	\$13.61	\$99.97
	Total Delicitis	φ2,147.20	54.30%	<b>φ4υ.υ4</b>	φ <b>-1/</b> .3	φ13.01	φ <i>эЭ•</i> Э1
		Annual Sala	ry + Benefits	\$73,150.69	1		
G( F	_						
Step E		\$4,146.29	/Month	\$27.64	/Hour		
		ψ <b>Τ,17U.</b> 29	/ 171011111	φ41.04	/110ul		
	Total Benefits	\$2,205.74	53.20%	\$42.35	\$47.65	\$14.18	\$104.17
		A 1 G - 1	D	φπ.c 22.4.25			
		Annual Sala	ry + Benefits	\$76,224.35	:		

### **Street Maintenance Worker II Department: Public Works**

C4 A							
Step A		2.5(1.40	/N f	φ <b>25</b> 00	/T.T		
		3,761.48	/Month	\$25.08	/Hour		
Benefit	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.08000	300.92			Public Works		e
PERS - Employer	0.14003	526.72					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	42.88					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	189.20			112.52%	33.48%	
Vision Benefit	0.02020	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	54.54		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.01430		-	<u>a beliefts</u>	Overneau	Overneau	Rate
	Total Benefits	\$ 2,097.74	55.77%	\$39.06	\$43.95	\$13.08	\$96.09
		Annual Salar	ry + Benefits	\$70,310.68			
					1		
Step B							
1		\$3,948.69	/Month	\$26.32	/Hour		
		ψυ,σποιοσ	AMOREI	Ψ20.32	/ Hour		
	Total Benefits	\$2,147.20	54.38%	\$40.64	\$45.73	\$13.61	\$99.97
		Annual Salar	ry + Benefits	\$73,150.61			
Step C							
1		\$4,146.29	/Month	\$27.64	/Hour		
		Ψ-1,1-10.2/	/Wollen	\$27.04	/11oui		
	Total Benefits	\$2,205.74	53.20%	\$42.35	\$47.65	\$14.18	\$104.17
		. ,		,			,
		Annual Salar	ry + Benefits	\$76,224.35			
			•		:		
Step D							
- Step D		φ <i>4.254.</i> 20	/N / (1)	<b>#20.02</b>	/11		
		\$4,354.30	/Iviontn	\$29.03	/Hour		
	Total Benefits	\$2,267.35	52.07%	\$44.14	\$49.67	\$14.78	\$108.60
	Total Delicitis	Ψ2,201.33	32.07/0	ф <b>-1-1-1</b>	ψ <b>4.0</b> 7	ψ17./0	φ100.00
		Annual Salar	rv + Renefite	\$79,459.86			
		Almuai Galai	j i Denemes	Ψ17,437.00	•		
Cton F							
Step E							
		\$4,572.71	/Month	\$30.48	/Hour		
	T ( 1 D	Ф2 222 25	<b>71</b> 000:	446.00	<b>0.51.50</b>	<b>64</b> = 44	<b>0113.51</b>
	Total Benefits	\$2,332.05	51.00%	\$46.03	\$51.79	\$15.41	\$113.24
		A 1 G . 1	D	<b>\$93.955.15</b>			
		Annual Salar	ry + Benefits	\$82,857.15	1		

# Streets Manager Department: Public Works

C4 A							
Step A		C 450 45	/N / /1.	¢42.20	/T.T.		
		6,479.45	/Month	\$43.20	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	518.36		Non-Sw	orn Manageme		nagement
PERS - Employer	0.14003	907.32			C		C
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	73.87					
Life Insurance	0.00027	31.49					
Deferred Comp.		110.00					
Workers Comp.	0.05030	325.92			112.52%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	93.95	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,038.38	46.89%	\$63.45	<b>\$71.40</b>	\$21.24	\$156.09
	Total Belletits				ψ/1.40	Ψ21.21	Ψ150.09
		Annual Salar	ry + Benefits	\$114,213.93			
Step B		4.000	2.5				
		\$6,803.60	/Month	\$45.36	/Hour		
	Total Benefits	\$3,135.97	46.09%	\$66.26	\$74.56	\$22.19	\$163.01
		Annual Salar	ry + Benefits	\$119,274.83			
Ctor. C							
Step C		\$7,143.34	/Month	\$47.62	/Hour		
		47,210001	,1,1011411	\$ <u>2</u>	,11041		
	Total Benefits	\$3,238.27	45.33%	\$69.21	\$77.88	\$23.17	\$170.26
		Annual Salar	ry + Benefits	\$124,579.32			
Stor D							
Step D		\$7,500.42	/Month	\$50.00	/Hour		
		Ψ1,500.74	, 171011111	φ50.00	/ 110u1		
	Total Benefits	\$3,345.78	44.61%	\$72.31	\$81.36	\$24.21	\$177.88
		Annual Salar	ry + Benefits	\$130,154.45			
Step E	_						
Step 2		\$7,874.84	/Month	\$52.50	/Hour		
	Total Benefits	\$3,458.51	43.92%	\$75.56	\$85.01	\$25.30	\$185.87
				\$136,000.21			
		ramiuai Baiai	., Denemes	ψ150,000.21			

# Streets Supervisor Department: Public Works

		<b>- - - - - - - - - </b>	iment. Fui				
Step A							
_		5,635.28	/Month	\$37.57	/Hour		
T	35 10 11				<b>a</b> .		
Benefit E. I.	<u>Multiplier</u>	450.02		N C		egory	
PERS - Employee	0.08000	450.82		Non-Sw	orn Managem	ent & Mid-Ma	inagement
PERS - Employer PERS Survivor	0.14003	789.11 3.00					
Management Incen	tivo	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	64.24					
Life Insurance	0.00027	27.39					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	283.45			112.520/	33.48%	
Vision Benefit	0.03030	35.51		Handry Data	112.52%		Total Hander
	0.01450			Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	81.71	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,784.21	49.41%	\$56.13	\$63.16	\$18.79	\$138.08
		Annual Sala	ry + Benefits	\$101,033.84			
			-3	<del>+</del>			
Step B							
Step D		Φ <b>5</b> 01 <b>5</b> 02	/N # .1	<b>***</b>			
		\$5,917.83	/Month	\$39.45	/Hour		
	Total Benefits	\$2,869.28	48.49%	\$58.58	\$65.91	\$19.61	\$144.11
	Total Beliefits	\$2,809.28	40.49/0	φ30.30	φυ3.91	φ19.01	ф1 <b>-1-1</b> .11
		Annual Sala	ry + Benefits	\$105,445.28			
		12111441 2414	- 3 201101105	ψ100,1101 <u>2</u> 0			
Step C							
Step C		ΦC 21 4 2 4	/N # .1				
		\$6,214.24	/Month	\$41.43	/Hour		
	Total Benefits	\$2,958.53	47.61%	\$61.15	\$68.81	\$20.47	\$150.43
	Total Belletits	\$2,936.33	47.0170	ф01.13	φυο.σ1	φ <b>20.4</b> 7	ф130.43
		Annual Sala	ry + Benefits	\$110,073.17			
		Aimuai Sala	ry + Delicities	φ110,073.17			
C4							
Step D							
		\$6,524.52	/Month	\$43.50	/Hour		
	T. (1D. C.)	#2.051.05	4 < 700	<b>#</b> 63.04	ф <b>л</b> 0.4	<b>\$21.20</b>	<b>4155 A5</b>
	Total Benefits	\$3,051.95	46.78%	\$63.84	<b>\$71.84</b>	\$21.38	\$157.05
		A	D 6*4	6114 01 <b>5</b> 50			
		Annual Sala	ry + Benefits	\$114,917.58			
~							
Step E							
		\$6,850.40	/Month	\$45.67	/Hour		
		,					
	Total Benefits	\$3,150.07	45.98%	\$66.67	\$75.02	\$22.32	\$164.01
			_				
		Annual Sala	ry + Benefits	\$120,005.55			

## **Street Sweeper Operator Department: Public Works**

Step A           3,946.95 /Month         \$26.31 /Hour           Benefit         Multiplier         Category           PERS - Employee         0.08000         315.76         Public Works - Maintenance           PERS - Employer         0.14003         552.69           PERS Survivor         3.00           Management Incentive         0.00           EAP         3.92	
BenefitMultiplierCategoryPERS - Employee0.08000315.76Public Works - MaintenancePERS - Employer0.14003552.69PERS Survivor3.00Management Incentive0.00	
PERS - Employee 0.08000 315.76 Public Works - Maintenance PERS - Employer 0.14003 552.69 PERS Survivor 3.00 Management Incentive 0.00	
PERS - Employee 0.08000 315.76 Public Works - Maintenance PERS - Employer 0.14003 552.69 PERS Survivor 3.00 Management Incentive 0.00	
PERS - Employer 0.14003 552.69 PERS Survivor 3.00 Management Incentive 0.00	
PERS Survivor 3.00 Management Incentive 0.00	
Management Incentive 0.00	
E/11 5.72	
Health Insurance 792.72	
Dental Insurance 142.33	
LTD Insurance 0.01140 45.00	
Life Insurance 6.00	
Deferred Comp. 0.00	
Workers Comp. 0.05030 198.53 112.52% 33.48%	
	l Hourly
	Rate
Total Benefits \$ 2,152.68 54.54% <b>\$40.66 \$45.75 \$13.62 \$1</b>	100.03
Annual Salary + Benefits \$73,195.62	
Step B	
<b>\$4,144.56</b> /Month \$27.63 /Hour	
Total Benefits \$2,205.22 53.21% <b>\$42.33 \$47.63 \$14.17 \$1</b>	104.14
Annual Salary + Benefits \$76,197.39	
Amidal Salary + Deficites #70,197.39	
Stan C	
Step C	
<b>\$4,352.57</b> /Month \$29.02 /Hour	
Total Benefits \$2,266.84 52.08% <b>\$44.13 \$49.65 \$14.78 \$1</b>	108.56
10tal beliefits \$2,200.04 \$2.0070 \$44.13 \$49.03 \$14.76 \$1	100.50
Annual Salary + Benefits \$79,432.90	
Ψ/2310200	
Step D	
<b>\$4,570.98</b> /Month \$30.47 /Hour	
Total Benefits \$2,331.54 51.01% <b>\$46.02 \$51.78 \$15.41 \$1</b>	13.20
10m1 Deficitio φ2,001i0 1 01.01/0 φ10i02 φ01i10 φ10i11 φ1	
Annual Salary + Benefits \$82,830.19	
· <u>- · /</u>	
Step E	
\$4,799.78 /Month \$32.00 /Hour	
φτ,177.10 /1/10/11/11 φ32.00 /11/01/1	
Total Benefits \$2,399.32 49.99% <b>\$47.99 \$54.00 \$16.07 \$1</b>	18.07
Annual Salary + Benefits \$86,389.26	

### **Technical Assistant I Department: Engineering**

Stop A							
Step A		3,565.60	/Month	\$23.77	/Hour		
5 4.		,		·			
<u>Benefit</u>	<u>Multiplier</u>	207.27				egory	
PERS - Employee	0.08000	285.25			Office E	mployees	
PERS - Employer	0.14003	499.29					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	40.65					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	179.35			63.20%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	_	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	51.70	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,039.72	57.21%	\$37.37	\$23.62	\$12.51	<b>\$73.50</b>
		Annual Salar	rv + Benefits	\$67,263.81			
		11111441		<del>+01,200,01</del>			
Step B							
		\$3,744.14	/Month	\$24.96	/Hour		
	Total Benefits	\$2,086.61	55.73%	\$38.87	\$24.57	\$13.01	\$76.45
		Annual Salar	ry + Benefits	\$69,969.02			
Step C							
•		\$3,931.35	/Month	\$26.21	/Hour		
	Total Benefits	,		\$40.40	\$25 50	¢12 56	<b>\$79.64</b>
	Total Belletits	\$2,142.06	54.49%	\$40.49	\$25.59	\$13.56	\$79.04
		Annual Salar	ry + Benefits	\$72,880.98			
Step D							
Step D		\$4,127.23	/Month	\$27.51	/Hour		
		Ψ <b>Τ</b> 9 <b>ΙΔΙ</b> , <b>Δ</b> Ο	/ 1 <b>V1</b> O11t11	φ21.31	/110u1		
	Total Benefits	\$2,200.09	53.31%	\$42.18	\$26.66	\$14.12	\$82.97
		Annual Salar	ry + Benefits	\$75,927.76			
Step E		* * *					
		\$4,333.50	/Month	\$28.89	/Hour		
	Total Benefits	\$2,261.19	52.18%	\$43.96	\$27.79	\$14.72	\$86.47
		Annual Salar	ry + Benefits	\$79,136.31			

### **Technical Assistant II Department: Engineering**

C.							
Step A		2 021 25	/b. # 1	Φ26.21	<b>7.</b> T		
		3,931.35	/Month	\$26.21	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	314.51				mployees	
PERS - Employer	0.14003	550.51				<b>FJ</b>	
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	44.82					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	197.75			63.20%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>		City-Wide	<b>Total Hourly</b>
Medicare	0.01450	57.00		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,148.06	54.64%	\$40.53	\$25.62	\$13.57	\$79.71
		Annual Salar	ry + Benefits	\$72,952.97			
					1		
Step B							
		\$4,127.23	/Month	\$27.51	/Hour		
		,					
	Total Benefits	\$2,200.09	53.31%	\$42.18	\$26.66	\$14.12	\$82.97
		Annual Salar	ry + Benefits	\$75,927.76			
Step C		<b>4.222 5</b> 0	2.5				
		\$4,333.50	/Month	\$28.89	/Hour		
	Total Benefits	\$2,261.19	52.18%	\$43.96	\$27.79	\$14.72	\$86.47
	_ 5001 2 51101105	<i>4</i> <b>-</b> , <b>2</b> 01.17	22.1070	¥ 10.50	Ψ=.•/>	Ψ=-•/-	40 <b>00 1</b> 7
		Annual Salar	ry + Benefits	\$79,136.31	<b>!</b>		
Step D							
		\$4,550.18	/Month	\$30.33	/Hour		
		,					
	Total Benefits	\$2,325.38	51.11%	\$45.84	\$28.97	\$15.35	\$90.15
		Annual Salar	ry + Ronofite	\$82,506.64			
		minuai Salai	i j i Delicites	Ψ02,500.07	ŀ		
Step E							
		\$4,777.25	/Month	\$31.85	/Hour		
		φ=,///.43	/ IVIOIIIII	φ31.83	/110ul		
	Total Benefits	\$2,392.64	50.08%	\$47.80	\$30.21	\$16.00	\$94.01
		Annual Salar	rv + Renefits	\$86,038.74			
		rimuai Salal	., Denents	ψυυ,υυυ./ +	1		

