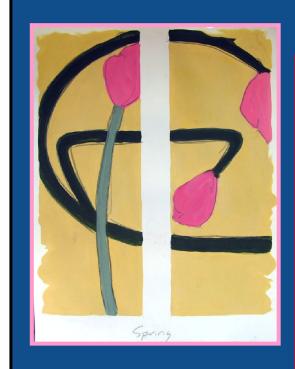


# 2006/2007 Cost Allocation Plan and Schedule of City Fees

# CITY OF BRENTWOOD



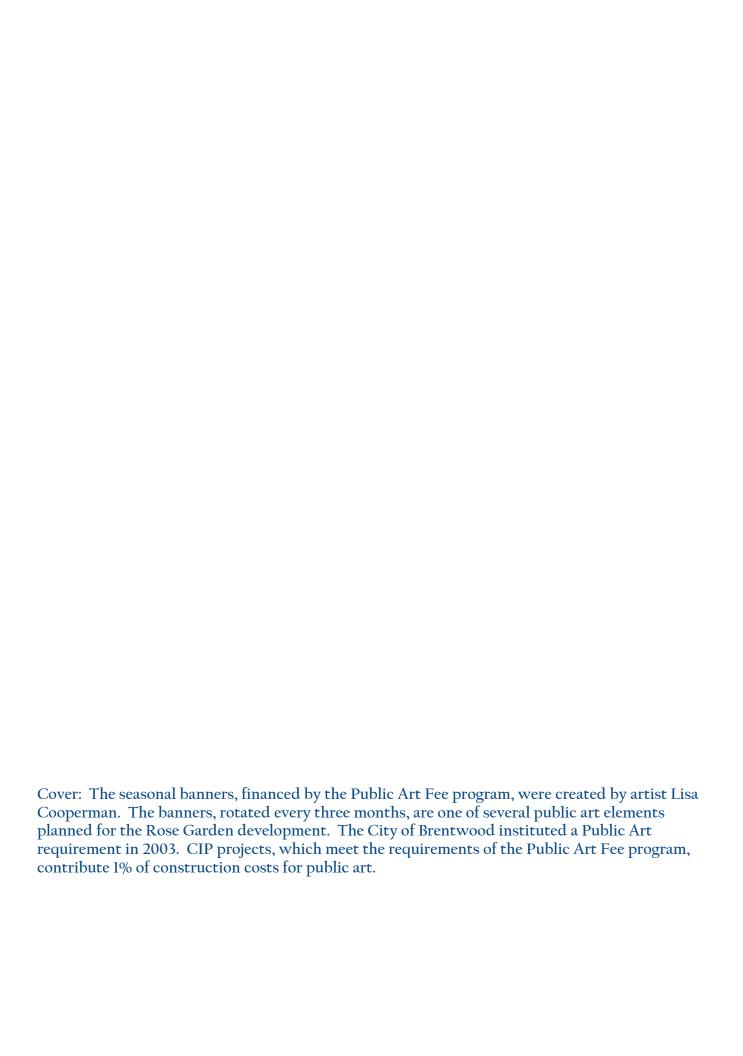








Prepared By: Finance Department



# **List of Principal Officials**

# **City Officials**

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

## **Executive Team**

Donna Landeros	City Manager
Craig Bronzan	
Damien Brower	City Attorney
Karen Chew	Assistant City Manager
Mike Davies	
Pamela Ehler	City Treasurer / Director of Finance & Information Systems
Bailey Grewal	
Howard Sword	Director of Community Development

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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			
Administrative Supervisor	Planning Division			
	Housing			
	Economic Development			
Public	Works			
Public Works Director/City Engineer	Engineering			
Deputy Director of Public Works	Traffic and Transportation			
Public Works Operations Director	Construction Inspection			
Management Analyst	NPDES			
Administrative Supervisor – Engineering	Capital Improvement Program			
Administrative Supervisor – Public Works	Streets			
	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	Police			
Executive Assistant				
Redevelopr	nent Agency			
Redevelopment Manager	Redevelopment			
Other (	City-wide			
City Manager	Administration			
City Clerk	City Attorney			
Finance & Information Systems	Non-Departmental			
	Community Facilities			
	Finance & Information Systems			

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	48.94%			
Public Works	104.35%			
Parks and Recreation	97.54%			
Police	41.95%			
Redevelopment Agency	74.60%			
Other City-wide	33.68%			

#### **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

COMPENSATION PLAN							
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E		
MANAGEMENT & MID-MANAGEMENT	<del></del>	<u></u>	<u></u>	<u></u>			
Accountant I	4,661	4,893	5,138	5,394	5,665		
Accountant II	5,138	5,394	5,665	5,947	6,245		
Accounting Manager	6,797	7,136	7,493	7,868	8,261		
Arts Manager	6,109	6,414	6,734	7,071	7,424		
Assistant City Clerk	4,919	5,166	5,424	5,694	5,979		
Assistant City Attorney	8,407	8,826	9,268	9,731	10,218		
Asst Dir of PW/Asst City Engineer	9,419	9,891	10,385	10,905	11,451		
Assistant City Manager	10,203	10,712	11,248	11,810	12,401		
Assistant Engineer	5,861	6,154	6,460	6,783	7,123		
Assistant Planner	5,413	5,684	5,968	6,266	6,580		
Associate Engineer	6,460	6,783	7,123	7,478	7,852		
Associate Planner	5,968	6,266	6,580	6,909	7,832		
Chief Building Official	8,371	8,788	9,229	9,690	10,173		
Chief Finance Officer	7,476	7,851	8,242	8,655	9,088		
Chief Information Systems Officer	8,355	8,773	9,211	9,672	10,156		
City Attorney	10,803	11,343	11,910	12,506	13,132		
City Clerk	7,289	7,653	8,036	8,438	8,859		
City Manager	12,378	12,997					
City Treasurer/Director of Finance and I.S.			13,645	14,327	15,042		
Deputy City Attorney	10,203	10,712	11,248	11,810	12,401		
	7,005	7,355	7,722	8,109	8,514		
Deputy Public Works Director / Operations	8,566	8,995	9,444	9,915	10,411		
Director of Community Development	10,203	10,712	11,248	11,810	12,401		
Director of Parks and Recreation	9,518	9,995	10,494	11,019	11,570		
Director of Public Works / City Engineer	10,834	11,376	11,945	12,543	13,170		
Economic Development Manager	7,610	7,989	8,388	8,807	9,248		
Engineering Manager	8,206	8,617	9,048	9,501	9,976		
Facilities Manager	6,109	6,414	6,734	7,071	7,424		
Fleet Manager	5,907	6,202	6,512	6,838	7,180		
Geographic Info Systems Coordinator	6,783	7,123	7,478	7,852	8,244		
Grants Program Manager	5,911	6,206	6,516	6,842	7,183		
Housing Analyst	5,968	6,266	6,580	6,909	7,254		
Housing Manager	7,610	7,989	8,388	8,807	9,248		
Human Resources Manager	7,289	7,653	8,036	8,438	8,859		
Information Systems Specialist	6,084	6,389	6,708	7,043	7,395		
Landscape/Facilities Manager	6,965	7,313	7,679	8,064	8,468		
Landscape/Facilities Supervisor	5,105	5,360	5,628	5,909	6,204		
Management Analyst	5,959	6,258	6,570	6,899	7,244		
Park Planner	5,968	6,266	6,580	6,909	7,254		
Planning Manager	8,371	8,788	9,229	9,690	10,173		
Police Chief	11,328	11,895	12,489	13,113	13,768		
Police Lieutenant	8,279	8,693	9,128	9,584	10,062		
Principal Planner	7,568	7,946	8,343	8,761	9,199		
Project Manager-Economic Development	6,864	7,207	7,568	7,946	8,343		
Purchasing Manager	5,374	5,642	5,925	6,221	6,531		
Records Manager	4,919	5,166	5,424	5,694	5,979		
Recreation Manager	6,109	6,414	6,734	7,071	7,424		
Recreation Supervisor	5,088	5,342	5,609	5,890	6,185		
Redevelopment Analyst	5,968	6,266	6,580	6,909	7,254		
Redevelopment Manager	8,371	8,788	9,229	9,690	10,173		
Senior Accountant	5,911	6,206	6,516	6,842	7,183		
Senior Associate Engineer	6,783	7,123	7,478	7,852	8,244		
Senior Engineer	7,461	7,833	8,225	8,636	9,067		
Senior Housing Analyst	6,864	7,207	7,568	7,946	8,343		

COMPENSATION PLAN							
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E		
MANAGEMENT & MID-MANAGEMENT (CON"T)							
Senior Planner	6,864	7,207	7,568	7,946	8,343		
Senior Redevelopment Analyst	6,864	7,207	7,568	7,946	8,343		
Solid Waste Manager	6,752	7,090	7,445	7,818	8,209		
Solid Waste Supervisor	5,628	5,909	6,204	6,514	6,840		
Streets Manager	6,660	6,993	7,343	7,710	8,095		
Streets Supervisor	5,795	6,084	6,389	6,708	7,043		
Wastewater Maintenance Supervisor	5,389	5,658	5,940	6,237	6,549		
Wastewater Operations Manager	6,814	7,155	7,513	7,889	8,284		
Wastewater Treatment Plant Supervisor	5,926	6,223	6,535	6,861	7,204		
Water Distribution Supervisor	5,926	6,223	6,535	6,861	7,204		
Water Operations Manager	6,814	7,155	7,513	7,889	8,284		
Water Production Supervisor	5,926	6,223	6,535	6,861	7,204		
Webmaster	5,110	5,365	5,634	5,916	6,213		
OFFICE EMPLOYEES							
Accounting Assistant I	3,203	3,363	3,531	3,708	3,893		
Accounting Assistant II	3,531	3,708	3,893	4,087	4,292		
Accounting Specialist	4,672	4,906	5,150	5,408	5,679		
Accounting Technician	4,063	4,266	4,479	4,703	4,938		
Administrative Assistant I	3,032	3,183	3,342	3,508	3,683		
Administrative Assistant II	3,342	3,508	3,683	3,867	4,061		
Administrative Secretary	3,874	4,068	4,271	4,484	4,708		
Administrative Supervisor	4,261	4,474	4,698	4,932	5,178		
Building Inspector I	4,938	5,185	5,445	5,717	6,003		
Building Inspector II	5,445	5,717	6,003	6,303	6,618		
Code Enforcement Officer I	4,628	4,859	5,101	5,356	5,623		
Code Enforcement Officer II	5,101	5,356	5,623	5,904	6,199		
Community Development Specialist	5,391	5,660	5,942	6,239	6,551		
Community Development Technician	4,453	4,675	4,909	5,155	5,413		
Construction Inspector I	4,938	5,185	5,445	5,717	6,003		
Construction Inspector II	5,445	5,717	6,003	6,303	6,618		
Engineering Services Specialist	5,720	6,006	6,306	6,622	6,953		
Engineering Technician	4,975	5,224	5,486	5,760	6,048		
Executive Assistant	4,684	4,918	5,164	5,422	5,692		
Finance/Special Projects Coordinator	4,968	5,216	5,476	5,750	6,037		
Human Resources Assistant I	3,491	3,666	3,850	4,042	4,245		
Human Resources Assistant II	3,850	4,042	4,245	4,457	4,680		
Human Resources Specialist	4,968	5,216	5,476	5,750	6,037		
Information Systems Technician	4,867	5,110	5,365	5,634	5,916		
Parks Planning Technician	4,453	4,675	4,909	5,155	5,413		
Plan Check Engineer	5,991	6,291	6,604	6,934	7,280		
Police Records Clerk I	3,342	3,508	3,683	3,867	4,061		
Police Records Clerk II	3,683	3,867	4,061	4,264	4,477		
Project Services Specialist	5,200	5,460	5,734	6,020	6,322		
Recreation Coordinator	4,425	4,647	4,880	5,124	5,380		
Right-of-Way Specialist	5,391	5,660	5,942	6,239	6,551		
Safety/Special Projects Coordinator	4,968	5,216	5,476	5,750	6,037		
Senior Building Inspector	5,991	6,291	6,604	6,934	7,280		
Senior Code Enforcement Officer	5,611	5,892	6,187	6,495	6,819		
Senior Community Development Technician	4,899	5,143	5,400	5,670	5,954		
Senior Construction Inspector	5,991	6,291	6,604	6,934	7,280		
Senior Police Records Clerk	4,230	4,441	4,663	4,895	5,140		
Technical Assistant I	3,664	3,848	4,041	4,243	4,455		
Technical Assistant II	4,041	4,243	4,455	4,677	4,911		

COMPENSATION PLAN								
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E			
PUBLIC WORKS-MAINTENANCE								
Collection System Worker I	3,949	4,146	4,354	4,573	4,802			
Collection System Worker II	4,354	4,573	4,802	5,042	5,294			
Cross-Connection Control Specialist	4,576	4,805	5,046	5,299	5,564			
Electrician	4,755	4,992	5,242	5,504	5,779			
Equipment Mechanic	4,476	4,699	4,935	5,181	5,439			
Landscape/Facilities Maint. Worker I	3,507	3,682	3,865	4,060	4,262			
Landscape/Facilities Maint. Worker II	3,865	4,060	4,262	4,476	4,699			
Purchasing Assistant	4,469	4,692	4,926	5,172	5,431			
Senior Equipment Mechanic	4,923	5,169	5,427	5,699	5,984			
Senior Landscape/Facilities Worker	4,262	4,476	4,699	4,935	5,181			
Senior Solid Waste Equipment Operator	4,691	4,925	5,171	5,429	5,701			
Senior Street Maintenance Worker	4,448	4,670	4,904	5,148	5,405			
Senior Water Distribution Worker	5,037	5,289	5,554	5,831	6,122			
Senior Water Service Worker	4,568	4,796	5,036	5,287	5,552			
Solid Waste Equipment Operator I	3,865	4,060	4,262	4,476	4,699			
Solid Waste Equipment Operator II	4,262	4,476	4,699	4,935	5,181			
Street Maintenance Worker I	3,508	3,683	3,867	4,061	4,264			
Street Maintenance Worker II	3,867	4,061	4,264	4,477	4,701			
Street Sweeper Operator	4,060	4,262	4,476	4,699	4,935			
Wastewater Laboratory Technician I	4,309	4,524	4,750	4,987	5,237			
Wastewater Laboratory Technician II	4,750	4,987	5,237	5,498	5,774			
Wastewater Treatment Plant Operator Asst.	3,377	3,545	3,722	3,907	4,103			
Wastewater Treatment Plant Operator I	4,103	4,308	4,522	4,748	4,985			
Wastewater Treatment Plant Operator II	4,522	4,748	4,985	5,235	5,497			
Wastewater Treatment Plant Operator III	4,985	5,235	5,497	5,772	6,062			
Water Distribution Worker I	4,150	4,358	4,576	4,805	5,046			
Water Distribution Worker II	4,576	4,805	5,046	5,299	5,564			
Water Production Worker I	3,952	4,150	4,358	4,576	4,805			
Water Production Worker II	4,358	4,576	4,805	5,046	5,299			
Water Reclamation Specialist	4,150	4,358	4,576	4,805	5,046			
Water Service Worker I	3,763	3,952	4,150	4,358	4,576			
Water Service Worker II	4,150	4,358	4,576	4,805	5,046			
POLICE								
Community Service Officer I	3,463	3,637	3,819	4,009	4,210			
Community Service Officer II	3,819	4,009	4,210	4,420	4,642			
Police Officer	5,460	5,732	6,018	6,320	6,635			
Police Officer - Special Assignment	5,732	6,018	6,320	6,635	6,967			
Police Sergeant	6,479	6,804	7,143	7,500	7,875			
Senior Community Service Officer	4,389	4,609	4,840	5,082	5,337			
Sergeant	6,479	6,804	7,143	7,500	7,875			

#### **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**

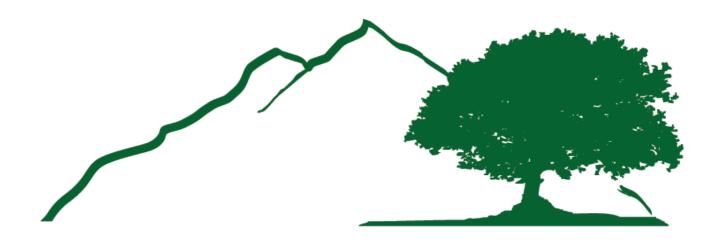
Based upon time estimates, a model of departmental activities is developed which has been reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's Fiscal 2006/07 Cost Allocation Plan are applied to the time estimates for each 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	Capital	Total				
		& Services						
City-wide								
Administration (a)	633,845	207,111	0	840,956				
City Clerk (a)	384,341	230,613	40,000	654,954				
Human Resources (a)	517,507	281,943	0	799,450				
City Attorney (a)	466,358	331,414	5,000	802,772				
Finance (a)	1,402,683	507,634	5,814	1,916,131				
Community Facilities (a)	252,268	440,745	0	693,013				
Non-Departmental (a)	21,369	4,835,874	0	4,857,243				
<b>Community Development</b>								
Building	2,659,315	696,323	22,000	3,377,638				
Planning Division	1,185,181	566,493	1,200	1,752,874				
Economic Development (a)	271,187	391,361	0	662,548				
Housing	477,605	427,367	15,500	920,472				
Police								
Police	10,697,208	3,870,481	28,000	14,595,689				
Parks and Recreation								
Administration	1,084,539	331,978	1,250	1,417,767				
City Pool	458,740	426,322	0	885,062				
Sports	82,800	149,821	0	232,621				
Programs	274,748	441,854	0	716,602				
Park Planning	616,664	634,555	19,500	1,270,719				
Community Center	14,674	76,396	0	91,070				
Senior Programs	145,660	43,691	0	189,351				
Landscape	403,518	737,531	375	1,141,424				
Public Works								
Solid Waste Enterprise	2,274,225	4,342,074	517,253	7,133,552				
Water Enterprise	2,410,712	8,932,046	2,079,003	13,421,761				
Wastewater Enterprise	1,703,598	4,300,697	958,721	6,963,016				
Streets	1,480,048	1,168,337	119,500	2,767,885				
Engineering	916,460	446,653	0	1,363,113				
Traffic and Transportation	572,531	240,224	7,000	819,755				
NPDES	0	0	0	0				
Construction Inspection	638,294	145,807	0	784,101				
Capital Improvement Program	2,093,190	1,489,014	17,119	3,599,323				
Redevelopment Agency								
Redevelopment Agency	442,868	5,957,836	4,453,370	10,854,074				
•		•	actored into Other C	ity-wide overhead				



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

Step A							
Step 11		4,661.11	/Month	\$31.07	/Hour		
Benefit	<u>Multiplier</u>				Categ	orv	
PERS - Employee	0.080000	372.89		Non-Swo	orn Managemen		nagement
PERS - Employer	0.138490	645.52		Tion Swe	om managemen	it & iviid ividi	augement
PERS Survivor	0.150.50	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	44.28					
Life Insurance	0.000255	21.39					
Deferred Comp.		110.00					
Workers Comp.	0.041900	195.30			36.60%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	-
Medicare	0.014500	67.59	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,517.29	54.01%	\$47.86	\$17.52	\$16.12	\$81.49
		Annual Salar	ry + Benefits	\$86,140.77	:		
Step B							
Step D		\$4,893.39	/Month	\$32.62	/Hour		
		Ψ1,000.00	7111011111	Ψ32.02	7110th		
	Total Benefits	\$2,584.41	52.81%	\$49.85	\$18.25	\$16.79	\$84.89
		Annual Salar	ry + Benefits	\$89,733.59	=		
Step C							
		\$5,137.80	/Month	\$34.25	/Hour		
	T + 1 D	Φ2 655 04	<b>71</b> (00)	0.71.07	010.00	#4 <b>= =</b> 0	#00 4 <b>=</b>
	Total Benefits	\$2,655.04	51.68%	\$51.95	\$19.02	\$17.50	\$88.47
		Annual Sala	ry + Benefits	\$93,514.06	<del>.</del>		
Step D							
		\$5,394.34	/Month	\$35.96	/Hour		
	Total Benefits	\$2,729.18	50.59%	\$54.16	\$19.82	\$18.24	\$92.22
		Annual Salar	my + Danasita	<b>CO7</b> 402 21			
		Annual Sala	y – Dellellis	\$97,482.21	<b>=</b>		
Step E							
		\$5,664.75	/Month	\$37.77	/Hour		
	Total Benefits	\$2,807.32	49.56%	\$56.48	\$20.67	\$19.02	\$96.18
		Annual Sala	ry + Benefits	\$101,664.85	=		

#### Accountant I **Department: Parks and Recreation**

		- · P	iit. Taiks a				
Step A							
		4,661.11	/Month	\$31.07	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates		
PERS - Employee	0.080000	372.89		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.138490	645.52					
PERS Survivor		2.00					
Management Incen	ntive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	44.28					
Life Insurance	0.000255	21.39					
Deferred Comp.		110.00					
Workers Comp.	0.041900	195.30			97.54%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	67.59		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,517.29	54.01%	\$47.86	\$46.68	\$16.12	\$110.65
		Annual Salar	y + Benefits	\$86,140.77			
				,			
Step B							
1		\$4,893.39	/Month	\$32.62	/Hour		
		Ψ1,0/0.0/	/ IVIOIIIII	\$52.02	/110u1		
	Total Benefits	\$2,584.41	52.81%	\$49.85	\$48.62	\$16.79	\$115.27
		,					
		Annual Salar	y + Benefits	\$89,733.59			
			•				
Step C							
Stop C		ØF 127 00	/N / a 41a	02425	/T T		
		\$5,137.80	/Ivionin	\$34.25	/Hour		
	Total Benefits	\$2,655.04	51.68%	\$51.95	\$50.67	\$17.50	\$120.12
	Total Belletits	\$2,033.04	31.00/0	\$31.73	\$30.07	\$17.30	\$120.12
		Annual Salar	ny + Ponofits	\$93,514.06			
		Alliuai Salai	y + Delients	\$75,314.00			
C. B							
Step D							
		\$5,394.34	/Month	\$35.96	/Hour		
	m . 1 = = =	<b></b>		<u>.</u>			<b></b>
	Total Benefits	\$2,729.18	50.59%	\$54.16	\$52.82	\$18.24	\$125.22
				00-15-			
		Annual Salar	y + Benefits	\$97,482.21			
Step E							
		\$5,664.75	/Month	\$37.77	/Hour		
		Ψυ,θυ-1.73	, 1,1011111	ν	,11041		
	Total Benefits	\$2,807.32	49.56%	\$56.48	\$55.09	\$19.02	\$130.60
		,					
		Annual Salar	y + Benefits	\$101,664.85			
			•				

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

Step A							
5 <b></b> p 11		5,137.80	/Month	\$34.25	/Hour		
Benefit	Multiplion				Cato	TOPE	
PERS - Employee	<u>Multiplier</u> 0.080000	411.02		Non Sw	Cates orn Managemen		nagamant
PERS - Employer	0.138490	711.53		Non-Sw	om managemen	iit & iviiu-iviai	lagement
PERS Survivor	0.150470	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	48.81					
Life Insurance	0.000255	23.58					
Deferred Comp.		110.00					
Workers Comp.	0.041900	215.27			36.60%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	74.50	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,655.04	51.68%	\$51.95	\$19.02	\$17.50	\$88.47
		Annual Sala	ry + Benefits	\$93,514.10			
					-		
Step B							
		\$5,394.34	/Month	\$35.96	/Hour		
		•					
	Total Benefits	\$2,729.18	50.59%	\$54.16	\$19.82	\$18.24	\$92.22
		Annual Sala	ry + Benefits	\$97,482.21	:		
Step C							
		\$5,664.75	/Month	\$37.77	/Hour		
	Total Benefits	\$2,807.32	49.56%	\$56.48	\$20.67	\$19.02	\$96.18
		Annual Sala	ry + Benefits	\$101,664.85	:		
G. B							
Step D							
		\$5,947.30	/Month	\$39.65	/Hour		
	Total Benefits	\$2,888.97	48.58%	\$58.91	\$21.56	\$19.84	\$100.31
			. 75. 64.	04070277			
		Annual Sala	ry + Benefits	\$106,035.18	:		
Step E							
		\$6,245.44	/Month	\$41.64	/Hour		
	Total Benefits	\$2,975.13	47.64%	\$61.47	\$22.50	\$20.71	\$104.68
		Annual Sala	ry + Benefits	\$110,646.81	:		

#### **Accountant II Department: Parks and Recreation**

Step A						
Step A						
5,	137.80 /N	Month	\$34.25	/Hour		
B C Mu'r				6.4		
Benefit Multiplier	411.02		N. C	<u>Cates</u>		,
PERS - Employee 0.080000	411.02		Non-Swo	orn Managemei	nt & Mid-Man	agement
PERS - Employer 0.138490 PERS Survivor	711.53					
	2.00					
Management Incentive	0.00					
EAP	3.79					
Health Insurance	866.81					
Dental Insurance	152.21					
LTD Insurance 0.009500	48.81					
Life Insurance 0.000255	23.58					
Deferred Comp.	110.00					
Workers Comp. 0.041900	215.27		II 1 D 4	97.54%	33.68%	T ( ) III   1
Vision Benefit	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare 0.014500	74.50		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
Total Benefits \$ 2	2,655.04	51.68%	\$51.95	\$50.67	\$17.50	\$120.12
Anr	nual Salary -	+ Benefits	\$93,514.10			
	v					
Step B						
	20424 /\	Namth	\$25.0 <i>6</i>	/11		
\$5,	<b>394.34</b> /N	vionui	\$35.96	/Hour		
Total Benefits \$2	2,729.18	50.59%	\$54.16	\$52.82	\$18.24	\$125.22
Total Beliefits (#2	2,727.10	30.3770	ψ3 1.10	ψ32.02	Ψ10.2 Ι	ψ1 <b>23.22</b>
Ann	ual Salary -	+ Benefits	\$97,482.21			
	- · · · · · · · · · · · · · · · · · · ·		42.,100.100			
Step C						
	((	£ .1	<b>***</b>			
\$5,	664.75 /N	vionth	\$37.77	/Hour		
Total Benefits \$2	2,807.32	49.56%	\$56.48	\$55.09	\$19.02	\$130.60
Total Beliefits 5.	2,007.32	49.30%	\$30.40	\$33.09	\$19.02	\$130.00
Anr	ual Salary -	+ Ranafite	\$101,664.85			
Alli	iuai Saiai y	T Delients	\$101,004.65			
C. D.						
Step D						
\$5,	947.30 /N	Month	\$39.65	/Hour		
	2 000 05	40	***	0== 1-	<b>***</b>	0.4.2.4.4.
Total Benefits \$2	2,888.97	48.58%	\$58.91	\$57.46	\$19.84	\$136.21
			#40 C 00 = 40			
Ann	ual Salary -	+ Benefits	\$106,035.18			
Step E						
<u> </u>	245.44 /N	Month	\$41.64	/Hour		
Total Benefits \$2	2,975.13	47.64%	\$61.47	\$59.96	\$20.71	\$142.13
Ann	ual Salary -	+ Benefits	\$110,646.81			

# **Accounting Assistant I Department: Finance & Information Systems**

Chara A		•	r mance & 1		•		
Step A		2 202 22	/M a m d 1.	<b>031.3</b> 6	/I I		
		3,203.32	/Month	\$21.36	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cates	<u>gory</u>	
PERS - Employee	0.080000	256.27			Office En		
PERS - Employer	0.138490	443.63				1 7	
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	30.43					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	134.22			36.60%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	46.45		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
			_	·	<u> </u>		<u></u>
	Total Benefits	\$ 1,977.11	61.72%	\$34.54	\$12.64	\$11.63	\$58.81
		Annual Salar	ry + Benefits	\$62,165.19			
Step B							
<u>I</u>		\$3,362.80	/Month	\$22.42	/Hour		
		ŕ					
	Total Benefits	\$2,016.67	59.97%	\$35.86	\$13.13	\$12.08	\$61.07
		A 16.1	. D. C.	064.553.54			
		Annual Salar	ry + Benefits	\$64,553.54			
Step C							
1		\$3,530.94	/Month	\$23.54	/Hour		
		40,0000	,1,1011011	Ψ25.0 .	,11041		
	<b>Total Benefits</b>	\$2,064.48	58.47%	\$37.30	\$13.65	\$12.56	\$63.52
				0.5-1.1-05			
		Annual Salar	ry + Benefits	\$67,145.02			
Step D							
1		\$3,707.74	/Month	\$24.72	/Hour		
	Total Benefits	\$2,114.76	57.04%	\$38.82	\$14.21	\$13.07	\$66.10
	Total Delicities	φ2,114./0	J1.U4/0	<b>Ф30.02</b>	φ1 <b>7.4</b> 1	φ1 <i>3.</i> 0 /	φυυ.1υ
		Annual Salar	ry + Benefits	\$69,870.09			
G. B							
Step E		e2 002 22	/M a m / 1 :	<b>\$2.5.0.5</b>	/T.T		
		\$3,893.22	/I <b>viontn</b>	\$25.95	/Hour		
	Total Benefits	\$2,167.51	55.67%	\$40.40	\$14.79	\$13.61	\$68.80
		,					-
		Annual Salar	ry + Benefits	\$72,728.74			

# Accounting Assistant II Department: Finance & Information Systems

Step A							
		3,530.94	/Month	\$23.54	/Hour		
Benefit	<b>Multiplier</b>				Cate	egor <u>y</u>	
PERS - Employee	0.080000	282.48				mployees	
PERS - Employer	0.138490	489.00				1 2	
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	33.54					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	147.95			36.60%	33.68%	
Vision Benefit		35.51			Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	51.20	_	& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,070.28	58.63%	\$37.34	\$13.67	\$12.58	\$63.59
		Annual Salai	rv + Benefits	\$67,214.69			
		1 <b>2</b>	. j - 201101105				
Step B							
1		\$3,707.74	/Month	\$24.72	/Hour		
		\$5,707.77	,111011111	Ψ2 1.72	, 110 di		
	Total Benefits	\$2,114.76	57.04%	\$38.82	\$14.21	\$13.07	\$66.10
		Annual Salar	ry + Benefits	\$69,870.09			
Step C		\$3,893.22	/Month	\$25.95	/Hour		
		\$5,675.22	/IVIOIILII	\$23.93	/110u1		
	Total Benefits	\$2,167.51	55.67%	\$40.40	\$14.79	\$13.61	\$68.80
		Annual Salai	rv + Renefits	\$72,728.74			
			.,				
Step D							
1		\$4,087.36	/Month	\$27.25	/Hour		
	Total Benefits	\$2,222.72	54.38%	\$42.07	\$15.40	\$14.17	\$71.64
		Annual Salai	ry + Benefits	\$75,720.97			
Step E							
		\$4,291.90	/Month	\$28.61	/Hour		
	Total Benefits	\$2,280.89	53.14%	\$43.82	\$16.04	\$14.76	\$74.62
		Annual Salar	ry + Benefits	\$78,873.50			

# Accounting Manager Department: Finance & Information Systems

Stan A				normation sy			
Step A		6,796.66	/Month	\$45.31	/Llour		
		0,790.00	/IVIOIIIII	545.31	/Houl		
<b>Benefit</b>	<b>Multiplier</b>				Categ	<u>ory</u>	
PERS - Employee	0.080000	543.73		Non-Swo	orn Managemer	nt & Mid-Man	agement
PERS - Employer	0.138490	941.27					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	64.57					
Life Insurance	0.000255	31.20					
Deferred Comp.	0.041000	110.00				22 (22)	
Workers Comp.	0.041900	284.78		Handa Data	36.60%	33.68%	T-4-1 IIl-
Vision Benefit Medicare	0.014500	35.51 98.55		Hourly Rate	Department	City-Wide	-
Medicare	0.014300	98.33	_	& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,134.42	46.12%	\$66.21	\$24.23	\$22.30	\$112.74
		Annual Sala	ry + Benefits	\$119,172.95	<u>.</u>		
Step B							
		\$7,136.41	/Month	\$47.58	/Hour		
	Total Benefits	\$3,232.60	45.30%	\$69.13	\$25.30	\$23.28	\$117.71
			. D	0124 420 00			
		Annual Sala	ry + Benefits	\$124,428.08	•		
G. G							
Step C							
		\$7,493.49	/Month	\$49.96	/Hour		
	T . 1D . C.	#2 225 70	44.520/	073.30	<b>#26.42</b>	Ø2.4.22	6122.04
	Total Benefits	\$3,335.79	44.52%	\$72.20	\$26.43	\$24.32	\$122.94
		Annual Sala	wy + Donofits	\$129,951.32			
		Aiiiiuai Saia	ry + benefits	\$129,931.32	•		
Stop D							
Step D		<b>0=0</b> (=0)	<b>5.</b> 6. 3				
		\$7,867.90	/Month	\$52.45	/Hour		
	Total Benefits	\$3,443.99	43.77%	\$75.41	\$27.60	\$25.40	\$128.42
	Total Benefits	\$3,443.99	43.//%	\$/5.41	\$27.00	\$25.40	\$128.42
		Annual Sala	rv + Renefits	\$135,742.67			
		rinnan Sala	i j · Delicints	Ψ100,/ <b>12.0</b> /	•		
Step E							
- Step L		CO 261 20	/Month	0.55.00	/11		
		\$8,261.38	/ IVIONIN	\$55.08	/Hour		
	Total Benefits	\$3,557.69	43.06%	\$78.79	\$28.84	\$26.54	\$134.18
		,	2.22,0	4.2.7			
		Annual Sala	ry + Benefits	\$141,828.95			
			-		•		

# **Accounting Specialist Department: Finance & Information Systems**

Chara A	-	•		mormation Sy			
Step A		A (71 E1	/M on 41-	Q21 1 <i>4</i>	/Haum		
		4,671.51	/Iviontn	\$31.14	/Hour		
<u>Benefit</u>	Multiplier				Cates	<u>gory</u>	
PERS - Employee	0.080000	373.72			Office En	nployees	
PERS - Employer	0.138490	646.96	I				
PERS Survivor		2.00	ı				
Management Incen	tive	0.00	ı				
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	44.38					
Life Insurance		5.80	ı				
Deferred Comp.		0.00	1				
Workers Comp.	0.041900	195.74			36.60%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	67.74		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
			-	·			<u></u>
	Total Benefits	\$ 2,394.65	51.26%	\$47.11	\$17.24	\$15.87	\$80.22
		Annual Sala	ry + Benefits	\$84,793.93			
			•		l		
Step B							
1		\$4,905.52	/Month	\$32.70	/Hour		
		\$ 1,5 00.02	,1,1011111	Ψ32.70	,110 <b>u</b> 1		
	<b>Total Benefits</b>	\$2,455.40	50.05%	\$49.07	\$17.96	\$16.53	\$83.57
		Annual Sala	ry + Benefits	\$88,331.08	:		
Step C							
		\$5,149.93	/Month	\$34.33	/Hour		
	Total Benefits	\$2,524.91	49.03%	\$51.17	\$18.73	\$17.23	\$87.13
			. 5	#0 <b>2</b> 000 07			
		Annual Sala	ry + Benefits	\$92,098.06	1		
Cu. D							
Step D		Φ <b></b>	/a.c1				
		\$5,408.21	/Month	\$36.05	/Hour		
	Total Dought	¢2 500 26	40.040/	Ø <b>5</b> 2 20	¢10 54	017.00	<b>600 00</b>
	Total Benefits	\$2,598.36	48.04%	\$53.38	\$19.54	\$17.98	\$90.90
		Annual Cala	ry + Benefits	<b>ቁበ</b> ሬ በ70 01			
		Annuai Sala	i y + Dellellus	\$96,078.82	:		
Step E							
		\$5,678.62	/Month	\$37.86	/Hour		
		\$3,070.02	/ IVIOIIUI	\$37.86	/ FIOUI		
	Total Benefits	\$2,675.26	47.11%	\$55.69	\$20.39	\$18.76	\$94.84
	1 our Donoing	\$2,075.20	./.11/0	Ψ33.07	Ψ=0.07	Ψ10110	ψ> 1.0 1
		Annual Sala	ry + Benefits	\$100,246.57			
					1		

# **Accounting Technician Department: Finance & Information Systems**

Step A							
		4,063.09	/Month	\$27.09	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.080000	325.05				mployees	
PERS - Employer	0.138490	562.70					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	38.60					
Life Insurance		5.80					
Deferred Comp.	0.041000	0.00					
Workers Comp.	0.041900	170.24		Hanneler Dada	36.60%	33.68%	T-4-1 IIl
Vision Benefit Medicare	0.014500	35.51		Hourly Rate	-	City-Wide	Total Hourly
Medicare	0.014500	58.91	-	& Benefits	<u>Overhead</u>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,221.62	54.68%	\$41.90	\$15.34	\$14.11	\$71.35
		Annual Salar	ry + Benefits	\$75,416.55			
Step B							
		\$4,265.90	/Month	\$28.44	/Hour		
	T . 1D . C.	Φ <b>2 272</b> 50	52.200/	0.42.60	015.06	01460	05404
	Total Benefits	\$2,273.50	53.29%	\$43.60	\$15.96	\$14.68	\$74.24
		Annual Salar	ry + Benefits	\$78,472.75			
Step C		\$4,479.11	/Month	\$29.86	/Hour		
		Φτ,τ//.11	/IVIOIILII	\$29.80	/110ui		
	Total Benefits	\$2,334.13	52.11%	\$45.42	\$16.63	\$15.30	\$77.35
		Annual Salar	ry + Ranafits	\$81,758.86			
		Allitual Salai	y + Denemis	\$61,736.60			
Step D							
- Step D		\$4,702.71	/Month	\$31.35	/Hour		
		Ψ .91 V 2001 I	, 1,1011011	ψυ1.υυ	, 11041		
	Total Benefits	\$2,397.72	50.99%	\$47.34	\$17.33	\$15.94	\$80.61
		Annual Salai	ry + Ranafita	\$85,205.27			
		Amuai Salai	y - Delicitis	\$03,203.27			
Step E							
·		\$4,938.46	/Month	\$32.92	/Hour		
	T-4-1 D	r				617.73	<b>604.05</b>
	Total Benefits	\$2,464.77	49.91%	\$49.35	\$18.07	\$16.62	\$84.05
		Annual Salar	ry + Benefits	\$88,838.69			

# **Accounting Technician Department: Police**

			par tinent.				
Step A							
		4,063.09	/Month	\$27.09	/Hour		
Benefit PERS - Employee PERS - Employer PERS Survivor Management Incen EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit	Multiplier 0.080000 0.138490 tive 0.009500 0.041900	4,063.09  325.05 562.70 2.00 0.00 3.79 866.81 152.21 38.60 5.80 0.00 170.24 35.51		\$27.09  Hourly Rate	Cate Office E	egory mployees 33.68% City-Wide	Total Hourly
Medicare	0.014500	58.91		& Benefits	Overhead	Overhead	Rate
THOUSAND TO	Total Benefits	\$ 2,221.62	54.68%	\$41.90	\$17.58	\$14.11	\$73.59
	- Own Denviito	·			ψ <b>11.00</b>	W# 10##	410107
		Annual Salar	ry + Benefits	\$75,416.55			
Step B	Total Benefits	<b>\$4,265.90</b> \$2,273.50	/Month 53.29%	\$28.44 <b>\$43.60</b>	/Hour <b>\$18.29</b>	\$14.68	\$76.57
		Annual Salar	ry + Benefits	\$78,472.75			
Step C	Total Benefits	\$4,479.11 \$2,334.13 Annual Salar	52.11%	\$29.86 <b>\$45.42</b> <b>\$81,758.86</b>	/Hour <b>\$19.05</b>	\$15.30	\$79.77
Step D	Total Benefits	\$4,702.71 \$2,397.72 Annual Salar	50.99%	\$31.35 <b>\$47.34</b> <b>\$85,205.27</b>	/Hour <b>\$19.86</b>	\$15.94	\$83.14
Step E	Total Benefits	\$4,938.46 \$2,464.77 Annual Salar	49.91%	\$32.92 <b>\$49.35</b> <b>\$88,838.69</b>	/Hour <b>\$20.70</b>	\$16.62	\$86.68

#### **Administrative Assistant I Department: Administration**

		_ <b></b>	ment. Aun				
Step A							
		3,031.72	/Month	\$20.21	/Hour		
Benefit	Multiplier				Cate	egory	
PERS - Employee	0.080000	242.54				mployees	
PERS - Employer	0.138490	419.86			Office E	inployees	
PERS Survivor	0.136490	2.00					
	tivo	0.00					
Management Incen EAP	uve	3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	28.80					
Life Insurance		5.80					
Deferred Comp.	0.041000	0.00					
Workers Comp.	0.041900	127.03		<b>TT</b> 1.5.	44.26%	33.68%	m . 1
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.014500	43.96	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 1,928.31	63.60%	\$33.07	\$14.63	\$11.14	\$58.84
		Annual Sala	ry + Benefits	\$59,520.37			
					1		
Step B							
*		\$3,182.52	/Month	\$21.22	/Hour		
		4-,					
	Total Benefits	\$1,965.40	61.76%	\$34.32	\$15.19	\$11.56	\$61.07
		Annual Sala	ry + Benefits	\$61,775.04			
Ston C							
Step C		02.242.00	A 6 .1				
		\$3,342.00	/Month	\$22.28	/Hour		
	Total Benefits	\$2,010.75	60.17%	\$35.68	\$15.79	\$12.02	\$63.50
	Total Belletits	\$2,010.73	00.17%	\$35.08	\$15.79	\$12.02	\$03.50
		Annual Sala	ry + Renefits	\$64,232.94			
		ramuai Sala	., Denents	Ψυτ,μυμ.,/Τ			
Step D							
- Step D		<b>02 500 40</b>	/N. f	***	/T.T.		
		\$3,508.40	/ Ivionth	\$23.39	/Hour		
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$16.42	\$12.50	\$66.03
	Total Delicitis	φ2,036.07	30.0070	<b>"Б</b> З/.11	φ1 <b>0.4</b> 2	\$14.3U	φυυ.υ3
		Annual Sala	rv + Renefite	\$66,797.71			
		Ammuai Sala	. J · Denents	ψου, 171.11			
Step E							
Step E		02 (02 40	/N. f. a 41.	<b>**</b>	/**		
		\$3,683.48	/ Month	\$24.56	/Hour		
	Total Benefits	\$2,107.86	57.22%	\$38.61	\$17.09	\$13.00	\$68.70
	Total Delicitis	Ψ2,107.00	31.22/0	φ30.01	φ17.U <i>)</i>	φ1 <b>3.</b> 00	φυυ. / υ
		Annual Sala	rv + Benefits	\$69,496.06			
		Ould	- J - Delicing	<b>407,170,00</b>			