# Wastewater Laboratory Technician I Department: Public Works

Step A  Benefit  PERS - Employee  PERS - Employer	<u>Multiplier</u>	4,191.36	/Month	\$27.94	/Hour		
PERS - Employee PERS - Employer		4,191.36	/Month	\$27.94	/HOIIr		
PERS - Employee PERS - Employer				Ψ=/•/	/110 <b>u</b> 1		
PERS - Employee PERS - Employer					Cate	gory	
PERS - Employer	0.08000	335.31			Public Works		e
	0.14003	586.92					
PERS Survivor		3.00					
Management Incent	ive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	47.78					
Life Insurance	0.011.0	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	210.83			112.52%	33.48%	
Vision Benefit	0.0000	35.51		<b>Hourly Rate</b>		City-Wide	<b>Total Hourly</b>
Medicare	0.01450	60.77		& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
Wiedicare	0.01 150	00.77	•	<u>cc Benefits</u>	Overneuu	Overneud	<u>ruite</u>
	Total Benefits	\$ 2,225.09	53.09%	\$42.78	\$48.13	\$14.32	\$105.23
		Annual Salar	y + Benefits	\$76,997.36			
				'			
Step B							
		\$4,401.10	/Month	\$29.34	/Hour		
		. ,					
	Total Benefits	\$2,281.22	51.83%	\$44.55	\$50.13	\$14.92	\$109.59
		Annual Salar	y + Benefits	\$80,187.85			
Step C							
		\$4,621.24	/Month	\$30.81	/Hour		
		Ψ 1,021,21	,1,101111	Ψ50.01	,110 <b>u</b> 1		
	Total Benefits	\$2,346.43	50.77%	\$46.45	\$52.27	\$15.55	\$114.27
		Annual Salar	y + Benefits	\$83,612.11			
Step D							
	<del>_</del>	\$4,851.79	/Month	\$32.35	/Hour		
		. ,	<del></del>	÷2=.55	<del>-</del>		
	Total Benefits	\$2,414.72	49.77%	\$48.44	<b>\$54.51</b>	\$16.22	\$119.17
			<b>.</b>	<b>405</b> - 105 - 1			
		Annual Salar	ry + Benefits	\$87,198.14			
Step E							
Step E		¢5 004 46	/Month	ф22.0 <i>-</i>	/II		
		\$5,094.46	/Month	\$33.96	/Hour		
	Total Benefits	\$2,486.61	48.81%	\$50.54	\$56.87	\$16.92	\$124.33
		Annual Salar	y + Benefits	\$90,972.90			
	- 300 2010110				420,01	¥-24/=	**- <b>1100</b>

# Wastewater Laboratory Technician II Department: Public Works

C4 A							
Step A		4 (21 24	/N f	<b>#20.01</b>	/11		
		4,621.24	/Month	\$30.81	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory _	
PERS - Employee	0.08000	369.70			Public Works		e
PERS - Employer	0.14003	647.11					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	52.68					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	232.45			112.52%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	67.01		& Benefits	Overhead	Overhead	Rate
	T 15 C	ф. 2.252.42	<b>5</b> 0.000/	<b>** ** ** **</b>	Φ=0.04	<b>445.55</b>	
	Total Benefits	\$ 2,352.43	50.90%	\$46.49	\$52.31	\$15.57	\$114.37
		Annual Salar	ry + Benefits	\$83,684.04	:		
Step B							
экер Б		\$4,851.79	/Month	\$32.35	/Hour		
		. ,					
	Total Benefits	\$2,414.72	49.77%	\$48.44	\$54.51	\$16.22	\$119.17
		Annual Salar	ry + Benefits	\$87,198.14			
					•		
Step C		Φ <b>5</b> 004 46	/N. f	ф22.04	/7.7		
		\$5,094.46	/Month	\$33.96	/Hour		
	Total Benefits	\$2,486.61	48.81%	\$50.54	\$56.87	\$16.92	\$124.33
			D 6*4	<b>400.053.00</b>			
		Annual Salar	ry + Benefits	\$90,972.90	į		
Step D							
		\$5,349.27	/Month	\$35.66	/Hour		
	Total Benefits	\$2,562.09	47.90%	\$52.74	\$59.35	<b>\$17.66</b>	\$129.75
		Annual Salar	ry + Benefits	\$94,936.41	:		
Step E							
		\$5,616.22	/Month	\$37.44	/Hour		
	Total Benefits	\$2,641.17	47.03%	\$55.05	\$61.94	\$18.43	\$135.42
		Annual Salar	ry + Benefits	\$99,088.65	•		

## Wastewater Maintenance Supervisor Department: Public Works

		Бериг	iment. Fui	one works			
Step A							
_		5,240.07	/Month	\$34.93	/Hour		
		,					
Benefit	<u>Multiplier</u>	410.21		N. G		egory	
PERS - Employee	0.08000	419.21		Non-Sw	orn Managem	ent & Mid-Ma	ınagement
PERS - Employer	0.14003	733.77					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	59.74					
Life Insurance	0.00027	25.47					
Deferred Comp.		110.00					
Workers Comp.	0.05030	263.58			112.52%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	75.98	<u>.</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,665.21	50.86%	\$52.70	\$59.30	<b>\$17.65</b>	\$129.65
			D 01.	<b>40406230</b>			
		Annual Sala	ry + Benefits	\$94,863.39			
Step B							
		\$5,501.81	/Month	\$36.68	/Hour		
		,		,			
	<b>Total Benefits</b>	\$2,744.02	49.87%	\$54.97	\$61.85	\$18.41	\$135.23
		Annual Sala	ry + Benefits	\$98,949.98			
Step C							
		\$5,777.42	/Month	\$38.52	/ <b>L</b> our		
		φ3,111.42	/Wionui	\$30.32	/110ui		
	Total Benefits	\$2,827.00	48.93%	\$57.36	\$64.54	\$19.21	\$141.11
	1 otal Belletins	\$ <b>2,</b> 6 <b>2</b> 7.66	.0.5670	φοσ	ΨΦ	42712	Ψ111111
		Annual Sala	ry + Benefits	\$103,253.12			
				+			
Cton D							
Step D							
		\$6,066.90	/Month	\$40.45	/Hour		
	m . 15	Φ2 01 1 1 -	40.00=	A=0 0=	ф. <b>с=</b> 2=	<b>460.0</b>	<b>.</b>
	Total Benefits	\$2,914.16	48.03%	\$59.87	\$67.37	\$20.05	\$147.29
			TD 61/	<b>4408 854 5</b>			
		Annual Sala	ry + Benefits	\$107,772.76			
Step E							
		\$6,370.25	/Month	\$42.47	/Hour		
		4 0,2 . 0 <b>.20</b>		Ψ.2.17	10 01		
	<b>Total Benefits</b>	\$3,005.50	47.18%	\$62.50	\$70.33	\$20.93	\$153.76
		Annual Sala	ry + Benefits	\$112,508.90			

# Wastewater Treatment Plant Operator Asst. Department: Public Works

Step A							
		3,284.79	/Month	\$21.90	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	262.78			Public Works		e
PERS - Employer	0.14003	459.97					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	37.45					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	165.22			112.52%	33.48%	
Vision Benefit	0.044.	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	47.63		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 1,956.53	59.56%	\$34.94	\$39.32	\$11.70	\$85.96
		Annual Salar	ry + Benefits	\$62,895.88			
Step B		<b>42.440.4</b>	2.5				
		\$3,449.47	/Month	\$23.00	/Hour		
	Total Benefits	\$1,999.32	57.96%	\$36.33	\$40.87	\$12.16	\$89.36
		Annual Salar	ry + Benefits	\$65,385.38	1		
S4 C							
Step C		\$3,621.07	/Month	\$24.14	/Hour		
		φ3,021.07	/IVIOIIIII	\$24.14	/110u1		
	Total Benefits	\$2,050.15	56.62%	\$37.81	\$42.54	\$12.66	\$93.01
		Annual Salar	ry + Benefits	\$68,054.63	:		
C. B							
Step D		<b>4.6.0</b> 2.1.5=					
		\$3,801.35	/Month	\$25.34	/Hour		
	Total Benefits	\$2,103.55	55.34%	\$39.37	\$44.29	\$13.18	\$96.84
		Annual Salar	ry + Benefits	\$70,858.79			
			·		<u> </u>		
Step E							
		\$3,992.02	/Month	\$26.61	/Hour		
		,				<b></b>	****
	Total Benefits	\$2,160.04	54.11%	\$41.01	\$46.15	\$13.73	\$100.89
		Annual Salar	ry + Benefits	\$73,824.68			
			<u>-</u>				

# Wastewater Treatment Plant Operator I Department: Public Works

C4 A							
Step A		2 002 02	/N f	φ <b>3</b> ( (1	/T.T		
		3,992.02	/Month	\$26.61	/Hour		
Benefit	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.08000	319.36			Public Works		e
PERS - Employer	0.14003	559.00					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	45.51					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	200.80			112.52%	33.48%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	57.88		& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
Tylodicare	0.01 150	27.00	•	et Bellettis	Overneut	Overmen	Aute
	Total Benefits	\$ 2,166.04	54.26%	\$41.05	\$46.19	\$13.75	\$100.99
		Annual Salar	ry + Benefits	\$73,896.67			
Step B							
		\$4,191.36	/Month	\$27.94	/Hour		
		+ -,		7-777			
	Total Benefits	\$2,219.09	52.94%	\$42.74	\$48.09	\$14.31	\$105.13
		Annual Salar	ry + Benefits	\$76,925.38			
					•		
Step C							
		\$4,401.10	/Month	\$29.34	/Hour		
				+		****	****
	Total Benefits	\$2,281.22	51.83%	\$44.55	\$50.13	\$14.92	\$109.59
			D 41.	400 40 <b>=</b> 0=			
		Annual Salar	ry + Benefits	\$80,187.85	!		
	_						
Step D							
		\$4,621.24	/Month	\$30.81	/Hour		
		,					
	Total Benefits	\$2,346.43	50.77%	\$46.45	\$52.27	\$15.55	\$114.27
		~ -		400			
		Annual Salar	ry + Benefits	\$83,612.11	:		
Step E							
Step E		Φ4 Ω <b>5</b> 4 <b>5</b> Ω	/A. f	<b>*</b>	/T.T		
		\$4,851.79	/Month	\$32.35	/Hour		
	Total Benefits	\$2,414.72	49.77%	\$48.44	\$54.51	\$16.22	\$119.17
		Annual Salar	ry + Benefits	\$87,198.14			
					· 		
					_		

## Wastewater Treatment Plant Operator II Department: Public Works

Cton A							
Step A		4,401.10	/Month	\$29.34	/Hour		
		7,701.10	/ 1 <b>V1</b> O11t11	ψ <i>⊒ノ•J</i> Ŧ	/110u1		
<u>Benefit</u>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.08000	352.09			Public Works	- Maintenance	e
PERS - Employer	0.14003	616.29					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	50.17					
Life Insurance		6.00					
Deferred Comp.	0.05020	0.00			440.500/	22.400/	
Workers Comp.	0.05030	221.38		IIl. D.4.	112.52%	33.48%	T-4-1 IIl
Vision Benefit	0.01450	35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	63.82	-	<u>&amp; Benefits</u>	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,287.22	51.97%	\$44.59	\$50.17	\$14.93	\$109.69
		Annual Salar	ry + Benefits	\$80,259.81			
Step B							
		\$4,621.24	/Month	\$30.81	/Hour		
	Total Benefits	\$2.246.42	50.770/	\$46.4 <b>5</b>	\$52.27	¢1 <i>5 55</i>	¢114.27
	Total Benefits	\$2,346.43	50.77%	\$46.45	\$52.27	\$15.55	\$114.27
		Annual Salar	ry + Benefits	\$83,612.11	i		
Step C		φ.4.0 <b>.5.4.5</b> .0	2.5				
		\$4,851.79	/Month	\$32.35	/Hour		
	Total Benefits	\$2,414.72	49.77%	\$48.44	\$54.51	\$16.22	<b>\$119.17</b>
		,·-···· <b>-</b>	70	7.00.1	T = -100 =	T = ~	+> <del></del> -
		Annual Salar	ry + Benefits	\$87,198.14	<b>:</b>		
Step D							
		\$5,094.46	/Month	\$33.96	/Hour		
	T 10 "	<b>49.10.</b> 1.11	40.04**	A=0 = -	<b>4.5.</b> 0 <b></b>	<b>da</b> < 0.5	<b>0404</b> 00
	Total Benefits	\$2,486.61	48.81%	\$50.54	<b>\$56.87</b>	\$16.92	\$124.33
		Annual Salar	rv + Benefits	\$90,972.90			
			,	T. 0,2 . 200	:		
Step E							
- Step E		\$5,349.27	/Month	\$35.66	/Hour		
		φ <i>ა₉ა<del>1</del>7.41</i>	/ IVIOIIIII	φ33.00	/110u1		
	Total Benefits	\$2,562.09	47.90%	\$52.74	\$59.35	<b>\$17.66</b>	\$129.75
		Annual Salar	ry + Benefits	\$94,936.41			

# Wastewater Treatment Plant Operator III Department: Public Works

Step A							
		4,851.79	/Month	\$32.35	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	388.14			Public Works		e
PERS - Employer	0.14003	679.40					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	55.31					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	244.05			112.52%	33.48%	
Vision Benefit	0.04.470	35.51		-	Department	City-Wide	Total Hourly
Medicare	0.01450	70.35		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,420.73	49.89%	\$48.48	\$54.55	\$16.23	\$119.27
		Annual Salar	ry + Benefits	\$87,270.19			
Step B							
		\$5,094.46	/Month	\$33.96	/Hour		
	Total Benefits	\$2,486.61	48.81%	\$50.54	\$56.87	\$16.92	\$124.33
		Annual Salar	ry + Benefits	\$90,972.90	:		
Step C							
		\$5,349.27	/Month	\$35.66	/Hour		
	Total Benefits	\$2.562.00	47.000/	\$50.74	\$59.35	<b>\$17.66</b>	¢120.75
	Total Belletits	\$2,562.09	47.90%	\$52.74	\$59.55	\$17.00	\$129.75
		Annual Salar	rv + Renefits	\$94,936.41			
		Amidai balai	., Delicities	ψ2-19200-71	l		
Step D							
- Step D		φ <i>E</i> (1 ( 22	/M = (1	<b>***</b>	/**		
		\$5,616.22	/I <b>VI</b> Onth	\$37.44	/Hour		
	Total Benefits	\$2,641.17	47.03%	\$55.05	\$61.94	\$18.43	\$135.42
		Annual Salar	ry + Benefits	\$99,088.65	:		
Step E							
		\$5,897.03	/Month	\$39.31	/Hour		
			,		A-4	440.5	<b></b>
	Total Benefits	\$2,724.36	46.20%	\$57.48	\$64.67	\$19.24	\$141.39
		Annual Salar	ry _ Ronofita	\$103,456.60			
		Amuai Salai	y + Delicitis	φ103,430.00	!		

# Wastewater Operations Manager Department: Public Works

C4 A							
Step A		( (20 2(	/N. f	¢44.20	/TT		
		6,630.26	/Month	\$44.20	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	530.42		Non-Sw	vorn Manageme		nagement
PERS - Employer	0.14003	928.44					C
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	75.58					
Life Insurance	0.00027	32.22					
Deferred Comp.		110.00					
Workers Comp.	0.05030	333.50			112.52%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	96.14	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,083.78	46.51%	\$64.76	\$72.87	\$21.68	<b>\$159.31</b>
		Annual Salar		\$116,568.54	·	·	·
		Allitual Salai	ry + Delicitis	φ110,500.54	i e		
Step B							
		\$6,961.33	/Month	\$46.41	/Hour		
	Total Benefits	\$3,183.47	45.73%	\$67.63	\$76.10	\$22.64	\$166.38
		Annual Salar	ry + Benefits	\$121,737.63			
Step C		\$7,309.75	/Month	\$48.73	/Hour		
		Ψ1,507.15	/IVIOIIIII	ψ+0.73	/IIoui		
	Total Benefits	\$3,288.37	44.99%	\$70.65	\$79.50	\$23.66	\$173.81
		Annual Salar	ry + Benefits	\$127,177.44	1		
Step D							
Step D		\$7,675.50	/Month	\$51.17	/Hour		
	Total Benefits	\$3,398.49	44.28%	\$73.83	\$83.07	\$24.72	\$181.61
			<u> </u>	h405 00= -:			
		Annual Salar	ry + Benefits	\$132,887.88	:		
Step E							
		\$8,058.58	/Month	\$53.72	/Hour		
	Total Benefits	\$3,513.84	43.60%	\$77.15	\$86.81	\$25.83	\$189.79
		Annual Salar	ry + Benefits	\$138,868.96			

# Wastewater Treatment Plant Supervisor Department: Public Works

Cton A							
Step A		5,765.29	/Month	\$38.44	/Hour		
D 04	36 10 11	,			<b>C</b> 4		
Benefit	<u>Multiplier</u>	461.00		NI C		egory	
PERS - Employee	0.08000	461.22		Non-Sv	vorn Manageme	ent & Mid-Ma	inagement
PERS - Employer	0.14003	807.31					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	65.72					
Life Insurance	0.00027	28.02					
Deferred Comp.		110.00					
Workers Comp.	0.05030	289.99			112.52%	33.48%	
Vision Benefit		35.51			Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	83.60	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,823.35	48.97%	\$57.26	\$64.43	\$19.17	\$140.85
		Annual Salar	ry + Benefits	\$103,063.69			
			•		!		
Step B							
T.		\$6,053.03	/Month	\$40.35	/Hour		
		φο,σεείσε	,111011111	Ψ10.33	/110 <b>u</b> 1		
	Total Benefits	\$2,909.99	48.07%	\$59.75	\$67.23	\$20.01	\$146.99
		Annual Salar	ry + Benefits	\$107,556.25	:		
g. G							
Step C		\$6,356.38	/Month	\$42.38	/Lour		
		φυ,330.30	/Wionth	\$42.36	/ Houi		
	Total Benefits	\$3,001.32	47.22%	\$62.38	\$70.19	\$20.89	\$153.47
		Annual Salar	ry + Benefits	\$112,292.40			
			•	·	•		
Step D							
		\$6,673.59	/Month	\$44.49	/Hour		
					<b></b>	444.51	<b>.</b>
	Total Benefits	\$3,096.83	46.40%	\$65.14	\$73.29	\$21.81	\$160.24
		Annual Salar	ry + Benefits	\$117,245.05	i		
~ -	_						
Step E		Φ= 000 1	/h #				
		\$7,008.14	/Month	\$46.72	/Hour		
	Total Benefits	\$3,197.56	45.63%	\$68.04	\$76.56	\$22.78	<b>\$167.37</b>
		Annual Salar	ry + Benefits	\$122,468.35	į		

# Water Distribution Supervisor Department: Public Works

			iment. Fui				
Step A							
_		5,765.29	/Month	\$38.44	/Hour		
75 01.	35 10 11				<b>a</b> .		
Benefit Employee	<u><b>Multiplier</b></u> 0.08000	461.22		N C		egory	
PERS - Employee PERS - Employer	0.14003	461.22 807.31		Non-sw	orn Managemo	ent & Mid-Ma	magement
PERS Survivor	0.14003	3.00					
Management Incen	tiva	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	65.72					
Life Insurance	0.00027	28.02					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	289.99			112.52%	33.48%	
Vision Benefit	0.05050	35.51		<b>Hourly Rate</b>		City-Wide	Total Hourly
Medicare	0.01450	83.60		& Benefits	<u>Overhead</u>	Overhead	Rate
Tylodicale	0.01 150	03.00	_	et bellettis	Overneud	O + CT II CUU	11410
	Total Benefits	\$ 2,823.35	48.97%	\$57.26	\$64.43	\$19.17	\$140.85
		Annual Sala	ry + Benefits	\$103,063.69			
Step B							
-		\$6,053.03	/Month	\$40.35	/Hour		
		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		7.000			
	<b>Total Benefits</b>	\$2,909.99	48.07%	\$59.75	\$67.23	\$20.01	\$146.99
		Annual Sala	ry + Benefits	\$107,556.25			
Step C							
		\$6,356.38	/Month	\$42.38	/Hour		
		. ,		•			
	<b>Total Benefits</b>	\$3,001.32	47.22%	\$62.38	<b>\$70.19</b>	\$20.89	\$153.47
		Annual Sala	ry + Benefits	\$112,292.40			
Step D							
		\$6,673.59	/Month	\$44.49	/Hour		
		. )					
	<b>Total Benefits</b>	\$3,096.83	46.40%	\$65.14	\$73.29	\$21.81	\$160.24
		Annual Sala	ry + Benefits	\$117,245.05			
Step E							
	<del>_</del>	\$7,008.14	/Month	\$46.72	/Hour		
		+ · , · · · · ·		ψ.σ. <i>/</i> 2			
	<b>Total Benefits</b>	\$3,197.56	45.63%	\$68.04	<b>\$76.56</b>	\$22.78	\$167.37
		Annual Sala	ry + Benefits	\$122,468.35			

### Water Distribution Worker I **Department: Public Works**

		Бериг	iment. Fui	7110 11 01 110			
Step A							
		4,038.82	/Month	\$26.93	/Hour		
		,					
Benefit E	<u>Multiplier</u>	222.11				egory	
PERS - Employee	0.08000	323.11			Public Works	- Maintenanc	e
PERS - Employer	0.14003	565.56					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01110	142.33					
LTD Insurance	0.01140	46.04					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	203.15			112.52%	33.48%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	58.56	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,179.90	53.97%	\$41.46	\$46.65	\$13.88	\$101.99
	Total Beliefits	\$ 2,179.90	33.91/0	φ-1τυ	φ <b>-τ</b> υ.υ.	φ13.00	φ101.99
		Annual Sala	ry + Benefits	\$74,624.64	i		
Step B							
		\$4,241.63	/Month	\$28.28	/Hour		
	Total Benefits	\$2,233.98	52.67%	\$43.17	\$48.58	\$14.45	\$106.20
	Total Beliefits	\$2,233.96	32.0770	φ <b>43.1</b> 7	φ40.30	ф14.43	\$100 <b>.2</b> 0
		Annual Sala	ry + Benefits	\$77,707.29			
Step C							
-		\$4,453.10	/Month	\$29.69	/Hour		
		+ -,	,	7-2102	, ,		
	<b>Total Benefits</b>	\$2,296.62	51.57%	\$45.00	\$50.63	\$15.07	\$110.70
			TD 014	400 00 < <b>2</b> 0			
		Annual Sala	ry + Benefits	\$80,996.73	;		
Stop D							
Step D		\$4,674.98	Month	¢21 17	/Поли		
		φ <del>4,</del> υ/4.3δ	AMOIIIII	\$31.17	/ FIOUT		
	Total Benefits	\$2,362.35	50.53%	\$46.92	\$52.79	\$15.71	\$115.41
		. ,= =		, <u>-</u>		•	
		Annual Sala	ry + Benefits	\$84,447.95			
Step E							
		\$4,908.99	/Month	\$32.73	/Hour		
						***	
	Total Benefits	\$2,431.67	49.54%	\$48.94	\$55.06	\$16.39	\$120.39
		A 27 G 2	D	\$00 A0 <b>7</b> A0			
		Annual Sala	ry + Benefits	\$88,087.90	!		

### **Water Distribution Worker II Department: Public Works**

		Бериг	iment. Fui	THE TY OTHE			
Step A							
•		4,453.10	/Month	\$29.69	/Hour		
		,		·			
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	356.25			Public Works	- Maintenanc	e
PERS - Employer	0.14003	623.57					
PERS Survivor	.•	3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance	0.01140	142.33					
LTD Insurance	0.01140	50.77					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	223.99			112.52%	33.48%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	64.57	- <del>-</del>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	¢ 2.202.62	£1.710/	\$45.04	\$50.68	\$15.08	¢110.70
	Total Benefits	\$ 2,302.62	51.71%	<b>\$45.04</b>	\$50.08	\$15.08	\$110.79
		Annual Sala	ry + Benefits	\$81,068.66			
Step B							
Step B		\$4,674.98	/Month	\$31.17	/Hour		
		φ4,074.20	/Wionth	\$31.17	/ HOUI		
	Total Benefits	\$2,362.35	50.53%	\$46.92	\$52.79	\$15.71	\$115.41
	1 otal Belleting	<b>\$2,002.00</b>	20.2270	Ψ 1002	φο>	4207.2	Ψ110711
		Annual Sala	ry + Benefits	\$84,447.95			
Step C							
Stop S		\$4,908.99	/Month	\$32.73	/Llour		
		φ4,200.22	/Wionth	\$32.73	/ HOUI		
	Total Benefits	\$2,431.67	49.54%	\$48.94	\$55.06	\$16.39	\$120.39
	1 otal Belleting	<b>42,</b> 181107	.,	Ψ 1002 1	φεεισσ	Ψ2000	ψ <b>12</b> 000
		Annual Sala	ry + Benefits	\$88,087.90			
			-				
Step D							
		<b>QE 1EE 1</b> 2	Month	<b>\$24.27</b>	/How:		
		\$5,155.13	/IVIOIIII	\$34.37	/ HOUI		
	Total Benefits	\$2,504.58	48.58%	\$51.06	\$57.46	<b>\$17.10</b>	\$125.62
		,_ 5 6		<b></b>	,	, =	<b>-</b>
		Annual Sala	ry + Benefits	\$91,916.59			
			•				
Step E							
		\$5,413.41	/Month	\$36.09	/Hour		
		ψυ,τιυ.τι	/ 1/1011111	φ50.09	/110u1		
	Total Benefits	\$2,581.09	47.68%	\$53.30	<b>\$59.97</b>	<b>\$17.84</b>	\$131.11
		. ,		,	,		•
		Annual Sala	ry + Benefits	\$95,934.03			
			•				

# Water Operations Manager Department: Public Works

C4 A							
Step A		( (20 2(	/N. f	¢44.20	/TT		
		6,630.26	/Month	\$44.20	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.08000	530.42		Non-Sw	vorn Manageme		nagement
PERS - Employer	0.14003	928.44					C
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	75.58					
Life Insurance	0.00027	32.22					
Deferred Comp.		110.00					
Workers Comp.	0.05030	333.50			112.52%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	96.14	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,083.78	46.51%	\$64.76	\$72.87	\$21.68	<b>\$159.31</b>
		Annual Salar		\$116,568.54	·	·	·
		Allitual Salai	ry + Delicitis	φ110,500.54	i e		
Step B							
		\$6,961.33	/Month	\$46.41	/Hour		
	Total Benefits	\$3,183.47	45.73%	\$67.63	\$76.10	\$22.64	\$166.38
		Annual Salar	ry + Benefits	\$121,737.63			
Step C		\$7,309.75	/Month	\$48.73	/Hour		
		Ψ1,507.15	/IVIOIIIII	ψ+0.73	/IIoui		
	Total Benefits	\$3,288.37	44.99%	\$70.65	\$79.50	\$23.66	\$173.81
		Annual Salar	ry + Benefits	\$127,177.44	1		
Step D							
Step D		\$7,675.50	/Month	\$51.17	/Hour		
	Total Benefits	\$3,398.49	44.28%	\$73.83	\$83.07	\$24.72	\$181.61
			<u> </u>	h405 00= -:			
		Annual Salar	ry + Benefits	\$132,887.88	:		
Step E							
		\$8,058.58	/Month	\$53.72	/Hour		
	Total Benefits	\$3,513.84	43.60%	\$77.15	\$86.81	\$25.83	\$189.79
		Annual Salar	ry + Benefits	\$138,868.96			