#### **Administrative Assistant I Department: Community Development**

	_	Department	Commun	ity Developii	ilciit		
Step A							
		3,031.72	/Month	\$20.21	/Hour		
Danafit	Multiplian				Cate	orowy.	
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.080000	242.54				egory mployees	
PERS - Employee	0.138490	419.86			Office E	inployees	
PERS Survivor	0.136490	2.00					
	tivo	0.00					
Management Incen EAP	uve	3.79					
Health Insurance		866.81					
		152.21					
Dental Insurance	0.000500						
LTD Insurance	0.009500	28.80					
Life Insurance		5.80					
Deferred Comp.	0.044.000	0.00					
Workers Comp.	0.041900	127.03			48.94%	33.68%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.014500	43.96	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 1,928.31	63.60%	\$33.07	\$16.18	\$11.14	\$60.39
		4 161	. D. 64	Ø50 530 35			
		Annual Sala	ry + Benefits	\$59,520.37			
Step B							
		\$3,182.52	/Month	\$21.22	/Hour		
		40,-0	,	<del></del>			
	<b>Total Benefits</b>	\$1,965.40	61.76%	\$34.32	\$16.80	\$11.56	\$62.68
		Annual Sala	ry + Benefits	\$61,775.04			
Step C							
1		\$3,342.00	/Month	\$22.28	/Hour		
		ψ5,542.00	/IVIOIIIII	\$22.20	/110ui		
	Total Benefits	\$2,010.75	60.17%	\$35.68	\$17.46	\$12.02	\$65.17
	Total Belletits	Ψ2,010.75	00.1770	\$20.00	Ψ17.10	ψ1 <b>2.02</b>	φυσ.17
		Annual Sala	rv + Benefits	\$64,232.94			
		1 2222 W. W.	J Delicitos	<del>+ + + + + + + + + + + + + + + + + + + </del>			
Ston D							
Step D							
		\$3,508.40	/Month	\$23.39	/Hour		
	m . 15 ~	<b>#2</b> 0 <b>5</b> 0 6 =	<b>5</b> 0 2201	, a = 4 -	010.11	048.70	o
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$18.16	\$12.50	<b>\$67.77</b>
				066 50 5			
		Annual Sala	ry + Benefits	\$66,797.71			
Step E							
		\$3,683.48	/Month	\$24.56	/Hour		
		<i>+-,</i>		Ψ=50			
	<b>Total Benefits</b>	\$2,107.86	57.22%	\$38.61	\$18.89	\$13.00	\$70.51
		Annual Sala	ry + Benefits	\$69,496.06			
<b>-</b>							

#### **Administrative Assistant I Department: Finance & Information Systems**

Q. A	*			normation S			
Step A		2.021.52	/b.f1	020.21	/***		
		3,031.72	/Month	\$20.21	/Hour		
Benefit	<b>Multiplier</b>				Cate	egor <u>y</u>	
PERS - Employee	0.080000	242.54				mployees	
PERS - Employer	0.138490	419.86					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	28.80					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	127.03			36.60%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	43.96	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,928.31	63.60%	\$33.07	\$12.10	\$11.14	<b>\$56.31</b>
	Total Benefits	\$ 1,928.31	03.00%	\$33.07	\$12.10	\$11.14	\$50.51
		Annual Sala	ry + Benefits	\$59,520.37			
Step B							
		\$3,182.52	/Month	\$21.22	/Hour		
	Total Benefits	\$1,965.40	61.76%	\$34.32	\$12.56	\$11.56	\$58.44
		Annual Sala	ry + Benefits	\$61,775.04			
Step C							
Step C		\$3,342.00	/Month	\$22.28	/Hour		
	Total Benefits	\$2,010.75	60.17%	\$35.68	\$13.06	\$12.02	\$60.77
		Annual Sala	ry + Benefits	\$64,232.94			
Step D							
		\$3,508.40	/Month	\$23.39	/Hour		
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$13.58	\$12.50	\$63.19
		Annual Sala	rv + Benefits	\$66,797.71			
		. mau out	. J · Denemes	Ψου,/////1			
Step E		©2 (O2 10	Month	024.56	/Haus		
		\$3,683.48	/ IVIOIIIII	\$24.56	/ MOUT		
	Total Benefits	\$2,107.86	57.22%	\$38.61	\$14.13	\$13.00	\$65.75
		Annual Sala	ry + Benefits	\$69,496.06			

#### **Administrative Assistant I Department: Parks and Recreation**

		- <b>- P</b>	it. Taiks a				
Step A							
-		3,031.72	/Month	\$20.21	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.080000	242.54				mployees	
PERS - Employer	0.138490	419.86				1 2	
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	28.80					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	127.03			97.54%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>		City-Wide	<b>Total Hourly</b>
Medicare	0.014500	43.96		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	T ( 1 D ) C (	Ф. 1.020.21	(2, (00)				<del></del>
	Total Benefits	\$ 1,928.31	63.60%	\$33.07	\$32.25	\$11.14	\$76.46
		Annual Salai	ry + Benefits	\$59,520.37			
Step B							
		\$3,182.52	/Month	\$21.22	/Hour		
	Total Benefits	\$1,965.40	61.76%	\$34.32	\$33.47	\$11.56	\$79.35
		Annual Salar	ry + Benefits	\$61,775.04			
Step C							
Sup C		\$3,342.00	/Month	\$22.28	/Hour		
	Total Benefits	\$2,010.75	60.17%	\$35.68	\$34.81	\$12.02	\$82.51
		Annual Salai	ry + Ronofits	\$64,232.94			
		Aminai Salal	y Denemis	ψυτ, ΔυΔ. 21			
Step D		02 700 40	/N f = -1	***			
		\$3,508.40	/Month	\$23.39	/Hour		
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$36.20	\$12.50	\$85.81
		Annual Salar	ry + Benefits	\$66,797.71			
Step E							
		\$3,683.48	/Month	\$24.56	/Hour		
	Total Benefits	\$2,107.86	57.22%	\$38.61	\$37.66	\$13.00	\$89.27
		Annual Salar	ry + Benefits	\$69,496.06			

#### **Administrative Assistant I Department: Public Works**

Q. A							
Step A		3,031.72	/Month	\$20.21	/Hour		
		0,001.72	711011011	Ψ=01=1	711001		
<u>Benefit</u>	<b>Multiplier</b>					<u>egory</u>	
PERS - Employee	0.080000	242.54			Office E	mployees	
PERS - Employer	0.138490	419.86					
PERS Survivor		2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	28.80					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	127.03			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	43.96		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			•				
	Total Benefits	\$ 1,928.31	63.60%	\$33.07	\$34.50	\$11.14	\$78.71
		Annual Salar	ry + Benefits	\$59,520.37			
Step B							
		\$3,182.52	/Month	\$21.22	/Hour		
	Total Benefits	\$1,965.40	61.76%	\$34.32	\$35.81	\$11.56	\$81.69
		Annual Salar	ry + Benefits	\$61,775.04			
Step C							
		\$3,342.00	/Month	\$22.28	/Hour		
	Total Benefits	\$2,010.75	60.17%	\$35.68	\$37.24	\$12.02	\$84.94
		Annual Sala	ry + Benefits	\$64,232.94			
Step D							
		\$3,508.40	/Month	\$23.39	/Hour		
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$38.72	\$12.50	\$88.33
		Annual Sala	ry + Benefits	\$66,797.71			
Step E							
		\$3,683.48	/Month	\$24.56	/Hour		
	Total Benefits	\$2,107.86	57.22%	\$38.61	\$40.29	\$13.00	\$91.90
		Annual Salar	ry + Benefits	\$69,496.06			

#### **Administrative Assistant II Department: Administration**

G. A							
Step A		2 242 00	Month	¢22.20	/Hour		
		3,342.00	/Monun	\$22.28	/Houi		
Benefit	<b>Multiplier</b>				Cate	egory egory	
PERS - Employee	0.080000	267.36				mployees	
PERS - Employer	0.138490	462.83					
PERS Survivor		2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	31.75					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	140.03			44.26%	33.68%	
Vision Benefit	0.011700	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	48.46		& Benefits	Overhead	Overhead	Rate
ivicultate	0.014300	40.40	-	& Delicits	Overneau	Overneau	<u> Kate</u>
	Total Benefits	\$ 2,016.55	60.34%	\$35.72	\$15.81	\$12.03	\$63.57
		Annual Salar	ry + Benefits	\$64,302.62			
Step B							
		\$3,508.40	/Month	\$23.39	/Hour		
		<del>-</del> - )					
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$16.42	\$12.50	\$66.03
		Annual Salar	ry + Benefits	\$66,797.71			
			•		l		
Step C							
Step C		¢2 602 10	Month	\$24.56	/*******		
		\$3,683.48	/Monun	\$24.56	/Hour		
	Total Benefits	\$2,107.86	57.22%	\$38.61	\$17.09	\$13.00	\$68.70
	Total Belieffts	Ψ2,107.00	37.2270	φ20.01	Ψ17.02	φ12.00	Φ00.70
		Annual Salar	rv + Renefits	\$69,496.06			
		ui Sulai	. J . Delicins	407,170.00	1		
Stop D							
Step D		00.05-5-					
		\$3,867.22	/Month	\$25.78	/Hour		
	T-4-1 D. C4	¢2 160 12	55.060/	040.10	617.70	012.52	071 50
	Total Benefits	\$2,160.12	55.86%	\$40.18	\$17.78	\$13.53	\$71.50
		Annual Salar	my _ Donofite	¢72 227 00			
		Annuai Salal	y - Denemis	\$72,327.99	1		
C. F							
Step E							
		\$4,061.36	/Month	\$27.08	/Hour		
	Total Benefits	\$2,215.33	54.55%	\$41.84	\$18.52	\$14.09	\$74.46
			. D	055 220 22			
		Annual Salar	ry + Benefits	\$75,320.22	1		

#### **Administrative Assistant II Department: Community Development**

		bepai tillelit.	Commun	ity Developn	ilelit		
Step A							
		3,342.00	/Month	\$22.28	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.080000	267.36				mployees	
PERS - Employer	0.138490	462.83			Office E	mployees	
PERS Survivor	0.150470	2.00					
Management Incen	tive	0.00					
EAP	tive	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	31.75					
Life Insurance	0.009300	5.80					
		0.00					
Deferred Comp.	0.041000				40.040/	22 (00)	
Workers Comp. Vision Benefit	0.041900	140.03		и . в.	48.94%	33.68%	T 4 1 TT 1
	0.014500	35.51			Department	City-Wide	Total Hourly
Medicare	0.014500	48.46	-	& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,016.55	60.34%	\$35.72	\$17.48	\$12.03	\$65.24
		Annual Sala	ry + Benefits	\$64,302.62			
Step B							
1		\$3,508.40	/Month	\$23.39	/Hour		
		φ <b>υ</b> ,500.40	AMOREI	\$23.37	/110ti		
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$18.16	\$12.50	\$67.77
			. 75. 61.	0.66.00.00			
		Annual Sala	ry + Benefits	\$66,797.71			
G. G							
Step C							
		\$3,683.48	/Month	\$24.56	/Hour		
	Total Benefits	\$2,107.86	57.22%	\$38.61	\$18.89	\$13.00	\$70.51
		Annual Sala	ry + Ranafits	\$69,496.06			
		Alliuai Salai	y   Delicities	\$07,470.00			
Stop D							
Step D		02.075.35	/N. f d.	<b>.</b>			
		\$3,867.22	/Month	\$25.78	/Hour		
	Total Benefits	\$2 160 12	55.86%	\$40.18	\$19.66	Q12 <b>5</b> 2	¢72 20
	Total Delletits	\$2,160.12	33.80%	\$40.18	\$17.00	\$13.53	\$73.38
		Annual Sala	ry + Benefits	\$72,327.99			
			. J. Delicites	Ψ.Ξ,υΞ.102			
Step E							
		\$4,061.36	/Month	¢27.00	/Hour		
		54,001.30	/ IVIOIIIII	\$27.08	/ HOUF		
	Total Benefits	\$2,215.33	54.55%	\$41.84	\$20.48	\$14.09	\$76.42
		, -					
		Annual Sala	ry + Benefits	\$75,320.22			
I							

#### **Administrative Assistant II Department: Finance & Information Systems**

Step A		3,342.00	/Month	\$22.28	/Hour		
		,		·			
<u>Benefit</u>	<u>Multiplier</u>	26-26				egory .	
PERS - Employee	0.080000	267.36			Office E	mployees	
PERS - Employer PERS Survivor	0.138490	462.83 2.00					
Management Incen	tivo	0.00					
EAP	uve	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	31.75					
Life Insurance	0.007500	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	140.03			36.60%	33.68%	
Vision Benefit	0.0.1300	35.51		<b>Hourly Rate</b>		City-Wide	Total Hourly
Medicare	0.014500	48.46		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,016.55	60.34%	\$35.72	\$13.08	\$12.03	\$60.83
		Annual Sala	ry + Benefits	\$64,302.62			
Step B							
		\$3,508.40	/Month	\$23.39	/Hour		
	T . 1D . C.	¢2.050.07	50.660/	627 11	012.50	012.50	0(2.10
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$13.58	\$12.50	\$63.19
		Annual Sala	ry + Benefits	\$66,797.71			
G. G							
Step C		\$3,683.48	/Month	\$24.56	/Hour		
		\$5,005.40	/IVIOIIIII	\$24.30	/ HOUI		
	Total Benefits	\$2,107.86	57.22%	\$38.61	\$14.13	\$13.00	\$65.75
			. D. 64	060 406 06			
		Annual Sala	ry + Benefits	\$69,496.06			
Step D							
		\$3,867.22	/Month	\$25.78	/Hour		
	T (15 %)	-				012.53	0.00.40
	Total Benefits	\$2,160.12	55.86%	\$40.18	\$14.71	\$13.53	\$68.43
		Annual Salar	ry + Benefits	\$72,327.99			
Step E							
		\$4,061.36	/Month	\$27.08	/Hour		
	Total Benefits	-				<b>Q1</b> <i>A</i> 00	\$71 2 <i>4</i>
	iotai beneiits	\$2,215.33	54.55%	\$41.84	\$15.32	\$14.09	\$71.26
		Annual Sala	ry + Benefits	\$75,320.22			

#### **Administrative Assistant II Department: Parks and Recreation**

		Departmen		nu Recreatio			
Step A							
		3,342.00	/Month	\$22.28	/Hour		
Benefit	Multiplier				Cate	egor <u>y</u>	
PERS - Employee	0.080000	267.36				mployees	
PERS - Employer	0.138490	462.83				1 3	
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	31.75					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	140.03			97.54%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>		City-Wide	<b>Total Hourly</b>
Medicare	0.014500	48.46		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,016.55	60.34%	\$35.72	\$34.84	\$12.03	\$82.60
	TOWN DUNCTION				<b>40 100 1</b>	<b>41200</b>	\$0 <b>2.</b> 00
		Annual Salaı	ry + Benefits	\$64,302.62			
Step B							
		\$3,508.40	/Month	\$23.39	/Hour		
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$36.20	\$12.50	\$85.81
		Annual Salaı	y + Benefits	\$66,797.71			
Step C							
Step C		\$3,683.48	/Month	\$24.56	/Hour		
	Total Benefits	\$2,107.86	57.22%	\$38.61	\$37.66	\$13.00	\$89.27
		Annual Salar	y + Benefits	\$69,496.06			
Step D							
- Step D		\$3,867.22	/Month	\$25.78	/Hour		
	Total Benefits	\$2,160.12	55.86%	\$40.18	\$39.19	\$13.53	\$92.91
		Annual Salaı	v + Renefits	\$72,327.99			
		- minuai Salai	J Delicities	Ψ129021027			
Step E		£4 061 26	/Month	# <b>27</b> 00	/		
		\$4,061.36	/ IVIOIIIII	\$27.08	/ MOUT		
	Total Benefits	\$2,215.33	54.55%	\$41.84	\$40.81	\$14.09	\$96.75
		Annual Salar	y + Benefits	\$75,320.22			

#### **Administrative Assistant II Department: Public Works**

		- <b>- - - - - - - - - -</b>	iment. Fut				
Step A							
		3,342.00	/Month	\$22.28	/Hour		
		,			-		
Benefit	<u>Multiplier</u>	267.26				egory	
PERS - Employee PERS - Employer	0.080000 0.138490	267.36 462.83			Office E	mployees	
PERS Survivor	0.136490	2.00					
Management Incen	tive	0.00					
EAP	uvc	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	31.75					
Life Insurance	0.000200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	140.03			104.35%	33.68%	
Vision Benefit	***************************************	35.51		<b>Hourly Rate</b>		City-Wide	<b>Total Hourly</b>
Medicare	0.014500	48.46		& Benefits	Overhead	<b>Overhead</b>	Rate
			_				
	Total Benefits	\$ 2,016.55	60.34%	\$35.72	\$37.28	\$12.03	\$85.03
		Annual Sala	ry + Benefits	\$64,302.62			
Step B							
		\$3,508.40	/Month	\$23.39	/Hour		
	T-4-1 D	\$2,059,07	50 ((0/	627 11	620.73	613.50	g00 22
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$38.72	\$12.50	\$88.33
		Annual Sala	ry + Benefits	\$66,797.71			
			,				
Step C							
oup o		\$3,683.48	/Month	\$24.56	/Hour		
		\$5,005.40	/IVIOIIIII	\$24.50	/110ui		
	Total Benefits	\$2,107.86	57.22%	\$38.61	\$40.29	\$13.00	\$91.90
		Annual Sala	ry + Benefits	\$69,496.06			
				· · · · · · · · · · · · · · · · · · ·	· 		
Step D							
		\$3,867.22	/Month	\$25.78	/Hour		
	Total Benefits	\$2,160.12	55.86%	\$40.18	\$41.93	\$13.53	\$95.65
		Annual Cal-	wy ⊥ Domo€4-	672 227 NA			
		Annuai Sala	ry + Benefits	\$72,327.99			
Step E							
		\$4,061.36	/Month	\$27.08	/Hour		
		Ψ1,001.50	, 141011111	Ψ21.00	, 110ul		
	Total Benefits	\$2,215.33	54.55%	\$41.84	\$43.66	\$14.09	\$99.60
		Annual Sala	ry + Benefits	\$75,320.22			

# **Administrative Secretary Department: Administration**

3,874.15 /Month         \$25.83 /Hour           Benefit         Multiplier         Category           PERS - Employee         0.080000         309.93         Office Employees           PERS - Employer         0.138490         536.53         Office Employees           PERS Survivor         2.00         0.00 <t< th=""><th></th></t<>	
Benefit         Multiplier         Category           PERS - Employee         0.080000         309.93         Office Employees           PERS - Employer         0.138490         536.53           PERS Survivor         2.00           Management Incentive         0.00           EAP         3.79           Health Insurance         866.81           Dental Insurance         152.21           LTD Insurance         0.009500         36.80	
PERS - Employee         0.080000         309.93         Office Employees           PERS - Employer         0.138490         536.53           PERS Survivor         2.00           Management Incentive         0.00           EAP         3.79           Health Insurance         866.81           Dental Insurance         152.21           LTD Insurance         0.009500         36.80	
PERS - Employee         0.080000         309.93         Office Employees           PERS - Employer         0.138490         536.53           PERS Survivor         2.00           Management Incentive         0.00           EAP         3.79           Health Insurance         866.81           Dental Insurance         152.21           LTD Insurance         0.009500         36.80	
PERS - Employer       0.138490       536.53         PERS Survivor       2.00         Management Incentive       0.00         EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500       36.80	
PERS Survivor       2.00         Management Incentive       0.00         EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500       36.80	
Management Incentive       0.00         EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500       36.80	
EAP 3.79  Health Insurance 866.81  Dental Insurance 152.21  LTD Insurance 0.009500 36.80	
Dental Insurance 152.21 LTD Insurance 0.009500 36.80	
LTD Insurance 0.009500 36.80	
Life Insurance 5.80	
* *** ** *** *** *** *** *** *** *** *	
Deferred Comp. 0.00	
Workers Comp. 0.041900 162.33 44.26% 33.68%	
Vision Benefit 35.51 Hourly Rate Department City-Wide Total I	Hourly
Medicare 0.014500 56.18 & Benefits Overhead Overhead Ra	<u>ite</u>
Total Benefits \$ 2,167.89 55.96% <b>\$40.28 \$17.83 \$13.57 \$71</b>	.68
Annual Salary + Benefits \$72,504.47	
Annual Salary + Benefits <u>\$72,504.47</u>	
Step B	
\$4,068.29 /Month \$27.12 /Hour	
\$7,000.29 /Worldi \$27.12 /110ul	
Total Benefits \$2,217.30 54.50% <b>\$41.90 \$18.55 \$14.11 \$74</b>	.56
Annual Salary + Benefits <u>\$75,427.09</u>	
Step C	
<b>\$4,271.10</b> /Month \$28.47 /Hour	
Total Benefits \$2,274.98 53.26% <b>\$43.64 \$19.31 \$14.70 \$77</b>	65
10tal Delichts \$2,274.76 33.2076 \$43.04 \$17.31 \$14.70 \$77	.03
Annual Salary + Benefits \$78,552.90	
Step D	
<b>\$4,484.31</b> /Month \$29.90 /Hour	
Total Benefits \$2,335.61 52.08% <b>\$45.47 \$20.12 \$15.31 \$80</b>	.90
A 101 D W. 001 020 01	
Annual Salary + Benefits <u>\$81,839.01</u>	
Stop E	
Step E 621 20 /H	
<b>\$4,707.91</b> /Month \$31.39 /Hour	
Total Benefits \$2,399.20 50.96% <b>\$47.38 \$20.97 \$15.96 \$84</b>	.31
Annual Salary + Benefits <u>\$85,285.42</u>	

# Administrative Secretary Department: Community Development

Step A   3,874.15   Month   \$25.83   Hour
Benefit         Multiplier         Category           PERS - Employee         0.080000         309.93         Office Employees           PERS - Employer         0.138490         536.53           PERS Survivor         2.00         2.00           Management Incentive         0.00         2.00           EAP         3.79         3.79           Health Insurance         866.81         866.81           Dental Insurance         152.21         1.10           LTD Insurance         0.009500         36.80           Life Insurance         5.80         5.80           Deferred Comp.         0.00           Workers Comp.         0.041900         162.33           48.94%         33.68%
PERS - Employee       0.080000       309.93       Office Employees         PERS - Employer       0.138490       536.53         PERS Survivor       2.00         Management Incentive       0.00         EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900         162.33       48.94%         33.68%
PERS - Employee       0.080000       309.93       Office Employees         PERS - Employer       0.138490       536.53         PERS Survivor       2.00         Management Incentive       0.00         EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900         162.33       48.94%         33.68%
PERS - Employer       0.138490       536.53         PERS Survivor       2.00         Management Incentive       0.00         EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900         162.33       48.94%         33.68%
PERS Survivor       2.00         Management Incentive       0.00         EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500       36.80         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900       162.33       48.94%       33.68%
Management Incentive       0.00         EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500       36.80         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900       162.33         48.94%       33.68%
EAP 3.79  Health Insurance 866.81  Dental Insurance 152.21  LTD Insurance 0.009500 36.80  Life Insurance 5.80  Deferred Comp. 0.00  Workers Comp. 0.041900 162.33 48.94% 33.68%
Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500       36.80         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900       162.33       48.94%       33.68%
Dental Insurance       152.21         LTD Insurance       0.009500       36.80         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900       162.33       48.94%       33.68%
LTD Insurance       0.009500       36.80         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900       162.33         48.94%       33.68%
Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900       162.33       48.94%       33.68%
Deferred Comp. 0.00 Workers Comp. 0.041900 162.33 48.94% 33.68%
Workers Comp. 0.041900 162.33 48.94% 33.68%
Vision Danesit 25.51 Hannely Data Danaghmant City Will Table H.
Vision Benefit 35.51 Hourly Rate Department City-Wide Total Ho
Medicare 0.014500 56.18 & Benefits Overhead Overhead Rate
Total Benefits \$ 2,167.89 55.96% <b>\$40.28 \$19.71 \$13.57 \$73.56</b>
Annual Salary + Benefits\$72,504.47
Step B
<b>\$4,068.29</b> /Month \$27.12 /Hour
\$ 19000.25 / 1001till \$\pi_2 / .12 / 110til
Total Benefits \$2,217.30 54.50% <b>\$41.90 \$20.51 \$14.11 \$76.5</b> 3
Annual Salary + Benefits \$75,427.09
· ———
Step C
<b>\$4,271.10</b> /Month \$28.47 /Hour
T 1 D C
Total Benefits \$2,274.98 53.26% <b>\$43.64 \$21.36 \$14.70 \$79.7</b> 0
1
Annual Salary + Benefits \$\frac{\$78,552.90}{}
Step D
<b>\$4,484.31</b> /Month \$29.90 /Hour
ψ 19 10 100 1 / 1.11011(11 ψ2/./0 / 110(11
Total Benefits \$2,335.61 52.08% <b>\$45.47 \$22.25 \$15.31 \$83.0</b> 3
Annual Salary + Benefits \$81,839.01
Stan D
Step E
<b>\$4,707.91</b> /Month \$31.39 /Hour
Total Benefits \$2,399.20 50.96% <b>\$47.38 \$23.19 \$15.96 \$86.53</b>
Annual Salary + Benefits <u>\$85,285.42</u>

# Administrative Secretary Department: Finance & Information Systems

G	-1	artment. r					
Step A							
		3,874.15	/Month	\$25.83	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory .	
PERS - Employee	0.080000	309.93				mployees	
PERS - Employer	0.138490	536.53				1 2	
PERS Survivor		2.00	1				
Management Incent	tive	0.00	)				
EAP		3.79	)				
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	36.80					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	162.33			36.60%	33.68%	
Vision Benefit		35.51			Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	56.18	<u>-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	¢ 2167.90	55.0(0/	640.20	61474	\$13.57	\$68.59
	Total Benefits	\$ 2,167.89	55.96%	\$40.28	\$14.74	\$13.57	\$08.59
		Annual Sala	ry + Benefits	\$72,504.47			
				1			
Step B							
1		\$4,068.29	/Month	\$27.12	/Hour		
		\$ 1,000 <b>.</b>	,1,1011411	Ψ=7.11=	,11041		
	Total Benefits	\$2,217.30	54.50%	\$41.90	\$15.34	\$14.11	\$71.36
		Annual Sala	ry + Benefits	\$75,427.09			
Step C							
		\$4,271.10	/Month	\$28.47	/Hour		
	Total Benefits	\$2,274.98	53.26%	\$43.64	\$15.97	\$14.70	\$74.31
		Annual Sala	my + Donofits	\$78,552.90			
		Alliuai Sala	ry + Benefits	\$10,332.70			
Stop D							
Step D		04 404 34	/N.f	***	/* *		
		\$4,484.31	/I <b>VI</b> onth	\$29.90	/Hour		
	Total Benefits	\$2,335.61	52.08%	\$45.47	\$16.64	\$15.31	\$77.42
	- 5001 25 51101110	\$ <b>-</b> ,555.01	22.0070	<b>4.0</b> /	Ψ	4.0.01	<i>Ψ</i> • • •
		Annual Sala	ry + Benefits	\$81,839.01			
					·		
Step E							
	<u>-</u>	\$4,707.91	/Month	\$31.39	/Hour		
	Total Benefits	\$2,399.20	50.96%	\$47.38	\$17.34	\$15.96	\$80.68
		A1 C - 1	Do 6-4	005 205 42			
		Annual Sala	ry + Benefits	\$85,285.42			

### Administrative Secretary Department: Parks and Recreation

		Departmen	nt: Parks a	nu Kecrean	OH .		
Step A							
		3,874.15	/Month	\$25.83	/Hour		
D 64	N. 14. 11				<b>C</b> 4		
Benefit DEBS Employee	<u>Multiplier</u> 0.080000	200.02				egory	
PERS - Employee	0.080000	309.93 536.53			Office E	mployees	
PERS - Employer PERS Survivor	0.138490	2.00					
	tivo	0.00					
Management Incenti EAP	uve	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	36.80					
Life Insurance	0.009300	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	162.33			97.54%	33.68%	
Vision Benefit	0.041700	35.51		Hourly Data	Department	City-Wide	Total Hourly
Medicare	0.014500	56.18		& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	30.18	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,167.89	55.96%	\$40.28	\$39.29	\$13.57	\$93.14
		Annual Sala	ry + Benefits	\$72,504.47			
					•		
Step B							
*		\$4,068.29	/Month	\$27.12	/Hour		
		4 -90 - 00 - 2	,	4-71	,		
	<b>Total Benefits</b>	\$2,217.30	54.50%	\$41.90	\$40.87	\$14.11	\$96.89
		Annual Sala	ry + Benefits	\$75,427.09	:		
Step C							
		\$4,271.10	/Month	\$28.47	/Hour		
		,					
	Total Benefits	\$2,274.98	53.26%	\$43.64	\$42.57	\$14.70	\$100.91
		Annual Sala	ry + Benefits	\$78,552.90	ì		
Step D							
		\$4,484.31	/Month	\$29.90	/Hour		
		r					
	Total Benefits	\$2,335.61	52.08%	\$45.47	\$44.35	\$15.31	\$105.13
				004 077 7			
		Annual Sala	ry + Benefits	\$81,839.01	:		
Ston E							
Step E		04 707 04	/N.f d	<b>***</b>	/T.T.		
		\$4,707.91	/Month	\$31.39	/Hour		
	Total Benefits	\$2,399.20	50.96%	\$47.38	\$46.21	\$15.96	\$109.55
	10th Delicitis	Ψ2,379.20	50.90/0	φ <del>-1</del> /.30	ψ <b>-TU-2-I</b>	ψ13./0	ψ107.33
		Annual Sala	ry + Benefits	\$85,285.42			
			J = 322223	,	!		

# Administrative Secretary Department: Public Works

		Бериг	iment. Ful	7110 11 01 115			
Step A							
•		3,874.15	/Month	\$25.83	/Hour		
		,					
<b>Benefit</b>	<b>Multiplier</b>					<u>egory</u>	
PERS - Employee	0.080000	309.93			Office E	mployees	
PERS - Employer	0.138490	536.53					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	36.80					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	162.33			104.35%	33.68%	
Vision Benefit	0 0 1 1 - 0 -	35.51			Department	City-Wide	Total Hourly
Medicare	0.014500	56.18	=	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,167.89	55.96%	\$40.28	\$42.03	\$13.57	\$95.88
				0=0 =0.4.4=			
		Annual Sala	ry + Benefits	\$72,504.47	1		
Step B							
		\$4,068.29	/Month	\$27.12	/Hour		
		•					
	Total Benefits	\$2,217.30	54.50%	\$41.90	\$43.73	\$14.11	\$99.74
		Annual Sala	ry + Benefits	\$75,427.09	·		
Step C							
•		\$4,271.10	/Month	\$28.47	/Hour		
		\$ 1,2 / 1110	,111011111	Ψ20.17	/110 <b>u</b> 1		
	Total Benefits	\$2,274.98	53.26%	\$43.64	\$45.54	\$14.70	\$103.88
		•					
		Annual Sala	ry + Benefits	\$78,552.90			
					!		
Step D							
<del>5.0</del> p_5		\$4,484.31	/Month	\$29.90	/Hour		
		54,484.31	/ IVIOIIIII	\$29.90	/ HOUF		
	Total Benefits	\$2,335.61	52.08%	\$45.47	\$47.44	\$15.31	\$108.22
	Total Delicities	Ψ2,555.01	32.0070	Ψ : Ο • Τ /	Ψ # / • # Τ	Ψ10.01	ψ <b>100,22</b>
		Annual Sala	ry + Benefits	\$81,839.01			
				,0->101	!		
Step E							
Step E		04 808 04	A 6 1				
		\$4,707.91	/Month	\$31.39	/Hour		
	Total Danafita	¢2 200 20	50.060/	¢47 20	£40 44	¢15 06	¢112 70
	Total Benefits	\$2,399.20	50.96%	\$47.38	\$49.44	\$15.96	\$112.78
		Annual Sala	ry + Benefits	<b>CQ5 2Q5 42</b>			
		Annuai Sala	ı y + Denenis	\$85,285.42	1		

### Administrative Supervisor Department: Community Development

		Department	. Commun	ity Developii	ilciit		
Step A							
		4,260.70	/Month	\$28.40	/Hour		
<u>Benefit</u>	Multiplian				Cate	orowy.	
PERS - Employee	<u>Multiplier</u> 0.080000	340.86				egory mployees	
PERS - Employee	0.138490	590.06			Office E	inployees	
PERS Survivor	0.136490	2.00					
	tivo	0.00					
Management Incen EAP	uve	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
	0.000500						
LTD Insurance	0.009500	40.48					
Life Insurance		5.80					
Deferred Comp.	0.044.000	0.00					
Workers Comp.	0.041900	178.52			48.94%	33.68%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.014500	61.78	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,277.82	53.46%	\$43.59	\$21.33	\$14.68	\$79.61
		. 161	. D. 64	#50 4 <i>(</i> 2 25			
		Annual Sala	ry + Benefits	\$78,462.25			
Step B							
		\$4,473.91	/Month	\$29.83	/Hour		
		,					
	Total Benefits	\$2,332.65	52.14%	\$45.38	\$22.21	\$15.28	\$82.87
		Annual Sala	ry + Benefits	\$81,678.71			
Step C							
·····		\$4,697.51	/Month	\$31.32	/Hour		
		\$ <b>7,</b> 077.31	/IVIOIIIII	\$31.32	/110ui		
	Total Benefits	\$2,396.25	51.01%	\$47.29	\$23.14	\$15.93	\$86.37
	Town Deliving	\$ <b>2</b> ,53 0. <b>2</b> 6	01.01,0	\$ 1.7 <b>4_</b> 5	<b>\$2011</b>	410.50	\$00 <b>.</b>
		Annual Sala	ry + Benefits	\$85,125.12			
			- ,	\$55,120.12			
Ston D							
Step D							
		\$4,931.52	/Month	\$32.88	/Hour		
	T . 1 D	<b>#</b> 2 1/2 ==	40.046	A 40 A 0	00110	046.50	#06.0 <del>2</del>
	Total Benefits	\$2,462.79	49.94%	\$49.30	\$24.12	\$16.60	\$90.02
			. D	000 534 50			
		Annual Sala	ry + Benefits	\$88,731.78			
Step E		·					
	<del></del>	\$5,177.67	/Month	\$34.52	/Hour		
		40,11101	, 1,1011111	ψ5 1.52	, 110 41		
	<b>Total Benefits</b>	\$2,532.80	48.92%	\$51.40	\$25.16	\$17.31	\$93.87
		Annual Sala	ry + Benefits	\$92,525.55			

# Administrative Supervisor Department: Parks and Recreation

		Depar unei	it. Taiks a	nd Recreation	)II		
Step A							
		4,260.70	/Month	\$28.40	/Hour		
Panafit	Multiplier				Cate	MOW!	
<u>Benefit</u> PERS - Employee	0.080000	340.86				egory mployees	
PERS - Employer	0.138490	590.06			Office E	inployees	
PERS Survivor	0.130490	2.00					
Management Incen	tivo	0.00					
EAP	uve	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	40.48					
Life Insurance	0.009300	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	178.52			97.54%	33.68%	
Vision Benefit	0.041900	35.51		Housely Date			Total Haunky
Medicare	0.014500				Department	City-Wide	Total Hourly
Medicare	0.014300	61.78	-	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,277.82	53.46%	\$43.59	\$42.52	\$14.68	\$100.79
		Annual Sala	ry + Benefits	\$78,462.25			
Step B							
1		\$4,473.91	/Month	\$29.83	/Hour		
		\$ 1,1701,51	,111011111	Ψ29.03	, 110 di		
	<b>Total Benefits</b>	\$2,332.65	52.14%	\$45.38	\$44.26	\$15.28	\$104.92
		Annual Sala	ry + Benefits	\$81,678.71			
Step C							
_		\$4,697.51	/Month	\$31.32	/Hour		
		4 -,00	,	40-10-	, ,		
	<b>Total Benefits</b>	\$2,396.25	51.01%	\$47.29	\$46.13	\$15.93	\$109.35
		Annual Sala	ry + Benefits	\$85,125.12			
Step D							
		\$4,931.52	/Month	\$32.88	/Hour		
				\$32.00			
	Total Benefits	\$2,462.79	49.94%	\$49.30	\$48.08	\$16.60	\$113.98
		Annual Sala	ry + Benefits	\$88,731.78			
Step E							
		\$5,177.67	/Month	\$34.52	/Hour		
		<del>+-</del> ,,		Ψ222			
	<b>Total Benefits</b>	\$2,532.80	48.92%	\$51.40	\$50.14	\$17.31	\$118.86
		Annual Sala	ry + Benefits	\$92,525.55			

# Administrative Supervisor Department: Public Works

C4 A							
Step A		4,260.70	/Month	\$28.40	/Hour		
		4,200.70	/ IVIOIILII	Ψ20.40	/110th		
<u>Benefit</u>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.080000	340.86			Office E	mployees	
PERS - Employer	0.138490	590.06					
PERS Survivor		2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	40.48					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	178.52			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	61.78		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits		53.46%	\$43.59	\$45.48	\$14.68	\$103.76
	Total Delicitis	,			<b>545.40</b>	\$14.00	\$103.70
		Annual Salar	ry + Benefits	\$78,462.25			
Step B							
		\$4,473.91	/Month	\$29.83	/Hour		
	Total Benefits	\$2,332.65	52.14%	\$45.38	\$47.35	\$15.28	\$108.01
		Annual Sala	ry + Benefits	\$81,678.71			
Step C		\$4,697.51	/Month	\$31.32	/Hour		
		\$ <del>7</del> ,077.31	/IVIOIIIII	\$31.32	/110u1		
	Total Benefits	\$2,396.25	51.01%	\$47.29	\$49.35	\$15.93	\$112.57
		Annual Sala	ry + Benefits	\$85,125.12			
Step D							
		\$4,931.52	/Month	\$32.88	/Hour		
	Total Benefits	\$2,462.79	49.94%	\$49.30	\$51.44	\$16.60	\$117.34
		Annual Sala	rv + Benefits	\$88,731.78			
				\$33,701770			
Step E							
		\$5,177.67	/Month	\$34.52	/Hour		
	Total Benefits	\$2,532.80	48.92%	\$51.40	\$53.64	\$17.31	\$122.35
		Annual Salar	ry + Benefits	\$92,525.55			

## Arts Manager Department: Parks and Recreation

		- ·p		iliu Keci eatio			
Step A							
1		6,108.50	/Month	\$40.72	/Hour		
		0,100,00	, 111011111	Ψ101/2	/110 <b>G</b> 1		
<b>Benefit</b>	<b>Multiplier</b>				Cates	<u>eory</u>	
PERS - Employee	0.080000	488.68		Non-Sw	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.138490	845.97					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	58.03					
Life Insurance	0.000255	28.04					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.041900	255.95			97.54%	33.68%	
Vision Benefit	0.041900	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500			•	_		•
Medicare	0.014500	88.57		& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	T . 1 D . C.	Φ 2.025.55	40.060/	ØC0 <b>3</b> 0	Ø <b>5</b> 0.01	#20.21	0120 41
	Total Benefits	\$ 2,935.55	48.06%	\$60.29	\$58.81	\$20.31	\$139.41
		A1 C -1		£100 £30 (£			
		Annual Salar	y + Benefits	\$108,528.65	1		
Step B							
		\$6,413.58	/Month	\$42.76	/Hour		
		,					
	Total Benefits	\$3,023.72	47.15%	\$62.92	\$61.37	\$21.19	\$145.47
		Annual Salar	y + Benefits	\$113,247.56			
Step C							
Step C		06 724 36	/N / a 41a	04400	/1.1		
		\$6,734.26	/wonth	\$44.90	/Hour		
	Total Benefits	\$3,116.39	46.28%	\$65.67	\$64.05	\$22.12	\$151.85
	Total Belletits	\$5,110.59	40.2670	\$05.07	\$04.05	\$22.12	\$151.65
		Annual Calam	v + Donofits	\$118,207.74			
		Annual Salar	y + Benefits	\$110,207.74	•		
Step D							
		\$7,070.54	/Month	\$47.14	/Hour		
		•					
	Total Benefits	\$3,213.56	45.45%	\$68.56	\$66.87	\$23.09	\$158.53
		Annual Salar	y + Benefits	\$123,409.23			
					=		
Step E							
- Stop E		07 434 15	/N f =41:	<b>0.40.40</b>	/1.1		
		\$7,424.15	/ I <b>vionth</b>	\$49.49	/Hour		
	Total Benefits	\$3,315.75	44.66%	\$71.60	\$69.84	\$24.12	\$165.55
	TOTAL DEHELLIS	φ3,313./3	44.00%	\$/1.00	<b>ΦU7.04</b>	<b>944.14</b>	<b>ф105.55</b>
		Annual Cala-	v + Ranafita	¢120 070 04			
		Annual Salar	y + benefits	\$128,878.84	:		

### Assistant City Attorney Department: Attorney

		Бери	rument: A	ttorney			
Step A							
		8,406.99	/Month	\$56.05	/Hour		
Benefit PERS - Employee PERS - Employer PERS Survivor Management Incer EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp.	Multiplier 0.080000 0.138490  attive  0.009500 0.000255 0.041900	672.56 1,164.28 2.00 0.00 3.79 866.81 152.21 79.87 38.59 110.00 352.25		Non-Swo	Cates orn Managemen	nt & Mid-Mar	
Vision Benefit Medicare	0.014500	35.51 121.90		Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly <u>Rate</u>
Modification	Total Benefits	\$ 3,599.77	42.82%	\$80.05	\$44.87	\$26.96	\$151.88
		Annual Salary	v + Renefits	\$144,081.14			
		7 minum Sumi,	y · Belletits	ψ141,001.14			
Step B	Total Benefits	\$8,826.47 \$3,720.99 Annual Salary	42.16%	\$58.84 <b>\$83.65</b> <b>\$150,569.56</b>	/Hour <b>\$46.89</b>	\$28.18	\$158.72
Step C	Total Benefits	\$9,268.49 \$3,848.73 Annual Salary	41.52%	\$61.79 <b>\$87.45</b> <b>\$157,406.62</b>	/Hour <b>\$49.02</b>	\$29.46	\$165.92
Step D	Total Benefits	\$9,731.31 \$3,982.47 Annual Salary	40.92%	\$64.88 <b>\$91.43</b> <b>\$164,565.37</b>	/Hour \$51.25	\$30.80	\$173.47
Step E	Total Benefits	\$10,218.39 \$4,123.23 Annual Salary	40.35%	\$68.12 <b>\$95.61</b> <b>\$172,099.49</b>	/Hour \$53.59	\$32.21	\$181.41