# Water Production Supervisor Department: Public Works

			iment. Fui				
Step A							
_		5,765.29	/Month	\$38.44	/Hour		
75 01.	35 10 11				<b>a</b> .		
Benefit Employee	<u><b>Multiplier</b></u> 0.08000	461.22		N C		egory	
PERS - Employee PERS - Employer	0.14003	461.22 807.31		Non-sw	orn Managemo	ent & Mid-Ma	magement
PERS Survivor	0.14003	3.00					
Management Incen	tiva	0.00					
EAP	uve	3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	65.72					
Life Insurance	0.00027	28.02					
Deferred Comp.	0.00027	110.00					
Workers Comp.	0.05030	289.99			112.52%	33.48%	
Vision Benefit	0.05050	35.51		<b>Hourly Rate</b>		City-Wide	Total Hourly
Medicare	0.01450	83.60		& Benefits	<u>Overhead</u>	Overhead	Rate
Tylodicale	0.01 150	03.00	_	et bellettis	Overneud	O + CT II CUU	11410
	Total Benefits	\$ 2,823.35	48.97%	\$57.26	\$64.43	\$19.17	\$140.85
		Annual Sala	ry + Benefits	\$103,063.69			
Step B							
-		\$6,053.03	/Month	\$40.35	/Hour		
		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		7.000			
	<b>Total Benefits</b>	\$2,909.99	48.07%	\$59.75	\$67.23	\$20.01	\$146.99
		Annual Sala	ry + Benefits	\$107,556.25			
Step C							
		\$6,356.38	/Month	\$42.38	/Hour		
		. ,		•			
	<b>Total Benefits</b>	\$3,001.32	47.22%	\$62.38	<b>\$70.19</b>	\$20.89	\$153.47
		Annual Sala	ry + Benefits	\$112,292.40			
Step D							
		\$6,673.59	/Month	\$44.49	/Hour		
		. )					
	<b>Total Benefits</b>	\$3,096.83	46.40%	\$65.14	\$73.29	\$21.81	\$160.24
		Annual Sala	ry + Benefits	\$117,245.05			
Step E							
	<del>_</del>	\$7,008.14	/Month	\$46.72	/Hour		
		T - 7 - 0 - 1		ψ.σ. <i>/</i> 2			
	<b>Total Benefits</b>	\$3,197.56	45.63%	\$68.04	<b>\$76.56</b>	\$22.78	\$167.37
		Annual Sala	ry + Benefits	\$122,468.35			

### **Water Production Worker I Department: Public Works**

Stor A							
Step A		3,846.41	/Month	\$25.64	/Hour		
		-,		7			
<u>Benefit</u>	<u>Multiplier</u>					gory	
PERS - Employee	0.08000	307.71			Public Works	- Maintenance	e
PERS - Employer	0.14003	538.61					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	43.85					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	193.47			112.52%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	55.77		& Benefits	Overhead	Overhead	Rate
1/10/10/10			_		· · · · · · · · · · · · · · · · · · ·		
	Total Benefits	\$ 2,122.90	55.19%	\$39.80	\$44.78	\$13.32	<b>\$97.90</b>
		Annual Salar	ry + Benefits	\$71,631.74			
Step B							
экр Б		\$4,038.82	/Month	\$26.93	/Hour		
		+ -,	,	7-21/2	, ,		
	Total Benefits	\$2,173.90	53.83%	\$41.42	\$46.60	\$13.87	\$101.89
		Annual Salar	ry + Benefits	\$74,552.67			
Step C		<b>* 4 * 4 4</b> * <b>5</b>	2.5				
		\$4,241.63	/Month	\$28.28	/Hour		
	Total Benefits	\$2,233.98	52.67%	\$43.17	\$48.58	\$14.45	\$106.20
	Total Beliefits	Ψ2,233.76	32.0770	ψ <b>-1</b> 3.17	φ-10.50	Ψ17.75	φ100.20
		Annual Salar	ry + Benefits	\$77,707.29			
C. D	_						
Step D		¢4 452 10	Month	<b>\$20.50</b>	/11		
		\$4,453.10	/1VIOIIII	\$29.69	/Hour		
	Total Benefits	\$2,296.62	51.57%	\$45.00	\$50.63	\$15.07	\$110.70
		Annual Salar	rv + Benefits	\$80,996.73			
			J	<b>400,770110</b>	! 		
Step E							
		\$4,674.98	/Month	\$31.17	/Hour		
	Total Benefits	\$2,362.35	50.53%	\$46.92	\$52.79	\$15.71	\$115.41
		Annual Salar	rv + Benefits	\$84,447.95			
			- J . 22 CITCHES	¥5.,117,00			

### **Water Production Worker II Department: Public Works**

		Бериг	iment. Fui	THE TY OTHE			
Step A							
•		4,241.63	/Month	\$28.28	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>					egory	
PERS - Employee	0.08000	339.33			Public Works	- Maintenanc	e
PERS - Employer	0.14003	593.96					
PERS Survivor	tivo	3.00 0.00					
Management Incen EAP	uve	3.92					
Health Insurance		3.92 792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	48.35					
Life Insurance	0.01140	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	213.35			112.52%	33.48%	
Vision Benefit	0.05050	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.01450	61.50		& Benefits	<u>Overhead</u>	Overhead	Rate
1/10010410	0.01.00		-	<u> </u>	0 10111000	<u> </u>	21000
	Total Benefits	\$ 2,239.98	52.81%	\$43.21	\$48.62	\$14.47	\$106.30
		Annual Sala	ry + Benefits	\$77,779.30			
Step B							
		\$4,453.10	/Month	\$29.69	/Hour		
		+ -,	,	4-2122	, ,		
	<b>Total Benefits</b>	\$2,296.62	51.57%	\$45.00	\$50.63	\$15.07	\$110.70
		Annual Sala	ry + Benefits	\$80,996.73			
Step C							
		\$4,674.98	/Month	\$31.17	/Hour		
		,					
	Total Benefits	\$2,362.35	50.53%	\$46.92	\$52.79	<b>\$15.71</b>	\$115.41
		Annual Sala	ry + Benefits	\$84,447.95			
Step D							
	<del>_</del>	\$4,908.99	/Month	\$32.73	/Hour		
		•					
	Total Benefits	\$2,431.67	49.54%	\$48.94	\$55.06	\$16.39	\$120.39
		~-	- ·	400.00= 0:			
		Annual Sala	ry + Benefits	\$88,087.90			
Step E							
		\$5,155.13	/Month	\$34.37	/Hour		
	Total Benefits	\$2,504.58	48.58%	\$51.06	<b>\$57.46</b>	<b>\$17.10</b>	\$125.62
		A 27 G 2	D	<b>\$04.04</b>			
		Annual Sala	ry + Benefits	\$91,916.59			

# Water Reclamation Specialist Department: Public Works

		<b></b>	inient. Tu				
Step A							
		4,038.82	/Month	\$26.93	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	323.11			Public Works		
PERS - Employee	0.14003	565.56			rubiic works	- Mannenane	C
PERS Survivor	0.14003	3.00					
	tivo	0.00					
Management Incen EAP	uve	3.92					
Health Insurance		3.92 792.72					
Dental Insurance		142.33					
	0.01140						
LTD Insurance	0.01140	46.04					
Life Insurance		6.00					
Deferred Comp.	0.05020	0.00					
Workers Comp.	0.05030	203.15		**	112.52%	33.48%	
Vision Benefit	0.044.	35.51			Department	City-Wide	Total Hourly
Medicare	0.01450	58.56	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,179.90	53.97%	\$41.46	\$46.65	\$13.88	\$101.99
		Annual Sala	ry + Benefits	\$74,624.64	:		
Step B							
		\$4,241.63	/Month	\$28.28	/Hour		
	Total Benefits	\$2,233.98	52.67%	\$43.17	\$48.58	\$14.45	\$106.20
					·	·	•
		Annual Sala	ry + Benefits	\$77,707.29	:		
Step C							
		\$4,453.10	/Month	\$29.69	/Hour		
		•					
	Total Benefits	\$2,296.62	51.57%	\$45.00	\$50.63	<b>\$15.07</b>	\$110.70
		Annual Salar	ry + Benefits	\$80,996.73			
			•		:		
Step D							
		\$4,674.98	/Month	\$31.17	/Hour		
	Total Benefits	\$2,362.35	50.53%	\$46.92	\$52.79	\$15.71	\$115.41
					•	•	•
		Annual Salar	ry + Benefits	\$84,447.95	:		
Step E							
		\$4,908.99	/Month	\$32.73	/Hour		
	Total Benefits	\$2,431.67	49.54%	\$48.94	\$55.06	\$16.39	\$120.39
		A mmy-1 G-1	Do	\$00 00 <b>7</b> 00			
		Annual Salar	ry + Benefits	\$88,087.90	:		

### Water Service Worker I **Department: Public Works**

Ctom A							
Step A		3,662.67	/Month	\$24.42	/Hour		
		3,002.07	/Wionth	Ψ <b>2-1-1</b> 2	/110u1		
<u>Benefit</u>	<b>Multiplier</b>					egory	
PERS - Employee	0.08000	293.01			Public Works	- Maintenance	e
PERS - Employer	0.14003	512.88					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	41.75					
Life Insurance		6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	184.23			112.52%	33.48%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.01450	53.11		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			_				
	Total Benefits	\$ 2,068.47	56.47%	\$38.21	\$42.99	\$12.79	\$93.99
		Annual Salar	ry + Benefits	\$68,773.71			
Step B							
экер Б		\$3,846.41	/Month	\$25.64	/Hour		
		40,010112	7111011011	Ψ <b>2</b> 0.0.	,11001		
	Total Benefits	\$2,116.90	55.04%	\$39.76	\$44.73	\$13.31	\$97.80
		Annual Salar	rv + Benefits	\$71,559.82			
				+			
Step C							
		\$4,038.82	/Month	\$26.93	/Hour		
	T ID C	Φ <b>2</b> 172 00	<b>52.020</b> /	<b>0.41.42</b>	<b>44.7.70</b>	<b>412.05</b>	<b>#101.00</b>
	Total Benefits	\$2,173.90	53.83%	\$41.42	\$46.60	\$13.87	\$101.89
		Annual Salar	ry + Benefits	\$74,552.67			
Step D							
		\$4,241.63	/Month	\$28.28	/Hour		
	Total Benefits	\$2,233.98	52.67%	\$43.17	\$48.58	\$14.45	\$106.20
				<b></b>			
		Annual Salar	ry + Benefits	\$77,707.29			
Step E							
	_	\$4,453.10	/Month	\$29.69	/Hour		
	Total Benefits	\$2,296.62	51.57%	\$45.00	\$50.63	\$15.07	\$110.70
		Annual Salar	ry + Benefits	\$80,996.73			

### **Water Service Worker II Department: Public Works**

C4 A							1
Step A		4 020 02	/N f	φ <b>2</b> ε 02	/11		
		4,038.82	/Month	\$26.93	/Hour		
Benefit	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.08000	323.11			Public Works		e
PERS - Employer	0.14003	565.56					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	46.04					
Life Insurance	0.01110	6.00					
Deferred Comp.		0.00					
Workers Comp.	0.05030	203.15			112.52%	33.48%	
Vision Benefit	0.03030	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.01450	58.56		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.01430	36.30	•	<u> </u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,179.90	53.97%	\$41.46	\$46.65	\$13.88	\$101.99
		Annual Salar	ry + Benefits	\$74,624.64			
					•		
Step B							
ı		\$4,241.63	/Month	\$28.28	/Hour		
		ψ-1,2-11.05	/ IVIOIIII	Ψ20.20	/ Hour		
	<b>Total Benefits</b>	\$2,233.98	52.67%	\$43.17	\$48.58	\$14.45	\$106.20
			<b>7</b> . 01.	<b>*</b>			
		Annual Salar	ry + Benefits	\$77,707.29	Į		
~ ~							
Step C							
		\$4,453.10	/Month	\$29.69	/Hour		
	Total Benefits	\$2,296.62	51.57%	\$45.00	\$50.63	\$15.07	\$110.70
		A 1 C-1	D64.	¢00.007.73			
		Annual Salar	ry + Benefits	\$80,996.73	:		
2 5							
Step D							
		\$4,674.98	/Month	\$31.17	/Hour		
		ŕ					
	Total Benefits	\$2,362.35	50.53%	\$46.92	\$52.79	\$15.71	\$115.41
				<b>40.4.4</b> = 25			
		Annual Salar	ry + Benefits	\$84,447.95	1		
~ <del></del>							
Step E							
		\$4,908.99	/Month	\$32.73	/Hour		
	T . 1 D	фо 401 <i>(</i> Т	40 7 40:	<b>40.0</b> 4	Φ <b>==</b> Δ<	<b>01</b> < 20	<b>#150.50</b>
	Total Benefits	\$2,431.67	49.54%	\$48.94	\$55.06	\$16.39	\$120.39
		Annual Salar	rv + Benefits	\$88,087.90			
		Timudi balai	., Delicities	ψου,σοτ.σο	:		