# Assistant City Clerk Department: Administration

		- <b> F</b>	illent: Auf				
Step A							
_		4,919.39	/Month	\$32.80	/Hour		
		·					
<b>Benefit</b>	<u>Multiplier</u>				Cates		
PERS - Employee	0.080000	393.55		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.138490	681.29					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	46.73					
Life Insurance	0.000255	22.58					
Deferred Comp.		110.00	ı				
Workers Comp.	0.041900	206.12			44.26%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	71.33		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
			_				
	Total Benefits	\$ 2,591.93	52.69%	\$50.08	\$22.16	\$16.87	\$89.11
		Annual Sala	ry + Benefits	\$90,135.78			
		Allitual Sala	ly   Delicits	\$70,133.76	į		
Ct D							
Step B							
		\$5,165.53	/Month	\$34.44	/Hour		
	T . 1D . C.	<b>#2</b> ((2.0)	51.550/	053.10	022.10	015.50	#02.0 <b>5</b>
	Total Benefits	\$2,663.06	51.55%	\$52.19	\$23.10	\$17.58	\$92.87
		Annual Sala	my + Donofits	¢03 043 05			
		Alliluai Sala	ry + benefits	\$93,943.05	į		
Ct. C							
Step C							
		\$5,423.81	/Month	\$36.16	/Hour		
	Total Benefits	\$2,737.69	50.48%	\$54.41	\$24.08	\$18.33	\$96.82
		Annual Sala	ry + Benefits	\$97,938.01	1		
Step D							
		\$5,694.22	/Month	\$37.96	/Hour		
		+-,-/ ··		Ψ27.50			
	Total Benefits	\$2,815.84	49.45%	\$56.73	\$25.11	\$19.11	\$100.95
		Annual Sala	ry + Benefits	\$102,120.65			
					•		
Step E							
500p E		¢5 070 50	/Month	#20.0 <i>C</i>	/11		
		\$5,978.50	/ IVIOIIIN	\$39.86	/Hour		
	Total Benefits	\$2,897.99	48.47%	\$59.18	\$26.19	\$19.93	\$105.30
	Total Delicities	Ψ2,071.79	TO.T//0	φ37.10	Ψ20.17	ψ <b>±</b> <i>Σ</i> • <i>Σ Σ</i>	Ψ103.30
		Annual Sala	ry + Benefits	\$106,517.79			
		Ammuai Gala	i y · Delicites	Ψ100,317.77	•		

### Assistant City Manager Department: Administration

10,202.79   Month   S68.02   Hour	C. A		•					
Benefit	Step A		10 202 70	/N. f	070.03	/11		
PERS - Employee PURS - Employer PURS - Employer PURS - Employer PURS - Employer O.138490 1,502.65   C.200   C.			10,202.79	/Month	\$68.02	/Hour		
PERS - Employee         0.080000         868.02 PERS - Employer         Non-Sworn Director           PERS - Employer PERS Survivor         0.138490         1,502.65 PERS Survivor         8.00 PERS Survivor         1,502.65 PERS Survivor         4.00 PERS Survivor         1.00 PERS Survivor	<b>Benefit</b>	<u>Multiplier</u>				Cate	gory	
PFRS Survivor			868.02					
PFRS Survivor	PERS - Employer	0.138490	1,502.65					
Health Insurance								
Health Insurance	Management Incen	tive	647.46					
Dental Insurance   152_21			3.79					
LTD Insurance Life Insurance Life Insurance Life Insurance O.000255	Health Insurance		866.81					
Life Insurance Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Vision Benefit Medicare         0.041900 427.50 33.51 427.50 33.551 42.41 Month Annual Salary + Benefits         Hourly Rate & Benefits Absolute Fragment & Hourly Rate & Benefits Absolute Fragment & Hourly Rate & Benefits Absolute Fragment & Hourly Rate & Benefits & B	Dental Insurance		152.21					
Deferred Comp.   0.041900	LTD Insurance	0.009500	96.93					
Workers Comp. Vision Benefit Medicare         0.041900 135.51 147.94         Hourly Rate & Benefits & Department & City-Wide Werhead & Overhead &	Life Insurance	0.000255	46.83					
Vision Benefit Medicare         0.014500         35.51 147.94         Hourly Rate & Benefits         Department Qverhead         City-Wide Overhead         Total Hourly Rate Benefits           Total Benefits         \$ 4,907.65         48.10%         \$100.74         \$44.58         \$33.93         \$179.25           Annual Salary + Benefits         \$181,325.23         \$181,325.23         \$182.00         \$179.25           Step B         \$10,712.41 /Month         \$71.42 /Hour         \$35.41         \$187.04           Annual Salary + Benefits         \$189,207.94         \$46.52         \$35.41         \$187.04           Step C         \$11,248.03 /Month         \$74.99 /Hour         \$36.96         \$195.23           Step D         \$11,809.65 /Month         \$78.73 /Hour         \$36.96         \$195.23           Step D         \$11,809.65 /Month         \$78.73 /Hour         \$38.58         \$203.82           Step E         \$12,400.74 /Month         \$82.06,179.82         \$40.29         \$38.58         \$203.82           Step E         \$12,400.74 /Month         \$82.67 /Hour								

### Asst Dir of PW/Asst City Engineer Department: Public Works

C. A							
Step A		0.440.00		0.4	/ <del>-</del> -		
		9,419.30	/Month	\$62.80	/Hour		
Benefit	<u>Multiplier</u>				Cate	gorv	
PERS - Employee	0.080000	753.54		Non-Sw	orn Manageme		nagement
PERS - Employer	0.138490	1,304.48					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	89.48					
Life Insurance	0.000255	43.23					
Deferred Comp.		110.00					
Workers Comp.	0.041900	394.67			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	136.58		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 3,892.31	41.32%	\$88.74	\$92.60	\$29.89	\$211.24
		Annual Salaı	ry + Benefits	\$159,739.31	<u>.</u>		
Step B							
		\$9,890.78	/Month	\$65.94	/Hour		
	T . 1D	<b>#4.020.5</b> 6	40.5307	000.00	00603	024.26	0000
	Total Benefits	\$4,028.56	40.73%	\$92.80	\$96.83	\$31.26	\$220.88
		Annual Salai	my ⊥ Donofits	\$167 032 06			
		Alliuai Salai	y   Delicits	\$167,032.06	•		
Step C							
Step C		010 204 00	/N / 41-	Ф.CO. <b>22</b>	/11		
		\$10,384.80	/Iviontn	\$69.23	/Hour		
	Total Benefits	\$4,171.32	40.17%	\$97.04	\$101.26	\$32.69	\$230.99
	Total Benefits	Ψ1,171.52	10.1770	\$77.04	Ψ101.20	ψ52.09	<b>\$250.</b> 55
		Annual Salar	rv + Benefits	\$174,673.42			
			•		•		
Step D							
T		\$10,904.82	/Month	\$72.70	/Hour		
		•					
	Total Benefits	\$4,321.59	39.63%	\$101.51	\$105.92	\$34.19	\$241.62
		Annual Salai	my + Ronofits	\$1 <b>92</b> 716 07			
		Annual Salal	y + Denents	\$182,716.97	<b>=</b>		
Step E							
		\$11,450.84	/Month	\$76.34	/Hour		
		Ψ11, <del>1</del> 30.0 <b>1</b>	/ 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	\$70.34	/110ui		
	Total Benefits	\$4,479.38	39.12%	\$106.20	\$110.82	\$35.77	\$252.79
		Annual Salar	ry + Benefits	\$191,162.69	<u>.</u>		
					-		

# Assistant Engineer Department: Public Works

Chara A							
Step A		5 960 63	Month	\$39.07	/Haum		
		5,860.63	/Monun	\$39.07	/Houi		
Benefit	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	468.85		Non-Sw	orn Managemei		nagement
PERS - Employer	0.138490	811.64					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	55.68					
Life Insurance	0.000255	26.90					
Deferred Comp.		110.00					
Workers Comp.	0.041900	245.56			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	84.98	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$ 2,863.92	48.87%	\$58.16	\$60.69	<b>\$19.59</b>	\$138.45
				\$104,694.66	4.000	4-2-10-2	4-2000
		Annuai Saia	ry + Benefits	\$104,094.00	Į		
Step B							
этер Б		\$6,153.57	/Month	\$41.02	/Hour		
		ψ0,133.37	/IVIOIIIII	ψ-1.02	/IIoui		
	Total Benefits	\$2,948.58	47.92%	\$60.68	\$63.32	\$20.44	\$144.44
		Annual Sala	ry + Benefits	\$109,225.78			
Step C		* * * * * * * * * * * * * * * * * * * *					
		\$6,460.38	/Month	\$43.07	/Hour		
	Total Benefits	\$3,037.24	47.01%	\$63.32	\$66.07	\$21.33	\$150.71
	100012010	Ψ5,057.2.	17.0170	<b>400.0</b>	\$00 <b>.</b> 0	<b>\$21,00</b>	<b>\$1007.1</b>
		Annual Sala	ry + Benefits	\$113,971.45	i.		
Step D							
		\$6,782.79	/Month	\$45.22	/Hour		
	Total Benefits	\$3,130.41	46.15%	\$66.09	\$68.96	\$22.26	\$157.31
			. 13. 64.	0110.050.45			
		Annual Sala	ry + Benefits	\$118,958.47	i		
Step E							
	_	\$7,122.54	/Month	\$47.48	/Hour		
	Total Benefits	\$3,228.59	45.33%	\$69.01	\$72.01	\$23.24	\$164.26
					4 · _ • • •	<b></b>	
		Annual Sala	ry + Benefits	\$124,213.59	:		

# Assistant Planner Department: Community Development

C. A				-			
Step A		<b>=</b> 440 44	7. 5 1	00 ( 00	/* *		
		5,413.41	/Month	\$36.09	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	433.07		Non-Sw	orn Manageme		nagement
PERS - Employer	0.138490	749.70					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	51.43					
Life Insurance	0.000255	24.85					
Deferred Comp.		110.00					
Workers Comp.	0.041900	226.82			48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	78.49	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$ 2,734.69	50.52%	\$54.32	\$26.58	\$18.30	\$99.20
		Annual Sala	ry + Benefits	\$97,777.17			
					•		
Step B							
1		\$5,683.82	/Month	\$37.89	/Hour		
		ψο,σου.σ2	7111011111	Ψ57.07	/11oui		
	Total Benefits	\$2,812.83	49.49%	\$56.64	\$27.72	\$19.08	\$103.45
		Annual Sala	ry + Benefits	\$101,959.78	:		
G. G							
Step C		\$5,968.10	/Month	\$39.79	/Hour		
		ψ3,700.10	AMOREI	ΨΟΣΙΙΣ	/11oui		
	Total Benefits	\$2,894.98	48.51%	\$59.09	\$28.92	\$19.90	\$107.91
		Annual Sala	rv + Renefits	\$106,356.92			
		ramuur Sala	., . Denemis	\$100,000.7L			
Step D							
Step D		\$6,266.24	/Month	\$41.77	/Hour		
		+ - <i>y</i> = • • • •		Ψ11.//	+ ++		
	Total Benefits	\$2,981.14	47.57%	\$61.65	\$30.17	\$20.77	\$112.59
		Annual Sala	ry + Benefits	\$110,968.55	_		
					•		
Step E							
		\$6,579.99	/Month	\$43.87	/Hour		
	Total Benefits	\$3,071.80	46.68%	\$64.35	\$31.49	\$21.67	\$117.51
		Annual Sala	ry + Benefits	\$115,821.49	:		

# Associate Engineer Department: Public Works

		2 cpm	tillent. Fu				
Step A							
•		6,460.38	/Month	\$43.07	/Hour		
		.,	,	4	, ,		
<u>Benefit</u>	<b>Multiplier</b>				<u>Cates</u>		
PERS - Employee	0.080000	516.83		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.138490	894.70					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	61.37					
Life Insurance	0.000255	29.65					
Deferred Comp.		110.00					
Workers Comp.	0.041900	270.69			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	93.68	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,037.24	47.01%	\$63.32	\$66.07	\$21.33	\$150.71
				04400=445			
		Annual Salar	ry + Benefits	\$113,971.45	<b>:</b>		
Step B							
		\$6,782.79	/Month	\$45.22	/Hour		
	Total Benefits	\$3,130.41	46.15%	\$66.09	\$68.96	\$22.26	\$157.31
		Annual Salar	ry + Benefits	\$118,958.47	1		
Step C							
*		\$7,122.54	/Month	\$47.48	/Hour		
		\$7,122101	7111011111	ψ17.10	/110 <b>u</b> 1		
	Total Benefits	\$3,228.59	45.33%	\$69.01	\$72.01	\$23.24	\$164.26
		Annual Salaı	ry + Benefits	\$124,213.59			
					•		
Step D							
		¢7 /77 00	Month	040.05	/11		
		\$7,477.89	/ IVIOIIIII	\$49.85	/Hour		
	Total Benefits	\$3,331.28	44.55%	\$72.06	\$75.19	\$24.27	\$171.53
	Tomi Denotitis	Ψ5,551.20	11.55/0	Ψ12.00	Ψ1.U+±2		ψ±11 <b>1.00</b>
		Annual Salaı	ry + Benefits	\$129,710.01			
		Oniu	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	\$227,710.01	•		
Step E							
Step E		Φ <b>Ε</b> Ω <b>Ε</b> 2.2	/3 £ .1				
		\$7,852.30	/Month	\$52.35	/Hour		
	Total Dan-Ct-	¢2 420 49	42 000/	07E 30	670 EE	P25 26	0170 10
	Total Benefits	\$3,439.48	43.80%	\$75.28	\$78.55	\$25.36	\$179.19
		Annual Calar	my ± Danasita	@135 E01 36			
		Annual Salar	ry + Benefits	\$135,501.36	:		

#### **Associate Planner Department: Community Development**

		- ·p· ·		nty Developin	.0110		
Step A							
•		5,968.10	/Month	\$39.79	/Hour		
		-,	,	40,11,	, ,		
<b>Benefit</b>	<b>Multiplier</b>				<u>Cates</u>		
PERS - Employee	0.080000	477.45		Non-Sw	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.138490	826.52					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.70					
Life Insurance	0.000255	27.39					
Deferred Comp.	0.000222	110.00					
Workers Comp.	0.041900	250.06			48.94%	33.68%	
Vision Benefit	0.041700	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	86.54		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	80.34	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,894.98	48.51%	\$59.09	\$28.92	\$19.90	\$107.91
	Total Belletits	\$ 2,894.98	46.3170	\$39.09	\$20.92	\$19.90	\$107.91
		Annual Salar	wy + Panafits	\$106,356.98			
		Alliuai Salai	ry + belieffts	\$100,330.96	•		
Step B							
		\$6,266.24	/Month	\$41.77	/Hour		
	Total Benefits	\$2,981.14	47.57%	\$61.65	\$30.17	<b>\$20.77</b>	\$112.59
		Annual Salar	ry + Benefits	\$110,968.55	_		
					•		
Step C							
ort p		\$6,579.99	/Month	\$43.87	/Llour		
		\$0,377.77	/IVIOIIIII	\$43.67	/Houi		
	Total Benefits	\$3,071.80	46.68%	\$64.35	\$31.49	\$21.67	\$117.51
	Total Beliefits	\$5,071.00	40.0070	ψ04.55	Φ51.47	Φ21.07	ψ117.31
		Annual Salar	ry + Renefits	\$115,821.49			
		Alliuai Salai	y   Delicitis	\$113,021.47	1		
G. B							
Step D							
		\$6,909.33	/Month	\$46.06	/Hour		
		•					
	Total Benefits	\$3,166.98	45.84%	\$67.18	\$32.87	\$22.63	\$122.68
		Annual Salar	ry + Benefits	\$120,915.74	_		
					•		
Step E							
- Stop E		Q7 254 20	Month	<b>040.2</b> 6	/11		
		\$7,254.28	/ IVIONIN	\$48.36	/Hour		
	Total Benefits	\$3,266.66	45.03%	\$70.14	\$34.33	\$23.63	\$128.09
	10tal Delicitis	φ3,200.00	45.0570	\$/U.1 <del>4</del>	φ <b>34.33</b>	φ <b>43.03</b>	φ120.U7
		Annual Salar	my + Panasta	\$126.251.20			
		Annuai Salal	y - Delients	\$126,251.29	:		

# Building Inspector I Department: Community Development

Step A							
Step A		4,938.46	/Month	\$32.92	/Hour		
		1,2 0 00 10	,	40-17-			
<u>Benefit</u>	<u>Multiplier</u>				Cates		
PERS - Employee	0.080000	395.08			Office En	nployees	
PERS - Employer	0.138490	683.93					
PERS Survivor	tivo	2.00					
Management Incen EAP	tive	0.00 3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	46.92					
Life Insurance	0.007300	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	206.92			48.94%	33.68%	
Vision Benefit	0.0.1300	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	71.61		& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
			=				
	Total Benefits	\$ 2,470.57	50.03%	\$49.39	\$24.17	\$16.64	\$90.20
		Annual Sala	ry + Benefits	\$88,908.34	1		
Step B							
экер Б		\$5,184.60	/Month	\$34.56	/Hour		
		40,0000	,	40	,		
	Total Benefits	\$2,534.77	48.89%	\$51.46	\$25.19	\$17.33	\$93.98
		Annual Sala	ry + Benefits	\$92,632.41			
					•		
Step C		OF 444 C1	/N. 4	<b>#2</b> < 20	/**		
		\$5,444.61	/Month	\$36.30	/Hour		
	Total Benefits	\$2,608.71	47.91%	\$53.69	\$26.27	\$18.08	\$98.05
				20 < <20 0 <			
		Annual Sala	ry + Benefits	\$96,639.86	:		
Step D							
1		\$5,716.75	/Month	\$38.11	/Hour		
	Total Benefits	\$2,686.11	46.99%	\$56.02	\$27.42	\$18.87	\$102.30
					~-· <b>··</b> -	4-240.	
		Annual Sala	ry + Benefits	\$100,834.33	:		
Step E							
		\$6,002.76	/Month	\$40.02	/Hour		
	Total Benefits	\$2,767.45	46.10%	\$58.47	\$28.61	\$19.69	\$106.78
		Annual Sala	ry + Benefits	\$105,242.52			
			<i>J</i> =		:		

# **Building Inspector II Department: Community Development**

C4 A							
Step A		5 444 61	/N.f 1 .	026.20	/TT		
		5,444.61	/Month	\$36.30	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gorv	
PERS - Employee	0.080000	435.57			Office En		
PERS - Employer	0.138490	754.02					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	51.72					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	228.13			48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	78.95	_	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,614.51	48.02%	<b>\$53.73</b>	\$26.29	\$18.10	\$98.12
		Annual Salar			<b>4</b> -31-5	4-33-3	4, 0,==
		Alliluai Salai	ry + beliefits	\$96,709.47	•		
Step B							
экер Б		\$5,716.75	/Month	\$38.11	/Hour		
		\$3,710.73	/iviolitii	\$50.11	/IIoui		
	Total Benefits	\$2,686.11	46.99%	\$56.02	\$27.42	\$18.87	\$102.30
		Annual Salar	ry + Benefits	\$100,834.33			
Step C							
		\$6,002.76	/Month	\$40.02	/Hour		
	Total Benefits	\$2,767.45	46.10%	\$58.47	\$28.61	\$19.69	\$106.78
		4_,,		4000	4-000-	4-2-102	4-11111
		Annual Salar	ry + Benefits	\$105,242.52	•		
					•		
Step D							
		\$6,302.64	/Month	\$42.02	/Hour		
	Total Benefits	\$2,852.73	45.26%	\$61.04	\$29.87	\$20.56	\$111.47
				0400 074 7=			
		Annual Salai	ry + Benefits	\$109,864.45	:		
Step E							
		\$6,618.12	/Month	\$44.12	/Hour		
	Total Benefits	\$2,942.45	44.46%	\$63.74	\$31.19	\$21.47	\$116.40
	Tomi Delicitio				ψυ 1,17	Ψ₩±•Ŧ/	Ψ <b>11U•T</b> U
		Annual Salar	ry + Benefits	\$114,726.82	:		

## Chief Building Official Department: Community Development

Claus A		•		ey Developme			
Step A		0.250.50	/3.5 d	077.00	/T T		
		8,370.59	/Month	\$55.80	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gorv	
PERS - Employee	0.080000	669.65		Non-Sw	orn Managemen		nagement
PERS - Employer	0.138490	1,159.24					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	79.52					
Life Insurance	0.000255	38.42					
Deferred Comp.		110.00					
Workers Comp.	0.041900	350.73			48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	121.37		& Benefits	<b>Overhead</b>	Overhead	Rate
			=				
	Total Benefits	\$ 3,589.25	42.88%	\$79.73	\$39.02	\$26.86	\$145.61
		Annual Salar	ry + Benefits	\$143,518.12			
Step B							
		\$8,788.34	/Month	\$58.59	/Hour		
		,					
	Total Benefits	\$3,709.97	42.21%	\$83.32	\$40.78	\$28.07	\$152.16
		Annual Salar	ry + Benefits	\$149,979.74	•		
~ ~							
Step C							
		\$9,228.62	/Month	\$61.52	/Hour		
	Total Benefits	\$3,837.21	41.58%	\$87.11	\$42.63	\$29.34	\$159.07
			. D. C.	015650004			
		Annual Salar	ry + Benefits	\$156,789.94	•		
C. B							
Step D							
		\$9,689.71	/Month	\$64.60	/Hour		
	TD - 170 **	<b>**</b> 0== :		***	<b></b>	000 5	0.5.5.5.
	Total Benefits	\$3,970.45	40.98%	\$91.07	\$44.57	\$30.67	\$166.31
			. D	01/3 021 03			
		Annual Salar	ry + Benefits	\$163,921.89	<u> </u>		
C/ F							
Step E							
		\$10,173.32	/Month	\$67.82	/Hour		
	T . ID	0411021	40.4007	005.55	046.60	022.05	0153.00
	Total Benefits	\$4,110.21	40.40%	\$95.22	\$46.60	\$32.07	\$173.90
		Annual G-1	my   Dansett	0171 400 21			
		Annual Salar	ry + Benefits	\$171,402.31	•		

#### **Chief Finance Officer Department: Finance & Information Systems**

Step A							
zwp		7,476.15	/Month	\$49.84	/Hour		
Benefit	Multiplier				Cates	TOWN	
PERS - Employee	0.080000	598.09	1	Non-Sw	orn Managemen		nagement
PERS - Employer	0.138490	1,035.37		NOII-5W	om managemen	iit & iviid-iviai	lagement
PERS Survivor	0.150170	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	71.02					
Life Insurance	0.000255	34.32					
Deferred Comp.		110.00	)				
Workers Comp.	0.041900	313.25			36.60%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	108.40	<u> </u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,330.78	44.55%	\$72.05	\$26.37	\$24.27	\$122.69
		Annual Sala	ry + Benefits	\$129,683.13			
Step B							
		\$7,850.57	/Month	\$52.34	/Hour		
		,					
	Total Benefits	\$3,438.98	43.81%	\$75.26	\$27.55	\$25.35	\$128.17
		Annual Sala	ry + Benefits	\$135,474.55	:		
Step C							
•		\$8,242.32	/Month	\$54.95	/Hour		
	Total Benefits	\$3,552.18	43.10%	\$78.63	\$28.78	\$26.49	\$133.90
	Total Belletits	ψ3,332.10	13.1070	Ψ70.02	\$20.70	Ψ20.12	Ψ100.50
		Annual Sala	ry + Benefits	\$141,534.02	:		
Step D							
		\$8,654.87	/Month	\$57.70	/Hour		
	Total Benefits	\$3,671.40	42.42%	\$82.18	\$30.08	\$27.68	\$139.93
		Annual Cala	wy ⊥ Donofita	¢147 015 22			
		Annual Sala	ı y + benents	\$147,915.23	: 		
Step E		00.000.22	/> / .1				
		\$9,088.22	/Month	\$60.59	/Hour		
	Total Benefits	\$3,796.63	41.78%	\$85.90	\$31.44	\$28.93	\$146.28
		Annual Sala	ry + Benefits	\$154,618.19	:		

### **Chief Information Systems Officer Department: Finance & Information Systems**

	D	epartment: F	mance & m	normation Sy	Stellis		
Step A							
		8,354.99	/Month	\$55.70	/Hour		
<b>Benefit</b>	Multiplier				Cate	gorv	
PERS - Employee	0.080000	668.40		Non-Sw	orn Manageme		nagement
PERS - Employer	0.138490	1,157.08		11011 211	om manageme		14601110111
PERS Survivor	0.150150	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	79.37					
Life Insurance	0.000255	38.35					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.041900	350.07			36.60%	33.68%	
Vision Benefit	0.041900	35.51		<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	121.15		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	121.13	•	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 3,584.75	42.91%	\$79.60	\$29.14	\$26.81	\$135.55
		Annual Salaı	ry + Benefits	\$143,276.82	_		
Step B							
		\$8,772.74	/Month	\$58.48	/Hour		
		. ,					
	Total Benefits	\$3,705.47	42.24%	\$83.19	\$30.45	\$28.02	\$141.66
				04.40. = 20.44			
		Annual Salaı	ry + Benefits	\$149,738.44	•		
C4 C							
Step C							
		\$9,211.29	/Month	\$61.41	/Hour		
	T . 1D . C.	#2 022 <b>2</b> 0	41.600/	007.07	Ø21 Ø2	#20.20	Ø1 40 00
	Total Benefits	\$3,832.20	41.60%	\$86.96	\$31.83	\$29.29	\$148.08
		Annual Salai	ry + Ronofite	\$156,521.83			
		Allitual Salai	y   Delicitis	\$130,321.03	i		
Ston D							
Step D		00 (53 35	/3.6 .d				
		\$9,672.37	/Month	\$64.48	/Hour		
	Total Benefits	\$3,965.44	41.00%	\$90.92	\$33.28	\$30.62	\$154.82
	Total Belletits	\$3,903.44	41.00/0	\$90.92	<b>\$33.26</b>	\$30.02	\$134.02
		Annual Salaı	rv + Renefits	\$163,653.77			
		imuai Salai	, Denemes	ψ100,030.77	=		
Stop E							
Step E		010 155 00	/N / L	* ·= -:	/1.1		
		\$10,155.99	/I <b>vi</b> onth	\$67.71	/Hour		
	Total Benefits	\$4,105.20	40.42%	\$95.07	\$34.80	\$32.02	\$161.90
	Tomi Dellellis	ψπ,105.20	70.72/0	Ψ/3.07	ψ57.00	ψυ2.02	φ1 <b>01.</b> /0
		Annual Salaı	rv + Benefits	\$171,134.27			
		>41111	.,		•		

### City Attorney Department: Attorney

		z vp.	artificat. A	ocorney .			
Step A							
		10,802.55	/Month	\$72.02	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cate	GORV	
	0.080000	020.20			Non-Swor		
PERS - Employee		920.20			Non-Swor	n Director	
PERS - Employer	0.138490	1,592.99					
PERS Survivor	.•	2.00					
Management Incen	tive	700.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	102.62					
Life Insurance	0.000255	49.58					
Deferred Comp.		110.00	1				
Workers Comp.	0.041900	452.63			56.05%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	156.64		& Benefits	Overhead	<b>Overhead</b>	Rate
			-				
	Total Benefits	\$ 5,144.98	47.63%	\$106.32	\$59.60	\$35.81	\$201.72
		Annual Sala	ry + Benefits	\$191,370.41	:		
Step B							
		\$11,343.37	/Month	\$75.62	/Hour		
	Total Benefits	\$5,301.27	46.73%	\$110.96	\$62.20	\$37.38	\$210.54
		Annual Sala	ry + Benefits	\$199,735.67	<u>.</u>		
Step C							
		\$11,910.19	/Month	\$79.40	/Hour		
	Total Benefits	\$5,465.07	45.89%	\$115.84	\$64.93	\$39.02	\$219.78
		Annual Sala	ry + Benefits	\$208,503.14	i		
Step D							
		\$12,506.48	/Month	\$83.38	/Hour		
		·					
	Total Benefits	\$5,637.39	45.08%	\$120.96	\$67.80	\$40.74	\$229.51
		Annual Sala	ry + Benefits	\$217,726.40	:		
Step E							
		\$13,132.24	/Month	\$87.55	/Hour		
		·					
	Total Benefits	\$5,818.22	44.30%	\$126.34	\$70.82	\$42.55	\$239.71
		Annual Sala	ry + Benefits	\$227,405.47			

## City Clerk Department: Administration

Step A							
Step 11		7,288.95	/Month	\$48.59	/Hour		
Donofit	Multiplion				Catagon		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.080000	583.12		Non Sworn	<u>Categor</u> Management &		ment
PERS - Employee	0.138490	1,009.45		Non-Sworn	Management &	c iviiu-ivianage	incit
PERS Survivor	0.130470	2.00					
Management Incen	tive	0.00					
EAP	tive .	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	69.25					
Life Insurance	0.000255	33.46					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.041900	305.41			44.26%	33.68%	
Vision Benefit	0.011700	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	105.69		& Benefits	Overhead	Overhead	Rate
111041104110	0.01.000	100.03	-		<u>o , crimenta</u>	<u>o rermena</u>	111111
	Total Benefits	\$ 3,276.68	44.95%	\$70.44	\$31.17	\$23.73	\$125.34
		Annual Sala	ry + Benefits	\$126,787.57			
					•		
Step B							
_		\$7,652.96	/Month	\$51.02	/Hour		
	Total Benefits	\$3,381.87	44.19%	\$73.57	\$32.56	\$24.78	\$130.90
		Annual Sala	ry + Benefits	\$132,418.00			
					ı		
Step C							
		\$8,036.04	/Month	\$53.57	/Hour		
	Total Benefits	\$3,492.58	43.46%	\$76.86	\$34.02	\$25.89	\$136.76
		Annual Sala	ry + Benefits	\$138,343.42			
		Ammuai Sala	ry   Delicities	φ130,343.42	•		
Step D							
Step D		\$8,438.19	/Month	\$56.25	/Hour		
	Total Donafts	\$3,608.79				¢27.05	¢1.42.01
	Total Benefits		42.77%	\$80.31	\$35.55	\$27.05	\$142.91
		Annual Sala	ry + Benefits	\$144,563.76	ı		
Step E							
- 500p E		\$8,859.41	/Month	\$59.06	/Hour		
	Total Benefits	\$3,730.51	42.11%	\$83.93	\$37.15	\$28.27	\$149.35
					4	4-2 <b>-2</b>	<del></del>
		Annual Sala	ry + Benefits	\$151,079.03	ı		

#### City Manager Department: Administration

		Depart	ment: Aan	iiiisti atioii			
Step A							
		12,378.21	/Month	\$82.52	/Hour		
<b>Benefit</b>	<u>Multiplier</u>				Categ	ory	
PERS - Employee	0.080000	1,046.26			City Ma		
PERS - Employer	0.138490	1,811.20			J	J	
PERS Survivor	0.150.50	2.00					
Management Incen	tive	700.00					
EAP	vc	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
	0.009500	117.59					
LTD Insurance							
Life Insurance	0.000255	56.82					
Deferred Comp.	0.044.000	200.00					
Workers Comp.	0.041900	518.65			44.26%	33.68%	
Vision Benefit		35.51		Benefits	Department	City-Wide	Total Hourly
Medicare	0.014500	179.48	<u>-</u>	& Overhead	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 5,690.32	45.97%	\$120.46	\$53.31	\$40.57	\$214.34
		Annual Sala	ry + Benefits	\$216,822.34	_		
					•		
Step B							
		\$12,997.03	/Month	\$86.65	/Hour		
	Total Benefits	\$5,869.15	45.16%	\$125.77	\$55.67	\$42.37	\$223.81
		4 161	. D. 64	#22 C 20 A 1 F			
		Annuai Saia	ry + Benefits	\$226,394.15	•		
Stop C							
Step C		012 (15 22	7.5 1				
		\$13,645.32	/Month	\$90.97	/Hour		
	T-4-1 D C4-	¢C 05C 40	44.200/	0121.25	050 13	64434	<b>6322 73</b>
	Total Benefits	\$6,056.49	44.39%	\$131.35	\$58.13	\$44.24	\$233.72
		Annual Sala	ry + Benefits	\$236,421.69			
		Alliuai Sala	ly   Delicits	\$250,421.07	•		
Stop D							
Step D		01422655	/N #	40.5.51			
		\$14,326.55	/Month	\$95.51	/Hour		
	Total Benefits	¢6 252 25	12 650/	\$137.20	\$60.72	\$46.21	\$244.13
	Total Benefits	\$6,253.35	43.65%	\$137.20	\$00.72	\$40.21	\$244.13
		Ammuel Celev	Domo <b>£4</b> a	£246 050 70			
		Annuai Sala	ry + Benefits	\$246,958.79	:		
C/ F							
Step E		<b>045015</b>	D. C				
		\$15,042.45	/Month	\$100.28	/Hour		
	T (1D %)	06.460.55	40.0504	Ø4 12 C =	062.44	0.40.20	0055.00
	Total Benefits	\$6,460.23	42.95%	\$143.35	\$63.44	\$48.29	\$255.08
				04-00-00-00-			
		Annual Sala	ry + Benefits	\$258,032.09	•		

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

Step A		_					
Step A		10,202.79	/Month	\$68.02	/Hour		
		10,202019	,1,1011111	\$00.02			
<u>Benefit</u>	<u>Multiplier</u>				Cates		
PERS - Employee		868.02			Non-Sworr	n Director	
PERS - Employer	0.138490	1,502.65					
PERS Survivor		2.00					
Management Incer	ntive	647.46					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	96.93					
Life Insurance	0.000255	46.83					
Deferred Comp.		110.00					
Workers Comp.	0.041900	427.50			36.60%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	147.94	<u>.</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 4,907.65	48.10%	\$100.74	\$36.87	\$33.93	\$171.54
		Annual Salar	ry + Benefits	\$181,325.23	<u>.</u>		
Step B							
		\$10,712.41	/Month	\$71.42	/Hour		
	T . 1D . C.	Ø5.054.0 <b>2</b>	47.100/	0105.13	020.40	025.41	0170.00
	Total Benefits	\$5,054.92	47.19%	\$105.12	\$38.48	\$35.41	\$179.00
		Annual Sala	rv + Renefits	\$189,207.94			
		7 minuai Saia	y Denemes	\$100,207.04	•		
Step C							
Step C		\$11,248.03	/Month	\$74.99	/Llour		
		\$11,240.03	/IVIOIIIII	\$74.99	/110u1		
	Total Benefits	\$5,209.70	46.32%	\$109.72	\$40.16	\$36.96	\$186.84
		. ,					
		Annual Sala	ry + Benefits	\$197,492.79			
					<u> </u>		
Step D							
	<del></del>	\$11,809.65	/Month	\$78.73	/Hour		
	Total Benefits	\$5,372.00	45.49%	\$114.54	\$41.93	\$38.58	\$195.06
		A	Do	6207 170 62			
		Annual Salar	ry + Benefits	\$206,179.82	=		
Stop E							
Step E		013 400 54	/ <b>N</b> / /1.	<b>60</b> € ==	/11		
		\$12,400.74	/Month	\$82.67	/Hour		
	Total Benefits	\$5,542.81	44.70%	\$119.62	\$43.79	\$40.29	\$203.71
	1 cm Denomb	ψο,ο 12.01	11.70/0	Ψ117.02	ψ <b>101</b> 17	ψ • · · · · · · ·	Q200./1
		A1 C -1	D	0045000			
		Annual Salar	ry + Benefits	\$215,322.65			
		A1 C -1	I D 64				

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

		epur imeni.	Commun	ity Developn			
Step A							
		4,628.18	/Month	\$30.85	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cate	egory	
PERS - Employee	0.080000	370.25				mployees	
PERS - Employer	0.138490	640.96				<b>-</b>	
PERS Survivor	0.130170	2.00					
Management Incen	tive	0.00					
EAP	uvc	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	43.97					
	0.009500						
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	193.92			48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	_	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	67.11	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	T . 1D . C.	<b>#</b> 2202.22	51 450/	<b>0.46 -</b> 4	## P	04 = = 4	#0 <b>=</b> 2=
	Total Benefits	\$ 2,382.33	51.47%	\$46.74	\$22.87	\$15.74	\$85.35
		Annual Salar	ry + Benefits	\$84,126.10			
G. D							
Step B		0.4.0.70.74	5.5				
		\$4,858.72	/Month	\$32.39	/Hour		
	Total Benefits	\$2,442.09	50.26%	\$48.67	\$23.82	\$16.39	\$88.89
	Total Beliefits	\$2,442.09	30.2070	\$40.07	\$23.02	\$10.57	\$66.67
		Annual Salar	ry + Benefits	\$87,609.74			
Step C							
		\$5,101.40	/Month	\$34.01	/Hour		
		,					
	Total Benefits	\$2,511.11	49.22%	\$50.75	\$24.84	\$17.09	\$92.68
		Annual Salar	ry + Benefits	\$91,350.03			
G 7							
Step D							
		\$5,356.21	/Month	\$35.71	/Hour		
	T . 1D . C.	Φ2.502.55	40.240/	0.50.00	007.00	01= 02	0044
	Total Benefits	\$2,583.57	48.24%	\$52.93	\$25.90	\$17.83	\$96.67
		Annual Cal-	my ± Donofts	<b>COE 277 22</b>			
		Annual Salar	y + Benefits	\$95,277.33			
Step E							
- Step E		\$5,623.15	/Month	\$37.49	/Hour		
		φυ,υ23.13	TVIOIIIII	φ37. <del>4</del> 9	/110u1		
	Total Benefits	\$2,659.49	47.30%	\$55.22	\$27.02	\$18.60	\$100.84
		Annual Salar	ry + Benefits	\$99,391.65			

### Code Enforcement Officer II Department: Community Development

Stop A							
Step A		5,101.40	/Month	\$34.01	/Hour		
		3,101.40	/Wionth	<b>\$34.01</b>	/110u1		
<b>Benefit</b>	<b>Multiplier</b>				Cates	<u>ory</u>	
PERS - Employee	0.080000	408.11			Office En	nployees	
PERS - Employer	0.138490	706.49	)				
PERS Survivor		2.00	)				
Management Incen	tive	0.00	)				
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	48.46					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	213.75			48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	73.97	, <del>-</del>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,516.91	49.34%	\$50.79	\$24.86	\$17.11	\$92.75
			ry + Benefits	\$91,419.69			
		7 Killiuai Sala	ly Denemes	Ψ)1,11).0)	:		
Step B							
экер Б		05 256 21	/N /	<b>#2.5.71</b>	77		
		\$5,356.21	/Month	\$35.71	/Hour		
	Total Benefits	\$2,583.57	48.24%	\$52.93	\$25.90	\$17.83	\$96.67
	Total Beliefits	\$2,363.37	40.2470	\$32.73	Φ <b>2</b> 3.70	\$17.05	\$70.07
		Annual Sala	ry + Benefits	\$95,277.33			
					•		
Step C							
		\$5,623.15	/Month	\$37.49	/Hour		
		,					
	Total Benefits	\$2,659.49	47.30%	\$55.22	\$27.02	\$18.60	\$100.84
				000 201 (5			
		Annual Sala	ry + Benefits	\$99,391.65	<u>.</u>		
Step D							
		\$5,903.96	/Month	\$39.36	/Hour		
		•					
	Total Benefits	\$2,739.35	46.40%	\$57.62	\$28.20	\$19.41	\$105.23
			. D	0103 840 70			
		Annual Sala	ry + Benefits	\$103,719.69	:		
C. F							
Step E							
		\$6,198.64	/Month	\$41.32	/Hour		
	T . 1 D	ФО 000 17	45 5 40 /	0404=	<b>#20.12</b>	020.24	#100 O.1
	Total Benefits	\$2,823.15	45.54%	\$60.15	\$29.43	\$20.26	\$109.84
		Annual Sala	rv + Ronofits	\$108,261.47			
		Annuai Sala	iy i Denents	φ100,201. <b>4</b> /	ŧ		

# Collection System Worker I Department: Public Works

~ .			inchi. Tuk				
Step A							
		3,948.96	/Month	\$26.33	/Hour		
Benefit	<u>Multiplier</u>				Cate	<u>egory</u>	
PERS - Employee	0.080000	315.92			Public Works		e
PERS - Employer	0.138490	546.89					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	37.52					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	165.46			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	57.26		& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,189.16	55.44%	\$40.92	\$42.70	\$13.78	<b>\$97.40</b>
	Total Delicitis				φ-12.70	φ13.76	\$77.40
		Annual Sala	ry + Benefits	\$73,657.50	:		
Step B							
		\$4,146.29	/Month	\$27.64	/Hour		
	Total Benefits	\$2,239.48	54.01%	\$42.57	\$44.42	\$14.34	\$101.33
		Annual Sala	ry + Benefits	\$76,629.32			
		1 milati Sain	y · Bellettes	ψ, ο, ο <u>1</u> γ ο γ ο γ ο γ ο γ ο γ ο γ ο γ ο γ ο γ	1		
Step C		Ø4 254 20	/N /L = 41-	<b>#20.02</b>	/**		
		\$4,354.30	/Month	\$29.03	/Hour		
	Total Benefits	\$2,298.64	52.79%	\$44.35	\$46.28	\$14.94	\$105.57
		Annual Sala	ry + Renefits	\$79,835.28			
		. innuai Sala	. Denemes	Ψ12,000.20	: 		
Step D							
		\$4,572.71	/Month	\$30.48	/Hour		
	Total Benefits	\$2,360.75	51.63%	\$46.22	\$48.23	\$15.57	\$110.02
		Annual Sala	ry + Benefits	\$83,201.54			
Step E		04004 = 6	/N. #1	<b>.</b>			
		\$4,801.52	/Month	\$32.01	/Hour		
	Total Benefits	\$2,425.82	50.52%	\$48.18	\$50.28	\$16.23	\$114.69
		Annual Sala	ry + Benefits	\$86,728.10	1		

# Collection System Worker II Department: Public Works

G. A							
Step A		4.25.4.20	/3.6 d	<b>#20.02</b>	/***		
		4,354.30	/Month	\$29.03	/Hour		
Benefit	<u>Multiplier</u>				Cate	<u>egory</u>	
PERS - Employee	0.080000	348.34			Public Works		e
PERS - Employer	0.138490	603.03			- 0,0 - 1, 0 - 1 - 1		
PERS Survivor	0.120.50	2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	41.37					
Life Insurance	0.000200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	182.45			104.35%	33.68%	
Vision Benefit	0.041700	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	63.14		& Benefits	Overhead	Overhead	Rate
ivicultate	0.014300	05.14	=	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,304.44	52.92%	\$44.39	\$46.32	\$14.95	\$105.67
		Annual Sala	ry + Benefits	\$79,904.87			
Step B							
		\$4,572.71	/Month	\$30.48	/Hour		
	Total Benefits	\$2,360.75	51.63%	\$46.22	\$48.23	\$15.57	\$110.02
		Annual Sala	ry + Benefits	\$83,201.54			
Step C							
		\$4,801.52	/Month	\$32.01	/Hour		
		\$ 1,001te=	,111011011	Ψ52.01	,11041		
	Total Benefits	\$2,425.82	50.52%	\$48.18	\$50.28	\$16.23	\$114.69
		Annual Sala	ry + Benefits	\$86,728.10			
Step D							
	<del></del>	\$5,042.46	/Month	\$33.62	/Hour		
		\$2,0 <b>.2.10</b>		Ψ33.02			
	Total Benefits	\$2,494.35	49.47%	\$50.25	\$52.43	\$16.92	\$119.60
			_				
		Annual Sala	ry + Benefits	\$90,441.67			
Step E							
Step E		OF 202 02	/ <b>3</b>	*==-			
		\$5,293.80	/Month	\$35.29	/Hour		
	Total Benefits	\$2,565.82	48.47%	\$52.40	\$54.67	\$17.65	\$124.72
	Total Delicitis	φ2,303.62	40.4//0	\$3 <b>2.4</b> 0	<b>ФЭТ.</b> ∪ /	φ17.03	φ1 <b>∠→.</b> /∠
		Annual Sala	ry + Benefits	\$94,315.54			
		Outa	J. Denemo	\$ 1,01010 T			

# Community Development Specialist Department: Community Development

		•		nty Developin			
Step A							
		5,390.87	/Month	\$35.94	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cata	YOMY!	
PERS - Employee	0.080000	431.27	,		<u>Cates</u> Office En		
PERS - Employee	0.138490	746.58			Office En	npioyees	
PERS Survivor	0.150170	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	51.21					
Life Insurance		5.80	1				
Deferred Comp.		0.00	1				
Workers Comp.	0.041900	225.88	1		48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	78.17	<u>.                                      </u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,599.23	48.22%	\$53.27	\$26.07	\$17.94	\$97.28
				007.004.40			
		Annual Sala	ry + Benefits	\$95,881.19	:		
Step B							
		05 (50 55	/N 4 41-	<b>027.72</b>	77		
		\$5,659.55	/Month	\$37.73	/Hour		
	Total Benefits	\$2,669.84	47.17%	\$55.53	\$27.18	\$18.70	\$101.41
		<b>42</b> ,000.0.	17.1770	\$00 <b>.00</b>	Ψ=	<b>\$1017</b> 0	<b>\$101111</b>
		Annual Sala	ry + Benefits	\$99,952.67			
Step C							
		\$5,942.10	/Month	\$39.61	/Hour		
		ψ3,7-12.10	/ IVIOIIII	\$57.01	/11oui		
	Total Benefits	\$2,750.19	46.28%	\$57.95	\$28.36	\$19.52	\$105.83
		Annual Sala	ry + Benefits	\$104,307.45	i		
Step D							
		\$6,238.51	/Month	\$41.59	/Hour		
		•					
	Total Benefits	\$2,834.49	45.44%	\$60.49	\$29.60	\$20.37	\$110.46
				0100 055 05			
		Annual Sala	ry + Benefits	\$108,875.95	;		
Step E							
		\$6,550.52	/Month	\$43.67	/Hour		
		•					
	Total Benefits	\$2,923.22	44.63%	\$63.16	\$30.91	\$21.27	\$115.34
		A 16 1		0112 (04 00			
		Annual Sala	ry + Benefits	\$113,684.89	į		

### Community Development Technician Department: Community Development

	J	Department	. Commun	ity Developii	ilent		
Step A							
		4,453.10	/Month	\$29.69	/Hour		
D 64	36 10 11				<b>C</b> 1		
Benefit	<u>Multiplier</u>	256.25				egory	
PERS - Employee	0.080000	356.25 616.71			Office E	mployees	
PERS - Employer PERS Survivor	0.138490						
	tivo	2.00 0.00					
Management Incen EAP	uve	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	42.30					
Life Insurance	0.009300	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	186.58			48.94%	33.68%	
Vision Benefit	0.041900	35.51		Hourly Rata	Department	City-Wide	Total Hourly
Medicare	0.014500	64.57		& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	04.37	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,332.54	52.38%	\$45.24	\$22.14	\$15.24	\$82.61
		Annual Sala	ry + Benefits	\$81,427.65			
Step B							
1		\$4,674.98	/Month	\$31.17	/Hour		
		Ψ1,071.20	/IVIOIIII	Φ31.17	/110ui		
	Total Benefits	\$2,389.84	51.12%	\$47.10	\$23.05	\$15.86	\$86.01
		,					
		Annual Sala	ry + Benefits	\$84,777.81			
Step C							
		\$4,908.99	/Month	\$32.73	/Hour		
		Ψ1,500.55	/ IVIOIIII	Ψ32.73	/110th		
	Total Benefits	\$2,456.39	50.04%	\$49.10	\$24.03	\$16.54	\$89.67
		Annual Sala	ry + Benefits	\$88,384.51			
Step D							
		\$5,155.13	/Month	\$34.37	/Hour		
		φυ,1υυ.10	/ 1/1011111	\$34.37	/110ul		
	Total Benefits	\$2,526.39	49.01%	\$51.21	\$25.06	\$17.25	\$93.52
		. ,					
		Annual Sala	ry + Benefits	\$92,178.23			
Step E							
		\$5,413.41	/Month	¢26.00	/Hour		
		<b>ФЗ,413.41</b>	/ IVIOIIIII	\$36.09	/ FIOUI		
	Total Benefits	\$2,599.84	48.03%	\$53.42	\$26.14	\$17.99	\$97.56
		- ,	2.2270	****** <b>-</b>		* ***	
		Annual Sala	ry + Benefits	\$96,158.97			
			-	-			
F							

# Community Service Officer I Department: Police

			par tinent.				
Step A							
		3,463.33	/Month	\$23.09	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cate	<u>egory</u>	
PERS - Employee	0.080000	277.07				orn Police	
PERS - Employer	0.138490	479.64			Non-Sw	orn r once	
PERS Survivor	0.130470	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	32.90					
Life Insurance	0.007200	7.90					
Deferred Comp.		0.00					
Workers Comp.	0.041900	145.11			41.95%	33.68%	
Vision Benefit	0.011700	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.014500	50.22		& Benefits	Overhead	Overhead	Rate
ivicalcule	0.01 1300	30.22	-	ec Denetits	Overneuu	Overneau	<u>rtate</u>
	Total Benefits	\$ 2,053.16	59.28%	\$36.78	\$15.43	\$12.39	\$64.59
		Annual Sala	ry + Benefits	\$66,197.84			
Step B							
		\$3,636.67	/Month	\$24.24	/Hour		
	Total Benefits	\$2,094.55	57.60%	\$38.21	\$16.03	\$12.87	\$67.11
		Annual Sala	ry + Benefits	\$68,774.72			
Step C							
		\$3,818.68	/Month	\$25.46	/Hour		
		,					
	Total Benefits	\$2,146.31	56.21%	\$39.77	\$16.68	\$13.39	\$69.84
		Annual Sala	ry + Benefits	\$71,579.94			
Step D							
	<del></del>	\$4,009.35	/Month	\$26.73	/Hour		
		r		<del>+</del>			
	Total Benefits	\$2,200.54	54.89%	\$41.40	\$17.37	\$13.94	\$72.71
				<b></b>			
		Annual Sala	ry + Benefits	\$74,518.73			
Cu. F							
Step E		04.040.40	D. F				
		\$4,210.43	/Month	\$28.07	/Hour		
	Total Benefits	\$2,257.72	53.62%	\$43.12	\$18.09	\$14.52	\$75.73
	2 3 441 2 5 11 6 11 6 1			ψ 10.12	Ψ±0•07	ψ1 <b>2</b>	ψ13 <b>.10</b>
		Annual Sala	ry + Benefits	\$77,617.83			
-							

# Community Service Officer II Department: Police

Chara A							
Step A		3,818.68	/Month	\$25.46	/Hour		
		3,010.00	/IVIOIIIII	\$23.40	/110u1		
<b>Benefit</b>	<b>Multiplier</b>				Cates	<u>zory</u>	
PERS - Employee	0.080000	305.49			Non-Swo	rn Police	
PERS - Employer	0.138490	528.85					
PERS Survivor		2.00	1				
Management Incen	tive	0.00	ı				
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	36.28					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.041900	160.00	1		41.95%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	55.37	- =	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,154.21	56.41%	\$39.82	\$16.70	\$13.41	\$69.94
		Annual Sala	ry + Benefits	\$71,674.73			
			•		•		
Step B							
ыср Б		¢4 000 25	/Month	¢27.72	/11		
		\$4,009.35	/ WIOIIIII	\$26.73	/Hour		
	Total Benefits	\$2,200.54	54.89%	\$41.40	\$17.37	\$13.94	\$72.71
		, , , , , , , , , , , , , , , , , , , ,					
		Annual Sala	ry + Benefits	\$74,518.73	_		
					•		
Step C							
		\$4,210.43	/Month	\$28.07	/Hour		
		\$ 1, <b>2</b> 1 0 1 1 0	71.1011411	Ψ=0.07	711041		
	<b>Total Benefits</b>	\$2,257.72	53.62%	\$43.12	\$18.09	\$14.52	\$75.73
		Annual Sala	ry + Benefits	\$77,617.83	•		
					<u>-</u>		
Step D							
	-	\$4,420.17	/Month	\$29.47	/Hour		
		Ψ1912U•11	, 111011111	ΨΔ2.47	,110ui		
	Total Benefits	\$2,317.37	52.43%	\$44.92	\$18.84	\$15.13	\$78.89
		Annual Sala	ry + Benefits	\$80,850.51			
					<u> </u>		
Step E							
T		\$4,642.05	/Month	\$30.95	/Hour		
		φ <b>τ,υτ</b> 2.υ3	/ 141011111	\$30.93	/110u1		
	Total Benefits	\$2,380.47	51.28%	\$46.82	\$19.64	\$15.77	\$82.23
		•					
		Annual Sala	ry + Benefits	\$84,270.20	_		
					•		

# Construction Inspector I Department: Public Works

Cton A							
Step A		4,938.46	/Month	\$32.92	/Hour		
D 64	N. 7. 1.				<b>C</b> 4		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.080000	395.08	•		<u>Cates</u> Office En		
PERS - Employee	0.138490	683.93			Office En	ipioyees	
PERS Survivor	0.136490	2.00					
Management Incen	tivo	0.00					
EAP	uve	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	46.92					
Life Insurance	0.009300	5.80					
Deferred Comp.		0.00					
_	0.041900	206.92			104.250/	22 (90/	
Workers Comp. Vision Benefit	0.041900			Handy Data	104.35%	33.68%	Total Hander
Medicare	0.014500	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	71.61	<u>-</u>	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,470.57	50.03%	\$49.39	\$51.54	\$16.64	\$117.57
		Annual Sala	ry + Benefits	\$88,908.34			
					•		
Step B							
_		\$5,184.60	/Month	\$34.56	/Hour		
		, , , , , , , ,					
	Total Benefits	\$2,534.77	48.89%	\$51.46	\$53.70	\$17.33	\$122.50
		Annual Sala	ry + Benefits	\$92,632.41			
			·		!		
Step C							
Sup S		\$5,444.61	/Month	\$36.30	/Hour		
		\$3,777.01	/IVIOIIIII	\$30.30	/110u1		
	Total Benefits	\$2,608.71	47.91%	\$53.69	\$56.02	\$18.08	\$127.80
				20112001			
		Annual Sala	ry + Benefits	\$96,639.86	!		
Step D							
		\$5,716.75	/Month	\$38.11	/Hour		
					:-		
	Total Benefits	\$2,686.11	46.99%	\$56.02	\$58.45	\$18.87	\$133.34
		Annual Sala	ry + Benefits	\$100,834.33			
		Annual Sala	ry - Denents	φ100,034.33	:		
Step E							
- Step E		<b>CC 002 7</b> C	Month	040.00	/11		
		\$6,002.76	/ I <b>viontn</b>	\$40.02	/Hour		
	Total Benefits	\$2,767.45	46.10%	\$58.47	\$61.01	\$19.69	\$139.17
		•					
		Annual Sala	ry + Benefits	\$105,242.52	•		
					• 		

## Construction Inspector I Department: Parks and Recreation

Store A							
Step A		1 020 16	/Month	¢22 02	/Hour		
		4,938.46	/IVIOIIIII	\$32.92	/Houi		
<b>Benefit</b>	<b>Multiplier</b>				Cates	<u>zorv</u>	
PERS - Employee	0.080000	395.08			Office En		
PERS - Employer	0.138490	683.93					
PERS Survivor		2.00	1				
Management Incen	tive	0.00	)				
EAP		3.79	)				
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	46.92					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	206.92			97.54%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	71.61	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,470.57	50.03%	\$49.39	\$48.18	\$16.64	\$114.21
		Annual Sala	ry + Benefits	\$88,908.34			
		1 <b>2</b> ~ <b></b>	23 201101105	<del>+++++++++++++++++++++++++++++++++++++</del>	=		
Step B							
Step D		¢ <b>5</b> 104 60	/Month	¢24 <i>56</i>	/11		
		\$5,184.60	/ IVIOIIIII	\$34.56	/Hour		
	Total Benefits	\$2,534.77	48.89%	\$51.46	\$50.20	\$17.33	\$118.99
							·
		Annual Sala	ry + Benefits	\$92,632.41	<u> </u>		
Step C							
		\$5,444.61	/Month	\$36.30	/Hour		
	Total Benefits	¢2 (00 71	47.91%	\$53.69	<b>\$52.37</b>	\$18.08	\$124.14
	Total Delients	\$2,608.71	47.9170	\$33.09	\$52.57	\$10.00	\$124.14
		Annual Sala	ry + Benefits	\$96,639.86			
			,		=		
Step D							
Step D		<b>QE 716 75</b>	Month	Ø20.11	/Пол-		
		\$5,716.75	/ IVIOIIIN	\$38.11	/Hour		
	Total Benefits	\$2,686.11	46.99%	\$56.02	\$54.64	\$18.87	\$129.53
		,					
		Annual Sala	ry + Benefits	\$100,834.33	_		
				_	=		
Step E							
1		\$6,002.76	/Month	\$40.02	/Hour		
		Ψ <b>0</b> 900 <b>2</b> •7 <b>0</b>	, 141011111	ψτ0.02	/110u1		
	Total Benefits	\$2,767.45	46.10%	\$58.47	\$57.03	\$19.69	\$135.19
		Annual Sala	ry + Benefits	\$105,242.52	<u>.</u>		

# Construction Inspector II Department: Public Works

G. A							
Step A		5,444.61	/Month	\$36.30	/Hour		
		3,444.01	/IVIOIIIII	\$30.30	/110u1		
<b>Benefit</b>	<b>Multiplier</b>				Cates	gorv	
PERS - Employee	0.080000	435.57	•		Office En		
PERS - Employer	0.138490	754.02				1 3	
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	51.72					
Life Insurance	0.000	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	228.13			104.35%	33.68%	
Vision Benefit	0.011700	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	78.95		& Benefits	Overhead	Overhead	Rate
ivicalcule	0.014300	76.75	_	& Deficites	Overneau	Overneau	<u>reacc</u>
	Total Benefits	\$ 2,614.51	48.02%	\$53.73	\$56.06	\$18.10	\$127.89
		Annual Sala	ry + Benefits	\$96,709.47			
					•		
Step B							
T		\$5,716.75	/Month	\$38.11	/Hour		
		\$3,710.73	/ IVIOIILII	φ36.11	/110u1		
	Total Benefits	\$2,686.11	46.99%	\$56.02	\$58.45	\$18.87	\$133.34
		4_,00001		4	400000	4-313	4-55151
		Annual Sala	ry + Benefits	\$100,834.33			
					•		
Step C							
Step C		ec 002 7c	/N / a 41a	#40.0 <b>2</b>	/1.1		
		\$6,002.76	/Wionth	\$40.02	/Hour		
	Total Benefits	\$2,767.45	46.10%	\$58.47	\$61.01	\$19.69	\$139.17
	Total Delicitis	\$2,707.43	40.1070	\$30. <b>+</b> 7	<b>901.01</b>	\$17.07	\$137.17
		Annual Sala	ry + Benefits	\$105,242.52			
		Alliuai Sala	ly   Delients	\$103,242.32	İ		
G. B							
Step D							
		\$6,302.64	/Month	\$42.02	/Hour		
		•					
	Total Benefits	\$2,852.73	45.26%	\$61.04	\$63.69	\$20.56	\$145.28
		Annual Sala	ry + Benefits	\$109,864.45	•		
					·		
Step E							
		\$6,618.12	/Month	\$44.12	/Hour		
		φυ,υ10.12	/ 1/1011111	\$ <del>44</del> .12	/110u1		
	Total Benefits	\$2,942.45	44.46%	\$63.74	\$66.51	\$21.47	\$151.71
		- ,- :=: .0			<del></del>		
		Annual Sala	ry + Benefits	\$114,726.82			
					į		

### Construction Inspector II Department: Parks and Recreation

-		Departine	nt. Taiks a	ind Recreatio	11		
Step A							
		5,444.61	/Month	\$36.30	/Hour		
D 64	3.6 1.1 11				<b>C</b> 4		
Benefit	<u>Multiplier</u>	435.57			Cates		
PERS - Employee	0.080000				Office En	npioyees	
PERS - Employer PERS Survivor	0.138490	754.02					
	4:	2.00 0.00					
Management Incen EAP	tive	3.79					
Health Insurance		3.79 866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	51.72					
Life Insurance	0.009300	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	228.13			97.54%	33.68%	
Vision Benefit	0.041900	35.51		Hourly Rate		City-Wide	Total Hourly
Medicare	0.014500	78.95		•	Department	•	
Medicare	0.014300	/8.93	•	& Benefits	<u>Overhead</u>	<u>Overhead</u>	<b>Rate</b>
	Total Benefits	\$ 2,614.51	48.02%	\$53.73	\$52.40	\$18.10	\$124.23
	Total Beliefits	ψ 2,01 <del>4</del> .31	40.0270	φ33.73	ψ32.40	Ψ10.10	ψ1 <b>24.23</b>
		Annual Salar	ry + Benefits	\$96,709.47			
					•		
Step B							
our -		\$5,716.75	/Month	\$38.11	/Hour		
		\$3,710.73	/IVIOIIIII	\$50.11	/110ui		
	Total Benefits	\$2,686.11	46.99%	\$56.02	\$54.64	\$18.87	\$129.53
		Annual Salar	ry + Benefits	\$100,834.33			
Step C							
1		\$6,002.76	/Month	\$40.02	/Hour		
		Φ0,002.70	/1 <b>v1</b> 011t11	ψ+0.02	/110ui		
	Total Benefits	\$2,767.45	46.10%	\$58.47	\$57.03	\$19.69	\$135.19
		,					
		Annual Salar	ry + Benefits	\$105,242.52	_		
				<del></del>	-		
Step D							
r		\$6,302.64	/Month	\$42.02	/Hour		
		φυ <sub>2</sub> υν2.υ4	/ 1/1011111	\$42.02	/110ul		
	Total Benefits	\$2,852.73	45.26%	\$61.04	\$59.53	\$20.56	\$141.13
		. ,		4			
		Annual Salar	ry + Benefits	\$109,864.45			
Step E							
Stop E		\$6,618.12	/Month	¢44 10	/Llour		
		50,018.12	/ IVIOIIIII	\$44.12	/HOUF		
	Total Benefits	\$2,942.45	44.46%	\$63.74	\$62.17	\$21.47	\$147.37
	- Juli Dellettu	\$2,7 12.10	11.10/0	ψ <b>υυ.</b> , τ	ψ <b>3=•</b> 1	φ <b>-2-1</b> 1 /	Ψ <b>1.1.0</b> 1
		Annual Salar	ry + Benefits	\$114,726.82			
				- ,: <b>2</b>	i .		
L							

# Cross-Connection Control Specialist Department: Public Works

		- I	iment. Fut				
Step A							
•		4,576.18	/Month	\$30.51	/Hour		
		,					
<b>Benefit</b>	<b>Multiplier</b>					<u>egory</u>	
PERS - Employee	0.080000	366.09			Public Works	- Maintenanc	e
PERS - Employer	0.138490	633.76					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	43.47					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	191.74			104.35%	33.68%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.014500	66.35	=	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,367.54	51.74%	\$46.29	\$48.30	\$15.59	\$110.19
			. D. 64	#02 224 C4			
		Annual Sala	ry + Benefits	\$83,324.64	1		
Step B							
		\$4,804.98	/Month	\$32.03	/Hour		
		,					
	Total Benefits	\$2,426.81	50.51%	\$48.21	\$50.31	\$16.24	\$114.76
		Annual Sala	ry + Benefits	\$86,781.53			
Step C							
1		\$5,045.93	/Month	\$33.64	/Hour		
		Φο, σ 10.70	7141011111	ψ33.01	/110th		
	Total Benefits	\$2,495.33	49.45%	\$50.28	\$52.46	\$16.93	\$119.67
		. ,					
		Annual Sala	ry + Benefits	\$90,495.10			
			•		:		
Step D							
- Step D		<b>65 300 00</b>	/M and1-	<b>#25.22</b>	/11		
		\$5,299.00	/ I <b>vionth</b>	\$35.33	/Hour		
	Total Benefits	\$2,567.30	48.45%	\$52.44	\$54.72	\$17.66	\$124.83
	Total Delicitis	ψ2,507.50	40.43/0	Ф <i>3</i> <b>2.44</b>	φ <b>J=1.</b> / Δ	φ1/.00	φ1 <b>47.0</b> J
		Annual Sala	ry + Benefits	\$94,395.69			
		Annual Sala	iy i Denemis	φ/ <del>1</del> ,3/3.03			
Ct F							
Step E							
		\$5,564.21	/Month	\$37.09	/Hour		
	T . 15 ~	<b>ha</b>					
	Total Benefits	\$2,642.73	47.50%	\$54.71	\$57.09	\$18.43	\$130.23
			. D	000 103 50			
		Annual Sala	ry + Benefits	\$98,483.29	1		

## Deputy City Attorney Department: Attorney

Benefit         Multiplier         Category           PERS - Employee         0.080000         560.37         Non-Sworn Management & Mid-Management           PERS - Employer         0.138490         970.08           PERS Survivor         2.00         Ananagement Incentive         0.00           EAP         3.79         Health Insurance         866.81           Dental Insurance         152.21         LTD Insurance         0.009500         66.54           Life Insurance         0.000255         32.15         Deferred Comp.         110.00           Workers Comp.         0.041900         293.50         56.05%         33.68%	Step A							
PERS - Employee   0.080000   560.37   Non-Sworn Management & Mid-Management	Step 11		7,004.67	/Month	\$46.70	/Hour		
PERS - Employee   0.080000   560.37   Non-Sworn Management & Mid-Management	Renefit	Multiplier				Cate	TORV	
PERS - Employer   0.138490   970.08   PERS Survivor   2.00			560.33	7	Non-Swe			nagement
PERS Survivor					Tion 5wi	om wanageme	iii & iviid ividi	iagement
Management Incentive		0.150.50						
EAP		tive						
Dental Insurance								
LTD Insurance Life Insurance Life Insurance O.009550 September of Comp. Workers Comp. Vision Benefit Medicare  Total Benefits  \$ 3,194.53   45.61%   \$67.99   \$38.11   \$22.90   \$129.01    Annual Salary + Benefits  \$ \$3,295.71   44.81%   \$71.00   \$39.80   \$23.92   \$134.72    Annual Salary + Benefits  \$ \$7,722.30   Month   \$51.48   Hour	Health Insurance		866.81					
Life Insurance Deferred Comp.  Workers Comp. Workers Comp. Vision Benefit Medicare  Total Benefits  Step B  Step C  St	Dental Insurance		152.21	Į.				
Deferred Comp.   110.00   293.50   33.68%   S6.05%   33.68%   S6.05%   S6	LTD Insurance	0.009500						
Workers Comp.         0.041900         293.50         Hourly Rate         56.05%         33.68%         Total Hourly Rate         Department         City-Wide         Total Hourly Rate         Department         City-Wide         Total Hourly Rate         Rate           Total Benefits         \$ 3,194.53         45.61%         \$67.99         \$38.11         \$22.90         \$129.01           Annual Salary + Benefits         \$122,390.39           Step B           \$7,354.82 /Month         \$49.03 /Hour           Total Benefits         \$3,295.71         44.81%         \$71.00         \$39.80         \$23.92         \$134.72           Annual Salary + Benefits           \$127,806.37    Step C		0.000255						
Vision Benefit Medicare         35.51 101.57         Hourly Rate & Benefits         Department Overhead         City-Wide Overhead         Total Hourl Rate           Total Benefits         \$ 3,194.53         45.61%         \$67.99         \$38.11         \$22.90         \$129.01           Annual Salary + Benefits         \$122,390.39           Step B           \$7,354.82 /Month         \$49.03 /Hour           Total Benefits         \$3,295.71         44.81%         \$71.00         \$39.80         \$23.92         \$134.72           Annual Salary + Benefits         \$127,806.37           Step C	_							
Medicare         0.014500         101.57         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$ 3,194.53         45.61%         \$67.99         \$38.11         \$22.90         \$129.01           Annual Salary + Benefits         \$122,390.39           Step B           \$7,354.82 /Month         \$49.03 /Hour           Total Benefits         \$3,295.71         44.81%         \$71.00         \$39.80         \$23.92         \$134.72           Annual Salary + Benefits         \$127,806.37           Step C		0.041900						
Total Benefits \$ 3,194.53					-	_		Total Hourly
Step B   \$7,354.82   Month   \$49.03   Hour	Medicare	0.014500	 101.57	<u> </u>	& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
Step B         \$7,354.82 /Month       \$49.03 /Hour         Total Benefits       \$3,295.71 44.81%       \$71.00 \$39.80 \$23.92 \$134.72         Annual Salary + Benefits       \$127,806.37         Step C       \$7,722.30 /Month       \$51.48 /Hour		Total Benefits	\$ 3,194.53	45.61%	\$67.99	\$38.11	\$22.90	\$129.01
\$7,354.82 /Month \$49.03 /Hour  Total Benefits \$3,295.71 44.81% \$71.00 \$39.80 \$23.92 \$134.72  Annual Salary + Benefits \$127,806.37  Step C  \$7,722.30 /Month \$51.48 /Hour			Annual Sala	ry + Benefits	\$122,390.39	ı		
\$7,354.82 /Month \$49.03 /Hour  Total Benefits \$3,295.71 44.81% \$71.00 \$39.80 \$23.92 \$134.72  Annual Salary + Benefits \$127,806.37  Step C \$7,722.30 /Month \$51.48 /Hour	Step B							
Total Benefits \$3,295.71 44.81% \$71.00 \$39.80 \$23.92 \$134.72  Annual Salary + Benefits \$127,806.37  Step C  \$7,722.30 /Month \$51.48 /Hour	этер В		\$7.354.82	/Month	\$49.03	/Hour		
Annual Salary + Benefits \$\frac{\$127,806.37}{\$}\$  Step C  \$7,722.30 /Month \$51.48 /Hour			Φ7,00 1.02	/ 1 <b>/1011111</b>	Ψ17.03	/110th		
Step C \$7,722.30 /Month \$51.48 /Hour		Total Benefits	\$3,295.71	44.81%	\$71.00	\$39.80	\$23.92	\$134.72
<b>\$7,722.30</b> /Month \$51.48 /Hour			Annual Sala	ry + Benefits	\$127,806.37	ı		
	Step C							
Total Benefits \$3,401.91 44.05% \$74.16 \$41.57 \$24.98 \$140.71			\$7,722.30	/Month	\$51.48	/Hour		
10tal Beliefits \$5,401.91 44.05/0 \$74.10 \$41.5/ \$24.96 \$140./1		Total Danafita	\$2 401 01	44.059/	\$74.16	¢41 57	\$24.08	\$1.40. <b>7</b> 1
		Total Beliefits	\$3,401.91	44.0370	\$74.10	Φ <b>41.</b> 37	φ <b>24.</b> 90	\$140.71
Annual Salary + Benefits \$133,490.48			Annual Sala	ry + Benefits	\$133,490.48	:		
Step D	Step D							
<b>\$8,108.85</b> /Month \$54.06 /Hour			\$8,108.85	/Month	\$54.06	/Hour		
Total Benefits \$3,513.61 43.33% <b>\$77.48 \$43.43 \$26.10 \$147.01</b>		Total Benefits	\$3,513.61	43.33%	\$77.48	\$43.43	\$26.10	\$147.01
Annual Salary + Benefits \$139,469.51			Annual Cala	ny ± Ronofita	\$130 <i>46</i> 0 <b>5</b> 1			
Annual Salary + Benefits \$\frac{\$139,469.51}{}			Annuai Sala	ry + Dellellts	\$157,407.31			
Step E	Step E							
<b>\$8,514.46</b> /Month \$56.76 /Hour			\$8,514.46	/Month	\$56.76	/Hour		
Total Benefits \$3,630.83 42.64% <b>\$80.97 \$45.39 \$27.27 \$153.63</b>		Total Benefits	\$3,630.83	42.64%	\$80.97	\$45.39	\$27.27	\$153.63
Annual Salary + Benefits \$145,743.48			Annual Cala	ry + Ronofita	<b>C1/15</b> 7/13 //Q			
Annual Salaty   Deficites 5143,743.40			 Annual Sala	ry - Delicitis	φ1+3,/43.40	: 		

#### Deputy Public Works Director / Operations Department: Public Works

Step A							
Step 11		8,566.46	/Month	\$57.11	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	TOPN	
PERS - Employee	0.080000	685.32	,	Non-Sw	orn Managemen		nagement
PERS - Employer	0.138490	1,186.37		TOII-5W	om manageme	nt & who-war	lagement
PERS Survivor	0.130170	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	81.38	3				
Life Insurance	0.000255	39.32					
Deferred Comp.		110.00					
Workers Comp.	0.041900	358.93			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	 124.21	<u>-</u>	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 3,645.86	42.56%	\$81.42	\$84.95	\$27.42	\$193.79
		Annual Sala	ry + Benefits	\$146,547.79	ı		
Step B							
		\$8,994.61	/Month	\$59.96	/Hour		
	Total Benefits	\$3,769.58	41.91%	\$85.09	\$88.79	\$28.66	\$202.55
		Annual Sala	ry + Benefits	\$153,170.35	:		
Step C							
		\$9,443.56	/Month	\$62.96	/Hour		
	T . 15 . T					0000	0011 -0
	Total Benefits	\$3,899.32	41.29%	\$88.95	\$92.82	\$29.96	\$211.73
		Annual Sala	ry + Benefits	\$160,114.61	ı		
Step D							
		\$9,915.05	/Month	\$66.10	/Hour		
	Total Benefits	\$4,035.57	40.70%	\$93.00	\$97.05	\$31.33	\$221.38
		Annual Sala	ry + Benefits	\$167,407.42			
~ -				_	<b>.</b>		
Step E		\$10,410.80	/Month	\$69.41	/Hour		
		φ1υ, <del>4</del> 1υ.ου	/ IVIOIIIII	\$09.41	/110ul		
	Total Benefits	\$4,178.83	40.14%	\$97.26	\$101.49	\$32.76	\$231.52
		Annual Sala	ry + Benefits	\$175,075.60			
					i		

## Director of Community Development Department: Community Development

10,202.79   Month   S68.02   Hour	Cton A							
Renefit	Step A		10,202.79	/Month	\$68.02	/Hour		
PERS - Employer	Ronofit	Multiplian	.,		*****		gory.	
PERS Survivor			969 0	,				
PERS Survivor						Non-Swor	ii Director	
Management Incentive   647.46		0.136490						
EAP		tiva						
Health Insurance		uve						
Dental Insurance								
Life Insurance								
Life Insurance		0.000500						
Deferred Comp.								
Workers Comp. Vision Benefit   0.041900   35.51   Hourly Rate & Benefits   Department   City-Wide   Total Hourly   Rate & Benefits   Department   City-Wide   Noverhead   No		0.000255						
Vision Benefit   Medicare   0.014500   147.94   35.51   Hourly Rate & Benefits   City-Wide Overhead   National State   Nati		0.041000						
Medicare		0.041900			W 1.D.			70 / LTT
Total Benefits   \$ 4,907.65   48.10%   \$100.74   \$49.30   \$33.93   \$183.97						_		
Step B   S10,712.41   Month   \$71.42   Hour	Medicare	0.014500	 147.94	<u> </u>	& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
Step B		Total Benefits	\$ 4,907.65	48.10%	\$100.74	\$49.30	\$33.93	\$183.97
Step C			Annual Sala	ry + Benefits	\$181,325.23			
Step C	Step B							
Step C   \$11,248.03   Month   \$74.99   Hour	*		\$10,712.41	/Month	\$71.42	/Hour		
Step C		Total Benefits	\$5,054.92	47.19%	\$105.12	\$51.44	\$35.41	\$191.96
\$11,248.03 /Month \$74.99 /Hour  Total Benefits \$5,209.70  46.32% \$109.72 \$53.69 \$36.96 \$200.37  Annual Salary + Benefits \$197,492.79  Step D  \$11,809.65 /Month \$78.73 /Hour  Total Benefits \$5,372.00  45.49% \$114.54 \$56.06 \$38.58 \$209.18  Annual Salary + Benefits \$206,179.82  Step E  \$12,400.74 /Month \$82.67 /Hour  Total Benefits \$5,542.81  44.70% \$119.62 \$58.54 \$40.29 \$218.46			Annual Sala	ry + Benefits	\$189,207.94	:		
Total Benefits \$5,209.70 46.32% \$109.72 \$53.69 \$36.96 \$200.37  Annual Salary + Benefits \$197,492.79  Step D  \$11,809.65 /Month \$78.73 /Hour  Total Benefits \$5,372.00 45.49% \$114.54 \$56.06 \$38.58 \$209.18  Annual Salary + Benefits \$206,179.82  Step E  \$12,400.74 /Month \$82.67 /Hour  Total Benefits \$5,542.81 44.70% \$119.62 \$58.54 \$40.29 \$218.46	Step C		011 240 02	/N. f (1	φ <b></b> 4.00	~~		
Step D   \$11,809.65   Month   \$78.73   Hour			\$11,248.03	/Month	\$74.99	/Hour		
Step D         \$11,809.65 /Month       \$78.73 /Hour         Total Benefits       \$5,372.00       45.49%       \$114.54       \$56.06       \$38.58       \$209.18         Annual Salary + Benefits         \$206,179.82         Step E         \$12,400.74 /Month       \$82.67 /Hour         Total Benefits       \$5,542.81       44.70%       \$119.62       \$58.54       \$40.29       \$218.46		Total Benefits	\$5,209.70	46.32%	\$109.72	\$53.69	\$36.96	\$200.37
Step D         \$11,809.65 /Month       \$78.73 /Hour         Total Benefits       \$5,372.00       45.49%       \$114.54       \$56.06       \$38.58       \$209.18         Annual Salary + Benefits         \$206,179.82         Step E         \$12,400.74 /Month       \$82.67 /Hour         Total Benefits       \$5,542.81       44.70%       \$119.62       \$58.54       \$40.29       \$218.46					0407 402 70			
\$11,809.65 /Month \$78.73 /Hour  Total Benefits \$5,372.00 45.49% \$114.54 \$56.06 \$38.58 \$209.18  Annual Salary + Benefits \$206,179.82  Step E  \$12,400.74 /Month \$82.67 /Hour  Total Benefits \$5,542.81 44.70% \$119.62 \$58.54 \$40.29 \$218.46			Annual Sala	ry + Benefits	\$197,492.79	=		
Total Benefits \$5,372.00 45.49% \$114.54 \$56.06 \$38.58 \$209.18  Annual Salary + Benefits \$206,179.82  Step E  \$12,400.74 /Month \$82.67 /Hour  Total Benefits \$5,542.81 44.70% \$119.62 \$58.54 \$40.29 \$218.46	Step D		 \$11 QAA 65	/Month	¢70.73	/Цон-		
Annual Salary + Benefits         \$206,179.82           Step E           \$12,400.74 /Month         \$82.67 /Hour           Total Benefits         \$5,542.81         44.70%         \$119.62         \$58.54         \$40.29         \$218.46			,					
Step E         \$12,400.74 /Month       \$82.67 /Hour         Total Benefits       \$5,542.81       44.70%       \$119.62       \$58.54       \$40.29       \$218.46		Total Benefits	\$5,372.00	45.49%	\$114.54	\$56.06	\$38.58	\$209.18
\$12,400.74 /Month \$82.67 /Hour  Total Benefits \$5,542.81 44.70% \$119.62 \$58.54 \$40.29 \$218.46			Annual Sala	ry + Benefits	\$206,179.82	:		
Total Benefits \$5,542.81 44.70% \$119.62 \$58.54 \$40.29 \$218.46	Step E							
			\$12,400.74	/Month	\$82.67	/Hour		
Annual Salary + Reposits \$215,222.65		Total Benefits	\$5,542.81	44.70%	\$119.62	\$58.54	\$40.29	\$218.46
Amuai Saiai y + Dellents \$\frac{\\$5215,522.05}{\}			Annual Sala	ry + Benefits	\$215,322.65	:		

#### **Director of Parks and Recreation Department: Parks and Recreation**

G: A							
Step A					/		
		9,518.10	/Month	\$63.45	/Hour		
<b>Benefit</b>	Multiplier				Cate	gorv	
PERS - Employee	0.080000	809.77	7		Non-Swor		
PERS - Employer	0.138490	1,401.81	[				
PERS Survivor		2.00	)				
Management Incen	tive	604.01	l				
EAP		3.79	)				
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	90.42					
Life Insurance	0.000255	43.69					
Deferred Comp.		110.00					
Workers Comp.	0.041900	398.81			97.54%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	 138.01	<u> </u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 4,656.84	48.93%	\$94.50	\$92.17	\$31.83	\$218.50
		Annual Sala	ry + Benefits	\$170,099.29			
					<b>=</b>		
Step B							
		\$9,994.78	/Month	\$66.63	/Hour		
		Ψ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	/141011111	Ψ00.03	/110th		
	Total Benefits	\$4,794.59	47.97%	\$98.60	\$96.17	\$33.21	\$227.97
		Annual Sala	ry + Benefits	\$177,472.53	=		
G. G							
Step C		010 101 00	D. F 1				
		\$10,494.00	/Month	\$69.96	/Hour		
	Total Benefits	\$4,938.86	47.06%	\$102.89	\$100.35	\$34.66	\$237.89
	Total Beliefits	ψ1,250.00	17.0070	ψ10 <b>2.</b> 09	Φ100.23	ψ24.00	\$ <b>20</b> 7.09
		Annual Sala	ry + Benefits	\$185,194.33			
			,		•		
Step D							
		\$11,019.22	/Month	\$73.46	/Hour		
		•					
	Total Benefits	\$5,090.64	46.20%	\$107.40	\$104.75	\$36.18	\$248.33
			_				
		Annual Sala	ry + Benefits	\$193,318.31	=		
Chara E							
Step E		M11 FFA 45	/N # 11	<b></b>	~~		
		\$11,570.45	/Month	\$77.14	/Hour		
	Total Benefits	\$5,249.93	45.37%	\$112.14	\$109.37	\$37.77	\$259.28
	10th Delicitio	ΨΞ,217.73	13.3770	ψ11 <b>2.1</b> 7	Ψ107.01	φο / • / /	ψ <b>=</b> 0,1 <b>=</b> 0
		Annual Sala	ry + Benefits	\$201,844.47			
			5	,~	=		

# Director of Public Works / City Engineer Department: Public Works

Step A							
Step 11		10,833.75	/Month	\$72.23	/Hour		
Donofit	Multiplion				Cata	TONE	
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.080000	921.70			<u>Cates</u> Non-Swor		
PERS - Employer	0.138490	1,595.58			Non-Swon	ii Director	
PERS Survivor	0.150170	2.00					
Management Incen	tive	687.50					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	102.92					
Life Insurance	0.000255	49.73					
Deferred Comp.		110.00					
Workers Comp.	0.041900	453.93			104.35%	33.68%	
Vision Benefit	0.014500	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	 157.09	<u>-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 5,138.77	47.43%	\$106.48	\$111.11	\$35.87	\$253.46
		Annual Sala	ry + Benefits	\$191,670.23	ı		
G. B							
Step B							
		\$11,376.30	/Month	\$75.84	/Hour		
	Total Benefits	\$5,295.56	46.55%	\$111.15	\$115.98	\$37.44	\$264.56
		Annual Sala	ry + Benefits	\$200,062.33	i		
Star C							
Step C		\$11,944.86	/Month	\$79.63	/Hour		
		\$11,777.00	/Wichith	\$19.03	/11oui		
	Total Benefits	\$5,459.86	45.71%	\$116.03	\$121.07	\$39.08	\$276.19
		Annual Sala	ry + Benefits	\$208,856.60	:		
Ston D							
Step D		\$12,542.88	/Month	<b>002.62</b>	/11		
		\$14,344.00	/ IVIOIIIII	\$83.62	/ MOUF		
	Total Benefits	\$5,632.67	44.91%	\$121.17	\$126.44	\$40.81	\$288.42
		Annual Sala	ry + Benefits	\$218,106.68			
					•		
Step E							
		\$13,170.37	/Month	\$87.80	/Hour		
	Total Benefits	\$5,814.01	44.14%	\$126.56	\$132.06	\$42.63	\$301.26
		Annual Sala	ry + Benefits	\$227,812.55			
		rimuai Sala	., Delicino	Ψ <u>μμ</u> 1,012.33	:		
L							

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

		1		nty Developin			
Step A							
		7,609.63	/Month	\$50.73	/Hour		
Benefit	Multiplier				Cata	TO MY	
PERS - Employee	0.080000	608.77		Non Sw	<u>Cates</u> orn Manageme		nagamant
	0.138490	1,053.86		Non-Swo	om Managemen	iii & iviiu-iviai	iagement
PERS - Employer PERS Survivor	0.138490						
	4:	2.00					
Management Incen	ilive	0.00 3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	72.29					
Life Insurance	0.000255	34.93					
Deferred Comp.	0.044.000	110.00					
Workers Comp.	0.041900	318.84			48.94%	33.68%	
Vision Benefit	0.044500	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	110.34	-	& Benefits	<u>Overhead</u>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,369.35	44.28%	\$73.19	\$35.82	\$24.65	\$133.67
		Annual Salaı	ry + Benefits	\$131,747.77			
Step B							
1		\$7,989.24	/Month	\$53.26	/Hour		
		\$ · 9 · 0 · 1 ·	,1,1011011	\$65. <b>2</b> 6	,11041		
	Total Benefits	\$3,479.05	43.55%	\$76.46	\$37.42	\$25.75	\$139.62
		Annual Salar	ry + Benefits	\$137,619.49			
Step C							
		\$8,387.92	/Month	\$55.92	/Hour		
		· ·					
	Total Benefits	\$3,594.26	42.85%	\$79.88	\$39.09	<b>\$26.91</b>	\$145.88
		Annual Salar	ry + Benefits	\$143,786.21			
Step D							
		\$8,807.41	/Month	\$58.72	/Hour		
	m . 15	00.717.10	40.4007	000 10	0.40.07		<b>64-6</b> 45
	Total Benefits	\$3,715.48	42.19%	\$83.49	\$40.86	\$28.12	\$152.46
		A 10 1	D	0150 254 65			
		Annual Salai	ry + Benefits	\$150,274.67			
Curr F							
Step E		00.247.62	/N. f 1				
		\$9,247.69	/Month	\$61.65	/Hour		
	Total Dought	¢2 042 72	41 550/	<b>407.37</b>	042.71	C20 40	¢150.27
	Total Benefits	\$3,842.72	41.55%	\$87.27	\$42.71	\$29.40	\$159.37
		Annual Salai	ry + Ranafita	\$157 NQ4 Q7			
		Amuai Saial	y + Denemis	\$157,084.87			