### Webmaster **Department: Finance & Information Systems**

Step A							
		4,971.39	/Month	\$33.14	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.08000	397.71		Non-Sw	orn Manageme		ınagement
PERS - Employer	0.14003	696.14					
PERS Survivor		3.00					
Management Incen	tive	0.00					
EAP		3.92					
Health Insurance		792.72					
Dental Insurance		142.33					
LTD Insurance	0.01140	56.67					
Life Insurance	0.00027	24.16					
Deferred Comp.		110.00					
Workers Comp.	0.05030	250.06			40.62%	33.48%	
Vision Benefit	0.01.450	35.51		Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.01450	72.09	-	& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,584.32	51.98%	\$50.37	\$20.46	\$16.87	\$87.70
		Annual Salar	ry + Benefits	\$90,668.47			
Step B							
		\$5,219.27	/Month	\$34.80	/Hour		
	Total Benefits	\$2,658.95	50.94%	\$52.52	\$21.33	\$17.59	\$91.44
	Total Beliefits	Ψ2,030.73	30.7470	ψ <b>υΔ.υΔ</b>	Ψ21.33	Ψ17.59	Ψ/1.44
		Annual Salar	ry + Benefits	\$94,538.60			
Step C		\$5,481.01	Month	\$26.54	/Поли		
		ф <b>3,401.</b> 01	/WIOIIIII	\$36.54	/Hour		
	<b>Total Benefits</b>	\$2,737.76	49.95%	\$54.79	\$22.25	\$18.35	\$95.39
			_ ~				
		Annual Salar	ry + Benefits	\$98,625.22			
C. B							
Step D		Φ <i>Ε</i> <b>Ε</b> Ε 4 ΩΩ	/N. f	*	/T.T		
		\$5,754.89	/Month	\$38.37	/Hour		
	Total Benefits	\$2,820.22	49.01%	\$57.17	\$23.22	\$19.14	\$99.53
		. ,	2.2.2.70	<del>+</del>	,	,	,
		Annual Salar	ry + Benefits	\$102,901.29			
Step E							
		\$6,042.63	/Month	\$40.28	/Lour		
		φυ,υ <del>4</del> 2.υ3	/ IVIOIIIII	\$ <del>4</del> 0.28	/110UI		
	Total Benefits	\$2,906.86	48.11%	\$59.66	\$24.23	\$19.98	\$103.87
		Annual Cala	my   Ronofita	\$107 202 Q <i>C</i>			
		Amiuai Salal	ry + Benefits	\$107,393.86			



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## **Building Fees Examples**

Fee Description	Fee
1. Single Family Dwelling ¹	3,495.75
2. Commercial Building ²	4,624.09
3. Swimming Pool	1,273.10
4. Permit Issuance	64.76
5. Inspector Hourly Rate ³	113.48

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 \$168,820.

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

³ Not less than the Building Inspector II Rate per Cost Allocation Plan.

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)	
	\$74.00 /sq.ft.
Basements:	•
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

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

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

PUBLIC BUILDINGS:	
Type I or II F.R.	\$107.40 /sq.ft.
Type II - 1 Hour	\$80.10 /sq.ft.
Type II - N	\$76.60 /sq.ft.
Type III - 1 Hour	\$89.70 /sq.ft.
Type III - N	\$85.70 /sq.ft.
Type V - 1 Hour	\$79.30 /sq.ft.
Type V - N	\$76.10 /sq.ft.
· ·	
PUBLIC GARAGES:	
Type I or II F.R.*	\$42.40 /sq.ft.
Type I or II Open Parking	\$33.20 /sq.ft.
Type II - N	\$24.80 /sq.ft.
Type III - 1 Hour	\$29.90 /sq.ft.
Type III - N	\$28.60 /sq.ft.
Type V - 1 Hour	\$24.70 /sq.ft.
1,750 / 111001	\$2 \$ !!!!
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.
Type V-IV	ψ07.30 /sq.1t.
SCHOOLS:	
SCHOOLS: Type Lor II F R	\$96.30 /sa.ft
Type I or II F.R.	\$96.30 /sq.ft. \$68.70 /sq.ft
Type I or II F.R. Type II - 1 Hour	\$68.70 /sq.ft.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour  Type III - N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour  Type III - N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N  Type III - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft.
Type I or II F.R.  Type 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	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N  Type III - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft.
Type I or II F.R.  Type 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	\$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  Type V - 1 Hour  Type V - 1 Hour  Canopies  STORES:  Type I or II F.R.*  Type II - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft. \$72.10 /sq.ft. \$43.40 /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:  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. \$72.10 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft.
Type II - 1 Hour 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 Type II - 1 Hour Type II - 1 Hour 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. \$57.40 /sq.ft. \$22.00 /sq.ft. \$22.00 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft.
Type II - 1 Hour 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 Type II - 1 Hour Type III - N Type III - 1 Hour 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.
Type II - 1 Hour 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 Type II - 1 Hour Type II - 1 Hour 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. \$57.40 /sq.ft. \$22.00 /sq.ft. \$22.00 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft.

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

## **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 is \$2.32, 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 \$74.94/bldg Energy Plan Check

#### **OFFICE AUTOMATION - PER PERMIT**

\$2.32 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 \$52.30/SFD Multi-Family Dwelling \$21.14/MFD Non Residential \$2.68/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 *
10,001 to 100,000 sq. ft.	2 1/2 hours *
100,001 sq. ft. and above	3 1/2 hours *

#### APPLICATION AND INSPECTION FEES FOR RELOCATED BUILDINGS:

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

^{*} To be charged at not less than the 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) \$771.57/pool Liner Type, incl. Electrical & Plumbing - Inground \$324.42/pool Above Ground, incl. Electrical & Plumbing (no plan check fee) \$267.65/pool Gazebo with Self Contained Spa, incl Electrical (no plan check fee) \$182.27/spa Outdoor BBQ with Kitchen (no plan check fee) \$188.18/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 *

Hourly rate * Inspections for which no fee is specifically indicated (Minimum charge - 1/2 hour)

Additional plan review required by changes, additions Hourly rate * or revisions to approved plans (Minimum charge - 1/2 hour)

^{*} To be charged at not less than the 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 \$64.76 for issuing each supplemental permit \$11.56

PLAN REVIEW 65% of the total permit fee

**OFFICE AUTOMATION - PER PERMIT** 

\$2.32 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

\$0.0410 /sq. ft.

#### **ALTERATIONS & ADDITIONS:**

Alterations, additions and modifications to existing buildings

<500 sq.ft. \$0.1126 /sq. ft. ***
>500 and < 1,000 sq. ft \$0.0922 /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

Electric generators and electrically driven rides \$17.72 each

Mechanically driven rides and walk-through attractions

or displays having electrical lighting \$5.31 each

Permanently installed rides, booths, displays and attractions

Use Unit Fee Schedule

#### **TEMPORARY POWER SERVICE:**

Temporary service power pole or pedestal, including

all pole or pedestal-mounted receptacle outlets & appurtenances \$17.72 each

^{*} To be charged at not less than the 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 \$0.87 each Additional fixtures \$0.51 each

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

#### LIGHTING FIXTURES:

Lighting fixtures, sockets or other lamp-holding devices:

First 20	\$0.87 each
Additional fixtures	\$0.51 each

Pole or platform-mounted lighting fixtures \$0.83 each

Theatrical-type lighting fixtures or assemblies \$3.53 each

#### **RESIDENTIAL APPLIANCES:**

Fixed residential appliances or receptacle outlets for same, including wall-mounted electric ovens, counter-mounted 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 appliances not exceeding one horsepower (HP) in rating

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

) SEE POWER APPARATUS

#### **NON-RESIDENTIAL APPLIANCES:**

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

\$3.53 each

\$3.53 each

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

SEE POWER APPARATUS

## **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	\$3.53 each
Over 1 and not over 10	\$8.85 each
Over 10 and not over 50	\$17.72 each
Over 50 and not over 100	\$35.45 each
Over 100	\$53.16 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:

\$5.31 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	e lighting systems or marquees sup	plied from one bra	anch circuit	\$17.72 each

Additional branch circuits within the sign, outline lighting system or marquee \$3.53 each

#### **SERVICES:**

Services of 600 volts or less and not over 200 amperes in rating	\$21.85 each
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$44.30 each
Services over 600 volts or over 1000 amperes in rating	\$88.61 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. \$13.00 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)

(Minimum charge - one-half hour)

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) Inspections for which no fee is specifically indicated

Hourly rate *

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 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 \$64.76 for issuing each supplemental permit \$11.56

**PLAN REVIEW** 65% of the total permit fee

**OFFICE AUTOMATION - PER PERMIT** 

\$2.32 or 1% whichever is greater

#### **SYSTEM FEE SCHEDULE**

#### **NEW BUILDINGS:**

\$0.0410 /sq. ft. New residential, non-residential buildings

#### **SWIMMING POOLS:**

Swimming pool or Spa \$53.16 /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)	\$8.27	/each
2. For each building sewer and each trailer park sewer	\$17.72	/each
3. Rainwater systems - per drain (inside building)	\$8.28	/each
4. For each cesspool (where permitted)	\$29.53	/each
5. For each private sewage disposal system	\$47.26	/each
6. For each water heater and/or vent	\$8.28	/each
7. For each gas-piping system of one to five outlets	\$5.91	/each
8. For each additional gas piping system outlet, per outlet	\$1.18	/each
9. For each industrial waste pretreatment interceptor including		
its trap and vent, excepting kitchen-type grease interceptors		
functioning as fixture traps	\$8.28	/each
10. For each installation, alteration or repair of water piping		
and/or water treating equipment, each	\$8.28	/each
11. For each repair or alteration of drainage or vent		
piping, each fixture	\$8.28	/each
12. For each lawn sprinkler system on any one meter including		
backflow protection devices therefor	\$8.28	/each
13. For atmospheric-type vacuum breakers not included in item 12:		
1 to 5	\$5.91	/each
over 5, each	\$1.18	/each
14. For each backflow protective device other than atmospheric		
type vacuum breakers:		
2 inch diameter and smaller	\$8.28	/each
over 2 inch diameter	\$17.72	/each
15. Water Softener and/or RO system installation.	\$8.28	/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 *

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 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**

#### PERMIT:

for issuing each permit \$64.76 for issuing each supplemental permit \$11.56

**PLAN REVIEW** 65% of the total permit fee

**OFFICE AUTOMATION - PER PERMIT** 

\$2.32 or 1% whichever is greater

**NEW BUILDINGS:** 

New residential, non-residential buildings \$0.0410 /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	\$10.62
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	\$13.00
3. For the installation or relocation of each floor furnace, including vent	\$10.62
4. For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$10.62
5. For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$5.32
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	\$10.62
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	\$10.62
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	\$19.50
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	\$26.59

## **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	\$39.58
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	\$66.16
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 factory-assembled appliance, boiling unit, evaporative cooler or absorption unit for which a permit is required elsewhere in this code.	\$7.79
13. For each air-handling unit over 10,000 cfm	\$13.00
14. For each evaporative cooler other than portable type	\$7.69
15. For each ventilation fan connected to a single duct	\$5.32
16. For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$7.69
17. For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$7.69
18. For the installation or relocation of each domestic-type incinerator	\$13.00
19. For the installation or relocation of each commercial or industrial-type incinerator	\$53.16
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	\$7.69
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	\$3.55 \$0.89
22. When Chapter 24 is applicable (see Section 103), permit fees for process piping shall be as follows:	
For each hazardous process piping system (HPP) of one to four outlets	\$5.91
For each piping system of five or more outlets, per outlet	\$1.18
For each nonhazardous process piping system (NPP) of 1 to 4 outlets	\$2.37
For each piping system of five or more outlets, per outlet	\$0.59

## **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 *

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 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	Œ
Ra	inge		Increment
Low	High	<b>Base Fee</b>	
\$ 1.00	\$ 500.00	\$ 64.76	NA
Low	High	<b>Base Fee</b>	per \$100
\$ 501.00	\$ 2,000.00	\$ 64.76	\$ 3.42
Low	High	<b>Base Fee</b>	per \$1000
\$ 2,001.00	\$ 25,000.00	\$ 116.09	\$ 15.42
\$ 25,001.00	\$ 50,000.00	\$ 470.64	\$ 11.14
\$ 50,001.00	\$ 100,000.00	\$ 749.02	\$ 7.72
\$ 100,001.00	\$ 500,000.00	\$ 1,135.19	\$ 6.01
\$ 500,001.00	\$ 1,000,000.00	\$ 3,538.02	\$ 5.03
\$ 1,000,001.00	\$ 99,999,999.00	\$ 6,054.92	\$ 3.35

## **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** 

Framming Fees	
Fee Description	Fee
1. Annexations	
0-5 ac.	2,000.00
5.01-50 ac.	14,006.00
50.01+ ac.	20,010.00
2. General/Specific Plan Amendment	
0-5 ac.	2,950.00
5.01-50 ac.	9,335.00
50.01+ ac.	11,669.00
3. Rezoning/ZOA	
0-5 ac.	3,633.00
5.01-50 ac.	11,629.00
50.01+ ac.	14,536.00
4. Design Review	
Residential	
1-4 units	862.00 per unit
5-15 units	6,214.00
16+ units	6,904.00
Residential Plan Check	690.00
Nonresidential	
1-2,500 sq ft	3,822.00
2,501-10,000 sq ft	5,734.00
10,000+ sq ft	6,881.00
Nonresidential Plan Check	764.00
Landscape Plan	639.00
Landscape Plan Check	62.00
5. Conditional Use Permit	
Residential	
1-4 units	591.00 per unit
5-15 units	4,253.00
16+ units	4,727.00
Residential Plan Check	472.00
Nonresidential	
1-2,500 sq ft	2,363.00
2,501-10,000 sq ft	3,545.00
10,000+ sq ft	4,253.00
Nonresidential Plan Check	472.00
Daycare	115.00
Daycare Plan Check	11.55

**Planning Fees** 

Flaining Fees	)
Fee Description	Fee
6. Tentative Maps	
1-4 lots	2,552.00
5-50 lots	20,409.00
51+ lots	25,512.00
Final Map Plan Check	2,552.00
Negative Declaration	1,804.00
Mitigated Negative Declaration	
Prepared by the City of Brentwood	2,891.00
Prepared by City's Consultant	Consultant Cost + 25% for City Admin.
Mitigation Monitoring	1,300.00
7. Planned Development	
Residential per Unit	
0-5 ac.	7,267.00
5.01-50 ac.	13,083.00
50.01+ ac.	14,536.00
Nonresidential per Sq ft	
0-5 ac.	7,690.00
5.01-50 ac.	10,902.00
50.01+ ac.	13,083.00
8. Variance	
Residential	
1-4 units	2,363.00
5-15 units	4,253.00
16+ units	4,727.00
Residential Plan Check	472.00
Nonresidential	
1-2,500 sq ft	2,363.00
2,501-10,000 sq ft	3,545.00
10,000+ sq ft	4,253.00
Nonresidential Plan Check	472.00
Admin Variance	617.00 per unit
Admin Variance Plan Check	47.00 per unit
9. Sign Permit/Review	_
Administrative	208.00
Sign CUP	617.00
Temporary Use Permit for Signs & Banners	0.00
10. Appeals	115.00

## **Planning Fees**

Fee Description	Fee
11. Categorical Exemption	168.00
12. Environmental Impact Report	Consultant Cost + 25% for City Admin.
13. Temporary Use Permit	447.00
14. Admin Oil Permit	578.00
15. Development Agreement	4,017.00
16. Amendments	1/2 current fee*
17. Time Extensions	1/2 current fee*
18. Special Services Fee - per dwelling unit	88.00
19. Agricultural Mitigation Fee, per acre	5,465.00
20. Residential Street Addressing	269.00
21. Peer Review	Consultant Cost +15% for City Admin.
22. Special Studies (Traffic, Environmental, etc)	Consultant Cost +25% for City Admin.
23. Adult Oriented Business Permit	2,613.00
24. Oversize Xerox	6.00

^{*} This fee is applicable for anyone who has previously paid their fees, but are now asking for additional time or are making amendments. The rate is determined by calculating 1/2 of the current fee for the service performed.