#### Electrician **Department: Public Works**

		.1	timent. Fu				
Step A							
		4,754.72	/Month	\$31.70	/Hour		
		1,701.72	7141011111	Φ01.70	/110 <b>u</b> 1		
<b>Benefit</b>	<b>Multiplier</b>				Cates		
PERS - Employee	0.080000	380.38			Public Works -	<ul> <li>Maintenance</li> </ul>	
PERS - Employer	0.138490	658.48					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	45.17					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	199.22			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	68.94	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,418.31	50.86%	\$47.82	\$49.90	\$16.11	\$113.83
		Annual Salar	ry + Benefits	\$86,076.42	1		
Step B							
_		\$4,992.19	/Month	\$33.28	/Hour		
		<b>,</b>		*****			
	Total Benefits	\$2,480.05	49.68%	\$49.81	\$51.98	\$16.78	\$118.57
		Annual Salar	ry + Benefits	\$89,666.90	_		
				,	•		
Step C							
1		\$5,241.80	/Month	\$34.95	/Hour		
		Ψ5,241.00	/ IVIOIIIII	ψ54.75	/110ui		
	Total Benefits	\$2,551.04	48.67%	\$51.95	\$54.21	\$17.50	\$123.66
		,					
		Annual Salar	ry + Benefits	\$93,514.05			
			•		1		
Step D							
- Step D		0 <i>E E</i> 02 <i>EE</i>	/M = 41:	00000	/**		
		\$5,503.55	/ Ivionth	\$36.69	/Hour		
	Total Benefits	\$2,625.47	47.71%	\$54.19	\$56.55	\$18.25	\$129.00
	Total Delicitis	Ψ2,023.47	7/./1/0	φ <b>37.1</b> 7	φ <b>υυ.</b> υυ	φ10,4J	φ1 <i>27</i> .00
		Annual Salar	v + Renefits	\$97,548.22			
		minuai Saial	y Denemis	Ψ719J#U.44	ŧ		
Cu. E							
Step E							
		\$5,779.16	/Month	\$38.53	/Hour		
		<b>**</b> - * * * -	4			010.5-	
	Total Benefits	\$2,703.85	46.79%	\$56.55	\$59.01	\$19.05	\$134.61
			. D	0404 =07.45			
		Annual Salar	ry + Benefits	\$101,796.12	:		

# **Engineering Manager Department: Public Works**

Stan A							
Step A		8,205.92	/Month	\$54.71	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>	<b>-</b> -			Cates		
PERS - Employee	0.080000	656.47		Non-Sw	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.138490	1,136.44					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	77.96					
Life Insurance	0.000255	37.67					
Deferred Comp.	0.041000	110.00					
Workers Comp.	0.041900	343.83			104.35%	33.68%	m . 1 TT . 1
Vision Benefit	0.014500	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	118.99	<u>-</u>	& Benefits	<b>Overhead</b>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 3,541.67	43.16%	\$78.32	\$81.72	\$26.38	\$186.42
		Annual Sala	ry + Benefits	\$140,971.04			
Step B							
		\$8,616.73	/Month	\$57.44	/Hour		
		•					
	Total Benefits	\$3,660.38	42.48%	\$81.85	\$85.40	\$27.57	\$194.82
		Annual Sala	ry + Benefits	\$147,325.37			
					•		
Step C							
1		\$9,048.35	/Month	\$60.32	/Hour		
		Ψ>,010100	, 111011111	Ψ00.52	/110 <b>u</b> 1		
	Total Benefits	\$3,785.11	41.83%	\$85.56	\$89.27	\$28.82	\$203.65
		Annual Cal-	wy ± Domoff4-	0154 001 53			
		Annuai Sala	ry + Benefits	\$154,001.52	:		
C. B							
Step D							
		\$9,500.77	/Month	\$63.34	/Hour		
	Total Dought	¢2 015 05	41.220/	<b>600 44</b>	¢02.22	¢20 12	6212.00
	Total Benefits	\$3,915.85	41.22%	\$89.44	\$93.33	\$30.13	\$212.90
		Annual Sala	ry + Benefits	\$160,999.40			
		rimuai Sala	., Delicino	ψ±00,777,40			
Step E							
Step E		en 075 73	/N 4 a m 41:	000.70	/**		
		\$9,975.72	/Month	\$66.50	/Hour		
	Total Benefits	\$4,053.10	40.63%	\$93.53	\$97.59	\$31.50	\$222.62
		+ .,000.10	10.02 / 0	ψ, σ.σ.σ	42.00		<b></b>
		Annual Sala	ry + Benefits	\$168,345.84			
			-				

# **Engineering Services Specialist Department: Public Works**

Step A							
		5,720.22	/Month	\$38.13	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	orv	
PERS - Employee	0.080000	457.62			Office En		
PERS - Employer	0.138490	792.19				1 - 3	
PERS Survivor		2.00					
Management Incenti	ve	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	54.34					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	239.68			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	82.94	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
,	Total Benefits	\$ 2,692.89	47.08%	\$56.09	\$58.53	\$18.89	\$133.50
		Annual Sala	ry + Benefits	\$100,957.36	·		
G. B							
Step B		<b>**</b> **********************************	5.5.1				
		\$6,006.23	/Month	\$40.04	/Hour		
,	Total Benefits	\$2,768.43	46.09%	\$58.50	\$61.04	\$19.70	\$139.24
	Total Belletits	Ψ2,700.12	10.0570	φουου	ψ01.01	Ψ1>1.70	ψ10 <b>&gt;.2</b> .
		Annual Sala	ry + Benefits	\$105,295.96	•		
Step C							
		\$6,306.11	/Month	\$42.04	/Hour		
	T ( 1 D ) C (	Φ2 052 71	45.250/	061.05	0.63.53	020.55	01.45.35
	Total Benefits	\$2,853.71	45.25%	\$61.07	\$63.72	\$20.57	\$145.35
		Annual Sala	rv + Benefits	\$109,917.88			
			J =	+,	•		
Step D							
		\$6,621.59	/Month	\$44.14	/Hour		
		,					
,	Total Benefits	\$2,943.43	44.45%	\$63.77	\$66.54	\$21.48	\$151.78
		Annual C-1	my ⊥ Dome total	011470037			
		Annual Sala	ry + Benefits	\$114,780.26	!		
Step E							
- Step E		\$6 052 67	/Month	046.25	/Haus		
		\$6,952.67	/IVIONIN	\$46.35	/Hour		
	Total Benefits	\$3,037.59	43.69%	\$66.60	\$69.50	\$22.43	\$158.53
		,,,	·V	4.2.30	· · · ·		
		Annual Sala	ry + Benefits	\$119,883.08	·		

# **Engineering Technician Department: Public Works**

Step A							
Step A		4,974.86	/Month	\$33.17	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	Jory	
PERS - Employee	0.080000	397.99	ı		Office En		
PERS - Employer	0.138490	688.97			011100 211	p10 ) <b>00</b> 0	
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	47.26	I				
Life Insurance		5.80	1				
Deferred Comp.		0.00	1				
Workers Comp.	0.041900	208.45			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	72.14	<u>.</u>	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,480.92	49.87%	<b>\$49.71</b>	\$51.87	\$16.74	\$118.31
		Annual Sala	rv + Benefits	\$89,469.37			
			·		:		
Step B							
Step B		\$5,224.47	/Month	\$34.83	/Llour		
		\$3,224.47	/IVIOIIIII	\$34.63	/noui		
	Total Benefits	\$2,546.11	48.73%	\$51.80	\$54.06	\$17.45	\$123.31
		Annual Sala	ry + Benefits	\$93,246.89	:		
Step C		05 406 <b>3</b> 1	Month	<b>#26.57</b>	/11		
		\$5,486.21	/IVIOIItii	\$36.57	/Hour		
	Total Benefits	\$2,620.54	47.77%	\$54.05	\$56.39	\$18.20	\$128.64
		Annual Sala	ry + Benefits	\$97,281.05	:		
Step D							
		\$5,760.09	/Month	\$38.40	/Hour		
		,					
	Total Benefits	\$2,698.43	46.85%	\$56.39	\$58.84	\$18.99	\$134.23
		Annual S-1	my + Domo£4-	@101 502 24			
		Annual Sala	ry + Benefits	\$101,502.24	:		
Step E							
		\$6,047.83	/Month	\$40.32	/Hour		
		φυ,υ <del>1</del> /.03	/ 1/1011111	\$40.32	/110u1		
	Total Benefits	\$2,780.26	45.97%	\$58.85	\$61.41	\$19.82	\$140.09
		Annual Sala	ry + Benefits	\$105,937.15			
					ļ		

# **Equipment Mechanic Department: Public Works**

Ctor A							-
Step A		4,475.64	/Month	\$29.84	/Hour		
		-,	,	4-270			
Benefit	Multiplier					egory	
PERS - Employee	0.080000	358.05			Public Works	- Maintenance	e
PERS - Employer	0.138490	619.83					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	42.52					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	187.53			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	-	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	64.90	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,338.95	52.26%	\$45.43	<b>\$47.41</b>	\$15.30	\$108.14
		Annual Salar	rv + Benefits	\$81,775.05			
			,				
Step B							
экер Б		¢4 600 25	Month	¢21.22	/11		
		\$4,699.25	/IVIOIItii	\$31.33	/Hour		
	Total Benefits	\$2,396.74	51.00%	\$47.31	\$49.36	\$15.93	\$112.60
		Annual Salar	ry + Benefits	\$85,151.84			
Step C							
		\$4,934.99	/Month	\$32.90	/Hour		
	Total Benefits	\$2,463.78	49.92%	\$49.33	\$51.47	\$16.61	\$117.41
		Annual Salar	ry + Benefits	\$88,785.26			
Step D							
	<del>_</del>	\$5,181.13	/Month	\$34.54	/Hour		
		•					
	Total Benefits	\$2,533.78	48.90%	\$51.43	\$53.67	\$17.32	\$122.43
		Annual Salar	ry + Benefits	\$92,578.98			
Step E							
	<del></del>	\$5,439.41	/Month	\$36.26	/Hour		
		<i>40,.07.11</i>		ψ30.20			
	<b>Total Benefits</b>	\$2,607.23	47.93%	\$53.64	\$55.98	\$18.07	\$127.69
		Annual Salar	ry + Benefits	\$96,559.71			

#### **Executive Assistant Department: Administration**

		-1	tillent. Auf				
Step A							
	_	4,683.65	/Month	\$31.22	/Hour		
Dana C4	Multi-1:				Cata	YO WY	
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.080000	374.69			Cates		
1 2	0.080000				Office En	ipioyees	
PERS - Employer PERS Survivor	0.138490	648.64					
	tire	2.00					
Management Incen	itive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	44.49					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	196.24		** * * * * *	44.26%	33.68%	m . 1 ** -
Vision Benefit	0.0400	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	67.91	-	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,398.10	51.20%	\$47.21	\$20.89	\$15.90	\$84.01
		Annual Sala	ry + Benefits	\$84,981.04			
Step B							
1		\$4,917.66	/Month	\$32.78	/Hour		
		Ψτ, ΣΙΙ.ΟΟ	/ 1/1011111	\$52.76	/110ui		
	Total Benefits	\$2,458.85	50.00%	\$49.18	\$21.76	\$16.56	\$87.51
		. ,					
		Annual Sala	ry + Benefits	\$88,518.10			
Step C							
		\$5,163.80	/Month	\$34.43	/Hour		
		φ3,103.00	/ 1/1011111	\$34.43	/110ui		
	Total Benefits	\$2,528.85	48.97%	\$51.28	\$22.70	\$17.27	\$91.26
	_ 0 001 _ 01101100	\$ <b>-</b> ,5 <b>-2</b> 0.05	.3.7770	ψ21.20	<i>\$•</i> , <i>0</i>	Ψ=	Ψ> 2120
		Annual Sala	ry + Benefits	\$92,311.82			
				. /			
Step D							
Step D		\$5,422.08	/Month	<b>\$26.15</b>	/II our		
		<b>55,422.08</b>	/ IVIOIIII	\$36.15	/Hour		
	Total Benefits	\$2,602.30	47.99%	\$53.50	\$23.68	\$18.02	\$95.19
	Total Delicitis	ψ2,002.30	<b>→</b> / . フフ / 0	φ33.30	φ23.00	φ10.04	φ93.19
		Annual Sala	ry + Renefits	\$96,292.55			
		Annuai Sala	ry   Delicitis	\$70,474.33			
Stor E							
Step E		OF (05 40	/b. f d.				
		\$5,692.49	/Month	\$37.95	/Hour		
	Total Dan Ct	¢2 (70 21	47.070/	ØFF 04	C2 4 70	Q10 00	¢00.21
	Total Benefits	\$2,679.21	47.07%	\$55.81	\$24.70	\$18.80	\$99.31
		Annual Cala	my ± Donofita	\$100 <i>46</i> 0 20			
		Annual Sala	гу + вепент <b>s</b>	\$100,460.30			

#### **Executive Assistant Department: Attorney**

			Jai tillent.				
Step A							
	_	4,683.65	/Month	\$31.22	/Hour		
Benefit	Multiplier				Cata	TOPY	
PERS - Employee	0.080000	374.69			<u>Cates</u> Office En		
PERS - Employee PERS - Employer	0.138490	374.69 648.64			Office En	npioyees	
PERS - Employer PERS Survivor	0.138490	2.00					
	tivo	0.00					
Management Incen EAP	itive	3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	44.49					
Life Insurance		5.80					
Deferred Comp.	0.044000	0.00					
Workers Comp.	0.041900	196.24		п гр.	56.05%	33.68%	7F 4 1 TT - 1
Vision Benefit	0.01.4500	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	67.91	-	& Benefits	<u>Overhead</u>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,398.10	51.20%	\$47.21	\$26.46	\$15.90	\$89.58
		Annual Sala	ry + Benefits	\$84,981.04	:		
Step B							
		\$4,917.66	/Month	\$32.78	/Hour		
	Total Danafita	¢2 150 05	50.000/	¢40 10	¢27 57	Q1 <i>6.56</i>	¢02 21
	Total Benefits	\$2,458.85	50.00%	\$49.18	\$27.57	\$16.56	\$93.31
		Annual Sala	rv + Renefits	\$88,518.10			
		minuai Sala	. Denemes	<b>\$50,510.10</b>	•		
Step C							
- Stop C		<b>65</b> 162 00	/Month	<b>02442</b>	/II over		
		\$5,163.80	/ IVIOIIIII	\$34.43	/ riour		
	Total Benefits	\$2,528.85	48.97%	\$51.28	\$28.75	\$17.27	\$97.31
	Tomi Denetits	Ψ2,520.03	TO.77/0	ψ31,20	ψ <b>20.</b> / 3	ψ <b>±</b> Ι• <b>₩</b> Ι	Ψ, 1, 31
		Annual Sala	ry + Benefits	\$92,311.82			
				- /	1		
Step D							
- Swp B		\$5,422.08	/Month	\$36.15	/Hour		
		Ψυ, πμμ.00	, 111011111	φ30.13	, IIOUI		
	Total Benefits	\$2,602.30	47.99%	\$53.50	\$29.99	\$18.02	\$101.50
		•					
		Annual Sala	ry + Benefits	\$96,292.55			
					<u> </u>		
Step E							
		\$5,692.49	/Month	\$37.95	/Hour		
		40,000	. 1.1011011	Ψ51.75	10 41		
	Total Benefits	\$2,679.21	47.07%	\$55.81	\$31.28	\$18.80	\$105.90
		•					
		Annual Sala	ry + Benefits	\$100,460.30			
					•		
F							

#### **Executive Assistant Department: Police**

Step A							
		4,683.65	/Month	\$31.22	/Hour		
Benefit	<u>Multiplier</u>				Cates	orv	
PERS - Employee	0.080000	374.69	)		Office En		
PERS - Employer	0.138490	648.64				1 - 7	
PERS Survivor		2.00					
Management Incent	tive	0.00	)				
EAP		3.79	1				
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	44.49					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	196.24			41.95%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	67.91	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,398.10	51.20%	\$47.21	\$19.80	\$15.90	\$82.92
		Annual Sala	ry + Benefits	\$84,981.04			
			i j · Benenes		:		
Step B							
T		\$4,917.66	/Month	\$32.78	/Hour		
		Ψ1,217.00	/141011111	Ψ32.76	/11oui		
	Total Benefits	\$2,458.85	50.00%	\$49.18	\$20.63	\$16.56	\$86.37
		Annual Sala	ry + Benefits	\$88,518.10			
		7 militar Sara	ry Denents	\$00,510.10	:		
Step C							
Step &		\$5,163.80	/Month	\$34.43	/Hour		
		ψ3,103.00	/141011111	ψυτ.τυ	/11oui		
	Total Benefits	\$2,528.85	48.97%	\$51.28	\$21.51	\$17.27	\$90.07
		Annual Cala	wy + Donofita	¢02 211 92			
		Annuai Sala	ry + Benefits	\$92,311.82	:		
Step D							
- Step D		\$5,422.08	/Month	¢26.15	/Llour		
		\$5,422.08	/ IVIOIIIII	\$36.15	/ ПОИГ		
	Total Benefits	\$2,602.30	47.99%	\$53.50	\$22.44	\$18.02	\$93.96
		Annual Sala	ry + Benefits	\$96,292.55	<b>:</b>		
CAR F							
Step E		OF (OA 40	/N. f	<b>*</b>	77.7		
		\$5,692.49	/Month	\$37.95	/Hour		
	Total Benefits	\$2,679.21	47.07%	\$55.81	\$23.41	\$18.80	\$98.02
		ŕ					
		Annual Sala	ry + Benefits	\$100,460.30	Ī		

# Facilities Manager Department: Parks & Recreation

		2 cpur viii	1 41 115	& Recleation	-		
Step A							
		6,108.50	/Month	\$40.72	/Hour		
		,					
<u>Benefit</u>	<u>Multiplier</u>				Cates		
PERS - Employee	0.080000	488.68		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.138490	845.97					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	58.03					
Life Insurance	0.000255	28.04					
Deferred Comp.		110.00					
Workers Comp.	0.041900	255.95			97.54%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	88.57		& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
1/10dicuio	0.01 1200		-	et benefits	Overmena	Overneu	11110
	Total Benefits	\$ 2,935.55	48.06%	\$60.29	\$58.81	\$20.31	\$139.41
	Total Belieffts	Ψ 2,755.55	10.0070	\$ <b>00.2</b> 5	ψ30.01	Φ20.51	\$107.11
		Annual Salar	rv + Benefits	\$108,528.65			
		Tannam Sum	y Delicites	#100,020.00	=		
C <sub>1</sub> D							
Step B							
		\$6,413.58	/Month	\$42.76	/Hour		
		** ***					
	Total Benefits	\$3,023.72	47.15%	\$62.92	\$61.37	\$21.19	\$145.47
				********			
		Annual Salar	ry + Benefits	\$113,247.56	<b>:</b>		
Step C							
_		\$6,734.26	/Month	\$44.90	/Hour		
		40,1011-0	,	4	,		
	Total Benefits	\$3,116.39	46.28%	\$65.67	\$64.05	\$22.12	\$151.85
		,					
		Annual Salaı	ry + Benefits	\$118,207.74			
			•		1		
Step D							
- Step D		<b>05.05</b> 0 5.1	/a. r · · · ·				
		\$7,070.54	/Month	\$47.14	/Hour		
	Total Dan-Ct-	¢2 212 50	AE 450/	0/0 E/	666.97	622.00	¢150 52
	Total Benefits	\$3,213.56	45.45%	\$68.56	\$66.87	\$23.09	\$158.53
		A	D 6°4	¢132 400 32			
		Annual Salar	ry + Benefits	\$123,409.23	į		
Step E							
		\$7,424.15	/Month	\$49.49	/Hour		
		- , =		¥ · · · · ·			
	<b>Total Benefits</b>	\$3,315.75	44.66%	\$71.60	\$69.84	\$24.12	\$165.55
		•					
		Annual Salar	ry + Benefits	\$128,878.84	_		
					1		

# Finance/Special Projects Coordinator Department: Finance & Information Systems

Step A							
		4,967.92	/Month	\$33.12	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	orv	
PERS - Employee	0.080000	397.43			Office En		
PERS - Employer	0.138490	688.01					
PERS Survivor		2.00					
Management Incenti	ve	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	47.20					
Life Insurance		5.80					
Deferred Comp.	0.044000	0.00					
Workers Comp.	0.041900	208.16			36.60%	33.68%	
Vision Benefit	0.014500	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	72.03	-	& Benefits	<b>Overhead</b>	<u>Overhead</u>	Rate
,	Total Benefits	\$ 2,478.95	49.90%	\$49.65	\$18.17	\$16.72	\$84.54
		Annual Salar	ry + Benefits	\$89,362.40	:		
G. B							
Step B							
		\$5,215.80	/Month	\$34.77	/Hour		
,	Total Benefits	\$2,543.64	48.77%	\$51.73	\$18.94	\$17.42	\$88.09
	Total Delicitis	\$2,545.04	40.7770	ψ31.75	\$10.74	Ψ17,42	ψου.υν
		Annual Sala	ry + Benefits	\$93,113.31			
					•		
Step C							
		\$5,475.81	/Month	\$36.51	/Hour		
		,		*			
,	Total Benefits	\$2,617.59	47.80%	\$53.96	\$19.75	\$18.17	\$91.88
		Annual Sala	ry + Benefits	\$97,120.76	:		
G. T							
Step D							
		\$5,749.69	/Month	\$38.33	/Hour		
,	Total Day - Ct-	¢2 (05 47	46 000/	Ø <i>E (</i> 20	620.71	¢10 07	¢05 07
	Total Benefits	\$2,695.47	46.88%	\$56.30	\$20.61	\$18.96	\$95.87
		Annual Salar	ry + Renofits	\$101,341.94			
		Ammuai Salai	ry   Delicins	<del>Ф101,341.74</del>	:		
Step E							
- Step E		¢6 027 42	/Month	040.05	/11		
		\$6,037.43	/ IVIOIIIII	\$40.25	/Hour		
,	Total Benefits	\$2,777.31	46.00%	\$58.76	\$21.51	\$19.79	\$100.07
		- ,		42.01.0		* . * . *	
		Annual Sala	ry + Benefits	\$105,776.85	_		
					<u> </u>		

# Fleet Manager Department: Public Works

		Depui	tillent. Fu	one worns			
Step A							
1		5,907.43	/Month	\$39.38	/Hour		
		,					
<b>Benefit</b>	<u>Multiplier</u>				Cates		
PERS - Employee	0.080000	472.59		Non-Sw	orn Manageme	nt & Mid-Mai	nagement
PERS - Employer	0.138490	818.12					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.12					
Life Insurance	0.000255	27.12					
Deferred Comp.		110.00					
Workers Comp.	0.041900	247.52			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	85.66	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
			_				
	Total Benefits	\$ 2,877.45	48.71%	\$58.57	\$61.11	\$19.73	\$139.40
				0105 110 55			
		Annual Salar	ry + Benefits	\$105,418.55	:		
Step B							
		\$6,202.11	/Month	\$41.35	/Hour		
		•					
	Total Benefits	\$2,962.60	47.77%	\$61.10	\$63.75	\$20.58	\$145.43
		Annual Salaı	ry + Benefits	\$109,976.51	<u>.</u>		
Step C							
1		\$6,512.38	/Month	\$43.42	/Hour		
		Φ0,512.50	/IVIOIIIII	ψτ3.τ2	/110u1		
	Total Benefits	\$3,052.27	46.87%	\$63.76	\$66.54	\$21.48	\$151.78
		+-,		4	4	4	4-0-1110
		Annual Salar	rv + Benefits	\$114,775.83			
			J = 5.5.5.5.5	4	Ī		
Ston D							
Step D		0.00000					
		\$6,838.26	/Month	\$45.59	/Hour		
	T-4-1 D	¢2 146 44	46.0107	0// 5/	660.46	<b>633.43</b>	6150 44
	Total Benefits	\$3,146.44	46.01%	\$66.56	\$69.46	\$22.42	\$158.44
		A 10 1	D C4	6110.017.45			
		Annual Salar	ry + Benefits	\$119,816.45	į		
Step E							
	_	\$7,179.74	/Month	\$47.86	/Hour		
		+ ) ·····		<b>4.7.100</b>			
	<b>Total Benefits</b>	\$3,245.12	45.20%	\$69.50	\$72.52	\$23.41	\$165.43
		Annual Salar	ry + Benefits	\$125,098.38	_		
					1		
<b>I</b>							

# Geographic Info. Systems Coordinator Department: Public Works

		•					
Step A							
		6,782.79	/Month	\$45.22	/Hour		
Benefit	Multiplier				Cates	Jory	
PERS - Employee	0.080000	542.62		Non-Sw	orn Managemei		nagement
PERS - Employer	0.138490	939.35		Tion 5W	om manageme	ii cc iviia iviai	iagement
PERS Survivor	0.150150	2.00					
Management Incen	ntive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	64.44					
Life Insurance	0.000255	31.13					
Deferred Comp.		110.00					
Workers Comp.	0.041900	284.20			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	98.35		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 3,130.41	46.15%	\$66.09	\$68.96	\$22.26	\$157.31
		Annual Salar	ry + Benefits	\$118,958.41	:		
Step B							
		\$7,122.54	/Month	\$47.48	/Hour		
		•					
	Total Benefits	\$3,228.59	45.33%	\$69.01	\$72.01	\$23.24	\$164.26
		Annual Salar	wy + Donofits	\$124,213.59			
		Allitual Salai	y + Benefits	\$124,213.39	:		
Step C							
Step C		\$7,477.89	/Month	¢40.95	/Поли		
		\$1,411.09	/IVIOIIIII	\$49.85	/Hour		
	Total Benefits	\$3,331.28	44.55%	\$72.06	\$75.19	\$24.27	\$171.53
		ŕ					
		Annual Salar	ry + Benefits	\$129,710.01	_		
					-		
Step D							
		\$7,852.30	/Month	\$52.35	/Hour		
	Total Day Co	¢2 420 40	42 000/	Ø <b>75 3</b> 0	670 FF	P25 26	0170 10
	Total Benefits	\$3,439.48	43.80%	\$75.28	\$78.55	\$25.36	\$179.19
		Annual Salar	rv + Renefits	\$135,501.36			
			. J. Delicino	<b>\$100,001.00</b>	:		
Step E							
- Stop E		\$8,244.05	/Month	\$54.96	/Hour		
		\$0, <b>2</b> : 1.00	, 1.1011111	φ5π.70	, 11041		
	Total Benefits	\$3,552.69	43.09%	\$78.64	\$82.06	\$26.49	\$187.20
		Annual Salar	ry + Benefits	\$141,560.83	<u>.</u>		

# Grants Program Manager Department: Finance & Information Systems

C.				mormation S	,		
Step A		<b>7</b> 040 00	73 F	020.44	/		
		5,910.89	/Month	\$39.41	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	porv	
PERS - Employee	0.080000	472.87		Non-Sw	orn Manageme		nagement
PERS - Employer	0.138490	818.60					8
PERS Survivor	0.150.50	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.15					
Life Insurance	0.000255	27.13					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.041900	247.67			36.60%	33.68%	
Vision Benefit	0.041300	35.51		Hourly Rate	Department		Total Hourly
Medicare	0.014500			•	Overhead	City-Wide	•
Medicare	0.014500	85.71	_	& Benefits	<u>Overneau</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,878.45	48.70%	\$58.60	\$21.45	\$19.74	\$99.78
	Total Delients	\$ 2,070.43	46.7070	\$30.00	\$21.45	\$19.74	\$99.70
		Annual Sala	rv + Benefits	\$105,472.07			
		Tillium Suin	y Delicities	#100,17 <b>21</b> 07	:		
Ston D							
Step B		0 < 0 = ==	5.5.4				
		\$6,205.57	/Month	\$41.37	/Hour		
	T . 1D . C.	¢2.072.71	47.760/	0(1.13	Ø22 20	#20.50	6104.00
	Total Benefits	\$2,963.61	47.76%	\$61.13	\$22.38	\$20.59	\$104.09
		A1 C -1	D64-	6110 020 11			
		Annual Sala	ry + Benefits	\$110,030.11	:		
Step C							
		\$6,515.85	/Month	\$43.44	/Hour		
	Total Benefits	\$3,053.27	46.86%	\$63.79	\$23.35	\$21.49	\$108.63
		Annual Sala	ry + Benefits	\$114,829.44	•		
Step D							
		\$6,841.73	/Month	\$45.61	/Hour		
		# 0,0 · 1		Ψ10.01	. = 10 41		
	Total Benefits	\$3,147.44	46.00%	\$66.59	\$24.38	\$22.43	\$113.40
		•					
		Annual Sala	ry + Benefits	\$119,870.07			
			-				
Step E							
Stop E		¢7 102 21	/Month	0.47.00	/11		
		\$7,183.21	/IVIONIN	\$47.89	/Hour		
	Total Benefits	\$3,246.12	45.19%	\$69.53	\$25.45	\$23.42	\$118.40
	Total Delicitis	ψυ,Δ+0.12	₩3.17/0	φ <b>07.33</b>	φ <b>43.73</b>	φ <b>43.4</b> 4	φ110. <del>1</del> 0
		Annual Sala	ry + Renefits	\$125,152.00			
		Annual Sala	y Denents	Ψ123,132.UU	ŧ		

# Housing Analyst Department: Community Development

		- · p		nty Developin			
Step A							
		5,968.10	/Month	\$39.79	/Hour		
D 64	M 14 11				<b>C</b> 4		
Benefit DEBS Employee	<u>Multiplier</u> 0.080000	477.45		Non Cyr	<u>Cates</u>		
PERS - Employee PERS - Employer	0.138490	826.52		Non-sw	orn Managemei	nt & Iviiu-Iviai	iagement
PERS Survivor	0.136490	2.00					
	tivo	0.00					
Management Incen EAP	live	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.70					
Life Insurance	0.009300	27.39					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.041900	250.06			48.94%	33.68%	
Vision Benefit	0.041900	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	86.54		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	80.34		& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,894.98	48.51%	\$59.09	\$28.92	\$19.90	\$107.91
		Annual Salar	y + Benefits	\$106,356.98			
Step B							
		\$6,266.24	/Month	\$41.77	/Hour		
	T . 1 D . C .	00.001.14	47.570/	064.6	020.45	<b>***</b>	0110 70
	Total Benefits	\$2,981.14	47.57%	\$61.65	\$30.17	\$20.77	\$112.59
		Annual Salar	w + Donofits	\$110,968.55			
		Alliuai Salai	y · Belletits	\$110,700.33			
Ston C							
Step C		06.	/a. r d.				
		\$6,579.99	/Month	\$43.87	/Hour		
	Total Benefits	\$3,071.80	46.68%	\$64.35	\$31.49	\$21.67	\$117.51
	Total Delicitis	\$5,071.60	40.0070	ф <b>04.</b> 33	φ <b>31.</b> 4 <i>)</i>	\$21.07	\$117.51
		Annual Salar	v + Renefits	\$115,821.49			
		Timum Sum	y Delicites	\$110,021115			
Step D							
Step D		\$6,909.33	Month	\$46.06	/TT		
		\$0,909.33	/ IVIOIIIII	\$46.06	/Hour		
	Total Benefits	\$3,166.98	45.84%	\$67.18	\$32.87	\$22.63	\$122.68
	Total Belletitis	ψ5,100.50	15.5170	ψ07.10	φε2.07	Ψ22.00	φ122.00
		Annual Salar	v + Benefits	\$120,915.74			
				,			
Step E							
- Step E		\$7,254.28	/Month	\$48.36	/Hour		
		\$1,434.48	/ IVIOIIIII	\$48.36	/HOUT		
	Total Benefits	\$3,266.66	45.03%	\$70.14	\$34.33	\$23.63	\$128.09
	10ml Donollis	\$5,200.00	.5.0570	Ψ/0.14	Ψυυ	Ψ=0.00	Ψ120.07
		Annual Salar	v + Benefits	\$126,251.29			
				,			

# Housing Manager Department: Community Development

				nty Developin			
Step A							
		7,609.63	/Month	\$50.73	/Hour		
- m					<b>a</b> .		
Benefit	<u>Multiplier</u>	600 <b>55</b>		N. G	<u>Cates</u>		
PERS - Employee	0.080000	608.77		Non-Sw	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.138490	1,053.86					
PERS Survivor	, <del>.</del>	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	72.29					
Life Insurance	0.000255	34.93					
Deferred Comp.	0.041000	110.00					
Workers Comp.	0.041900	318.84			48.94%	33.68%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	110.34	<u>.</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,369.35	44.28%	\$73.19	\$35.82	\$24.65	\$133.67
		Annual Sala	ry + Benefits	\$131,747.77	_		
					-		
Step B							
· · · · · · ·							
		\$7,989.24	/Month	\$53.26	/Hour		
		,					
	Total Benefits	\$3,479.05	43.55%	\$76.46	\$37.42	\$25.75	\$139.62
		Annual Sala	ry + Benefits	\$137,619.49	=		
Step C							
		\$8,387.92	/Month	\$55.92	/Hour		
		,					
	Total Benefits	\$3,594.26	42.85%	\$79.88	\$39.09	\$26.91	\$145.88
		Annual Sala	ry + Benefits	\$143,786.21	_		
					-		
Step D							
		\$8,807.41	/Month	\$58.72	/Hour		
		φυ,συ/.π1	/ 1/1011111	\$30.72	/110u1		
	Total Benefits	\$3,715.48	42.19%	\$83.49	\$40.86	\$28.12	\$152.46
		,	, 0	4			
		Annual Sala	ry + Benefits	\$150,274.67			
			J		=		
Step E							
Step E		00.245.60	/N #1	٠ - د			
		\$9,247.69	/Month	\$61.65	/Hour		
	Total Danafita	¢2 0/12 72	A1 550/	<b>CO7 37</b>	¢42 71	¢20 40	Q150 27
	Total Benefits	\$3,842.72	41.55%	\$87.27	\$42.71	\$29.40	\$159.37
		Annual Sala	ry + Panefite	\$157,084.87			
		Annuai Sala	ry - Denents	\$157,084.87	•		

#### **Human Resources Assistant I Department: Administration**

	Benefit PERS - Employee		2 404 05					
Benefit         Multiplier           PERS - Employee         0.080000         279.29         Office Employees           PERS - Employer         0.138490         483.48         PERS Survivor         2.00           Management Incentive         0.00         EAP         3.79           Health Insurance         866.81         Dental Insurance         152.21           LTD Insurance         0.009500         33.17           Life Insurance         5.80         Deferred Comp.           Workers Comp.         0.041900         146.28           Vision Benefit         35.51         Hourly Rate         Department         City-Wide         Total Howeld Total Howeld Total Howeld Coverhead           Total Benefits         \$ 2,058.95         58.98%         \$37.00         \$16.38         \$12.46         \$65.84	PERS - Employee		3 404 05					
PERS - Employee         0.080000         279.29         Office Employees           PERS - Employer         0.138490         483.48           PERS Survivor         2.00           Management Incentive         0.00           EAP         3.79           Health Insurance         866.81           Dental Insurance         152.21           LTD Insurance         5.80           Deferred Comp.         0.00           Workers Comp.         0.041900         146.28           Vision Benefit         35.51         Hourly Rate         Department         City-Wide         Total Ho           Medicare         0.014500         50.62         & Benefits         Overhead         Overhead         Rate	PERS - Employee		3,491.07	/Month	\$23.27	/Hour		
PERS - Employee         0.080000         279.29         Office Employees           PERS - Employer         0.138490         483.48           PERS Survivor         2.00           Management Incentive         0.00           EAP         3.79           Health Insurance         866.81           Dental Insurance         152.21           LTD Insurance         5.80           Deferred Comp.         0.00           Workers Comp.         0.041900         146.28           Vision Benefit         35.51         Hourly Rate         Department         City-Wide         Total Ho           Medicare         0.014500         50.62         & Benefits         Overhead         Overhead         Rate	PERS - Employee	Multiplier				Cate	egory	
PERS - Employer       0.138490       483.48         PERS Survivor       2.00         Management Incentive       0.00         EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900         Workers Comp.       0.041900         Vision Benefit       35.51         Medicare       0.014500         Total Benefits       \$ 2,058.95         58.98%       \$37.00         \$16.38       \$12.46         \$65.84			279 29	)				
PERS Survivor         2.00           Management Incentive         0.00           EAP         3.79           Health Insurance         866.81           Dental Insurance         152.21           LTD Insurance         5.80           Deferred Comp.         0.00           Workers Comp.         0.041900         146.28           Vision Benefit         35.51         Hourly Rate         Department         City-Wide         Total Hourly Rate           Medicare         0.014500         50.62         & Benefits         Overhead         Overhead         Rate							<b>-</b>	
Management Incentive       0.00         EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900         Vision Benefit       35.51         Medicare       0.014500         50.62       & Benefits         Overhead       Overhead         Rate         Total Benefits       \$ 2,058.95         58.98%       \$37.00         \$16.38       \$12.46         \$65.84								
EAP       3.79         Health Insurance       866.81         Dental Insurance       152.21         LTD Insurance       0.009500       33.17         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900       146.28         Vision Benefit       35.51       Hourly Rate       Department       City-Wide       Total How Rate         Medicare       0.014500       50.62       & Benefits       Overhead       Overhead       Rate	Management Incer	ntive						
Dental Insurance         152.21           LTD Insurance         0.009500         33.17           Life Insurance         5.80           Deferred Comp.         0.00           Workers Comp.         0.041900         146.28           Vision Benefit         35.51         Hourly Rate         Department         City-Wide         Total How Rate           Medicare         0.014500         50.62         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$ 2,058.95         58.98%         \$37.00         \$16.38         \$12.46         \$65.84	_							
LTD Insurance       0.009500       33.17         Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900       146.28         Vision Benefit       35.51       Hourly Rate       Department       City-Wide       Total Ho         Medicare       0.014500       50.62       & Benefits       Overhead       Pate         Total Benefits       \$ 2,058.95       58.98%       \$37.00       \$16.38       \$12.46       \$65.84	Health Insurance		866.81					
Life Insurance       5.80         Deferred Comp.       0.00         Workers Comp.       0.041900       146.28       44.26%       33.68%         Vision Benefit       35.51       Hourly Rate       Department       City-Wide       Total Ho         Medicare       0.014500       50.62       & Benefits       Overhead       Overhead       Rate         Total Benefits       \$ 2,058.95       58.98%       \$37.00       \$16.38       \$12.46       \$65.84	Dental Insurance		152.21					
Deferred Comp.         0.00           Workers Comp.         0.041900         146.28         44.26%         33.68%           Vision Benefit         35.51         Hourly Rate         Department         City-Wide         Total Hourly Rate           Medicare         0.014500         50.62         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$ 2,058.95         58.98%         \$37.00         \$16.38         \$12.46         \$65.84	LTD Insurance	0.009500	33.17	,				
Workers Comp.         0.041900         146.28         44.26%         33.68%           Vision Benefit         35.51         Hourly Rate         Department         City-Wide         Total How Rate           Medicare         0.014500         50.62         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$ 2,058.95         58.98%         \$37.00         \$16.38         \$12.46         \$65.84	Life Insurance		5.80	)				
Vision Benefit Medicare35.51 50.62Hourly Rate & BenefitsDepartment OverheadCity-Wide OverheadTotal Hourly Rate Note HeadTotal Benefits\$ 2,058.9558.98%\$37.00\$16.38\$12.46\$65.84	Deferred Comp.		0.00	)				
Medicare         0.014500         50.62         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$ 2,058.95         58.98%         \$37.00         \$16.38         \$12.46         \$65.84	Workers Comp.	0.041900	146.28	1		44.26%	33.68%	
Total Benefits \$ 2,058.95 58.98% \$37.00 \$16.38 \$12.46 \$65.84	Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
	Medicare	0.014500	50.62	<u>.</u>	& Benefits	Overhead	Overhead	Rate
				_				
Annual Salary + Benefits \$\frac{\$66,600.18}{}		Total Benefits	\$ 2,058.95	58.98%	\$37.00	\$16.38	\$12.46	\$65.84
			Annual Sala	ry + Benefits	\$66,600.18	:		
Step B	Step B							
<b>\$3,666.14</b> /Month \$24.44 /Hour			\$3,666.14	/Month	\$24.44	/Hour		
Total Benefits \$2,102.93 57.36% <b>\$38.46 \$17.02 \$12.95 \$68.4</b> 4		Total Renefits	\$2 102 93	57 36%	\$38.46	\$17.02	\$12.95	\$68.44
10ttl Belletits \$2,102.93 37.3070 \$50.10 \$17.02 \$12.93 \$00.1		Total Delicitis	Ψ2,102.93	37.3070	ψ20.10	φ17.02	Ψ12.73	<b>\$00.11</b>
Annual Salary + Benefits \$\frac{\$69,228.90}{}\$			Annual Sala	ry + Benefits	\$69,228.90	1		
Character C	Stan C							
Step C \$3,849.88 /Month \$25.67 /Hour	Step C		¢3 Q10 QQ	/Month	\$25.67	/Llour		
\$3,049.00 /WORUI \$25.0//HOUI			\$3,047.00	/IVIOIIIII	\$23.07	/Houi		
Total Benefits \$2,155.19 55.98% <b>\$40.03 \$17.72 \$13.48 \$71.2</b> 4		Total Benefits	\$2,155.19	55.98%	\$40.03	\$17.72	\$13.48	\$71.24
Annual Salary + Benefits <u>\$72,060.83</u>			Annual Sala	ry + Benefits	\$72,060.83	i .		
Step D	Step D							
<b>\$4,042.29</b> /Month \$26.95 /Hour			\$4,042.29	/Month	\$26.95	/Hour		
Total Danafita \$2,200.01 54,670/ \$41.69 \$19.45 \$14.04 \$574.14		Total Dan-Ct-	¢2 200 01	54 (70/	¢41 (0	¢10 45	<b>@1</b>	₽7 <i>4</i> 17
Total Benefits \$2,209.91 54.67% \$41.68 \$18.45 \$14.04 \$74.17		i otai Beneiits	\$2,209.91	54.67%	\$41.08	\$18.45	\$14.04	\$74.17
Annual Salary + Benefits \$75,026.34			Annual Sala	ry + Benefits	\$75,026.34			
	Q							
Step E \$4.245.10 (Month \$28.20 (Hours	Step E		¢4 245 10	/Month	<b>020.20</b>	/Поли		
<b>\$4,245.10</b> /Month \$28.30 /Hour			54,245.10	/ IVIOIIIII	\$28.30	/ ПОИГ		
Total Benefits \$2,267.58 53.42% <b>\$43.42 \$19.22 \$14.62 \$77.26</b>					0.40.40	¢10.22	¢14.63	077.36
Annual Salary + Benefits \$78,152.16		Total Benefits	\$2,267.58	53.42%	\$43.42	\$19.22	\$14.02	\$//.20
Annual Salary   Delicitis		Total Benefits			\$43.42 \$78,152.16	\$19.22	\$14.02	\$//.20

#### **Human Resources Assistant II Department: Administration**

			ment. Aun				
Step A							
		3,849.88	/Month	\$25.67	/Hour		
Benefit PERS - Employee PERS - Employer PERS Survivor Management Incen EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp.	Multiplier 0.080000 0.138490 tive 0.009500 0.041900	307.99 533.17 2.00 0.00 3.79 866.81 152.21 36.57 5.80 0.00			Cate Office E	egory mployees	
Vision Benefit Medicare	0.014500	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.014500	55.82	_	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,160.99	56.13%	\$40.07	\$17.74	\$13.50	\$71.31
		Annual Sala	ry + Benefits	\$72,130.41			
Step B							
		\$4,042.29	/Month	\$26.95	/Hour		
	Total Benefits	\$2,209.91	54.67%	\$41.68	\$18.45	\$14.04	\$74.17
		Annual Sala	ry + Benefits	\$75,026.34			
Step C	Total Benefits	<b>\$4,245.10</b> \$2,267.58	/Month 53.42%	\$28.30 <b>\$43.42</b>	/Hour <b>\$19.22</b>	\$14.62	\$77.26
	Total Belletits	\$2,207.36	33.4270	543.42	\$19.22	\$14.02	\$77.20
		Annual Sala	ry + Benefits	\$78,152.16			
Step D							
		\$4,456.57	/Month	\$29.71	/Hour		
	Total Benefits	\$2,327.72	52.23%	\$45.23	\$20.02	\$15.23	\$80.48
		Annual Sala	ry + Benefits	\$81,411.55			
Step E							
	<del></del>	\$4,680.18	/Month	\$31.20	/Hour		
	Total Benefits	\$2,391.32	51.09%	\$47.14	\$20.86	\$15.88	\$83.89
		Annual Sala	ry + Benefits	\$84,857.96			

# Human Resources Manager Department: Administration

Step A							
zwp		7,288.95	/Month	\$48.59	/Hour		
Benefit	Multiplier				Cates	TOPN	
PERS - Employee	0.080000	583.12		Non-Sw	orn Managemen		nagement
PERS - Employer	0.138490	1,009.45		Non-sw	om managemen	iit & iviiu-iviai	iagement
PERS Survivor	0.150470	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	69.25					
Life Insurance	0.000255	33.46	•				
Deferred Comp.		110.00	1				
Workers Comp.	0.041900	305.41			44.26%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	105.69	<u>.</u>	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,276.68	44.95%	\$70.44	\$31.17	\$23.73	\$125.34
		Annual Sala	ry + Benefits	\$126,787.57			
			·	·	•		
Step B							
1		\$7,652.96	/Month	\$51.02	/Hour		
		\$7,002.70	, 111011111	ψ51.02	/110 <b>u</b> 1		
	Total Benefits	\$3,381.87	44.19%	\$73.57	\$32.56	\$24.78	\$130.90
		Annual Sala	ry + Benefits	\$132,418.00	:		
Step C							
•		\$8,036.04	/Month	\$53.57	/Hour		
		•					
	Total Benefits	\$3,492.58	43.46%	\$76.86	\$34.02	\$25.89	\$136.76
		Annual Sala	ry + Benefits	\$138,343.42	i.		
Ct - D							
Step D		<b>DO 430 40</b>	/N. f d.	<b>.</b>	~~		
		\$8,438.19	/Month	\$56.25	/Hour		
	Total Benefits	\$3,608.79	42.77%	\$80.31	\$35.55	\$27.05	\$142.91
		Annual Sala	ry + Benefits	\$144,563.76	_		
Step E							
		\$8,859.41	/Month	\$59.06	/Hour		
	Total Benefits	\$3,730.51	42.11%	\$83.93	\$37.15	\$28.27	\$149.35
		Annual Sala	ry + Benefits	\$151,079.03	:		

# Human Resources Specialist Department: Administration

Step A							
		4,967.92	/Month	\$33.12	/Hour		
Benefit	<u>Multiplier</u>				Cates	orv	
PERS - Employee	0.080000	397.43			Office En		
PERS - Employer	0.138490	688.01				1 7	
PERS Survivor		2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	47.20					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	208.16			44.26%	33.68%	
Vision Benefit	0.04.4500	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	72.03	=	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,478.95	49.90%	\$49.65	\$21.97	\$16.72	\$88.34
		Annual Sala	ry + Benefits	\$89,362.40	:		
Ct D							
Step B		05 315 00	/N. f	024.77	<b>4.1</b>		
		\$5,215.80	/Month	\$34.77	/Hour		
	Total Benefits	\$2,543.64	48.77%	\$51.73	\$22.89	\$17.42	\$92.05
		Annual Sala	ry + Benefits	\$93,113.31			
Step C							
		\$5,475.81	/Month	\$36.51	/Hour		
	Total Benefits	\$2,617.59	47.80%	\$53.96	\$23.88	\$18.17	\$96.01
		Annual Sala	ry + Benefits	\$97,120.76	<b>:</b>		
Stop D							
Step D		\$5 740 <b>4</b> 0	/Month	<b>020.22</b>	/Hour		
		\$5,749.69	/ IVIOIIIII	\$38.33	/nour		
	Total Benefits	\$2,695.47	46.88%	\$56.30	\$24.92	\$18.96	\$100.18
		Annual Sala	rv + Renefits	\$101,341.94			
		Alliuai Sala	iy i Delicinis	φ101 <sub>9</sub> J71.94	•		
Step E							
T		\$6,037.43	/Month	\$40.25	/Hour		
	m . 15					040 =0	01015
	Total Benefits	\$2,777.31	46.00%	\$58.76	\$26.01	\$19.79	\$104.57
		Annual Sala	ry + Benefits	\$105,776.85	-		
					•		

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

G. A		•		·			
Step A				- 10 - 1			
		6,084.23	/Month	\$40.56	/Hour		
Benefit	<u>Multiplier</u>				Categor	rv	
PERS - Employee	0.080000	486.74		Non-Sworn	Management d		ement
PERS - Employer	0.138490	842.61		T (OH O WOH	· · · · · · · · · · · · · · · · · · ·		,01110111
PERS Survivor	0.150.50	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	57.80					
Life Insurance	0.000255	27.93					
Deferred Comp.		110.00					
Workers Comp.	0.041900	254.93			36.60%	33.68%	
Vision Benefit	***************************************	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	88.22		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,928.54	48.13%	\$60.09	\$21.99	\$20.24	\$102.32
		Annual Sala	ry + Benefits	\$108,153.25	ı		
Step B							
Step B		\$6,389.31	/Month	\$42.60	/Hour		
	Total Benefits	\$3,016.70	47.21%	\$62.71	\$22.95	\$21.12	\$106.78
		Annual Salar	ry + Ronofite	\$112,872.19			
		Alliuai Salai	ry + Denemes	\$112,672.17	1		
Step C		24.702.4					
		\$6,708.26	/Month	\$44.72	/Hour		
	Total Benefits	\$3,108.87	46.34%	\$65.45	\$23.96	\$22.05	\$111.45
		Annual Sala	rv + Benefits	\$117,805.56			
				,,,,,,,,	1		
Step D		\$7,042.80	/Month	\$46.95	/Hour		
	m : 15 m					000.01	044664
	Total Benefits	\$3,205.55	45.52%	\$68.32	\$25.01	\$23.01	\$116.34
		Annual Sala	ry + Benefits	\$122,980.18			
Step E							
		\$7,394.68	/Month	\$49.30	/Hour		
	Total Benefits	\$3,307.24	44.72%	\$71.35	\$26.12	\$24.03	\$121.49
		Annual Sala	ry + Benefits	\$128,423.04			
					:		

# Information Systems Technician Department: Finance & Information Systems

Step A							
Step A		4,867.39	/Month	\$32.45	/Hour		
		4,007.33	/IVIOIIIII	<b>Ф</b> 32.43	/110u1		
<b>Benefit</b>	<b>Multiplier</b>				Cates	<u>zory</u>	
PERS - Employee	0.080000	389.39			Office En		
PERS - Employer	0.138490	674.08					
PERS Survivor		2.00	1				
Management Incen	tive	0.00	1				
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	46.24					
Life Insurance		5.80	ı				
Deferred Comp.		0.00	ı				
Workers Comp.	0.041900	203.94			36.60%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	70.58	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,450.36	50.34%	\$48.78	\$17.86	\$16.43	\$83.08
					4-1100	4-000	44044
		Annuai Saia	ry + Benefits	\$87,812.96	<u>.</u>		
Step B							
экр Б		\$5,110.06	/Month	\$34.07	/Llour		
		\$3,110.00	/IVIOIIIII	\$34.07	/Houi		
	Total Benefits	\$2,513.57	49.19%	\$50.82	\$18.60	\$17.12	\$86.55
		Annual Sala	ry + Benefits	\$91,483.61	_		
Step C							
		\$5,364.87	/Month	\$35.77	/Hour		
	T . 1D . C.	# <b>2 5</b> 0 <b>6</b> 0 <b>4</b>	40.2007	0.53.04	010.40	04=0=	000.00
	Total Benefits	\$2,586.04	48.20%	\$53.01	\$19.40	\$17.85	\$90.26
		Annual Sala	ry + Benefits	\$95,410.91			
			- J - 2011011165	<i>\$7.5,110.71</i>	:		
Step D							
		\$5,633.55	/Month	\$37.56	/Hour		
		,					
	Total Benefits	\$2,662.45	47.26%	\$55.31	\$20.24	\$18.63	\$94.18
			. D	000 554 01			
		Annual Sala	ry + Benefits	\$99,551.94	:		
Step E							
- Swp E		\$5,916.09	/Month	\$39.44	/Hour		
		Ψυ, ΣΙΟ. Ο Σ	, 1,1011111	φ37. <del>14</del>	,11041		
	Total Benefits	\$2,742.80	46.36%	\$57.73	\$21.13	\$19.44	\$98.30
		Annual Sala	ry + Benefits	\$103,906.71			
					•		

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

		Departme.	itt Turkst	inu Kecreatio	<b>711</b>		
Step A							
_		3,506.67	/Month	\$23.38	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cat	egor <u>v</u>	
PERS - Employee	0.080000	280.53			Public Works		e
PERS - Employer	0.138490	485.64	•				
PERS Survivor		2.00	)				
Management Incen	tive	0.00	)				
EAP		3.79	1				
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	33.31					
Life Insurance		5.80	)				
Deferred Comp.		0.00					
Workers Comp.	0.041900	146.93			97.54%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	50.85		& Benefits	<b>Overhead</b>	Overhead	Rate
	Total Benefits	\$ 2,063.38	58.84%	\$37.13	\$36.22	\$12.51	\$85.86
		Annual Sala	ry + Benefits	\$66,840.62			
		Annuai Saia	ly Delicits	500,040.02			
Step B							
Step B		\$3,681.74	/Month	\$24.54	/Hour		
		Φ5,001.74	/141011111	\$2 <b>4.</b> 3 <b>4</b>	/110ui		
	Total Benefits	\$2,107.37	57.24%	\$38.59	\$37.64	\$13.00	\$89.24
		Annual Sala	ry + Benefits	\$69,469.35			
			•				
Step C							
_		\$3,865.48	/Month	\$25.77	/Hour		
		40,000.00	,	4_5177	,		
	Total Benefits	\$2,159.62	55.87%	\$40.17	\$39.18	\$13.53	\$92.88
		Annual Sala	ry + Benefits	\$72,301.28			
		raminal Sala	., Denemes	ψ12,501.20			
Step D							
r		\$4,059.62	/Month	\$27.06	/Hour		
		ŕ		<del>+</del> =0			
	Total Benefits	\$2,214.84	54.56%	\$41.83	\$40.80	\$14.09	\$96.72
		A new al C - 1	wy ± Dan - Pat	975 302 51			
		Annuai Sala	ry + Benefits	\$75,293.51			
Step E							
		\$4,262.43	/Month	\$28.42	/Hour		
		•			<u>.</u>		
	Total Benefits	\$2,272.51	53.31%	\$43.57	\$42.49	\$14.67	\$100.73
		Annual Sala	ry + Benefits	\$78,419.32			
			- J Denemes	ψ/0,117.02			

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

		Беригене	1 41115	iliu Keci eati			
Step A							
-		3,865.48	/Month	\$25.77	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cate	egory	
PERS - Employee	0.080000	309.24			Public Works	- Maintenanc	e
PERS - Employer	0.138490	535.33					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	36.72					
Life Insurance	0.000	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	161.96			97.54%	33.68%	
Vision Benefit	0.011700	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	56.05		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	30.03	_	<u>a belients</u>	Overneau	Overneau	<u>Kate</u>
	Total Benefits	\$ 2,165.42	56.02%	\$40.21	\$39.22	\$13.54	\$92.97
		Annual Sala	ry + Benefits	\$72,370.85	:		
Step B							
		\$4,059.62	/Month	\$27.06	/Hour		
	Total Benefits	\$2,214.84	54.56%	\$41.83	\$40.80	\$14.09	\$96.72
		Annual Sala	ry + Benefits	\$75,293.51	:		
Step C							
		\$4,262.43	/Month	\$28.42	/Hour		
	Total Benefits	\$2,272.51	53.31%	\$43.57	\$42.49	\$14.67	\$100.73
		Annual Sala	ry + Benefits	\$78,419.32	:		
G. B							
Step D							
		\$4,475.64	/Month	\$29.84	/Hour		
	T-4-1 D	<b>\$2.222.15</b>	50 100/	M45 30	¢44.37	015 30	010406
	Total Benefits	\$2,333.15	52.13%	\$45.39	\$44.27	\$15.29	\$104.96
		Annual Sala	ry + Benefits	\$81,705.43			
		Amiliai Sala	ry   Denemis	φ01,/03.43	:		
Step E							
		\$4,699.25	/Month	\$31.33	/Hour		
	Total Benefits	\$2,396.74	51.00%	\$47.31	\$46.14	\$15.93	\$109.38
		Annual Cala	ry + Benefits	\$85,151.84			
		ramuai Sala	. j · Denemes	ψυυ,131.04	:		

### Landscape/Facilities Manager Department: Parks and Recreation

Step A							
Step A		6,964.80	/Month	\$46.43	/Hour		
		0,704.00	/IVIOIIIII	Φ+0.+3	/110u1		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>		
PERS - Employee	0.080000	557.18		Non-Sw	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.138490	964.56					
PERS Survivor	, <del>.</del>	2.00					
Management Incen	tive	0.00					
EAP Health Insurance		3.79 866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	66.17					
Life Insurance	0.009300	31.97					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.041900	291.83			97.54%	33.68%	
Vision Benefit	0.011700	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	100.99		& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
			=				
	Total Benefits	\$ 3,183.01	45.70%	\$67.65	\$65.99	\$22.79	\$156.43
		Annual Sala	ry + Benefits	\$121,773.69	:		
Step B							
5.0.P =		\$7,313.21	/Month	\$48.75	/Hour		
	Total Benefits	\$3,283.69	44.90%	\$70.65	\$68.91	\$23.80	\$163.35
		Annual Sala	ry + Benefits	\$127,162.89	i.		
Step C		\$7,678.96	/Month	¢51.10	/Поли		
		\$7,076.90	/IVIOIIIII	\$51.19	/Hour		
	Total Benefits	\$3,389.39	44.14%	\$73.79	\$71.97	\$24.85	\$170.62
		Annual Cala	wy + Donofits	\$132,820.18			
		Annual Sala	ry + benefits	\$132,820.18	į		
Step D							
- Step D		\$8,063.78	/Month	\$53.76	/Hour		
	Total Benefits	\$3,500.59	43.41%	\$77.10	<b>\$75.20</b>	\$25.97	\$178.26
	Tomi Delicitio	•			ψ1 <b>3•4</b> U	ψ <b>ω</b> υ•///	ψ <b>1/0,2</b> 0
		Annual Sala	ry + Benefits	\$138,772.40	:		
Step E							
		\$8,467.66	/Month	\$56.45	/Hour		
	Total Benefits	\$3,617.30	42.72%	\$80.57	\$78.58	\$27.14	\$186.29
		Annual Sala	ry + Benefits	\$145,019.56			

### Landscape/Facilities Supervisor Department: Parks and Recreation

Chara A							
Step A		5 104 9 <i>c</i>	Month	£24 02	/II.o.um		
		5,104.86	/Monun	\$34.03	/Houi		
Benefit	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	408.39		Non-Sw	orn Manageme		nagement
PERS - Employer	0.138490	706.97			C		
PERS Survivor		2.00	ı				
Management Incen	tive	0.00	1				
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	48.50					
Life Insurance	0.000255	23.43					
Deferred Comp.		110.00					
Workers Comp.	0.041900	213.89			97.54%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	74.02	<u>.</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,645.52	51.82%	\$51.67	\$50.40	\$17.40	\$119.47
		Annual Sala	ry + Benefits	\$93,004.59			
		1 IIII Suin	i j · Delients	\$70,001107	:		
Step B							
экф Б		05 250 (7	/N ( a m 4 la	Ф2.5. <b>7</b> .2	/1.1		
		\$5,359.67	/Iviontn	\$35.73	/Hour		
	Total Benefits	\$2,719.16	50.73%	\$53.86	\$52.53	\$18.14	\$124.53
	Total Belleties			φε <b>ει</b> σσ	ψο2.00	Ψ10.11	ψ1 <b>2</b> που
		Annual Sala	ry + Benefits	\$96,945.97	<u>.</u>		
Step C							
		\$5,628.35	/Month	\$37.52	/Hour		
	Total Danafita	\$2.706.80	49.69%	957.17	¢54.70	¢10 02	\$129.87
	Total Benefits	\$2,796.80	49.09%	\$56.17	\$54.78	\$18.92	\$129.87
		Annual Sala	ry + Benefits	\$101,101.80			
				,	:		
Step D							
		\$5,909.16	/Month	¢20.20	/Llour		
		<b>35,707.10</b>	/ IVIOIIIII	\$39.39	/HOUF		
	Total Benefits	\$2,877.95	48.70%	\$58.58	\$57.14	\$19.73	\$135.45
		. ,					
		Annual Sala	ry + Benefits	\$105,445.32	_		
					•		
Step E							
		\$6,203.84	/Month	\$41.36	/Hour		
		φυ,203.04	/ 141011111	\$41.30	/110u1		
	Total Benefits	\$2,963.11	47.76%	\$61.11	\$59.61	\$20.59	\$141.31
		Annual Sala	ry + Benefits	\$110,003.33	<u>.</u>		
					<u> </u>		

# Management Analyst Department: Finance & Information Systems

Ctore A		•		mormation Sy	·		
Step A		5,959.43	/Month	\$39.73	/Hour		
		3,737.73	/IVIOIIIII	φ37.13	/110u1		
<b>Benefit</b>	<b>Multiplier</b>				Cates	<u>gory</u>	
PERS - Employee	0.080000	476.75		Non-Swe	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.138490	825.32					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.61					
Life Insurance	0.000255	27.35					
Deferred Comp.	***************************************	110.00					
Workers Comp.	0.041900	249.70			36.60%	33.68%	
Vision Benefit	0.0.1500	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	86.41		& Benefits	Overhead	Overhead	Rate
Wicuicaic	0.014300	00.71	=	& Delicits	Overneau	Overneau	<u> Katt</u>
	Total Benefits	\$ 2,892.48	48.54%	\$59.01	\$21.60	\$19.88	\$100.49
		Annual Salaı	ry + Benefits	\$106,222.87			
Step B							
		\$6,257.57	/Month	\$41.72	/Hour		
	T . 1 D	<b>42.050.62</b>	4= 6007	0 ( d = =			01010 <del>-</del>
	Total Benefits	\$2,978.63	47.60%	\$61.57	\$22.54	\$20.74	\$104.85
		4 101	. D. C.	0110 024 40			
		Annual Salar	ry + Benefits	\$110,834.49			
G, G							
Step C							
		\$6,569.59	/Month	\$43.80	/Hour		
	Total Benefits	\$3,068.80	46.71%	\$64.26	\$23.52	\$21.64	\$109.42
				011 = 660 60			
		Annual Salaı	ry + Benefits	\$115,660.68			
Step D							
		\$6,898.93	/Month	\$45.99	/Hour		
		ŕ					
	Total Benefits	\$3,163.97	45.86%	\$67.09	\$24.56	\$22.60	\$114.24
		Annual Salar	ry + Benefits	\$120,754.86			
Step E							
1		\$7,243.88	/Month	\$48.29	/Hour		
		φ1,473.00	/ 1/1011111	Φ <del>4</del> 0.29	/110u1		
	Total Benefits	\$3,263.66	45.05%	\$70.05	\$25.64	\$23.60	\$119.29
	- 0 111 - 01101110	\$2,203.00	.5.0570	φ,σ.σ.	<i>\$20.0</i> :	<b>4_2.00</b>	W/-
		Annual Salaı	rv + Benefits	\$126,090.42			
			J = 1				

# Management Analyst Department: Public Works

		1	tillent. I u				
Step A							
		5,959.43	/Month	\$39.73	/Hour		
Benefit	Multiplier				Cates	TORY	
PERS - Employee	0.080000	476.75		Non Swe	orn Managemen		agamant
PERS - Employer	0.138490	825.32		Non-Sw	Jili Wallagelliel	iii & iviiu-iviai	iagement
PERS Survivor	0.136490	2.00					
Management Incen	ntivo	0.00					
EAP	itive	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.61					
Life Insurance	0.009300	27.35					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.041900	249.70			104.35%	33.68%	
Vision Benefit	0.041900	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	86.41		& Benefits	_		-
Medicare	0.014300	80.41	-	& Belletits	<u>Overhead</u>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,892.48	48.54%	\$59.01	\$61.58	\$19.88	\$140.47
		Annual Salar	ry + Benefits	\$106,222.87			
Step B							
		\$6,257.57	/Month	\$41.72	/Hour		
		ŕ					
	Total Benefits	\$2,978.63	47.60%	\$61.57	\$64.25	\$20.74	\$146.57
		Annual Salar	ry + Benefits	\$110,834.49			
Step C							
		\$6,569.59	/Month	\$43.80	/Hour		
		\$ 0,0 0, 00	, 1, 1011411	Ψ.5.00	,11041		
	Total Benefits	\$3,068.80	46.71%	\$64.26	\$67.05	\$21.64	\$152.95
		<b>Annual Salar</b>	y + Benefits	\$115,660.68			
Step D							
эсер Б		\$6,898.93	/Month	\$45.00	/II over		
		\$0,090.93	/Wionui	\$45.99	/Hour		
	Total Benefits	\$3,163.97	45.86%	\$67.09	\$70.00	\$22.60	\$159.68
	Total Belletits	ψ5,105.77	13.0070	Φ07.02	Ψ70.00	Ψ22.00	Ψ137.00
		Annual Salar	v + Renefits	\$120,754.86			
		uui Daiai	., . Denemes	Ψ12097.04.00			
Stor E							
Step E							
		\$7,243.88	/Month	\$48.29	/Hour		
	T I D C	Φ2.262.66	45.0507	<b>0=0</b> 0=	053.00	000 60	01// -1
	Total Benefits	\$3,263.66	45.05%	\$70.05	\$73.09	\$23.60	\$166.74
			. D	0137,000,43			
		Annual Salar	ry + Benefits	\$126,090.42			

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

		1		inu Kecreatio			
Step A							
1		5,968.10	/Month	\$39.79	/Hour		
Benefit PERS - Employee PERS - Employer PERS Survivor Management Incen EAP Health Insurance Dental Insurance LTD Insurance	Multiplier 0.080000 0.138490 tive 0.009500 0.000255	477.45 826.52 2.00 0.00 3.79 866.81 152.21 56.70 27.39	/iviolitii	·	<u>Cates</u> orn Managemen		nagement
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.041900 0.014500	110.00 250.06 35.51 86.54		Hourly Rate & Benefits	97.54% Department Overhead	33.68% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,894.98	48.51%	\$59.09	\$57.63	\$19.90	\$136.62
		Annual Salar	y + Benefits	\$106,356.98	:		
Step B	Total Benefits	\$6,266.24 \$2,981.14 Annual Salar	47.57%	\$41.77 <b>\$61.65</b> <b>\$110,968.55</b>	/Hour <b>\$60.13</b>	\$20.77	\$142.55
Step C	Total Benefits	\$6,579.99 \$3,071.80 Annual Salar	46.68%	\$43.87 <b>\$64.35</b> <b>\$115,821.49</b>	/Hour <b>\$62.76</b>	\$21.67	\$148.78
Step D	Total Benefits	\$6,909.33 \$3,166.98 Annual Salar	45.84%	\$46.06 <b>\$67.18</b> <b>\$120,915.74</b>	/Hour <b>\$65.52</b>	\$22.63	\$155.32
Step E	Total Benefits	\$7,254.28 \$3,266.66 Annual Salar	45.03%	\$48.36 <b>\$70.14</b> <b>\$126,251.29</b>	/Hour <b>\$68.41</b>	\$23.63	\$162.18

#### **Parks Planning Technician Department: Parks and Recreation**

Step A							
		4,453.10	/Month	\$29.69	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.080000	356.25				mployees	
PERS - Employer	0.138490	616.71				1 ,	
PERS Survivor		2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	42.30					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	186.58			97.54%	33.68%	
Vision Benefit		35.51		•	Department	City-Wide	Total Hourly
Medicare	0.014500	64.57	<u>-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,332.54	52.38%	\$45.24	\$44.12	\$15.24	\$104.60
		Annual Salar	ry + Benefits	\$81,427.65			
			•		!		
Step B							
•		\$4,674.98	/Month	\$31.17	/Hour		
		\$ 1,07 100	,111011011	φσιιιγ	,11041		
	Total Benefits	\$2,389.84	51.12%	\$47.10	\$45.94	\$15.86	\$108.90
		Annual Salar	ry + Benefits	\$84,777.81	1		
Ct. C							
Step C		\$4,908.99	/Month	\$32.73	/Hour		
		Φ <b>-1</b> ,200.22	/IVIOIIIII	\$32.73	/110ui		
	Total Benefits	\$2,456.39	50.04%	\$49.10	\$47.89	\$16.54	\$113.54
			. D. C.	000 204 51			
		Annual Salar	ry + Benefits	\$88,384.51	:		
Ston D							
Step D		0 - 4 1 -	<b>5.</b> 6. 4.				
		\$5,155.13	/Month	\$34.37	/Hour		
	Total Benefits	\$2,526.39	49.01%	\$51.21	\$49.95	\$17.25	\$118.41
		Annual Salar	ry + Benefits	\$92,178.23	<b>!</b>		
C. F							
Step E		<b>MF 443 44</b>	/N. f				
		\$5,413.41	/Month	\$36.09	/Hour		
	Total Benefits	\$2,599.84	48.03%	\$53.42	\$52.11	\$17.99	\$123.52
		•					
		Annual Salar	ry + Benefits	\$96,158.97	:		

# Plan Check Engineer Department: Community Development

C/ A							
Step A		5 000 <i>(2</i>	/N ( a se 4 la	620.04	/П.		
		5,990.63	/Month	\$39.94	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cates	<u>gory</u>	
PERS - Employee	0.080000	479.25			Office En		
PERS - Employer	0.138490	829.64					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.91					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	251.01			48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	86.86		& Benefits	<b>Overhead</b>	Overhead	Rate
	T . 1 D . C.	<b>A. 2.7</b> (0.00	46.240/	0.50.40	# <b>40 #0</b>	010.6	010666
	Total Benefits	\$ 2,769.80	46.24%	\$58.40	\$28.58	\$19.67	\$106.66
		Annual Salar	ry + Benefits	\$105,125.10	:		
Step B							
		\$6,290.51	/Month	\$41.94	/Hour		
		· ·					
	Total Benefits	\$2,849.28	45.29%	\$60.93	\$29.82	\$20.52	\$111.28
		Annual Salar	ry + Benefits	\$109,677.44			
					i		
Step C							
		\$6,604.25	/Month	\$44.03	/Hour		
	Total Benefits	\$2,938.50	44.49%	\$63.62	\$31.13	\$21.43	\$116.18
		, ,		*****	**	•	
		Annual Salar	ry + Benefits	\$114,513.09	:		
_							
Step D		***					
		\$6,933.60	/Month	\$46.22	/Hour		
	Total Benefits	\$3,032.17	43.73%	\$66.44	\$32.51	\$22.38	\$121.33
			. 15. 64.	0110 700 70			
		Annual Salar	ry + Benefits	\$119,589.20	i		
Step E							
		\$7,280.28	/Month	\$48.54	/Hour		
	Total Benefits	\$3,130.76	43.00%	\$69.41	\$33.97	\$23.38	\$126.75
					+*/·	<del></del>	
		Annual Salar	ry + Benefits	\$124,932.47	i.		

#### Plan Check Engineer **Department: Public Works**

			tincht. Tu				
Step A							
		5,990.63	/Month	\$39.94	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cates	orv	
PERS - Employee	0.080000	479.25			Office En		
PERS - Employer	0.138490	829.64			OIIICC EII	ipioyees	
PERS Survivor	0.150150	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.91					
Life Insurance	0.00,000	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	251.01			104.35%	33.68%	
Vision Benefit	0.0.1300	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	86.86		& Benefits	Overhead Overhead	Overhead	Rate
1710410410	0.01 1200	00.00	-	C Defferres	Overmena	<u>O TOT HOUR</u>	1440
	Total Benefits	\$ 2,769.80	46.24%	\$58.40	\$60.94	\$19.67	\$139.02
		Annual Sala	ry + Benefits	\$105,125.10	:		
Ct and D							
Step B		\$6,290.51	/Month	\$41.94	/Llour		
		\$0,270.31	/iviolitii	φ <del>+</del> 1.9 <del>+</del>	/110u1		
	Total Benefits	\$2,849.28	45.29%	\$60.93	\$63.58	\$20.52	\$145.04
		Annual Sala	rv + Renefits	\$109,677.44			
		Annual Sala	y Denemis	<b>\$107,077.44</b>	:		
Step C							
		\$6,604.25	/Month	\$44.03	/Hour		
	Total Benefits	\$2,938.50	44.49%	\$63.62	\$66.38	\$21.43	\$151.43
	Total Beliefits	\$2,936.30	44.47/0	\$03.02	<b>Ф</b> 00.36	\$21. <del>4</del> 3	\$131 <b>.43</b>
		Annual Sala	ry + Benefits	\$114,513.09	i.		
G. B							
Step D		oc 022 co	/N. f	<b>*</b> 4 4 5 5 5	/T.T		
		\$6,933.60	/I <b>VIonth</b>	\$46.22	/Hour		
	Total Benefits	\$3,032.17	43.73%	\$66.44	\$69.33	\$22.38	\$158.14
		A1 C -1	Do	¢110 500 30			
		Annual Sala	ry + Benefits	\$119,589.20	:		
Step E							
		\$7,280.28	/Month	\$48.54	/Hour		
	Total Benefits	\$3,130.76	43.00%	\$69.41	\$72.42	\$23.38	\$165.21
		Annual Sala	ry + Benefits	\$124,932.47	:		

## Planning Manager Department: Community Development

Step A	Claus A		•	Communi	v 1			
Renefit   Multiplier   Column   Colu	Step A		0.250.50	/ <b>3</b>	077.00	/T T		
PERS - Employee			8,370.59	/Month	\$55.80	/Hour		
PERS - Employee	Benefit	Multiplier				Cates	gorv	
PERS   Employer   0,138490   1,159.24   PERS Survivor   2.00   Management Incentive   0.00   EAP   3.7.9   Health Insurance   152.21   ETD Insurance   0.009500   79.52   ETG Insurance   0.009500   79.52   ETG Insurance   0.009500   79.52   ETG Insurance   0.009500   79.52   ETG Insurance   0.000255   38.42   Deferred Comp.   110.000   350.73   Vision Benefit   0.014500   121.37   Medicare   0.014500   121.37   Medicare   0.014500   121.37   Medicare   Total Benefits   \$ 3,589.25   42.88%   \$79.73   \$39.02   \$26.86   \$145.61   Step B   S8,788.34   Month   S58.59   Hour   S143.518.12      Step B			669.65		Non-Sw			nagement
PERS Survivor								
Management Incentive								
Health Insurance		tive						
Health Insurance								
Dental Insurance								
LTD Insurance								
Life Insurance Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Vision Benefit Medicare         0.041900   350.73   35.51   48.94%   33.68%   City-Wide Nedicare         35.51   48.94%   33.68%   City-Wide Nedicare         Mountly Rate & Benefits & Benefits   Department & City-Wide Overhead   City-Wi		0.009500						
Deferred Comp.   110.00   335.73   35.51   Hourly Rate   Department   City-Wide   Note   No								
Workers Comp. Vision Benefit Medicare         0.041900   35.51   121.37         Hourly Rate & Benefits & Department & City-Wide & Deverthead & Overhead & Ov		******						
Vision Benefit Medicare         0.014500         35.51 121.37         Hourly Rate & Benefits         Department Overhead (Overhead)         City-Wide Overhead         Total Hourly Rate (New Thead)           Total Benefits         \$ 3,589.25         42.88%         \$79.73         \$39.02         \$26.86         \$145.61           Step B           \$8,788.34 /Month         S58.59 /Hour           Total Benefits         \$3,709.97         42.21%         \$83.32         \$40.78         \$28.07         \$152.16           Annual Salary + Benefits         \$149,979.74         \$40.78         \$28.07         \$152.16           Step C           \$9,228.62 /Month         \$61.52 /Hour         \$42.63         \$29.34         \$159.07           Annual Salary + Benefits         \$156,789.94         \$156,789.94         \$159.07           Step D         \$9,689.71 /Month         \$64.60 /Hour         \$30.67         \$166.31           Step E           \$10,173.32 /Month         \$67.82 /Hour           Total Benefits         \$41.021         \$40.40%         \$95.22         \$46.60         \$32.07         \$173.90		0.041900				48.94%	33.68%	
Medicare					Hourly Rate			Total Hourly
Total Benefits   S   3,589.25   42.88%   S79.73   S39.02   S26.86   S145.61		0.014500			•	-		-
Step B   S8,788.34   Month   S58.59   Hour	111041104110	0.01.000	121.07	•	<u>et Belletits</u>	<u> </u>	O , CI II CHI	
Step B   \$8,788.34   Month   \$58.59   Hour     \$3,709.97   42.21%   \$83.32   \$40.78   \$28.07   \$152.16     Annual Salary + Benefits   \$149,979.74     Step C   \$9,228.62   Month   \$61.52   Hour     S156,789.94   S159.07   Annual Salary + Benefits   \$156,789.94   S156,789.94   Step D   \$9,689.71   Month   \$64.60   Hour   S16,789.94   S166.31   Annual Salary + Benefits   \$163,921.89   Step E   \$10,173.32   Month   \$67.82   Hour   S163,921.89   S173.90   S173.90		Total Benefits	\$ 3,589.25	42.88%	\$79.73	\$39.02	\$26.86	\$145.61
S8,788.34   Month   S58.59   Hour			Annual Salai	ry + Benefits	\$143,518.12			
Step C   S9,228.62   Month   S58.59   Hour						-		
Total Benefits   \$3,709.97   42.21%   \$83.32   \$40.78   \$28.07   \$152.16	Step B							
Total Benefits   \$3,709.97   42.21%   \$83.32   \$40.78   \$28.07   \$152.16			\$8,788.34	/Month	\$58.59	/Hour		
Step C   \$9,228.62   Month   \$61.52   Hour			,					
Step C		Total Benefits	\$3,709.97	42.21%	\$83.32	\$40.78	\$28.07	\$152.16
Step C			4 161	. D. 64	@1.40.050.54			
\$9,228.62 /Month       \$61.52 /Hour         Total Benefits       \$3,837.21       \$41.58%       \$87.11       \$42.63       \$29.34       \$159.07         Annual Salary + Benefits       \$156,789.94         Step D         \$9,689.71 /Month       \$64.60 /Hour         Total Benefits       \$3,970.45       \$40.98%       \$91.07       \$44.57       \$30.67       \$166.31         Annual Salary + Benefits       \$163,921.89         Step E         Total Benefits       \$4,110.21       \$40.40%       \$95.22       \$46.60       \$32.07       \$173.90			Annuai Saiai	ry + Benefits	\$149,979.74	•		
\$9,228.62 /Month \$61.52 /Hour  Total Benefits \$3,837.21 41.58% \$87.11 \$42.63 \$29.34 \$159.07  Annual Salary + Benefits \$156,789.94  Step D  \$9,689.71 /Month \$64.60 /Hour  Total Benefits \$3,970.45 40.98% \$91.07 \$44.57 \$30.67 \$166.31  Annual Salary + Benefits \$163,921.89  Step E  \$10,173.32 /Month \$67.82 /Hour  Total Benefits \$4,110.21 40.40% \$95.22 \$46.60 \$32.07 \$173.90	Gr. C							
Total Benefits \$3,837.21 41.58% \$87.11 \$42.63 \$29.34 \$159.07  Annual Salary + Benefits \$156,789.94  Step D  \$9,689.71 /Month \$64.60 /Hour  Total Benefits \$3,970.45 40.98% \$91.07 \$44.57 \$30.67 \$166.31  Annual Salary + Benefits \$163,921.89  Step E  \$10,173.32 /Month \$67.82 /Hour  Total Benefits \$4,110.21 40.40% \$95.22 \$46.60 \$32.07 \$173.90	Step C							
Step D   \$9,689.71   Month   \$64.60   Hour     Total Benefits   \$3,970.45   40.98%   \$91.07   \$44.57   \$30.67   \$166.31     Annual Salary + Benefits   \$163,921.89     Step E   \$10,173.32   Month   \$67.82   Hour     Total Benefits   \$4,110.21   40.40%   \$95.22   \$46.60   \$32.07   \$173.90			\$9,228.62	/Month	\$61.52	/Hour		
Step D   \$9,689.71   Month   \$64.60   Hour     Total Benefits   \$3,970.45   40.98%   \$91.07   \$44.57   \$30.67   \$166.31     Annual Salary + Benefits   \$163,921.89     Step E   \$10,173.32   Month   \$67.82   Hour     Total Benefits   \$4,110.21   40.40%   \$95.22   \$46.60   \$32.07   \$173.90		T-4-1 D 64-	¢2 027 <b>2</b> 1	41.500/	007 11	642.62	620.24	6150.07
Step D		Total Benefits	\$3,837.21	41.58%	\$87.11	\$42.63	\$29.34	\$159.07
Step D			Annual Salai	rv + Renefits	\$156 789 94			
\$9,689.71 /Month \$64.60 /Hour  Total Benefits \$3,970.45 40.98% \$91.07 \$44.57 \$30.67 \$166.31  Annual Salary + Benefits \$163,921.89  Step E  \$10,173.32 /Month \$67.82 /Hour  Total Benefits \$4,110.21 40.40% \$95.22 \$46.60 \$32.07 \$173.90			Timum Sum	y Denetics	ψ180,703.31	1		
\$9,689.71 /Month \$64.60 /Hour  Total Benefits \$3,970.45 40.98% \$91.07 \$44.57 \$30.67 \$166.31  Annual Salary + Benefits \$163,921.89  Step E  \$10,173.32 /Month \$67.82 /Hour  Total Benefits \$4,110.21 40.40% \$95.22 \$46.60 \$32.07 \$173.90	Step D							
Total Benefits \$3,970.45 40.98% \$91.07 \$44.57 \$30.67 \$166.31  Annual Salary + Benefits \$163,921.89  Step E  \$10,173.32 /Month \$67.82 /Hour  Total Benefits \$4,110.21 40.40% \$95.22 \$46.60 \$32.07 \$173.90	Step D		¢0	Month	00400	/Han:		
Annual Salary + Benefits       \$163,921.89         Step E         \$10,173.32 /Month       \$67.82 /Hour         Total Benefits       \$4,110.21       40.40%       \$95.22       \$46.60       \$32.07       \$173.90			<b>57,087./1</b>	/ IVIOIIIII	\$64.60	/HOUT		
Annual Salary + Benefits       \$163,921.89         Step E         \$10,173.32 /Month       \$67.82 /Hour         Total Benefits       \$4,110.21       40.40%       \$95.22       \$46.60       \$32.07       \$173.90		Total Benefits	\$3,970.45	40.98%	\$91.07	\$44.57	\$30.67	\$166.31
Step E         \$10,173.32 /Month       \$67.82 /Hour         Total Benefits       \$4,110.21       40.40%       \$95.22       \$46.60       \$32.07       \$173.90			+ - <b>,</b> - · · · ·		**	•		•
Step E         \$10,173.32 /Month       \$67.82 /Hour         Total Benefits       \$4,110.21       40.40%       \$95.22       \$46.60       \$32.07       \$173.90			Annual Salaı	ry + Benefits	\$163,921.89			
\$10,173.32 /Month \$67.82 /Hour  Total Benefits \$4,110.21 40.40% \$95.22 \$46.60 \$32.07 \$173.90						•		
\$10,173.32 /Month \$67.82 /Hour  Total Benefits \$4,110.21 40.40% \$95.22 \$46.60 \$32.07 \$173.90	Step E							
Total Benefits \$4,110.21 40.40% \$95.22 \$46.60 \$32.07 \$173.90			\$10.173.32	/Month	\$67.82	/Hour		
			ψ±0,±75.52	, 141011111	ψ07.62	/110ui		
		Total Benefits	\$4,110.21	40.40%	\$95.22	\$46.60	\$32.07	\$173.90
Annual Salary + Benefits <u>\$171,402.31</u>			-					
			Annual Salar	ry + Benefits	\$171,402.31			
						<u> </u>		