## **Regional Growth Management Program Fee**

Fee Description	Fee	
RGMP Allocation Fee, Per Application	2,411.00	

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 \$2,654 per rquired parking space.
Retail/Commercial/Office	\$2,654 per space

# **Engineering Fees**

	Fee Description	Fee
1.	Tentative Map Rvw	2,362.00
2.	Ind./Comm Map Rvw > 1 acre	1,734.00
3.	Ind./Comm Map Rvw < 1 acre	824.00
4.	Construction Inspection	134.00
5a.	<b>Encroachment Permit</b>	57.00
5b.	EP-Subdivision/Development	116.00
5c.	EP-Utilities cost of work > \$10,000	303.00
5d.	EP-Utilities cost of work < \$10,000	114.00
6a.	Grading Permit < 10,000 CY	116.00
6b.	Grading Permit > 10,000 CY	588.00
7.	Lot Line Adjustment	573.00
8.	Plan Check	115.00
9.	Disk Copies	6.80
10.	Oversize Xerox	6.00
11.	<b>Apportionment Processing Fee</b>	229.00
12.	Base Map Revision Fee	25.00
13.	Thermoplastic Stencils - "No Dumping - Drains to Creek"	17.10
14.	Transportation Permit Fee	15.00
15.	CIP Book	Actual Cost
16.	<b>Development Fee Book</b>	Actual Cost
17.	<b>Engineering Procedures</b>	Actual Cost
18.	Fiber Optic Design Guidelines	Actual Cost
19.	NPDES Stormwater Management Plan	Actual Cost
20.	Standard Plans and Specifications	Actual Cost
21.	Traffic Calming Manual	Actual Cost
22.	Street Index	Actual Cost
23.	Other Documents and Books	Actual Cost

## **Engineering Fees**

#### ENGINEERING/INFRASTRUCTURE REVIEW FEE

A. **Tentative Map Review** \$2,362.00 + \$10/lot В. **Industrial/Commercial (1 acre & above)** \$1,734.00 + \$1,000/acre Conditional Use Permit & Design Review **Industrial/Commercial Map Review (under 1 acre)** \$824.00 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 \$1.093.00 + \$30.00/lot materials. 2. Planning Department plan check fee \$2,552.00

#### 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 \$115.00 /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 \$115.00 /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 \$115.00 /sheet

#### C. Document Review

1. Legal description and plat for abandonment	\$115.00
2. Certificate of Correction	\$115.00
3. Dedication documents	\$115.00
4. Legal description	\$115.00
5. Miscellaneous document review	\$115.00

#### 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 Inspections	(Per Hour)	\$134.00
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#### IV. ENCROACHMENT PERMIT FEES

#### A. Processing Fee

1. Subdivision/Development	\$116.00
2. General (All Other)	\$57.00
3. EP – Utilities Cost of Work > \$10,000	\$303.00
4. EP – Utilities Cost of Work < \$10,000	\$114.00

#### **B. Inspection Fees*** \$67.00 minimum 1. Trenching for Utilities \$134.00 /hour

		0		_			
2.	Curb	Cut	or D	ri	vev	wa	ıy

a. Commercial	\$2.20 /LF
b. Residential	\$1.35 /LF

3. Excavation

a. Street Crossing	\$1.10 /LF
b. Parallel to Street	\$0.10 /LF

4. Paving

a. Conform Paving	\$1.35 /SF
b. Minor Pavement Repair	\$56.00

c. Street Lane	\$1.60 /SF x 3% cost
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5. Install Curb and Gutter	\$0.15 /LF
6. Curb Drain	\$10.85 /each
7. Install Sidewalk	\$0.25 /LF

# **Engineering Fees**

В.	Inspection Fees* (cont.)	
8.	Install Access Ramp	\$38.00 /each
9.	Sewer Tap or Cap at Main	\$90.00 /each
10.	Sewer Cap at Property Line	\$28.00 /each
11.	Sewer Line Repair	\$134.00 /each
12.	Water Service Repair	\$134.00 /each
13.	Water Service Abandonment	\$134.00 /each
14.	Street Light	\$38.00 /each
15.	Wells	
	a. Drilling Permit	\$55.00 /each
	b. Abandonment Inspections	\$28.00 /each
16.	Miscellaneous Permit Inspections	\$134.00 /hour
* Pro	rated based on hourly inspection fee	
V. GR	ADING PERMIT FEES	
A.	Processing Fees	
1.	10,000 cubic yards or less	\$116.00
2.	over 10,000 cubic yards	\$588.00
В.	Inspection Fees	
1.	3.54% of estimated cost of grading and associated improvements	
VI. API	PORTIONMENT PROCESSING FEE	
A.	Processing /Review	\$229.00
	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)	\$573.00
D.	Copies Provided on Diskette (Per File)	\$6.80
E.	Oversize Xerox Copies (Per Sheet)	\$6.00
F.	Base Map Revision Fee (per new/revised parcel/lot) Prior to Final Map or Lot Line Adjustment Recordation	\$25.00

### **Police Fees**

Fee Description	Fee
1. ABC Permit	24.00
2. Record Review	34.50
3. Visa Clearance	24.00
4. Loss Verification Letter	22.00
5. Finger Prints	32.75
6. Police & Accident Reports *	.20/page
7. VIN Verification	22.00
8a. Citation Sign off - Residents	No Charge
8b. Citation Sign off - Non-Residents	26.00
9. Repossession Filing Fee **	15.00
10. Stored Vehicle (22651(k)(o)(p); 14602.6 VC)	116.00
11. Inoperative Vehicle (22669d VC)	114.50
12. Special Event Permit (Class 1, 2, & 4)	105.50
13. Block Party Permit	63.75
14. Background Check ***	366.75
15. Photos	31.25
16. Audio/Video Tapes	42.75
17. 2nd Response Disturbance	Actual Cost
18. False Alarm Response	42.25
19. Civil Subpoena - 4 hour Minimum	Actual Cost
20. Parking Permit	6.00

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							
Fee Category	S.F.R. Per Unit	A.S.R. Per Unit	M.F.R. Per Unit	S.H.U. (1200 SF Max)	Office Sq. Ft.	Commercial Sq. Ft.	Industrial Sq. Ft.
Water Facilities	4,251.62	3,362.77	3,349.40	1,674.70	0.9299	0.9299	0.5382
Wastewater Facilities	3,640.27	2,411.98	2,771.78	1,385.89	1.0887	0.8849	0.4654
Roadways	10,646.32	4,592.53	6,575.67	3,287.83	6.6421	4.3259	4.5871
Parks & Trails	7,067.92	4,612.75	5,331.94	2,665.97	-	-	-
Community Facilities	3,232.43	2,145.82	2,464.12	1,232.06	0.4300	0.4300	0.2986
Administration	492.34	292.38	349.86	174.93	0.1552	0.1122	0.1005
EDFPD Fire Mitigation Fee	710.40	710.40	710.40	710.40	0.1400	0.1400	0.1400
Transportation Mitigation Fee	15,000.00	15,000.00	9,207.92		1.1000	1.2500	1.1000
North East Area Deannexation Utility Fees *							
Diablo Water District	2,264.28						
Ironhouse Sanitation District	764.44						
Total Fees \$	48,070.02	33,128.63	\$ 30,761.09	\$ 11,131.78	\$ 10.49	\$ 8.07	\$ 7.23

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

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.

^{*} 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		
	3% Moderate	
Single Family	4% Low Income	
	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
\$178,992 per low income unit not built *
\$238,995 per very low income unit not built

^{*} Only developments of between five and ten units are eligible to request in-lieu payment for low income units.

First Time Homebuyer Contribution
\$69,156 per moderate income unit not built **

^{**}An applicant/developer may request to make a contribution to the City's First Time Homebuyer Program to satisfy the moderate unit requirement.

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	15,000.00
Multiple family residential	Per dwelling unit	9,207.92
Commercial	Per square foot of gross floor area	1.25
Office	Per square foot of gross floor area	1.10
Industrial	Per square foot of gross floor area	1.10
Other	Per peak hour trips as determined	15,000.00

Fee Amount includes:

1% 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 Fees	
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
Late Fee for Youth Sport Leagues (per person)	20.00
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
Arts Commission Program Fees	
Day in the Park	
Art Vendor Booth 10 x 10	200.00
Art Vendor Booth 10 x 10 with Tent	300.00
Food Vendor Booth 10 x 10	300.00
Food Vendor Booth 10 x 10 with Tent	400.00
Art Walk	
Rental of 10' Linear Feet Space	10.00
Tech Center Gallery	
Per Quarter for Four Pieces of Artwork	25.00
Adult Sports	
Men's 3-Man Basketball League	174.51
Men's 30+ Basketball League	610.20
Men's Basketball Open League	610.20
30+ Coed Soccer League	640.00
Flag Football	558.78
Men's & Women's Fall Slo-Pitch Softball League	547.73
Men's & Women's Winter Slo-Pitch Softball League	547.73
Competitive Coed Softball	506.80
Men's and Women's Summer Slo-Pitch Softball League	547.73
Men's and Women's Spring Slo-Pitch Softball League	720.00
Daylight Slow Pitch Softball League	547.73
Recreational Coed Softball League	398.33
Men's & Women's Winter Slo-Pitch Practice League	158.00
Softball Tournaments	195.92
One Pitch Softball Tournament	148.48
Family Bocce League	95.60
Volleyball Coed	292.14
Open Gym:	
Byron Gym (per person per day)	1.00

#### Park & Recreation Fees **Fee Description** Fee **Youth Sports** Sandlot Kickball 37.50 Sandlot Floor Hockey 51.13 Pre-School Basketball 47.06 Pre-School Soccer Indoor 46.80 Pre-School Soccer Outdoor 41.08 Pre-School Flag Tag 57.04 Sandlot T-Ball 44.22 66.01 **Start Smart Sports Golf Start Smart Sports Development** 48.00 Baseball Pee Wee 66.08 Softball ASA Girls U10 128.00 Softball ASA Girls U12 150.00 Softball ASA Girls U14 150.00 **Softball Tournaments** 229.38 Softball Clinics 79.95 NFL Flag Football 87.04 68.10 Basketball Basketball Camps Ages 5-10 78.08 Basketball Clinic Ages 10-14 103.64 **Basketball Tournaments** 232.83 Kidz Love Soccer 6 Week Program 58.50 Kidz Love Soccer 8 Week Program 78.00 79.95 Volleyball Clinics Outdoor Roller Hockey 66.43 Parent Clinic 10.00 Coaches Training Clinic (NYSCA) 35.84 Tennis League 42.75 **Animal Activities Classes Puppy Training Class** 56.30 Beginning Dog Obedience 56.30 Intermediate Dog Obedience 56.30 Introduction to Dog Agility 28.51 56.29 Dog Confirmation Horsemanship Level I 160.00 Synchronized Riding 125.00

Park & Recreation Fees	S
Fee Description	Fee
Arts & Crafts Classes	
Exploring Art	76.80
Drawing Poetry	77.82
Quick Scrap Booking	73.00
Santa's Craft Workshop	15.50
Young Artist's Studio	96.26
Creative Play Classes	
Baton Twirling	88.00
Mad Science Ages 3-5	138.24
Mad Science Ages 6-10	133.12
Mad Science Ages 9-12	155.65
Adult Dance Classes	
Ballroom Dance & Swing	56.16
Belly Dance	66.56
Salsa & Latin	56.16
Youth Dance Classes	
Dance Development	58.37
Dance Dynamics	90.00
Introduction to Dance & Movement	58.37
Parents & Me	58.37
Finance Classes	
Death and Taxes	29.69
Living Trusts & Estate Planning	42.00
Personal Financial Management Single/Couple	30.00/40.00
Planning Your Retirement Single/Couple	30.00/40.00
Fitness Classes	
Body Sculpting	90.00
Cardio Hip Hop	57.00
Cardio Kickboxing	58.37
Pilates	63.46
Volleyball Club	2,000.00
Golf & Tennis Classes	
Golf Program:	
Youth	43.80
Adult	43.80
Tennis Program:	
Youth Ages 4-7	30.72
Youth Ages 8-12	43.00
Youth & Adult Ages 13+	43.00