### Police Chief Department: Police

		20	par tillent.				
Step A							
		11,327.77	/Month	\$75.52	/Hour		
D	3.6 1.1 11				<b>C</b> .		
Benefit	<u>Multiplier</u>	1 220 00			Cates		
PERS - Employee	0.090000	1,339.00			Police	Cniei	
PERS - Employer	0.297460	4,425.54					
PERS Survivor	4:	2.00					
Management Incen EAP	uve	3,550.00					
		3.79					
Health Insurance		890.84					
Dental Insurance	0.000700	152.21					
LTD Insurance	0.009500	107.61					
Life Insurance	0.000255	51.99					
Deferred Comp.	0.041000	110.00					
Workers Comp.	0.041900	474.63			41.95%	33.68%	
Vision Benefit	0.01.4500	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	164.25		& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 11,307.39	99.82%	\$150.90	\$63.30	\$50.83	\$265.03
		Annual Salar	y + Benefits	\$271,621.86	:		
~ -							
Step B							
		\$11,894.59	/Month	\$79.30	/Hour		
	Total Benefits	\$11,566.96	97.25%	\$156.41	\$65.61	\$52.68	\$274.71
				0004 #20 (0			
		Annual Salar	y + Benefits	\$281,538.62	1		
Step C							
		\$12,489.15	/Month	\$83.26	/Hour		
	Total Benefits	\$11,839.24	94.80%	\$162.19	\$68.03	\$54.63	\$284.86
		Annual Salar	y + Benefits	\$291,940.62	•		
Step D							
		\$13,113.17	/Month	\$87.42	/Hour		
		\$-0,110 <b>.1</b> 7		ψ07.12			
	Total Benefits	\$12,125.01	92.46%	\$168.25	\$70.58	\$56.67	\$295.51
		Annual Salar	y + Benefits	\$302,858.17	_		
					=		
Step E							
		\$13,768.40	/Month	\$91.79	/Hour		
		φ13,/U0.4U	/ 1/1011111	\$91./9	/110ul		
	Total Benefits	\$12,425.07	90.24%	\$174.62	\$73.25	\$58.82	\$306.69
		,,	2	~-····			
		Annual Salar	y + Benefits	\$314,321.59			
				. ,	•		

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

C. A							
Step A							
		8,278.72	/Month	\$55.19	/Hour		
Benefit	Multiplier				Cates	orv	
PERS - Employee	0.090000	745.08		Sworr	n Management		rement
PERS - Employer	0.297460	2,462.59		Swon	i ivianagement (	æ mia manag	ement
PERS Survivor	0.277 100	2,102.39					
Management Incen	tive	0.00					
EAP	iti v C	3.79					
Health Insurance		890.84					
Dental Insurance		152.21					
LTD Insurance	0.009500	78.65					
Life Insurance	0.000255	38.00					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.041900	346.88			41.95%	33.68%	
Vision Benefit	0.041700	35.51		<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	120.04		& Benefits	Overhead	Overhead	Rate
Wicuicaic	0.014300	120.04	_	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 4,985.59	60.22%	\$88.43	\$37.09	\$29.79	\$155.31
		Annual Salar	ry + Benefits	\$159,171.72			
					•		
Step B							
		\$8,693.00	/Month	\$57.95	/Hour		
		ψο,ονοιου	7111011111	ψ51.75	/110 <b>u</b> i		
	Total Benefits	\$5,175.31	59.53%	\$92.46	\$38.78	\$31.14	\$162.38
		•					
		Annual Salar	ry + Benefits	\$166,419.73			
					1		
Step C							
Step C		\$9,128.08	/Month	\$60.85	/Hour		
		\$7,120.00	/IVIOIIIII	\$00.83	/Houi		
	Total Benefits	\$5,374.56	58.88%	\$96.68	\$40.56	\$32.57	\$169.81
	1000120110110	φε,5 /σ	20.0070	φ> 0.00	\$ 10 <b>1</b> 20	φο = ι.ο	<b>\$107,01</b>
		Annual Salar	rv + Benefits	\$174,031.69			
		1 <b>111111111</b>	.j · zenenes	\$17.1,00110 <i>y</i>	1		
Stop D							
Step D		00 <b>5</b> 02 0 =	/3 f .d				
		\$9,583.97	/Month	\$63.89	/Hour		
	Total Douglet	<b>\$5.500.00</b>	50 OC0/	Q101 13	642 42	02.4 DC	0177 FA
	Total Benefits	\$5,583.33	58.26%	\$101.12	\$42.42	\$34.06	\$177.59
		Annual Calar	wy   Danasita	¢192 007 56			
		Annual Salar	y - Denemis	\$182,007.56	:		
G. F.							
Step E							
		\$10,062.39	/Month	\$67.08	/Hour		
	Total Benefits	\$5,802.42	57.66%	\$105.77	\$44.37	\$35.63	\$185.76
		Annual Salar	ry + Benefits	\$190,377.69	i		

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

Step A							
		5,460.21	/Month	\$36.40	/Hour		
D <b>C</b> 4	M-14:-1:				Cata		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.090000	491.42			<u>Cates</u> Sworn		
PERS - Employer	0.297460	1,624.19			Sworn	ronce	
PERS Survivor	0.277400	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		890.84					
Dental Insurance		152.21					
LTD Insurance	0.009500	51.87					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.041900	228.78			41.95%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	79.17	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,567.69	65.34%	\$60.19	\$25.25	\$20.27	\$105.71
		Annual Sala	rv + Benefits	\$108,334.81			
			.,		i .		
Step B							
T		\$5,732.35	/Month	\$38.22	/Hour		
		φο,	, 111011111	Ψ30.22	/110 <b>u</b> 1		
	Total Benefits	\$3,683.17	64.25%	\$62.77	\$26.33	\$21.14	\$110.24
		Annual Sala	ry + Benefits	\$112,986.22	:		
Step C							
Sicp C		oc 010 2c	/Month	¢40.12	/11		
		\$6,018.36	/Month	\$40.12	/Hour		
	Total Benefits	\$3,812.84	63.35%	\$65.54	\$27.49	\$22.08	\$115.11
		Annual Sala	ry + Benefits	\$117,974.41	1		
Gr B							
Step D		0.0100=					
		\$6,319.98	/Month	\$42.13	/Hour		
	Total Benefits	\$3,949.57	62.49%	\$68.46	\$28.72	\$23.06	\$120.24
	Tomi Deliciits	ψ <i>υ,,,,</i> <del>1</del> 7. <i></i> /	U∠. <del>↑</del> ፆ/0	φ00.40	φ <b>ωυ.</b> <i>I Δ</i>	ψ43.00	ψ <b>120,2</b> 7
		Annual Sala	ry + Benefits	\$123,234.61			
					:		
Step E							
	-	\$6,635.46	/Month	\$44.24	/Hour		
		\$0,000.10	, 1,1011111	ψ11.24	, 11041		
	Total Benefits	\$4,092.60	61.68%	\$71.52	\$30.00	\$24.09	\$125.61
				0100 =0 : : :			
		Annual Sala	ry + Benefits	\$128,736.66	<u> </u>		

#### Police Officer - Special Assignment Department: Police

C4 A							
Step A		5,732.35	/Month	\$38.22	/Hour		
		3,732.33	/IVIOIIIII	Ψ30.22	/110u1		
<b>Benefit</b>	<b>Multiplier</b>				Cates	<u>ory</u>	
PERS - Employee	0.090000	515.91			Sworn	Police	
PERS - Employer	0.297460	1,705.14					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		890.84					
Dental Insurance		152.21					
LTD Insurance	0.009500	54.46					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.041900	240.19			41.95%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	83.12	<u>.</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,691.07	64.39%	\$62.82	\$26.35	\$21.16	\$110.34
	Total Beliefits				Ψ20.53	Ψ21.10	ψ110.54
		Annual Sala	ry + Benefits	\$113,081.02	i		
Step B							
		\$6,018.36	/Month	\$40.12	/Hour		
	Total Benefits	\$3,812.84	63.35%	\$65.54	\$27.49	\$22.08	\$115.11
			wy   Donofts	¢117.074.41			
		Annuai Saia	ry + Benefits	\$117,974.41	:		
Step C		0.6.240.00					
		\$6,319.98	/Month	\$42.13	/Hour		
	Total Benefits	\$3,949.57	62.49%	\$68.46	\$28.72	\$23.06	\$120.24
		4 101	. D. C.	#122 224 <i>(</i> 1			
		Annuai Sala	ry + Benefits	\$123,234.61	:		
Step D							
		\$6,635.46	/Month	\$44.24	/Hour		
	Total Benefits	\$4,092.60	61.68%	\$71.52	\$30.00	\$24.09	\$125.61
		Annual Sala	ry + Benefits	\$128,736.66			
~ =				,	!		
Step E		\$6,966.53	/Month	¢12 11	/Hour		
				\$46.44			
	Total Benefits	\$4,242.70	60.90%	\$74.73	\$31.35	\$25.17	\$131.25
		Annual Sala	ry + Benefits	\$134,510.79	:		
<u> </u>							

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

a.							
Step A		2 2 4 2 0 0	5.5		/ <del>*</del> *		
		3,342.00	/Month	\$22.28	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cate	egory	
PERS - Employee	0.080000	267.36				mployees	
PERS - Employer	0.138490	462.83					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	31.75					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	140.03			41.95%	33.68%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	48.46		& Benefits	Overhead	Overhead	Rate
			-				
	Total Benefits	\$ 2,016.55	60.34%	\$35.72	\$14.99	\$12.03	\$62.74
		Annual Sala	ry + Benefits	\$64,302.62			
Step B							
		\$3,508.40	/Month	\$23.39	/Hour		
	Total Benefits	\$2,058.07	58.66%	\$37.11	\$15.57	\$12.50	\$65.18
		Annual Sala	ry + Benefits	\$66,797.71			
Step C							
		\$3,683.48	/Month	\$24.56	/Hour		
		r					
	Total Benefits	\$2,107.86	57.22%	\$38.61	\$16.20	\$13.00	\$67.81
				060 406 06			
		Annual Sala	ry + Benefits	\$69,496.06			
Step D							
		\$3,867.22	/Month	\$25.78	/Hour		
	m . 1 = = =	<b>A-</b>				<b></b>	<b></b>
	Total Benefits	\$2,160.12	55.86%	\$40.18	\$16.86	\$13.53	\$70.57
		Annual Sala	my ± Domaff4-	¢72 227 00			
		Annual Sala	ry + benefits	\$72,327.99			
Step E							
r		\$4,061.36	/Month	\$27.08	/Hour		
		φ <del>τ,</del> υυ1. <b>.</b> υ	/ 1/1011111	\$47.08	/110ui		
	Total Benefits	\$2,215.33	54.55%	\$41.84	\$17.55	\$14.09	\$73.49
		Annual Sala	ry + Benefits	\$75,320.22			

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

			par tillent:	1 01100			
Step A							
•		3,683.48	/Month	\$24.56	/Hour		
<b>7</b>					~ .		
Benefit E	<u>Multiplier</u>	204.60				egory 1	
PERS - Employee	0.080000	294.68			Office E	mployees	
PERS - Employer	0.138490	510.13					
PERS Survivor	.•	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	34.99					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	154.34			41.95%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	53.41	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$ 2,113.66	57.38%	\$38.65	\$16.21	\$13.02	\$67.88
		Annual Sala	ry + Benefits	\$69,565.74			
Step B							
1		\$3,867.22	/Month	\$25.78	/Hour		
	Total Benefits	\$2,160.12	55.86%	\$40.18	\$16.86	\$13.53	\$70.57
		A	D 64	672 227 00			
		Alliuai Sala	ry + Benefits	\$72,327.99			
Step C							
1		\$4,061.36	/Month	\$27.08	/Hour		
		φ-1,001.50	AMOREI	\$27.00	/110ui		
	Total Benefits	\$2,215.33	54.55%	\$41.84	\$17.55	\$14.09	\$73.49
		Annual Sala	ry + Benefits	\$75,320.22			
Ct. D							
Step D		QA 26A 16	Month	ф <b>о</b> о 43	/11		
		\$4,264.16	/ IVIOIIIII	\$28.43	/пош		
	Total Benefits	\$2,273.01	53.30%	\$43.58	\$18.28	\$14.68	\$76.54
		Annual Sala	ry + Benefits	\$78,446.04			
Step E							
		\$4,477.37	/Month	\$29.85	/Hour		
	Total Danafita	¢2 222 64	50 100/	₽ <i>ЛЕ Л</i> 1	¢10.05	Q1 <i>E</i> 20	\$70.75
	Total Benefits	\$2,333.64	52.12%	\$45.41	\$19.05	\$15.29	\$79.75
		Annual Sala	rv + Renefits	\$81,732.14			
		imuai Sala	. J. Denemes	ψο1,102.17			

# Police Sergeant Department: Police

Q4 A							
Step A		6,479.45	/Month	\$43.20	/Hour		
		0,177116	, 111011111	Ψ10120	711001		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>		
PERS - Employee	0.090000	583.15			Sworn	Police	
PERS - Employer	0.297460	1,927.38					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		890.84					
Dental Insurance		152.21					
LTD Insurance	0.009500	61.55					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.041900	271.49			41.95%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	93.95	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 4,029.77	62.19%	\$70.06	\$29.39	\$23.60	\$123.05
			ry + Benefits	\$126,110.68			•
		Alliluai Sala	ry + Denents	\$120,110.00	•		
CtD							
Step B		06.000.60					
		\$6,803.60	/Month	\$45.36	/Hour		
	Total Benefits	¢4 160 02	61 270/	972 1 <i>5</i>	\$30.68	\$24.64	\$128.47
	Total Benefits	\$4,168.83	61.27%	\$73.15	\$30.08	\$24.04	\$120.47
		Annual Sala	ry + Benefits	\$131,669.07	i.		
Step C		0 <b>=</b> 442.24	5 E . d				
		\$7,143.34	/Month	\$47.62	/Hour		
	Total Danafita	¢4 222 96	60.52%	\$76 AA	¢22.07	\$25.75	\$134.26
	Total Benefits	\$4,322.86	00.32%	\$76.44	\$32.07	\$25.75	\$134.20
		Annual Sala	ry + Benefits	\$137,594.36			
		Annuai Sala	y Delicits	\$157,37 <b>4.30</b>	i.		
Cton D							
Step D							
		\$7,500.42	/Month	\$50.00	/Hour		
	T / 1 P	Φ4 404 <b>7</b> 1	50.5007	<b>0=</b> 0.00	022.52	001.01	01.40.22
	Total Benefits	\$4,484.74	59.79%	\$79.90	\$33.52	\$26.91	\$140.33
		A1 G -1	Do	¢1.42.021.07			
		Annual Sala	ry + Benefits	\$143,821.96	:		
CtF							
Step E							
		\$7,874.84	/Month	\$52.50	/Hour		
	T / 1 D . C.	Φ4.654.4°	50 110/	003.53	02504	000 1 1	0146 =0
	Total Benefits	\$4,654.49	59.11%	\$83.53	\$35.04	\$28.14	\$146.70
		Annual S-1	my + Domo£4-	0150 251 Q/			
		Annuai Sala	ry + Benefits	\$150,351.86	:		

## Principal Planner Department: Community Development

G				- 0	evelopinent			
Step A								
		7,568.02	/Month		\$50.45	/Hour		
Benefit PERS - Employee PERS - Employer PERS Survivor Management Incen EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit	Multiplier 0.080000 0.138490  tive  0.009500 0.000255 0.041900	605.44 1,048.10 2.00 0.00 3.79 866.8 152.2 71.90 34.74 110.00 317.10 35.5	0 0 0 9 1 1 1 0 4 0	1	Non-Swo	Cates orn Management 48.94% Department		nagement  Total Hourly
Medicare	0.014500	109.74	4		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,357.33	44.36	%	\$72.84	\$35.65	\$24.53	\$133.01
		Annual Sala	ry + Benefit	ts	\$131,104.16			
			•	_				
Step B	Total Benefits	\$7,945.91 \$3,466.53 Annual Sala	43.63		\$52.97 <b>\$76.08</b> <b>\$136,949.20</b>	/Hour \$37.23	\$25.63	\$138.94
Step C	Total Benefits	\$8,342.85 \$3,581.24 Annual Sala	42.93		\$55.62 <b>\$79.49</b> <b>\$143,089.11</b>	/Hour <b>\$38.90</b>	\$26.78	\$145.17
Step D	Total Benefits	\$8,760.60 \$3,701.96 Annual Sala	42.26		\$58.40 <b>\$83.08</b> <b>\$149,550.75</b>	/Hour <b>\$40.66</b>	\$27.99	\$151.73
Step E	Total Benefits	\$9,199.15 \$3,828.69 Annual Sala	41.62		\$61.33 <b>\$86.85</b> <b>\$156,334.14</b>	/Hour <b>\$42.50</b>	\$29.26	\$158.61

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

		1	. Commun	v 1			
Step A							
		6,864.26	/Month	\$45.76	/Hour		
Benefit	Multiplian				Cata	TO MY	
	<u>Multiplier</u> 0.080000	549.14		Non Cyr	<u>Cates</u>		
PERS - Employee				Non-Sw	orn Managemen	nt & Iviiu-Iviai	lagement
PERS - Employer	0.138490	950.63					
PERS Survivor	. •	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	65.21					
Life Insurance	0.000255	31.51					
Deferred Comp.		110.00					
Workers Comp.	0.041900	287.61			48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	99.53	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,153.95	45.95%	\$66.79	\$32.69	\$22.50	\$121.97
		Annual Salai		\$120,218.57	**		
		Alliluai Salai	y + Bellents	\$120,216.57	Į		
Step B							
Step D		97 207 49	/Month	¢40.05	/11		
		\$7,207.48	/IVIOIIIII	\$48.05	/Hour		
	Total Benefits	\$3,253.14	45.14%	\$69.74	\$34.13	\$23.49	\$127.36
	1000120110110	\$5,265.11		Ψοντ. :	φο 1110	Ψ <b>20</b> 112	\$1 <b>2</b> 7.000
		Annual Salar	ry + Benefits	\$125,527.37			
			•		!		
Step C							
ort o		\$7,568.02	/Month	\$50.45	/Hour		
		\$7,500.02	/ IVIOITIII	\$30.43	/110u1		
	Total Benefits	\$3,357.33	44.36%	\$72.84	\$35.65	\$24.53	\$133.01
		,					·
		Annual Salar	ry + Benefits	\$131,104.23			
Step D							
		\$7,945.91	/Month	\$52.97	/Hour		
		· ·					
	Total Benefits	\$3,466.53	43.63%	\$76.08	\$37.23	\$25.63	\$138.94
		Annual Salar	ry + Benefits	\$136,949.20	:		
Step E							
		\$8,342.85	/Month	\$55.62	/Hour		
	Total Benefits	\$3,581.24	42.93%	\$79.49	\$38.90	\$26.78	\$145.17
		Annual Salar	ry + Benefits	\$143,089.11	į		

## Project Services Specialist Department: Public Works

			tillent. Tu				
Step A							
		5,200.20	/Month	\$34.67	/Hour		
<u>Benefit</u> PERS - Employee	<b>Multiplier</b> 0.080000	416.02			<u>Cates</u> Office En		
PERS - Employer	0.138490	720.18					
PERS Survivor		2.00					
Management Incen	ntive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	49.40					
Life Insurance		5.80					
Deferred Comp.	0.041000	0.00 217.89			104.350/	22 (00/	
Workers Comp. Vision Benefit	0.041900	35.51		<b>Hourly Rate</b>	104.35% Department	33.68% City-Wide	Total Hourly
Medicare	0.014500	75.40		& Benefits	Overhead	Overhead	Rate
Micuicale	0.014300	/3.40	_	& Delients	Overneau	Overnead	Nate
	Total Benefits	\$ 2,545.00	48.94%	\$51.63	\$53.88	\$17.39	\$122.91
		Annual Salar	ry + Benefits	\$92,942.46			
Step B							
экер Б		\$5,460.21	/Month	\$36.40	/Hour		
		ψε,100.21	,111011111	ψ30.10	, 110 di		
	Total Benefits	\$2,613.15	47.86%	\$53.82	\$56.16	\$18.13	\$128.11
		Annual Salai	ry + Renefits	\$96,880.31			
		Alliuai Salai	ly   Delicities	\$70,000.51			
Step C							
		\$5,734.09	/Month	\$38.23	/Hour		
	Total Benefits	\$2,691.04	46.93%	\$56.17	\$58.61	\$18.92	\$133.70
	TOTAL DELICITIS	φ <u>2</u> ,071.04	<del>1</del> 0.73/0	<b>Ф3U-1</b> /	φ30.01	φ10. <i>74</i>	φ133./V
		Annual Salar	ry + Benefits	\$101,101.49			
Step D							
		\$6,020.10	/Month	\$40.13	/Hour		
	Total Benefits	\$2,772.38	46.05%	\$58.62	\$61.16	\$19.74	\$139.52
		Annual Salaı	ry + Benefits	\$105,509.69			
				Ψ100,007.07			
Step E							
		\$6,321.71	/Month	\$42.14	/Hour		
	Total Benefits	\$2,858.15	45.21%	\$61.20	\$63.86	\$20.61	\$145.67
		Annual Salar	ry + Benefits	\$110,158.33			

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

a.							
Step A							
		4,468.71	/Month	\$29.79	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	<u>egory</u>	
PERS - Employee	0.080000	357.50			Public Works		e
PERS - Employer	0.138490	618.87			Tuone Works	TVIAIITECTIAITE	
PERS Survivor	0.130170	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	42.45					
Life Insurance	0.000	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	187.24			104.35%	33.68%	
Vision Benefit	0.0.1700	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	64.80		& Benefits	<u>Overhead</u>	Overhead	Rate
TVICAICAIC	0.011200	01.00	-	er Benefits	Overneud	Overneud	<u>ruite</u>
	Total Benefits	\$ 2,336.98	52.30%	\$45.37	\$47.34	\$15.28	\$108.00
		Annual Sala	ry + Benefits	\$81,668.24	:		
Step B							
1		\$4,692.31	/Month	\$31.28	/Hour		
	Total Benefits	\$2,394.77	51.04%	\$47.25	\$49.30	\$15.91	\$112.46
		Annual Sala	ry + Benefits	\$85,044.97			
			,				
Step C							
		\$4,926.32	/Month	\$32.84	/Hour		
	T . 1D	<b>#2 461 22</b>	40.060/	# 40 <b>2 7</b>	0.71.20	01 ( 70	0117.00
	Total Benefits	\$2,461.32	49.96%	\$49.25	\$51.39	\$16.59	\$117.23
		Annual Cala	wy + Donofits	COO (E1 (O			
		Annual Sala	y + Denemis	\$88,651.68	!		
C( D							
Step D							
		\$5,172.47	/Month	\$34.48	/Hour		
	T-4-1 D	<b>\$2.521.22</b>	40.0407	DE1 36	Ø <b>5</b> 2 50	017.20	Ø122.25
	Total Benefits	\$2,531.32	48.94%	\$51.36	\$53.59	\$17.30	\$122.25
		Annual Sala	ry + Renofite	\$92,445.40			
		Ammuai Sala	iy i Delicitis	ψ <i>/</i> 2,773.70	1		
Step E							
Step E		OF 420 74	/N d a m 41:	00600	/**		
		\$5,430.74	/ IVIOnth	\$36.20	/Hour		
	Total Benefits	\$2,604.77	47.96%	\$53.57	\$55.90	\$18.04	\$127.51
		Annual Sala	ry + Benefits	\$96,426.13	ı		

## Purchasing Manager Department: Finance & Information Systems

Stor A	-	•		mormation Sy	,		1
Step A		5 272 5 A	/Man+1-	025 02	/Haum		
		5,373.54	/Month	\$35.82	/Hour		
Benefit	<b>Multiplier</b>				Cates	<u>gory</u>	
PERS - Employee	0.080000	429.88		Non-Swe	orn Managemei		nagement
PERS - Employer	0.138490	744.18					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	51.05					
Life Insurance	0.000255	24.66					
Deferred Comp.	0.000200	110.00					
Workers Comp.	0.041900	225.15			36.60%	33.68%	
Vision Benefit	0.0.1300	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	77.92		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	11.72	_	& Delicits	Overneau	Overneau	<u>reacc</u>
	Total Benefits	\$ 2,723.17	50.68%	\$53.98	\$19.76	\$18.18	\$91.92
		Annual Sala	ry + Benefits	\$97,160.47	:		
Step B							
		\$5,642.22	/Month	\$37.61	/Hour		
	m . 1 m . m	<b>**</b> • • • • • • • • • • • • • • • • • •	10.6107	0.7.4.0	0000	21006	***
	Total Benefits	\$2,800.81	49.64%	\$56.29	\$20.60	\$18.96	\$95.85
		Annual Sala	ry + Benefits	\$101,316.30			
					l		
Step C							
		\$5,924.76	/Month	\$39.50	/Hour		
	Total Benefits	¢2 002 46	10 650/	\$58.71	621 40	¢10.70	\$99.98
	Total Benefits	\$2,882.46	48.65%	\$30./1	\$21.49	\$19.78	\$99.98
		Annual Salar	ry + Benefits	\$105,686.62			
Step D							
экф Б		\$6,221.17	/Month	\$41.47	/Hour		
	m . 15	r				<b></b>	040465
	Total Benefits	\$2,968.11	47.71%	\$61.26	\$22.42	\$20.64	\$104.32
		Annual Sala	ry + Benefits	\$110,271.44			
Step E		07 531 45	/N / L	* 10 = ·	/**		
		\$6,531.45	/Month	\$43.54	/Hour		
	Total Benefits	\$3,057.78	46.82%	\$63.93	\$23.40	\$21.53	\$108.86
		Annual Sala	ry + Benefits	\$115,070.76	1		

# Records Manager Department: Administration

Chara A							
Step A		4 010 20	/M 41.	622.00	/II		
		4,919.39	/Monun	\$32.80	/Houi		
<b>Benefit</b>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	393.55		Non-Sw	orn Managemei		nagement
PERS - Employer	0.138490	681.29					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	46.73					
Life Insurance	0.000255	22.58					
Deferred Comp.		110.00					
Workers Comp.	0.041900	206.12			44.26%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	71.33	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$ 2,591.93	52.69%	\$50.08	<b>\$22.16</b>	<b>\$16.87</b>	\$89.11
	Total Belletits				Ψ2.10	Ψ10.07	ψον.11
		Annuai Saia	ry + Benefits	\$90,135.78	į		
Step B							
•		\$5,165.53	/Month	\$34.44	/Hour		
	Total Benefits	\$2,663.06	51.55%	\$52.19	\$23.10	\$17.58	\$92.87
	Total Belleties			ψ02.17	Ψ20.10	Ψ17100	Ψ, 2.0 /
		Annual Sala	ry + Benefits	\$93,943.05	!		
Step C							
1		\$5,423.81	/Month	\$36.16	/Hour		
	Total Benefits	\$2,737.69	50.48%	\$54.41	\$24.08	\$18.33	\$96.82
					•	•	
		Annual Sala	ry + Benefits	\$97,938.01	i		
Step D							
		\$5,694.22	/Month	\$37.96	/Hour		
	Total Benefits	\$2,815.84	49.45%	\$56.73	\$25.11	\$19.11	\$100.95
		Annual Cala	my ± Donafita	¢102 120 65			
		Annuat Sala	ry + Benefits	\$102,120.65	!		
Step E							
		\$5,978.50	/Month	\$39.86	/Hour		
	Total Benefits	\$2,897.99	48.47%	\$59.18	\$26.19	\$19.93	\$105.30
		Annual Sala	ry + Benefits	\$106,517.79	•		

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

		1	iit. Taiks a				
Step A							
•		4,425.37	/Month	\$29.50	/Hour		
<u>Benefit</u> PERS - Employee PERS - Employer	Multiplier 0.080000 0.138490	354.03 612.87				egory mployees	
PERS Survivor	0.130470	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance LTD Insurance	0.009500	152.21 42.04					
Life Insurance	0.009300	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	185.42			97.54%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>		City-Wide	<b>Total Hourly</b>
Medicare	0.014500	64.17		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,324.65	52.53%	\$45.00	\$43.89	\$15.16	\$104.05
		Annual Sala	ry + Benefits	\$81,000.25			
Step B		\$4,647.25	/Month	\$30.98	/Hour		
		Ψ1,017.20	/141011111	Ψ30.70	/ TTO UT		
	Total Benefits	\$2,381.95	51.26%	\$46.86	\$45.71	\$15.78	\$108.35
		Annual Sala	ry + Benefits	\$84,350.35			
Step C		\$4,879.52	/Month	\$32.53	/Hour		
	Total Benefits	\$2,448.01	50.17%	\$48.85	\$47.65	\$16.45	\$112.95
		Annual Sala	ry + Benefits	\$87,930.34			
Step D							
		\$5,123.93	/Month	\$34.16	/Hour		
	Total Benefits	\$2,517.51	49.13%	\$50.94	\$49.69	\$17.16	\$117.79
		Annual Sala	ry + Benefits	\$91,697.34			
Step E		\$5,380.47	/Month	\$35.87	/Hour		
	Total Benefits	\$2,590.47	48.15%	\$53.14	\$51.83	\$17.90	\$122.87
			ry + Benefits	\$95,651.36			

## Recreation Manager Department: Parks and Recreation

		Departmen	it. Taiks a	ind Recreatio	11		
Step A							
		6,108.50	/Month	\$40.72	/Hour		
D 64	M14:1:				Cata		
<u>Benefit</u> PERS - Employee	<u>Multiplier</u> 0.080000	488.68		Non Cur	Cates orn Managemen		nagamant
PERS - Employee	0.138490	845.97		Non-sw	om Managemen	iii & iviiu-iviai	iagement
PERS Survivor	0.136490	2.00					
Management Incen	tivo	0.00					
EAP	ilive	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	58.03					
Life Insurance	0.009300	28.04					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.041900	255.95			97.54%	33.68%	
Vision Benefit	0.041700	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	88.57		& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	00.37		& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,935.55	48.06%	\$60.29	\$58.81	\$20.31	\$139.41
	Town Bonding	4 =,> 50.00	10.0070	\$00 <b>.</b> 2	\$50,01	<b>\$2001</b>	<b>\$10</b> >011
		Annual Salary	y + Benefits	\$108,528.65	_		
Step B							
1		\$6,413.58	/Month	\$42.76	/Hour		
		Φ0,110.30	William	Ψ12.70	/110 <b>u</b> 1		
	Total Benefits	\$3,023.72	47.15%	\$62.92	\$61.37	\$21.19	\$145.47
		Annual Salar	y + Benefits	\$113,247.56	_		
					-		
Step C							
*		\$6,734.26	/Month	\$44.90	/Hour		
		\$0,7 <b>0</b> 10=0 7	1,1011411	ψ,σ	711041		
	<b>Total Benefits</b>	\$3,116.39	46.28%	\$65.67	\$64.05	\$22.12	\$151.85
		Annual Salary	y + Benefits	\$118,207.74	<u>-</u>		
					-		
Step D							
		\$7,070.54	/Month	\$47.14	/Hour		
		Ψ19010•0-1 /		ψ-1.1-	,11041		
	Total Benefits	\$3,213.56	45.45%	\$68.56	\$66.87	\$23.09	\$158.53
		Annual Salary	y + Benefits	\$123,409.23	_		
					<u> </u>		
Step E							
		\$7,424.15	/Month	\$49.49	/Hour		
		Ψ191 <b>2301</b> 010		ψ <del>1</del> 2. <b>1</b> 2	,11041		
	Total Benefits	\$3,315.75	44.66%	\$71.60	\$69.84	\$24.12	\$165.55
		•					
		Annual Salary	y + Benefits	\$128,878.84	-		
					-		

## Recreation Supervisor Department: Parks and Recreation

		Departine	nt. raiks a	ind Recreatio	11		
Step A							
•		5,087.53	/Month	\$33.92	/Hour		
		,					
<b>Benefit</b>	<b>Multiplier</b>				Cates		
PERS - Employee	0.080000	407.00		Non-Sw	orn Manageme	nt & Mid-Mai	nagement
PERS - Employer	0.138490	704.57					
PERS Survivor		2.00					
Management Incer	ntive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	48.33					
Life Insurance	0.000255	23.35					
Deferred Comp.		110.00					
Workers Comp.	0.041900	213.17			97.54%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	73.77	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
			•				
	Total Benefits	\$ 2,640.51	51.90%	\$51.52	\$50.25	\$17.35	\$119.13
		Annual Salar	ry + Benefits	\$92,736.53	<u>.</u>		
Step B							
•		\$5,342.34	/Month	\$35.62	/Hour		
		\$6,6 12.6 1	,111011411	\$50.02	711041		
	Total Benefits	\$2,714.15	50.80%	\$53.71	\$52.39	\$18.09	\$124.19
		Annual Salar	y + Benefits	\$96,677.85	_		
					•		
Step C							
ort o		\$5,609.28	/Month	\$37.40	/Llour		
		\$3,007.20	/IVIOIIIII	\$37.40	/110u1		
	Total Benefits	\$2,791.29	49.76%	\$56.00	\$54.62	\$18.86	\$129.49
	Total Belletits	Ψ2,751.25	15.7070	φεσ.σσ	ψοο2	Ψ10.00	ψ1 <b>2</b> /11/
		Annual Salar	rv + Benefits	\$100,806.87			
		1 11111 Suite	y Delicites	\$100,000.07	•		
Ston D							
Step D							
		\$5,890.09	/Month	\$39.27	/Hour		
	T I D C	Ф <u>2</u> 0 <b>72</b> 44	40.770/	050.43	0.5.4.00	010.60	0125.05
	Total Benefits	\$2,872.44	48.77%	\$58.42	\$56.98	\$19.68	\$135.07
			. D. 6.	0105 150 20			
		Annual Salar	ry + Benefits	\$105,150.39	į		
Step E							
		\$6,184.77	/Month	\$41.23	/Hour		
		. ,		, <del>.</del> .			
	Total Benefits	\$2,957.60	47.82%	\$60.95	\$59.45	\$20.53	\$140.93
		Annual Salar	ry + Benefits	\$109,708.40	_		
					•		

## Redevelopment Analyst Department: Redevelopment Agency

		Departmen	it. Redevel	opment Agen	Cy		
Step A							
		5,968.10	/Month	\$39.79	/Hour		
		,					
<u>Benefit</u>	<b>Multiplier</b>				<u>Cates</u>		
PERS - Employee	0.080000	477.45		Non-Sw	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.138490	826.52					
PERS Survivor		2.00					
Management Incen	ntive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.70					
Life Insurance	0.000255	27.39					
Deferred Comp.		110.00					
Workers Comp.	0.041900	250.06			74.60%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	86.54	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
			•				
	<b>Total Benefits</b>	\$ 2,894.98	48.51%	\$59.09	\$44.08	\$19.90	\$123.07
		Annual Salar	ry + Benefits	\$106,356.98	_		
					•		
Step B							
1		\$6,266.24	/Month	\$41.77	/Hour		
		Φ0,200.24	/1 <b>VIOII</b>	ψ-1.//	/110 <b>u</b> 1		
	Total Benefits	\$2,981.14	47.57%	\$61.65	\$45.99	\$20.77	\$128.40
		, , .					,
		Annual Salar	ry + Benefits	\$110,968.55			
			•				
Step C							
Step C		e <i>c 57</i> 0 00	/N 4 41-	<b>0.42.07</b>	/**		
		\$6,579.99	/Wionin	\$43.87	/Hour		
	Total Benefits	\$3,071.80	46.68%	\$64.35	\$48.00	\$21.67	\$134.02
	Total Belletits	\$5,071.60	40.0670	\$U4.33	\$40.00	\$21.07	\$134.02
		Annual Salar	ny ⊥ Donofits	\$115,821.49			
		Alliuai Salai	ry + belieffts	\$115,021.49	:		
Step D							
		\$6,909.33	/Month	\$46.06	/Hour		
		ŕ					
	Total Benefits	\$3,166.98	45.84%	\$67.18	\$50.11	\$22.63	\$139.91
		Annual Salar	ry + Benefits	\$120,915.74	<u>.</u>		
					<u> </u>		
Step E							
		\$7,254.28	/Month	\$48.36	/Llour		
		\$1,434.48	/1011111	\$48.36	/ FIOUI		
	Total Benefits	\$3,266.66	45.03%	\$70.14	\$52.32	\$23.63	\$146.09
	10mi Delicitis	Ψ5,200.00	13.0370	Ψ/0.17	ΨΟΖ.ΟΣ	Ψ=0.00	Ψ1.0.07
		Annual Salar	rv + Benefits	\$126,251.29			
			.,	<u> </u>	•		

## Redevelopment Manager Department: Redevelopment Agency

				pinent rigene	•		
Step A							
		8,370.59	/Month	\$55.80	/Hour		
Benefit	<u>Multiplier</u>				Cates	TOPY	
PERS - Employee	0.080000	669.65		Non-Sw	orn Managemen		agement
PERS - Employer	0.138490	1,159.24		TVOII-5W	om Managemen	it & Wild-Wal	iagement
PERS Survivor	0.136490	2.00					
	tivo	0.00					
Management Incen EAP	live	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
	0.000500						
LTD Insurance	0.009500	79.52					
Life Insurance	0.000255	38.42					
Deferred Comp.		110.00					
Workers Comp.	0.041900	350.73			74.60%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	121.37		& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,589.25	42.88%	\$79.73	\$59.48	\$26.86	\$166.07
		Annual Salar	v + Benefits	\$143,518.12			
			<i>y</i> =	4-10,0-001	•		
Step B							
экер Б		¢0 700 24	/Month	<b>650.50</b>	/11		
		\$8,788.34	/IVIOIIIII	\$58.59	/Hour		
	Total Benefits	\$3,709.97	42.21%	\$83.32	\$62.16	\$28.07	\$173.54
		Annual Salar	v + Donofits	\$149,979.74			
		Allitual Salai	y   Benefits	\$149,979.74	i		
Step C							
Step C		¢0 220 72	Month	¢(1.53	/11		
		\$9,228.62	/IVIOIIIII	\$61.52	/Hour		
	Total Benefits	\$3,837.21	41.58%	\$87.11	\$64.98	\$29.34	\$181.42
	Total Delicitis	\$5,057.21	41.5070	\$67.11	φ04.20	Φ27.54	\$101.42
		Annual Salar	v + Benefits	\$156,789.94			
					•		
Step D							
Step B		\$9,689.71	/Month	\$64.60	/Hour		
		φ <i>)</i> ,υσ <i>).</i> /1	/ iviOiitii	\$04.00	/110ul		
	Total Benefits	\$3,970.45	40.98%	\$91.07	\$67.93	\$30.67	\$189.68
		. ,		4			
		Annual Salar	y + Benefits	\$163,921.89			
			-		•		
Step E							
Step 12		¢10 172 22	/Month	067.00	/Hour		
		\$10,173.32	/ IVIOIIIII	\$67.82	/ FIOUT		
	Total Benefits	\$4,110.21	40.40%	\$95.22	\$71.03	\$32.07	\$198.33
	10mi Dellellis	ψ1,110.21	10.1070	Ψ, Ο, 22.22	Ψ/1.00	ψ <b>υ Ξ • </b>	Ψ170.00
		Annual Salar	v + Benefits	\$171,402.31			
			,	<u> </u>	•		

# Right-of-Way Specialist Department: Public Works

C. A							
Step A		5,390.87	/Month	\$35.94	/Hour		
		2,2 > 0.0 :	7171011411	4000	, 110 011		
<b>Benefit</b>	<u>Multiplier</u>				<u>Cates</u>		
PERS - Employee	0.080000	431.27			Office En	nployees	
PERS - Employer	0.138490	746.58					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	51.21					
Life Insurance		5.80	1				
Deferred Comp.		0.00	)				
Workers Comp.	0.041900	225.88			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	78.17	•	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,599.23	48.22%	<b>\$53.27</b>	\$55.58	\$17.94	\$126.79
	Total Belletits				ψ33.30	Ψ17.51	Ψ120.79
		Annuai Saia	ry + Benefits	\$95,881.19	:		
Ston D							
Step B		05 (50 55	/N f = 41.	фа <b>л</b> ла			
		\$5,659.55	/Month	\$37.73	/Hour		
	Total Benefits	\$2,669.84	47.17%	\$55.53	\$57.94	\$18.70	\$132.18
							·
		Annual Sala	ry + Benefits	\$99,952.67	•		
G. G							
Step C		0 <b>5</b> 0 40 40	73. F d.				
		\$5,942.10	/Month	\$39.61	/Hour		
	Total Benefits	\$2.750.10	46.28%	\$57.95	\$60.47	\$19.52	\$137.93
	Total Belletits	\$2,750.19	40.28%	\$51.95	\$00.47	\$19.52	\$137.93
		Annual Sala	ry + Benefits	\$104,307.45			
		Annual Sala	ry - Denemis	φ107,307.43	ŧ		
Stop D							
Step D		06 330 51	/N. f 41	* * * * * * * * * * * * * * * * * * * *	<b>4.1</b>		
		\$6,238.51	/ Month	\$41.59	/Hour		
	Total Benefits	\$2,834.49	45.44%	\$60.49	\$63.12	\$20.37	\$143.98
	Total Delicitis	Ψ2,034.49	∃J. <b>TT</b> /0	φ <b>υυ.</b> τ <i>)</i>	ψυσ.12	Ψ <b>Ξ V•J</b> /	Ψ173./0
		Annual Sala	ry + Benefits	\$108,875.95			
			- 3 - 201101110	#100,070,000	•		
Step E							
- Step E		06 550 50	/M a 41-	<b>0.10.6</b>	/11		
		\$6,550.52	/ Ivionth	\$43.67	/Hour		
	Total Benefits	\$2,923.22	44.63%	\$63.16	\$65.90	\$21.27	\$150.34
	Total Delicitis	Ψ4,743.44	TT.03/0	φυ3.10	ψ0.5.70	Ψ <b>=1.</b>	Ψ1.00.07
		Annual Sala	rv + Benefits	\$113,684.89			
			-, Denemes	ψ112,00 H37	:		

# Safety/Special Projects Coordinator Department: Public Works

Step A							
1		4,967.92	/Month	\$33.12	/Hour		
		1,50.05	, 1, 1011411	\$55112	, 110 611		
<u>Benefit</u>	<b>Multiplier</b>				<u>Cates</u>		
PERS - Employee	0.080000	397.43			Office En	nployees	
PERS - Employer	0.138490	688.01					
PERS Survivor		2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	47.20					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	208.16			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	72.03	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,478.95	49.90%	\$49.65	\$51.80	\$16.72	\$118.17
		Annual Sala	ry + Benefits	\$89,362.40	•		
Step B							
*		\$5,215.80	/Month	\$34.77	/Hour		
		<i>\$0,</i> 210.00	, 1, 1011411	ψ.,,,	711041		
	Total Benefits	\$2,543.64	48.77%	\$51.73	\$53.98	\$17.42	\$123.13
		Annual Sala	ry + Benefits	\$93,113.31			
					•		
Step C							
aver a		\$5,475.81	/Month	\$36.51	/Hour		
		\$3,473.01	/ IVIOIIIII	\$30.31	/110u1		
	Total Benefits	\$2,617.59	47.80%	\$53.96	\$56.30	\$18.17	\$128.43
		4-,0-7,0-7	.,,,,,	422.5	40000	4-31-1	4
		Annual Sala	ry + Benefits	\$97,120.76			
			,		:		
Step D							
Step D		<b>DE E 10</b> CO	A. 6. 3				
		\$5,749.69	/Month	\$38.33	/Hour		
	Total Benefits	\$2 605 A7	46.88%	Ø57 30	¢50 75	@10 AZ	¢124 01
	rotai benefits	\$2,695.47	40.88%	\$56.30	\$58.75	\$18.96	\$134.01
		Annual Cala	ry + Benefits	\$101 2 <i>4</i> 1 0 <i>4</i>			
		Annual Sala	ı y + benents	\$101,341.94	:		
~ -							
Step E							
		\$6,037.43	/Month	\$40.25	/Hour		
		•					
	Total Benefits	\$2,777.31	46.00%	\$58.76	\$61.32	\$19.79	\$139.88
		Annual Sala	ry + Benefits	\$105,776.85			