Park & Recreation Fees	
Fee Description	Fee
Gymnastics	
Tiny Tumblers	45.00
Pre School	45.00
School Age	45.00
Health & Safety Classes	
CPR 4 Hour Class	38.91
CPR First Aid Combination	63.49
Child & Babysitting Safety Course	66.50
First Aid 4 Hour Class	38.91
Handling Bullies	35.84
Kidnap Prevention	35.84
Pediatric Day Care CPR Certification & First Aid	63.49
Martial Arts	
Karate	52.00
Miscellaneous Classes	
Bumper Bowling	40.96
Manners Made Fun	35.84
Music Classes	
Beginning Guitar	85.00
Tots Violin	168.96
Performing Arts Classes	
Big Bang Balloon	26.60
Great Pretenders	206.84
Great Pretenders Additional Immediate Family Member	100.00
Intro to Film Production and Acting	144.00
Masquerade Ball	26.62
Special Needs	
All Programs	8.18
Camps	4.27.00
Fall Break Camps	165.00
Spring Break Camps	165.00
Summer Break Camps	150.00
Extended Care Fee Per Day	15.00
Extended Care Fee Per Week	60.00

Park & Recreation Fees		
Fee Description	Fee	
Special Events		
Fun Run:		
Pre Registration	20.00	
Race Day Registration	25.00	
Youth Under 12	10.00	
5K/1 Mile Both Races Additional	5.00	
Bike/Run Additional	5.00	
Lunch with Bunny:		
Adults	5.36	
Children	3.22	
Franks with Frankenstein:		
Adults	5.36	
Children	3.22	
Breakfast with Santa:		
Adults	5.36	
Children	3.22	
Ski Trips	20.00-100.00	
Active Adults		
A Place to Paint	13.00-16.00	
Bingo - Senior Club	1.00	
Bocce League	75.00	
Bocce Tournament	20.00	
Duplicate Bridge	6.00	
Excursions	5.00-100.00	
Special Senior Club Socials	2.00-50.00	
Membership Card	10.00	
Aquatics		
Parent/Child Lessons	40.00	
Pre-School Level Lessons	47.00	
Elementary Level Lessons	47.00	
Open Water Diver Course	263.66	
Water Exercise 3 Days Per Week	24.00	
Water Exercise 4 Days Per Week	32.00	
Toddler Time	14.50	
Recreational Swim Single Entry	3.00	
10 Swim Pass	25.00	
25 Swim Pass	50.00	
Lap Swim Single Entry	2.00	

Park & Recreation Fees	
Fee Description	Fee
Aquatics (con't)	
Lap Swim 16 Swims	20.00
Season Pass	200.00
Water Polo	32.00
Winter Water Polo Practice	24.00
Splash Camp	100.00
Splash Camp Extended Care Per Day	5.00
Splash Camp Extended Care Per Week	20.00
Fabulous Friday Film Fest Each	5.00
Fabulous Friday Film Fest Per Family of Four	16.00
Wacky Wednesday Pool Party	4.00
Lifeguard Certification	170.00
Jr. Lifeguard Training	100.00
**Facility Rentals	
Special Events Application Fee/Class 1 & 2 Events	105.47
Special Events Application Fee/Class 3 Events	31.49
Special Events Application Fee/Class 4 Events	63.74
Refundable Special Event Deposit Fee	500.00
Cancellation Fee on All Rentals if less than 14 days notice	25.00
Brentwood Family Aquatic Complex:	
Competitive Pool - 3 hrs	865.00
Picnic Tables - 2 hr (2 hr max)	25.00
Recreation/Slide Pools - 3 hrs	690.00
Aquatic Park - 3 hrs	1,550.00
Refundable Deposit Fee	750.00
Multi-purpose Room-Community Center:	
Resident	57.20/hr
Non Resident	62.92/hr
Commercial	74.36/hr
Non Profit	40.04/hr
Part-time Staff	15.00/hr
Set-up Package - (2 hr min)	30.00/hr
Cleaning Fee	76.80
Deposit Without Alcohol Permit	250.00
Deposit With Alcohol Permit	500.00
Rental Liability Insurance	98.00-700.00

Park & Recreation Fees	
Fee Description	Fee
Facility Rentals (con't)	
Blue Room-Community Center:	
Resident	32.52/hr
Non Resident	35.77/hr
Commercial	42.28/hr
Non Profit	22.76/hr
Part-time Staff	15.00/hr
Set-up Package - (2 hr min)	15.00/hr
Cleaning Fee	20.48
Deposit Without Alcohol Permit	125.00
Deposit With Alcohol Permit	250.00
Rental Liability Insurance	98.00-700.00
Women's Club:	
Resident	32.52/hr
Non Resident	35.77/hr
Commercial	42.28/hr
Non-profit Rate	22.76/hr
Part-time Staff	15.00/hr
Set-up Package - (2 hr min)	15.00/hr
Cleaning Fee	20.48
Deposit without alcohol permit	125.00
Deposit with alcohol permit	250.00
Rental Liability Insurance	98.00-500.00
Apple Hill Park:	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	15.00/hr or 70.00/day
Non Resident	16.50/hr or 77.00/day
Commercial	19.50/hr or 91.00/day
Non Profit	10.50/hr or 49.00/day
Bocce Courts:	
Resident	10.00/hr
Non Resident	11.00/hr
Commercial	13.00/hr
Non Profit	7.00/hr
Two Hour Minimum Equipment Deposit	100.00

Park & Recreation Fee	es
Fee Description	Fee
Facility Rentals - Apple Hill Park (con't)	
Ball Field Rental:	
Resident	10.00/hr
Non Resident	11.00/hr
Commercial	13.00/hr
Non Profit	7.00/hr
Ball Field Prep Services	25.00/field
Ball Field Prep Without Lining	15.00/field
Scorekeeper Fee	10.65/hr
Part-time Staff Fee	15.00/hr
Refundable Field Deposit	500.00
Balfour Guthrie Park:	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	15.00/hr or 70.00/day
Non Resident	16.50/hr or 77.00/day
Commercial	19.50/hr or 91.00/day
Non Profit	10.50/hr or 49.00/day
Group Picnic Shelter Rentals (51-100 Capacity):	
Resident	30.00/hr or 150.00/day
Non Resident	33.00/hr or 165.00/day
Commercial	45.00/hr or 225.00/day
Non Profit	21.00/hr or 105.00/day
Ball Field/Soccer Field Rental:	
Resident	10.00/hr
Non Resident	11.00/hr
Commercial	13.00/hr
Non Profit	7.00/hr
Ball Field Prep Services	25.00/field
Ball Field Prep Without Lining	15.00/field
Soccer Field Prep Services	75.00/field
Soccer Field Lining Repaint	25.00/field
Extra Mow	75.00/field
Ball Field/Soccer Field Lights	10.24/hr
Scorekeeper Fee	10.65/hr
Part-time Staff Fee	15.00/hr
Refundable Field Deposit	500.00

Park & Recreation Fe	ees
Fee Description	Fee
Facility Rentals (con't)	
City Park:	
Gazebo:	
Resident	75.00/2 hrs or 250.00/day
Non Resident	82.50/2 hrs or 275.00/day
Commercial	97.50/2 hrs or 325.00/day
Non Profit	52.50/2 hrs or 175.00/day
Deposit	100.00
Entire Facility Rental:	
Resident	75.00/hr or 500.00/day
Non Resident	82.50/hr or 550.00/day
Commercial	97.50/hr or 650.00/day
Non Profit	52.50/hr or 350.00/day
Garin Park:	
Soccer Field Rental: (For the first field)	
Resident	10.00/hr/field
Non Resident	11.00/hr/field
Commercial	13.00/hr/field
Non Profit	7.00/hr/field
Soccer Field Prep Services	75.00/field
Soccer Field Lining Repaint	25.00/field
Refundable Field Deposit	500.00
Part-time Staff Fee for First Field	15.00/h
Part-time Staff Fee for Additional Field	5.00/h
Oak Meadow Park:	
Group Picnic Shelter Rentals (1-25 Capacity):	
Resident	7.50/hr or 35.00/day
Non Resident	8.25/hr or 38.50/day
Commercial	9.75/hr or 45.50/day
Non Profit	5.25/hr or 24.50/day
Ball Field/Soccer Field Rental: (For the first field)	·
Resident	10.00/hr/field
Non Resident	11.00/hr/field
Commercial	13.00/hr/field
Non Profit	7.00/hr/field
Ball Field Prep Services	25.00/field
Ball Field Prep Without Lining	15.00/field
Soccer Field Prep Services	75.00/field
Soccer Field Lining Repaint	25.00/field

Park & Recreation Fees				
Fee Description	Fee			
Facility Rentals - Oak Meadow Park (con't)				
Extra Mow	75.00/field			
Ball Field/Soccer Field Lights	10.24/hr/field			
Scorekeeper Fee	10.65/hr			
Part-time Staff Fee	15.00/hr			
Additional Field Rental	15.00			
Refundable Field Deposit	500.00			
Sunset Park:				
Group Picnic Shelter Rentals (51-100 Capacity):				
Resident	30.00/hr or 150.00/day			
Non Resident	33.00/hr or 165.00/day			
Commercial	45.00/hr or 225.00/day			
Non Profit	21.00/hr or 105.00/day			
Ball Field Rental (for the First Field):				
Resident	19.50/hr			
Non Resident	21.45/hr			
Commercial	25.35/hr			
Non Profit	15.00/hr			
Additional Field Rental	5.00/hr/field			
Ball Field Lights	10.24/hr/field			
Ball Field Prep Services	25.00/field			
Ball Field Prep without lining	15.00/field			
Scorekeeper Fee	10.65/hr			
Extra Mow	75.00			
Soccer Field Rental (for the First Field):				
Resident	19.50/hr			
Non Resident	21.45/hr			
Commercial	25.35/hr			
Non Profit	15.00/hr			
Additional Field Rental	5.00/hr/field			
Soccer Field Lights	10.24/hr/field			
Competition Soccer Field Lights	19.23/hr/field			
Soccer Field Prep Services	75.00/field			
Soccer Field Lining Repaint	25.00/field			
Extra Mow	75.00			
Refundable Field Deposit	500.00			

Park & Recreation Fees				
Fee Description	Fee			
Facility Rentals - Sunset Park (con't)				
Entire Facility Rental:				
Resident	1,000.00/4 hrs			
Non Resident	1,100.00/4 hrs			
Commercial	1,300.00/4 hrs			
Non Profit	700.00/4 hrs			
Includes staff fee, but does not include lights, equipment, or prep fees.				
Veterans Park:				
Group Picnic Shelter Rentals (26-50 Capacity):				
Resident	15.00/hr or 70.00/day			
Non Resident	16.50/hr or 77.00/day			
Commercial	19.50/hr or 91.00/day			
Non Profit	10.50/hr or 49.00/day			
Bocce Courts:				
Resident	10.00/hr			
Non Resident	11.00/hr			
Commercial	13.00/hr			
Non Profit	7.00/hr			
Two Hour Minimum Equipment Deposit	100.00			
Horseshoes Court:				
Resident	10.00/hr			
Non Resident	11.00/hr			
Commercial	13.00/hr			
Non Profit	7.00/hr			
Two Hour Minimum Equipment Deposit	100.00			
Play Pack (Balls, Bats, Frisbees, etc):				
Resident	40.00/24 hr			
Non Resident	44.00/24 hr			
Commercial	52.00/24 hr			
Non Profit	28.00/24 hr			
Equipment Deposit	100.00			

Park & Recreation Fees					
Fee Description	Fee				
Mobile Stage/Portable Bleachers Rental:					
Available for Rent within the Brentwood City Limits					
Set up/Take Down (Resident)	204.80				
Set up/Take Down (Non-Profit)	179.20				
Set up/Take Down (Commercial)	266.24				
Weekend Set up/Take Down (Resident)	307.20				
Weekend Set up/Take Down (Non-Profit)	281.60				
Weekend Set up/Take Down (Commercial)	399.36				
Stage Rental per day (Resident)	153.60				
Stage Rental per day (Non-Profit)	76.80				
Stage Rental per day (Commercial)	199.68				
Portable Bleacher per day, per unit (Resident)	51.20				
Portable Bleacher per day, per unit (Non-Profit)	25.60				
Portable Bleacher per day, per unit (Commercial)	66.56				
Sound System on stage (Resident)	512.00				
Sound System on stage (Non Profit)	256.00				
Sound System on stage (Commercial)	665.60				
Generator Rental (Resident)	51.20				
Generator Rental (Non Profit)	25.60				
Generator Rental (Commercial)	66.56				
Sound Technician for stage (per hour)	25.60				
Overtime beyond the 2 hours (per 30 minute increment)	133.12				
Electrical Fee (per hour)	5.12				
Generator Gas Fee (per gallon)	2.56				
Refundable Deposit	500.00				

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. Facilities Booked in Hourly Increments Only.

#### USE OF BRENTWOOD UNION SCHOOL DISTRICT FACILITIES **FEE SCHEDULE**

Group I: Non-profit organizations or Residents Group II: Commercial groups or Non-Residents

#### **Hourly Charges - Minimum 4 hours**

Room/Facility	Group 1	Group 2
Multi-Use Room without kitchen	\$25.00	\$50.00
Multi-Use Room with kitchen*	\$55.00	\$85.00
Theater	\$30.00	\$60.00
Bristow or Edna Hill School Gymnasium	\$30.00	\$60.00
Bristow Exercise Room	\$15.00	\$35.00
Brentwood Elementary School Field (1)	\$15.00	\$35.00
Ron Nunn School Field (1)	\$15.00	\$35.00
Loma Vista School Field (1)	\$15.00	\$35.00
Brown Middle School Field (1)	\$15.00	\$35.00
Krey Elementary School Field (1)	\$15.00	\$35.00
Garin School All Fields	\$30.00	\$70.00
Garin School Northwest Backstop	\$15.00	\$35.00
Garin School Northeast Backstop	\$15.00	\$35.00
Garin School Southeast Backstop	\$15.00	\$35.00
Edna Hill School	\$20.00	\$40.00

Use of facilities during the weekend, holiday, evening or non-school hours requires overtime charges for custodial/technical/monitor services. All groups are responsible for these OT 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.

#### Custodial Charges apply as long as occupied, with a one hour minimum on all custodial charges.

A damage deposit of \$200 will be required for use of any facility. Cancellations with at least 14 days notice will be subject to a \$25 cancellation fee; less than 14 days notice will be subject to 1/4 of the rental fee or \$25, whichever is greater.

The City of Brentwood will continue to pay actual use fees from Group I, with charges being 50% for youth programs and 75% for adult programs.

# Park & Recreation Fees

# **Parks Planning Fees**

Fee Description	Fee			
Plan Check:				
Residential, Privately Maintained	\$3,511.73 per Plan Submittal			
Public Right of Way	\$154.78 per 1,000 square ft			
Commercial	\$144.23 per 1,000 square ft			
Inspection:				
Residential, Privately Maintained	\$214.80 per permit			
Public Right of Way	\$335.69 per 1,000 square ft			
Commercial	\$239.84 per 1,000 square ft			

# **Utility Billing Fees**

Fee Description	Fee
Application Fee	\$28.92
Return Check Fee	\$11.56
Tampering Fee	\$250.00

## **Business Tax Fees**

Fee Description	Fee
Cross Possints	
Gross Receipts:	4400.00
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	\$32.25
Certificate Duplication Fee	\$21.50
Business License Listing	\$10.44
Late Penalty	10% - \$30.00 Mininum
Home Occupation Permit	\$50.00

## **Administration Fees**

Fee Description	Fee
Agenda Packet Subscription	\$366.28/per year
Audio Tape	\$17.34
Candidate Filing Fee ²	\$25.00
Document Certification	\$11.56
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	\$10.44
Photo Copies	\$0.20 per page
Voter Transcript	\$5.78
CIP Book	Actual Cost
Cost Allocation Plan	Actual Cost
CAFR	Actual Cost
Operating Budget	Actual Cost
General Plan	Actual Cost
Other Documents and Books	Actual Cost
Compact Disc	\$10.44

¹ U.S. Department of State

E.C.10228

E.C. 9202

G.C. 8211

# **Education and Technology Center**

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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
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Water En	terpr	ise F	Rates
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	<u>1998/99</u>	<u>1999/00</u>	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06	2006/07
Consumption Charge						see	see	see	see
Per 1,000 gallons	1.59	1.63	1.68	1.81	1.89	Tiers	Tiers	Tiers	Tiers
Residential Tiers									
Tier 1: Units 1-10	n/a	n/a	n/a	n/a	n/a	2.19	2.28	2.38	2.43
Tier 2: Units 11-20	n/a	n/a	n/a	n/a	n/a	2.61	2.72	2.84	2.90
Tier 3: Units 21-30	n/a	n/a	n/a	n/a	n/a	3.13	3.26	3.41	3.47
Tier 4: Units 31 and over	n/a	n/a	n/a	n/a	n/a	3.65	3.80	3.97	4.05
Commercial Tiers									
Tier 1: Units 1-10	n/a	n/a	n/a	n/a	n/a	2.19	2.28	2.38	2.43
Tier 2: Units 11 and over	n/a	n/a	n/a	n/a	n/a	2.61	2.72	2.84	2.90
Base Rate Charge:									
5/8" or 3/4 Meter	10.25	10.50	10.76	11.66	12.20	14.00	14.59	15.24	15.54
1" Meter	15.44	15.82	16.21	17.57	18.38	21.09	21.98	22.96	23.42
1-1/2" Meter	30.68	31.43	32.20	34.90	36.51	41.90	43.68	45.62	46.54
2" Meter	51.17	52.42	53.72	58.21	60.89	69.89	72.85	76.09	77.61
3" Meter	85.29	87.37	89.54	97.03	101.50	116.50	120.60	125.96	128.48
4" Meter	136.46	139.79	143.25	155.24	162.39	186.39	194.30	202.94	207.00
6" Meter	272.98	279.65	286.58	310.57	324.86	372.87	388.70	405.99	414.11

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 Meter Deposit \$2,500

\$ 3.75 per 1,000 Gallons Usage-Potable Water \$ 1.11 per 1,000 Gallons Usage-Non Potable Water

\$ 1.11 per 1,000 Gallons Recycled Water 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 \$8.52 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	\$ 2.97	\$ 3.03	\$ 3.09
Total Ceiling Rate (fixed base + variable	\$ 18.00	\$ 18.90	\$ 21.00	\$ 23.75	\$25.51	\$27.38	\$29.44	\$30.91	\$32.46
Commercial	\$8.52 Mo	\$8.52 Monthly Fixed Rate+ Variable Rate/1,000 Gallons of Sewer Flow:							
Auto Sales and Repair	\$ 1.90	\$ 1.90	\$ 2.26	\$ 2.41	\$ 3.00	\$ 3.13	\$ 3.27	\$ 3.33	\$ 3.40
Barber & Beauty Shops	\$ 1.59	\$ 1.59	\$ 1.90	\$ 2.02	\$ 2.50	\$ 2.61	\$ 2.73	\$ 2.78	\$ 2.84
Bakery	\$ 4.88	\$ 4.88	\$ 5.80	\$ 6.16	\$ 7.69	\$ 8.02	\$ 8.38	\$ 8.54	\$ 8.72
Car Washes	\$ 1.64	\$ 1.64	\$ 1.95	\$ 2.09	\$ 2.58	\$ 2.69	\$ 2.81	\$ 2.87	\$ 2.92
Gas Stations	\$ 1.84	\$ 1.84	\$ 2.19	\$ 2.34	\$ 2.90	\$ 3.03	\$ 3.16	\$ 3.23	\$ 3.29
Grocery Stores	\$ 4.15	\$ 4.15	\$ 4.93	\$ 5.24	\$ 6.54	\$ 6.82	\$ 7.12	\$ 7.27	\$ 7.41
Hotels without Restaurants	\$ 1.90	\$ 1.90	\$ 2.26	\$ 2.41	\$ 2.99	\$ 3.12	\$ 3.26	\$ 3.32	\$ 3.39
Institutions, Churches, Homeowners Assoc.	\$ 1.68	\$ 1.68	\$ 2.01	\$ 2.15	\$ 2.65	\$ 2.76	\$ 2.88	\$ 2.94	\$ 3.00
Laundromats	\$ 1.73	\$ 1.73	\$ 2.07	\$ 2.21	\$ 2.73	\$ 2.84	\$ 2.97	\$ 3.03	\$ 3.09
Laundry, Commercial	\$ 2.24	\$ 2.24	\$ 2.67	\$ 2.84	\$ 3.53	\$ 3.68	\$ 3.84	\$ 3.92	\$ 4.00
Office Buildings, Banks	\$ 1.70	\$ 1.70	\$ 2.03	\$ 2.17	\$ 2.68	\$ 2.79	\$ 2.91	\$ 2.97	\$ 3.03
Restaurants	\$ 4.88	\$ 4.88	\$ 5.49	\$ 5.82	\$ 7.26	\$ 7.57	\$ 7.91	\$ 8.06	\$ 8.23
Retail Stores	\$ 1.73	\$ 1.73	\$ 2.07	\$ 2.21	\$ 2.73	\$ 2.84	\$ 2.97	\$ 3.03	\$ 3.09
Schools	\$ 1.59	\$ 1.59	\$ 1.90	\$ 2.02	\$ 2.50	\$ 2.61	\$ 2.73	\$ 2.78	\$ 2.84
Other Commercial	\$ 1.78	\$ 1.78	\$ 2.13	\$ 2.27	\$ 2.80	\$ 2.91	\$ 3.04	\$ 3.10	\$ 3.16
Mixed Use	n/a	n/a	n/a	\$ 3.01	\$ 3.66	\$ 3.81	\$ 3.98	\$ 4.06	\$ 4.14

\$80.00 Wastewater Service Standby Charge Sewer Lateral Maintenance Fee (Monthly) \$1.05

			Ci	ity of brem	wood			
		S	Solid Wa - (	Commer		ites		
				Cart Servi	ce			
		32 Gal.	64 Gal.	96 Gal.				
e . ∡	1	24.35	27.83	45.22	Each additional 32	2-Gallons of mater	ial collected:	10.44
Service Per Week	2	46.54	53.51	88.28				
S >	3	68.74	79.19	131.34				
			Fr	ont-Load Bin	Service			
Refuse								
Non-compacted	Rates (*), (*	**)			Container Size			
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
<b>=</b>	1	97.99	195.99	272.51	353.70	423.28	506.76	672.59
a a	2	179.75	359.49	510.24	684.19	825.67	990.34	1,322.00
rvice P Week	3	260.93	521.84	779.28	1,020.49	1,238.52	1,485.51	1,980.69
Service Per Week	4	359.49	718.98	1,020.49	1,368.38	1,651.33	1,980.69	2,643.99
9,	5	440.66	881.33	1,289.53	1,704.68	2,064.18	2,475.85	3,302.69
Mixed Recyclab	les							
Non-compacted	Rates (*), (*	**)			<b>Container Size</b>			
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard
	1	78.40	156.78	218.01	282.96	338.62	405.40	538.08
Service Per Week	2	143.81	287.59	408.20	547.36	691.84	792.27	1,057.61
rvice P Week	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A
, ser	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>3</b> 2	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
	1	N/A	34.78	N/A	63.78	N/A	92.77	115.97
F P	2	N/A	63.78	N/A	115.97	N/A	162.35	208.74
rvice P Week	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service Per Week	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

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

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

 rice suremarge	1070 of fates in the acove tables.
	Special/Extra Charges

Fee to Steam Clean FL Bin (	*)	\$86.98
Call Back Fee for FL Bin	see volume-based table	
Lock Charge		\$34.78
Haul Shavings Bin Outside City Limits		\$204.80

Volume-Based Extras (27 cu. ft. = 1 cu. yard)					
1 cu. yds = \$24.50	5 cu. yds =	\$105.82			
2 cu. yds = \$49.00	6 cu. yds =	\$126.69			
3 cu. yds = \$68.13	8 cu. yds =	\$168.16			
4 cu. yds = \$88.42					

	Drop-Box Service		
Security Deposit	579.82		
Container Pick-Up and Delivery Charge		Special/Extra Charge	s
2 to 8 Cubic Yards	86.98	Fee to Steam Clean Roll-Off Bin	\$173.94
10 to 40 Cubic Yards plus	173.94 (*)	Call Back Fee for Roll-off Bin	\$86.98
daily rental charge	28.98	Relocation Fee	\$86.98
REFUSE tonnage charge	57.98	Stand-by time per hour	\$86.98
WOOD, YARD or C&D tonnage charge	32.47	Lock Charge	\$34.78
MIXED RECYCLABLES tonnage charge	46.39	Minimum Pulls per Month = 2	\$173.94
CARDBOARD tonnage charge	0.00		
40 YARD COMPACTOR LEASE	56.32		

^{*} Drop-box compactor special handling charge - \$26.11

### **Solid Waste Enterprise Rates** -Residential -

Residential Cart Service:		Apartments Ca	rt Service:		
Senior Rate	14.38				
32-Gallon	21.45		32-Gallon	21.45	
64-Gallon	31.88		64-Gallon	31.88	
96-Gallon	38.27		96-Gallon	38.27	

### Special/Extra Charges

	1
Bags (1st 2 bags)	\$10.43
Each Additional Bag	\$3.47
Mattresses	
King, queen, full set	\$28.99
Twin set	\$17.40
Single pieces	\$17.40
Furniture, Appliances, Other(*)	
Chair, loveseat	\$17.40
Couch	\$23.19
Coffee table	\$17.40
Stove	\$28.99
Water heater	\$28.99
Refrigerator (w/o CFC's - cert req.)	\$28.99
Refrigerator (w/CFC's)	\$57.98
Washer/dryer	
Single	\$28.99
Pair	\$57.98
Bike	\$17.40
Lawn mower	\$17.40
Stroller	\$17.40
High chair	\$17.40
Crib-change table	\$17.40
Swimming pool (kids)	\$17.40

Third Blue/Green Cart per Month	\$10.78
Cart Exchanges	\$28.27

Furniture, Appliances, Other(*) Cont.					
B.B.Q. (Small)		\$17.40			
B.B.Q. (Large)		\$23.19			
Dining room table & chairs (4)	\$17.40				
Steam Clean Cart (Per Cart)		\$28.99			
Cart Replacement		\$57.98			
Television		\$28.99			
Television with Console		\$46.39			
Microwaves		\$17.40			
Propane Tanks	\$28.99				
Computer Monitors	\$28.99				
Computer CPU's		\$17.40			
Printers		\$17.40			
Tires					
Passenger tires (16" or less)		\$4.63			
Passenger tires (16" or less) w/rim	ıs	\$6.96			
Truck tire (greater than 16")		\$8.12			
Truck tire (greater than 16") w/rin	\$11.59				
Tractor Tires	\$28.99-	\$231.30(*)			

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

#### **RESOLUTION NO. 2005-223**

# A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE 2005/06 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 September 14, 2004, 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 24, 2005, the City Council adopted the 2005/06 2009/10 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 2005/06 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, by the City Council of the City of Brentwood:

#### 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 2005/06 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 2005/06 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, all fees not tied to an alternate index 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:

Fees governed by Government Code 66000-66025 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. All other fees set forth in the 2004/2005 Cost Allocation Plan were increased by the CPI or appropriate percentage on July 1, 2005 per Resolution 2004-222. Newly established fees in the 2005/2006 Cost Allocation Plan shall be effective immediately.

#### **Section 7**. Severability:

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

#### **Section 8.** Repeal of Inconsistent Resolutions

Resolution No. 2004-222 is hereby repealed.

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

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

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

#### **Section 10.** Statute of Limitations:

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 13, 2005 by the following vote:

**AYES:** Beckstrand, Brockman, Gutierrez, Taylor

NOES: None ABSENT: Swisher ABSTAIN: None

Ana Gutierrez

Ana Gutierrez Vice Mayor

ATTEST:

Margaret Wimberly

Margaret Wimberly, CMC City Clerk



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