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

Ston A	•			Hormation Sy			
Step A		5,910.89	/Month	\$39.41	/Llour		
		5,910.69	/IVIOIIIII	\$39.41	/Houi		
<b>Benefit</b>	<b>Multiplier</b>				Categ	<u>ory</u>	
PERS - Employee	0.080000	472.87		Non-Swo	orn Managemer	nt & Mid-Man	agement
PERS - Employer	0.138490	818.60					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.15					
Life Insurance	0.000255	27.13					
Deferred Comp.		110.00					
Workers Comp.	0.041900	247.67			36.60%	33.68%	
Vision Benefit	0.044500	35.51		Hourly Rate	Department	City-Wide	
Medicare	0.014500	85.71	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,878.45	48.70%	\$58.60	\$21.45	\$19.74	\$99.78
		Annual Salar	ry + Benefits	\$105,472.07			
Step B							
Step 2		\$6,205.57	/Month	\$41.37	/Hour		
		\$0,203.37	/IVIOIIIII	\$41.57	/110ui		
	Total Benefits	\$2,963.61	47.76%	\$61.13	\$22.38	\$20.59	\$104.09
		•					
		Annual Sala	ry + Benefits	\$110,030.11	_		
					-		
Step C							
		\$6,515.85	/Month	\$43.44	/Hour		
		ψ0,010.00	/ IVIOIIII	Ψ15.11	/ I Tour		
	<b>Total Benefits</b>	\$3,053.27	46.86%	\$63.79	\$23.35	\$21.49	\$108.63
		Annual Sala	ry + Benefits	\$114,829.45	_		
					<u> </u>		
Step D							
_		\$6,841.73	/Month	\$45.61	/Hour		
		•					
	Total Benefits	\$3,147.44	46.00%	\$66.59	\$24.38	\$22.43	\$113.40
		Annual Sala	ry + Benefits	\$119,870.07	:		
Char E							
Step E		O = 100 5 5	5 E				
		\$7,183.21	/Month	\$47.89	/Hour		
	Total Benefits	\$3,246.12	45 100/	\$69.53	¢25 45	\$23.42	\$118.40
	i otai Dellellis	φ3,2 <del>4</del> 0.12	45.19%	\$09.55	\$25.45	<b>⊅</b> ∠J.4∠	φ110. <del>4</del> 0
		Annual Sala	rv + Renefits	\$125,152.00			
		Annual Sala	iy i Denents	φ123,132.VV	ŧ		

# Senior Associate Engineer Department: Public Works

C4 A							
Step A		( 702 70	Month	£45.22	/II.o.um		
		6,782.79	/Monun	\$45.22	/Houi		
Benefit	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	542.62		Non-Sw	orn Manageme		nagement
PERS - Employer	0.138490	939.35			C		C
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	64.44					
Life Insurance	0.000255	31.13					
Deferred Comp.		110.00					
Workers Comp.	0.041900	284.20			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	98.35		& Benefits	Overhead	Overhead	Rate
	T . 15	<b>.</b>	-		260.06		
	Total Benefits	\$ 3,130.41	46.15%	\$66.09	\$68.96	\$22.26	\$157.31
		Annual Sala	ry + Benefits	\$118,958.41	:		
Step B							
SWp D		\$7,122.54	/Month	\$47.48	/Hour		
		ŕ					
	Total Benefits	\$3,228.59	45.33%	\$69.01	\$72.01	\$23.24	\$164.26
		Annual Sala	ry + Benefits	\$124,213.59			
					•		
Step C		0= 4== 00	5.5.1				
		\$7,477.89	/Month	\$49.85	/Hour		
	Total Benefits	\$3,331.28	44.55%	\$72.06	\$75.19	\$24.27	\$171.53
		Annual Sala	ry + Benefits	\$129,710.01	i.		
Step D							
1		\$7,852.30	/Month	\$52.35	/Hour		
	Total Benefits	\$3,439.48	43.80%	\$75.28	\$78.55	\$25.36	\$179.19
		,					
		Annual Sala	ry + Benefits	\$135,501.36	:		
Step E							
		\$8,244.05	/Month	\$54.96	/Hour		
	Total Benefits	\$3,552.69	43.09%	\$78.64	\$82.06	\$26.49	\$187.20
		Annual Salar	ry + Benefits	\$141,560.83	:		

## Senior Building Inspector Department: Community Development

		z cpur timent	· commun	ity Developm	cht		
Step A							
		5,990.63	/Month	\$39.94	/Hour		
D 6"4	3.6 1.1 11				<b>C</b> 4		
Benefit	<u>Multiplier</u>	470.25			Cates		
PERS - Employee	0.080000	479.25			Office En	npioyees	
PERS - Employer PERS Survivor	0.138490	829.64					
	4:	2.00 0.00					
Management Incen EAP	tive	3.79					
		3.79 866.81					
Health Insurance Dental Insurance		152.21					
LTD Insurance	0.009500	56.91					
	0.009300						
Life Insurance		5.80					
Deferred Comp.	0.041000	0.00			40.040/	22 (00)	
Workers Comp.	0.041900	251.01		II I D 4	48.94%	33.68%	T / 1 II 1
Vision Benefit	0.014500	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	86.86		& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	T . 1D . C.	e 2760.00	46.240/	Ø <b>5</b> 0.40	#30.50	010.75	010777
	Total Benefits	\$ 2,769.80	46.24%	\$58.40	\$28.58	\$19.67	\$106.66
		Ammuel Calem	m   DomoGta	¢105 135 10			
		Annual Salar	y + Benefits	\$105,125.10	:		
~ ~							
Step B							
		\$6,290.51	/Month	\$41.94	/Hour		
	Total Benefits	\$2,849.28	45.29%	\$60.93	\$29.82	\$20.52	\$111.28
		Annual Salar	y + Benefits	\$109,677.44	i.		
Step C							
		\$6,604.25	/Month	\$44.03	/Hour		
		<b>4</b> - <b>y</b>					
	Total Benefits	\$2,938.50	44.49%	\$63.62	\$31.13	\$21.43	\$116.18
		Annual Salar	y + Benefits	\$114,513.09	_		
					i		
Step D							
- Step D		\$6,933.60	/Month	046.00	/Hour		
		<b>⊅U,933.0U</b>	/ IVIOIIIII	\$46.22	/ riour		
	Total Benefits	\$3,032.17	43.73%	\$66.44	\$32.51	\$22.38	\$121.33
	Tomi Delicitis	Ψ3,032.17	TJ. / J / U	ψ00.ΤΤ	φ <b>υ Δ.</b> υ Ι	ψ = 1.50	Ψ <b>121.J</b> J
		Annual Salar	v + Renefits	\$119,589.20			
		man galal	, Denemes	Ψ117,5007.20	:		
Cu. E							
Step E							
		\$7,280.28	/Month	\$48.54	/Hour		
	T . 1 D	Φ2.122. <b>7</b> 5	40.000		#22.2 <b>-</b>	000 00	040
	Total Benefits	\$3,130.76	43.00%	\$69.41	\$33.97	\$23.38	\$126.75
			. D	#1 <b>4</b> 1 000 1=			
		Annual Salar	y + Benefits	\$124,932.47	:		

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

C/ A							
Step A		<b>7</b> (14 00	/3. f d.	00= 44	/* *		
		5,611.02	/Month	\$37.41	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	zorv	
PERS - Employee	0.080000	448.88			Office En		
PERS - Employer	0.138490	777.07				1 3	
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	53.30					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	235.10			48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	81.36		& Benefits	Overhead	<u>Overhead</u>	Rate
			-				
	Total Benefits	\$ 2,661.84	47.44%	\$55.15	\$26.99	\$18.58	\$100.72
		Annual Sala	ry + Benefits	\$99,274.30	:		
Step B							
		\$5,891.83	/Month	\$39.28	/Hour		
	T . 1 D . C.	#2.725.00	46.440/	055.53	#20.1 <i>5</i>	010.25	0105.04
	Total Benefits	\$2,735.90	46.44%	\$57.52	\$28.15	\$19.37	\$105.04
		Annual Sala	rv + Renefits	\$103,532.68			
		Timuu Suu	y Denemes	ψ10 <b>0</b> ,2 <b>02</b> 100	<u> </u>		
Step C							
Step C		¢( 10( <b>5</b> 0	/Month	¢41.24	/11		
		\$6,186.50	/Iviontn	\$41.24	/Hour		
	Total Benefits	\$2,819.70	45.58%	\$60.04	\$29.38	\$20.22	\$109.65
	Total Belletius	Ψ2,017.70	13.3070	φου.	\$ <b>2</b> 2.00	Ψ=0:==	Ψ10>100
		Annual Sala	rv + Benefits	\$108,074.46			
					:		
Step D							
		\$6,495.05	/Month	\$43.30	/Hour		
		φυ, <del>4</del> 23.03	/ IVIOIIUI	\$43.30	/ FIUUI		
	Total Benefits	\$2,907.45	44.76%	\$62.68	\$30.68	\$21.11	\$114.47
		. ,					
		Annual Sala	ry + Benefits	\$112,829.96			
					•		
Step E							
Stop E		\$6,819.20	/Month	\$45.46	/Llour		
		φυ,017. <b>2</b> U	/ IVIOIIUI	\$45.46	/ FIUUI		
	Total Benefits	\$2,999.63	43.99%	\$65.46	\$32.03	\$22.05	\$119.54
		•					
		Annual Sala	ry + Benefits	\$117,825.92			
					<u> </u>		

### Senior Community Development Technician Department: Community Development

Step A							
Step A		4,898.59	/Month	\$32.66	/Hour		
		4,070.37	/iviolitii	\$52.00	/IIoui		
<b>Benefit</b>	<b>Multiplier</b>				Cates		
PERS - Employee	0.080000	391.89			Office En	nployees	
PERS - Employer	0.138490	678.41					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	46.54					
Life Insurance		5.80					
Deferred Comp.	0.041000	0.00					
Workers Comp.	0.041900	205.25		п	48.94%	33.68%	T ( 1 T )
Vision Benefit	0.014500	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	71.03	=	& Benefits	<b>Overhead</b>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,459.23	50.20%	\$49.05	\$24.01	\$16.52	\$89.58
		Annual Sala	ry + Benefits	\$88,293.84			
					•		
Step B							
		\$5,143.00	/Month	\$34.29	/Hour		
		,					
	Total Benefits	\$2,522.94	49.06%	\$51.11	\$25.01	\$17.21	\$93.33
				004 004 00			
		Annual Sala	ry + Benefits	\$91,991.22	<u> </u>		
Step C							
		\$5,399.54	/Month	\$36.00	/Hour		
	T ( 1 D ) C (	<b>#2</b> 505 00	40.000/	052.20	# <b>2</b> < 0.0	015.05	007.24
	Total Benefits	\$2,595.90	48.08%	\$53.30	\$26.09	\$17.95	\$97.34
		Ammuel Cale	my   Domofile	COE 045 24			
		Annual Sala	y + benefits	\$95,945.24	:		
C. B							
Step D							
		\$5,669.95	/Month	\$37.80	/Hour		
	T-4-1 D C	¢0 (70 00	47 1 40/	055 (3	<b>635.33</b>	010.53	Ø101 FF
	Total Benefits	\$2,672.80	47.14%	\$55.62	\$27.22	\$18.73	\$101.57
		Annual Cal-	my + Domaff4-	¢100 112 00			
		Annual Sala	ry + benefits	\$100,112.99	:		
C. F							
Step E							
		\$5,954.23	/Month	\$39.69	/Hour		
	T / 1 P	ФО 750 ( :	46.0504	0=0.0=	000 44	010.55	0107.00
	Total Benefits	\$2,753.64	46.25%	\$58.05	\$28.41	\$19.55	\$106.02
		Annual Cal-	my ± Donofte	¢10 <i>4 4</i> 04 <i>4</i> 7			
		Annual Sala	ту + вепентя	\$104,494.47	•		

## Senior Community Service Officer Department: Police

Step A		4,388.97	/Month	\$29.26	/Hour		
		1,000.57	7111011111	Ψ2>.20	711041		
<u>Benefit</u>	<b>Multiplier</b>					<u>egory</u>	
PERS - Employee	0.080000	351.12			Non-Swe	orn Police	
PERS - Employer	0.138490	607.83					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	41.70					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.041900	183.90			41.95%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	63.64		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			•				
	Total Benefits	\$ 2,316.40	52.78%	\$44.70	\$18.75	\$15.06	\$78.51
		Annual Sala	ry + Benefits	\$80,464.43			
Step B							
		\$4,609.11	/Month	\$30.73	/Hour		
	Total Benefits	\$2,371.10	51.44%	\$46.53	\$19.52	\$15.67	\$81.73
		Annual Sala	ry + Benefits	\$83,762.59			
Step C							
		\$4,839.65	/Month	\$32.26	/Hour		
	Total Benefits	\$2,436.67	50.35%	\$48.51	\$20.35	\$16.34	\$85.20
		A 1 C - 1	D64	¢07.215.07			
		Annual Salar	y + benefits	\$87,315.86			
Step D							
	_	\$5,082.33	/Month	\$33.88	/Hour		
	Total Benefits	\$2,505.68	49.30%	\$50.59	\$21.22	\$17.04	\$88.85
		Annual Sala	ry + Benefits	\$91,056.15			
					! 		
Step E							
		\$5,337.14	/Month	\$35.58	/Hour		
	Total Benefits	\$2,578.15	48.31%	\$52.77	\$22.14	\$17.77	\$92.68
		Annual Sala	ry + Benefits	\$94,983.45			

# Senior Construction Inspector Department: Public Works

C) A							
Step A		5 000 <i>(</i> 2	/N. f	620.04	/TT		
		5,990.63	/Month	\$39.94	/Hour		
Benefit	<b>Multiplier</b>				Cates	orv	
PERS - Employee	0.080000	479.25			Office En		
PERS - Employer	0.138490	829.64				1 3	
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.91					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	251.01			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	86.86	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,769.80	46.24%	\$58.40	\$60.94	<b>\$19.67</b>	\$139.02
	1000 2000				<b>400</b>	<b>\$13.60</b>	<b>410710</b>
		Annuai Saia	ry + Benefits	\$105,125.10	:		
CtD							
Step B		0.6.00.71	/a.ed				
		\$6,290.51	/Month	\$41.94	/Hour		
	Total Benefits	\$2,849.28	45.29%	\$60.93	\$63.58	\$20.52	\$145.04
	Total Delicitis	\$2,049.20	43.2970	\$00.93	\$03.30	\$20.52	\$145.04
		Annual Sala	ry + Benefits	\$109,677.44	i.		
Step C		06.604.8	/s = .1				
		\$6,604.25	/Month	\$44.03	/Hour		
	Total Benefits	\$2,938.50	44.49%	\$63.62	\$66.38	\$21.43	\$151.43
	Total Belletits	Ψ2,730.30	11.1570	ф <b>05.02</b>	ψου.Σο	Ψ21.10	ψ131.13
		Annual Sala	ry + Benefits	\$114,513.09			
			-	· · · · · · · · · · · · · · · · · · ·	!		
Step D							
		\$6,933.60	/Month	\$46.22	/Hour		
	Total Benefits	\$3,032.17	43.73%	\$66.44	\$69.33	\$22.38	\$158.14
	Total Delicitis	\$5,032.17	43.7370	<b>500.44</b>	φυ <b>7.33</b>	<b>Ф44.30</b>	\$130.1 <del>4</del>
		Annual Sala	ry + Benefits	\$119,589.20			
Step E							
		\$7,280.28	/Month	\$48.54	/Hour		
	Total Benefits	\$3,130.76	43.00%	\$69.41	\$72.42	\$23.38	\$165.21
	Total Delicitis	\$5,150.70	43.00%	<b>ДОЭ.41</b>	<b>⊅</b> /∠.44∠	<b>Ф43.30</b>	\$105.21
		Annual Sala	ry + Benefits	\$124,932.47			
				,	!		
Here the second							

# Senior Engineer Department: Public Works

		1	timent. Fu				
Step A							
•		7,460.55	/Month	\$49.74	/Hour		
		,					
<u>Benefit</u>	<b>Multiplier</b>				Cates		
PERS - Employee	0.080000	596.84		Non-Sw	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.138490	1,033.21					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	70.88					
Life Insurance	0.000255	34.24					
Deferred Comp.		110.00					
Workers Comp.	0.041900	312.60			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	108.18	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
			_				
	Total Benefits	\$ 3,326.27	44.58%	\$71.91	\$75.04	\$24.22	\$171.17
		Annual Salaı	ry + Benefits	\$129,441.84	_		
					•		
Step B							
our -		\$7,833.23	/Month	\$52.22	/Llour		
		\$1,033.23	/IVIOIIIII	\$32.22	/Houi		
	Total Benefits	\$3,433.97	43.84%	\$75.11	\$78.38	\$25.30	\$178.80
	Total Belletitis	ψυ, 100.97	13.0170	Ψ, ε1	φ/σ.εσ	\$ <b>20.0</b> 0	Φ170.00
		Annual Salar	rv + Benefits	\$135,206.43			
			J =	<del>+</del>	Ī		
Stop C							
Step C		00.004.00	0.5				
		\$8,224.98	/Month	\$54.83	/Hour		
	T . 1D . C.	<b>#2.547.10</b>	42 120/	Ø <b>5</b> 0.40	<b>001.00</b>	02644	010601
	Total Benefits	\$3,547.18	43.13%	\$78.48	\$81.89	\$26.44	\$186.81
		4 161	. D. C.	Ø1.41.375.00			
		Annual Salar	ry + Benefits	\$141,265.90	1		
Step D							
		\$8,635.80	/Month	\$57.57	/Hour		
		/		20,.07	<del>-</del>		
	Total Benefits	\$3,665.89	42.45%	\$82.01	\$85.58	\$27.62	\$195.21
		Annual Salar	ry + Benefits	\$147,620.30	_		
					•		
Step E							
- Step E		00 065 43	/N. f	A . A	77		
		\$9,067.42	/I <b>vi</b> onth	\$60.45	/Hour		
	Total Benefits	\$3,790.62	41.80%	COE 73	\$89.45	\$28.87	\$204.04
	i utai deliellis	φ3,/90.02	41.80%	\$85.72	ф <b>07.43</b>	<b>⊅40.0</b> /	94U4.U4
		Annual Salai	ry + Ranafita	\$15A 20G A5			
		Amuai Salal	y - Benefits	\$154,296.45	:		

# Senior Equipment Mechanic Department: Public Works

		- · P · · ·	timent. Tu	N110 11 01 115			
Step A							
1		4,922.86	/Month	\$32.82	/Hour		
		1,522.00	7111011111	\$ <b>02.02</b>	/110 <b>u</b> 1		
<u>Benefit</u>	<b>Multiplier</b>				Cate		
PERS - Employee	0.080000	393.83			Public Works -	<ul> <li>Maintenance</li> </ul>	
PERS - Employer	0.138490	681.77					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	46.77					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	206.27			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	71.38	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,466.13	50.10%	\$49.26	\$51.40	\$16.59	\$117.25
				000 ((= 04			
		Annual Salar	ry + Benefits	\$88,667.91	<u> </u>		
Step B							
		\$5,169.00	/Month	\$34.46	/Hour		
		•					
	Total Benefits	\$2,530.33	48.95%	\$51.33	\$53.56	\$17.29	\$122.18
		Annual Sala	ry + Benefits	\$92,391.96	-		
Step C							
*		\$5,427.28	/Month	\$36.18	/Hour		
		φε, := : τ= σ	,1,1011011	φ20.10	711041		
	<b>Total Benefits</b>	\$2,603.78	47.98%	\$53.54	\$55.87	\$18.03	\$127.44
		Annual Sala	ry + Benefits	\$96,372.70	_		
					=		
Step D							
		\$5,699.42	/Month	\$38.00	/Llour		
		φ <b>ઝ,∪</b> ፆፆ.42	/ IVIOIIUI	\$38.00	/110ul		
	Total Benefits	\$2,681.18	47.04%	\$55.87	\$58.30	\$18.82	\$132.99
		- ,	, , 0	422.3.	<del></del> -		
		Annual Sala	ry + Benefits	\$100,567.16			
			•		=		
Step E							
- Step E		0E 003 E0	/N / a 41.	***	/**		
		\$5,983.70	/Month	\$39.89	/Hour		
	Total Benefits	\$2,762.02	46.16%	\$58.30	\$60.84	\$19.64	\$138.78
	TOTAL DELICITIS	φ4,/04.04	40.1070	\$30.3U	φυ <b>υ.04</b>	φ17.0 <del>4</del>	φ130./0
		Annual Salar	rv + Renefits	\$104,948.64			
		zminuai Salal	, Denents	Ψ±0Τ,270.04	•		

## Senior Housing Analyst Department: Community Development

		Depar tillelli	i. Commun	ity Developm	lent		
Step A							
		6,864.26	/Month	\$45.76	/Hour		
D #1	35 14 11				<b>G</b> .		
Benefit	<u>Multiplier</u>	540.14		N. C	Cates		
PERS - Employee	0.080000	549.14		Non-Sw	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.138490	950.63					
PERS Survivor		2.00					
Management Incen	itive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	65.21					
Life Insurance	0.000255	31.51					
Deferred Comp.		110.00					
Workers Comp.	0.041900	287.61			48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	99.53	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,153.95	45.95%	\$66.79	\$32.69	\$22.50	\$121.97
		Annual Cala	my + Donofits	¢120 219 57			
		Annual Sala	ry + Benefits	\$120,218.57	:		
G. D							
Step B							
		\$7,207.48	/Month	\$48.05	/Hour		
	Total Benefits	\$3,253.14	45.14%	\$69.74	\$34.13	\$23.49	\$127.36
			. 75	0107 -07 07			
		Annual Sala	ry + Benefits	\$125,527.37	<u> </u>		
Step C							
		\$7,568.02	/Month	\$50.45	/Hour		
	Total Benefits	\$3,357.33	44.36%	\$72.84	\$35.65	\$24.53	\$133.01
		Annual Sala	ry + Benefits	\$131,104.23	<u> </u>		
Step D							
		\$7,945.91	/Month	\$52.97	/Hour		
		<b>4</b> )					
	Total Benefits	\$3,466.53	43.63%	\$76.08	\$37.23	\$25.63	\$138.94
		Annual Sala	ry + Benefits	\$136,949.20			
					• 		
Step E							
1		\$8,342.85	/Month	\$55.62	/Hour		
		φυ, <b>υ+2.</b> 03	/ 1/1011111	\$33.02	/110u1		
	Total Benefits	\$3,581.24	42.93%	\$79.49	\$38.90	\$26.78	\$145.17
		,- J		4.2			
		Annual Sala	ry + Benefits	\$143,089.11			
				. ,	•		

### Senior Landscape/Facilities Worker Department: Public Works

C) A							
Step A		4,262.43	/Month	\$28.42	/Hour		
		4,202.43	/IVIOIIIII	\$20.42	/ Houi		
<b>Benefit</b>	<b>Multiplier</b>				Cate	egory	
PERS - Employee	0.080000	340.99			Public Works		e
PERS - Employer	0.138490	590.30					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	40.49					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	178.60			104.35%	33.68%	
Vision Benefit	0.011700	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	61.81		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.014300	01.01	=	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,278.31	53.45%	\$43.60	\$45.50	\$14.69	\$103.79
		Annual Salar	ry + Benefits	\$78,488.91			
Step B							
		\$4,475.64	/Month	\$29.84	/Hour		
		<b>,</b> ,					
	Total Benefits	\$2,333.15	52.13%	\$45.39	\$47.36	\$15.29	\$108.05
		Annual Salar	rv + Benefits	\$81,705.43			
			•				
Step C							
btep C		¢4 (00 25	/N / a 4 la	<b>#21.22</b>	/* *		
		\$4,699.25	/IVIOIIIII	\$31.33	/Hour		
	Total Benefits	\$2,396.74	51.00%	\$47.31	\$49.36	\$15.93	\$112.60
	Total Delicitis	\$2,390.74	31.0070	φ <del>4</del> 7.31	\$47.50	\$13.73	\$112.00
		Annual Salar	ry + Renefits	\$85,151.84			
		Annuai Salai	y   Delicits	903,131.04			
Ct D							
Step D							
		\$4,934.99	/Month	\$32.90	/Hour		
	Total Benefits	\$2,463.78	49.92%	\$49.33	\$51.47	\$16.61	\$117.41
				000 -0-			
		Annual Salar	ry + Benefits	\$88,785.26			
~							
Step E							
		\$5,181.13	/Month	\$34.54	/Hour		
		· ·					
	Total Benefits	\$2,533.78	48.90%	\$51.43	\$53.67	\$17.32	\$122.43
		Annual Salar	ry + Benefits	\$92,578.98			

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

Cton A							
Step A		( 9(1 )(	Month	915 7C	/II.o.um		
		6,864.26	/Month	\$45.76	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cates	<u>gory</u>	
PERS - Employee	0.080000	549.14		Non-Sw	orn Manageme		nagement
PERS - Employer	0.138490	950.63			_		
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	65.21					
Life Insurance	0.000255	31.51					
Deferred Comp.		110.00					
Workers Comp.	0.041900	287.61			48.94%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	99.53	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$ 3,153.95	45.95%	<b>\$66.79</b>	\$32.69	\$22.50	\$121.97
	Total Beliefits				\$32.07	\$22.30	\$121.77
		Annual Salar	ry + Benefits	\$120,218.57	į		
Step B							
		\$7,207.48	/Month	\$48.05	/Hour		
	Total Benefits	¢2 252 14	45.14%	\$69.74	\$34.13	\$23.49	\$127.36
	Total Delicitis	\$3,253.14	43.1470	\$09.74	<b>\$34.13</b>	\$23.49	\$127.50
		Annual Sala	ry + Benefits	\$125,527.37	:		
Step C							
		\$7,568.02	/Month	\$50.45	/Hour		
	Total Benefits	\$3,357.33	44.36%	\$72.84	\$35.65	\$24.53	\$133.01
		Annual Sala	ry + Benefits	\$131,104.23	:		
Step D							
		\$7,945.91	/Month	\$52.97	/Hour		
	Total Benefits	\$3,466.53	43.63%	\$76.08	\$37.23	\$25.63	\$138.94
		Annual Salar	ry + Benefits	\$136,949.20			
Step E		00.040.05					
		\$8,342.85	/Month	\$55.62	/Hour		
	Total Benefits	\$3,581.24	42.93%	\$79.49	\$38.90	\$26.78	\$145.17
		Annual Salar	ry + Benefits	\$143,089.11	:		

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

G. 1							·
Step A		4.000 = 0	2.5	***	/***		
		4,229.50	/Month	\$28.20	/Hour		
Benefit	<u>Multiplier</u>				Cate	<u>egory</u>	
PERS - Employee	0.080000	338.36				mployees	
PERS - Employer	0.138490	585.74			_	1 / -	
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	40.18					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	177.22			41.95%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>		City-Wide	<b>Total Hourly</b>
Medicare	0.014500	61.33		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,268.95	53.65%	\$43.32	\$18.17	\$14.59	\$76.09
		Annual Salar	ry + Benefits	\$77,981.37			
Step B							
		\$4,440.97	/Month	\$29.61	/Hour		
		Ψ19170.27	, 141011111	Ψ27.01	/110ui		
	Total Benefits	\$2,323.29	52.31%	\$45.10	\$18.92	\$15.19	\$79.20
		Annual Salar	ry + Benefits	\$81,171.10			
Q							
Step C		\$4,662.85	/Month	\$31.09	/Hour		
		Ψ 1,002.03	, 111011111	ψ31.09	,11041		
	Total Benefits	\$2,386.39	51.18%	\$46.99	\$19.71	\$15.83	\$82.54
		Annual Salar	ry + Benefits	\$84,590.79			
Step D							
		\$4,895.12	/Month	\$32.63	/Hour		
	T + 1D ~	ф <b>о</b> 170 / :	<b>5</b> 0.400:	6.10.00	020.77	046.70	<b>#</b> 0.6.03
	Total Benefits	\$2,452.44	50.10%	\$48.98	\$20.55	\$16.50	\$86.03
		Annual Salar	ry + Benefits	\$88,170.76			
Ston E							
Step E		0E 120 E2	/M a m d 1:	00101	/**		
		\$5,139.53	/Month	\$34.26	/Hour		
	Total Benefits	\$2,521.95	49.07%	\$51.08	\$21.43	\$17.20	\$89.71
		Annual Cala	m ⊥ Donafita	¢01 027 70			
		Amuai Salal	ry + Benefits	\$91,937.79			

## Senior Redevelopment Analyst Department: Redevelopment Agency

		Department.	110000,01	-P	- J		
Step A							
		<b>6,864.26</b> /N	Month	\$45.76	/Hour		
Benefit	Multiplier				Cates	orv	
PERS - Employee	0.080000	549.14		Non Sw	orn Managemei		naamant
				Non-swi	Jili Managemei	ii & iviiu-iviai	iagement
PERS - Employer	0.138490	950.63					
PERS Survivor		2.00					
Management Incen	itive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	65.21					
Life Insurance	0.000255	31.51					
Deferred Comp.		110.00					
Workers Comp.	0.041900	287.61			74.60%	33.68%	
Vision Benefit	0.011700	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	99.53		& Benefits	Overhead	Overhead	-
Medicale	0.014300	99.33		& Belletits	Overneau	<u>Overneau</u>	Rate
	Total Benefits	\$ 3,153.95	45.95%	\$66.79	\$49.82	\$22.50	\$139.11
		Annual Salary	+ Benefits	\$120,218.57			
Step B							
экр Б		\$7,207.48 /N	Month	¢49.05	/II aum		
		\$1,201.40 /1	vionui	\$48.05	/Houi		
	Total Benefits	\$3,253.14	45.14%	\$69.74	\$52.02	\$23.49	\$145.25
		·-,:		•	• • • • • • • • • • • • • • • • • • • •	•	
		Annual Salary	+ Benefits	\$125,527.37			
Step C							
		\$7,568.02 /N	Month	\$50.45	/Hour		
	Total Benefits	\$3,357.33	44.36%	\$72.84	\$54.33	\$24.53	\$151.70
		Annual Salary	+ Ranafits	\$131,104.23			
		Allitual Salai y	Delicitis	\$131,104.23			
Step D							
		\$7,945.91 /N	Month	\$52.97	/Hour		
		, , ===================================	<del>-</del>	4			
	Total Benefits	\$3,466.53	43.63%	\$76.08	\$56.76	\$25.63	\$158.47
		Annual Salary	+ Benefits	\$136,949.20			
Step E							
— Step E		\$8,342.85 /N	Month	\$55.62	/Hour		
		Φυ,υπ2.03 /1	ATOHUI	\$33.02	/110u1		
	Total Benefits	\$3,581.24	42.93%	\$79.49	\$59.30	\$26.78	\$165.57
		· - ,- · - · - ·		4/2**2			
		Annual Salary	+ Benefits	\$143,089.11			
		v					

# Senior Solid Waste Equipment Operator Department: Public Works

Ct. A							
Step A		4,690.58	/Month	\$31.27	/Hour		
		4,090.30	/ IVIOIIIII	\$31.27	/Houi		
<b>Benefit</b>	<u>Multiplier</u>				Cates	<u>zorv</u>	
PERS - Employee	0.080000	375.25			Public Works -		
PERS - Employer	0.138490	649.60	1				
PERS Survivor		2.00	1				
Management Incen	tive	0.00	1				
EAP		3.79	)				
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	44.56	1				
Life Insurance		5.80	1				
Deferred Comp.		0.00	1				
Workers Comp.	0.041900	196.54	-		104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	68.01		& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,400.07	51.17%	\$47.27	\$49.33	\$15.92	\$112.52
		Annual Sala	ry + Benefits	\$85,087.85	:		
Step B							
		\$4,924.59	/Month	\$32.83	/Hour		
	T . 1D . C.	<b>#2.4</b> 60.02	40.070/	0.40.0.4	0.71.20	#1 C <b>#</b> 0	0117.00
	Total Benefits	\$2,460.82	49.97%	\$49.24	\$51.38	\$16.58	\$117.20
		Annual Sala	ry + Benefits	\$88,624.96			
Step C							
		\$5,170.73	/Month	\$34.47	/Hour		
		. ,					
	Total Benefits	\$2,530.82	48.95%	\$51.34	\$53.58	\$17.29	\$122.21
			. D	002 410 60			
		Annual Sala	ry + Benefits	\$92,418.68	<u>.</u>		
Step D							
		\$5,429.01	/Month	\$36.19	/Hour		
	T . 15 ~	<b></b>				040 0 1	<b></b>
	Total Benefits	\$2,604.28	47.97%	\$53.56	\$55.88	\$18.04	\$127.48
		Annual Cala	ry + Benefits	\$0.6.200 <i>42</i>			
		Ammuai Sala	ry + Denemis	\$96,399.42	:		
Step E							
- Step E		\$5,701.15	/Month	\$38.01	/Hour		
		<b>\$3,701.13</b>	/ 1/1011111	\$38.01	/110u1		
	Total Benefits	\$2,681.67	47.04%	\$55.89	\$58.31	\$18.82	\$133.02
		Annual Sala	ry + Benefits	\$100,593.88	<b>:</b>		

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

Note			Бериг	iment. Ful	one works			
Multiplic   PERS - Employe   0.080000   3.55.83   Public Works - Maintenance   PERS - Employe   0.080000   3.55.83   Public Works - Maintenance   Public Works - Public	Step A							
PERS - Employec	•		4,447.90	/Month	\$29.65	/Hour		
PERS - Employee						<b>a</b> .		
PERS Survivor			255.02					
PERS Survivor						Public Works	- Maintenanc	e
Management Incentive   0.00   1.00		0.138490						
Step B		tivo						
Health Insurance	_	uve						
Dental Insurance								
LTD Insurance Life Insurance Clife Insurance Conference Comp. O.001900 Poferered Comp. O.041900 Poferered Comp. O.041900 Poferered Comp. O.041900 Poferered Comp. O.041900 Poferered Comp. O.014500 Poferered Comp. Poferered Comp. O.014500 Poferered Comp. Poferered Comp. Poferered Comp. O.014500 Poferered Comp. O.014500 Poferered Comp. Poferered Comp. O.014500 Poferered Comp. O.014500 Poferered Comp. O.014500 Poferered Comp. O.014500 Poferered Comp. Overhead City-Wide Rate Comp. Overhead Comp. Over								
Life Insurance Deferred Comp. Workers Comp. Workers Comp. Workers Comp. Workers Comp. Vision Benefit Medicare         0.041900   186.37   33.551   104.35%   33.68%   33.68%   35.51   Mourly Rate & Benefits   Medicare   0.014500   64.49		0.009500						
Deferred Comp.   0.041900   186.37   104.35%   33.68%   104.35%   35.51   104.35%   2.331.06   64.49   2.41%   2.41		0.007500						
Workers Comp. Vision Benefit Nedicare         0.041900 (0.014500) (0.014500) (0.014500) (0.04.49) (0.014500) (								
Vision Benefit Medicare         0.014500         35.51 64.49         Hourly Rate & Benefits         Department & City-Wide Overhead         Total Hourly Rate Overhead         City-Wide Overhead         Total Hourly Rate Net (August 1984)         September 1984         Septembe	_	0.041900				104 35%	33 68%	
Medicare         0.014500         64.49         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$ 2,331.06         52.41%         \$45.19         \$47.16         \$15.22         \$107.57           Annual Salary + Benefits         \$81,347.50         \$47.16         \$15.22         \$107.57           Step B         \$4,669.78 /Month         \$31.13 /Hour         \$15.85         \$112.00           Annual Salary + Benefits         \$44,903.79 /Month         \$32.69 /Hour         \$16.52         \$116.77           Step C         \$4,903.79 /Month         \$32.69 /Hour         \$16.52         \$116.77           Annual Salary + Benefits         \$88,304.36         \$51.19         \$16.52         \$116.77           Step D         \$5,148.20 /Month         \$34.32 /Hour         \$17.23         \$121.75           Annual Salary + Benefits         \$92,071.37         \$17.23         \$121.75           Step E         \$5,404.74 /Month         \$36.03 /Hour           Total Benefits         \$2,597.37         48.06%         \$53.35         \$55.67         \$17.97         \$126.98		0.011700			Hourly Rate			Total Hourly
Total Benefits         \$ 2,331.06         52.41%         \$45.19         \$47.16         \$15.22         \$107.57           Annual Salary + Benefits         \$81,347.50         \$47.16         \$15.22         \$107.57           Step B           \$4,669.78 /Month         \$31.13 /Hour           Annual Salary + Benefits         \$47.05         \$49.10         \$15.85         \$112.00           Step C           \$4,903.79 /Month         \$32.69 /Hour           Total Benefits         \$2,454.91         50.06%         \$49.06         \$51.19         \$16.52         \$116.77           Annual Salary + Benefits         \$88,304.36           Step D           \$5,148.20 /Month         \$34.32 /Hour           Total Benefits         \$2,524.42         49.03%         \$51.15         \$53.37         \$17.23         \$121.75           Annual Salary + Benefits         \$92,071.37         \$17.23         \$121.75           Step E           \$5,404.74 /Month         \$36.03 /Hour           Total Benefits         \$2,597.37         48.06%         \$53.35         \$55.67         \$17.97         \$126.98 <td></td> <td>0.014500</td> <td></td> <td></td> <td></td> <td>-</td> <td>-</td> <td>•</td>		0.014500				-	-	•
Step B	ivicalcuic	0.014300	04.47	_	<u>a Belletts</u>	Overneau	Overneau	<u>Kate</u>
Step B		Total Benefits	\$ 2,331.06	52.41%	\$45.19	\$47.16	\$15.22	\$107.57
Step C			Annual Sala	ry + Benefits	\$81,347.50			
Step C								
Step C	Step B							
Total Benefits   \$2,388.36   51.14%   \$47.05   \$49.10   \$15.85   \$112.00	•		\$4,669.78	/Month	\$31.13	/Hour		
Step C   \$4,903.79   Month   \$32.69   Hour     Total Benefits   \$2,454.91   50.06%   \$49.06   \$51.19   \$16.52   \$116.77     Annual Salary + Benefits   \$88,304.36     Step D   \$5,148.20   Month   \$34.32   Hour     Total Benefits   \$2,524.42   49.03%   \$51.15   \$53.37   \$17.23   \$121.75     Annual Salary + Benefits   \$92,071.37     Step E   \$5,404.74   Month   \$36.03   Hour     Total Benefits   \$2,597.37   48.06%   \$53.35   \$55.67   \$17.97   \$126.98			4 1,002 11 0	,	40-11-0			
Step C		<b>Total Benefits</b>	\$2,388.36	51.14%	\$47.05	\$49.10	\$15.85	\$112.00
Step C								
Total Benefits			Annual Sala	ry + Benefits	\$84,697.66			
Total Benefits								
Total Benefits \$2,454.91 50.06% \$49.06 \$51.19 \$16.52 \$116.77  Annual Salary + Benefits \$88,304.36  Step D  \$5,148.20 /Month \$34.32 /Hour  Total Benefits \$2,524.42 49.03% \$51.15 \$53.37 \$17.23 \$121.75  Annual Salary + Benefits \$92,071.37  Step E  \$5,404.74 /Month \$36.03 /Hour  Total Benefits \$2,597.37 48.06% \$53.35 \$55.67 \$17.97 \$126.98	Step C							
Total Benefits \$2,454.91 50.06% \$49.06 \$51.19 \$16.52 \$116.77  Annual Salary + Benefits \$88,304.36  Step D  \$5,148.20 /Month \$34.32 /Hour  Total Benefits \$2,524.42 49.03% \$51.15 \$53.37 \$17.23 \$121.75  Annual Salary + Benefits \$92,071.37  Step E  \$5,404.74 /Month \$36.03 /Hour  Total Benefits \$2,597.37 48.06% \$53.35 \$55.67 \$17.97 \$126.98			\$4,903.79	/Month	\$32.69	/Hour		
Step D   \$5,148.20   Month   \$34.32   Hour			, ,					
Step D         \$5,148.20 /Month       \$34.32 /Hour         Total Benefits       \$2,524.42		<b>Total Benefits</b>	\$2,454.91	50.06%	\$49.06	\$51.19	\$16.52	\$116.77
Step D         \$5,148.20 /Month       \$34.32 /Hour         Total Benefits       \$2,524.42								
\$5,148.20 /Month       \$34.32 /Hour         Total Benefits       \$2,524.42       49.03%       \$51.15       \$53.37       \$17.23       \$121.75         Annual Salary + Benefits       \$92,071.37         Step E         \$5,404.74 /Month       \$36.03 /Hour         Total Benefits       \$2,597.37       48.06%       \$53.35       \$55.67       \$17.97       \$126.98			Annual Sala	ry + Benefits	\$88,304.36	:		
\$5,148.20 /Month       \$34.32 /Hour         Total Benefits       \$2,524.42       49.03%       \$51.15       \$53.37       \$17.23       \$121.75         Annual Salary + Benefits       \$92,071.37         Step E         \$5,404.74 /Month       \$36.03 /Hour         Total Benefits       \$2,597.37       48.06%       \$53.35       \$55.67       \$17.97       \$126.98								
\$5,148.20 /Month \$34.32 /Hour  Total Benefits \$2,524.42 49.03% \$51.15 \$53.37 \$17.23 \$121.75  Annual Salary + Benefits \$92,071.37  Step E  \$5,404.74 /Month \$36.03 /Hour  Total Benefits \$2,597.37 48.06% \$53.35 \$55.67 \$17.97 \$126.98	Step D							
Total Benefits \$2,524.42		<del></del>	\$5,148.20	/Month	\$34.32	/Hour		
Annual Salary + Benefits         \$92,071.37           Step E         \$5,404.74 /Month         \$36.03 /Hour           Total Benefits         \$2,597.37 48.06%         \$53.35 \$55.67 \$17.97 \$126.98			+= ;= <b>1312</b>		Ψ232			
Step E         \$5,404.74 /Month       \$36.03 /Hour         Total Benefits       \$2,597.37 48.06%       \$53.35 \$55.67 \$17.97 \$126.98		<b>Total Benefits</b>	\$2,524.42	49.03%	\$51.15	\$53.37	\$17.23	\$121.75
Step E         \$5,404.74 /Month       \$36.03 /Hour         Total Benefits       \$2,597.37 48.06%       \$53.35 \$55.67 \$17.97 \$126.98								
\$5,404.74         /Month         \$36.03 / Hour           Total Benefits         \$2,597.37         48.06%         \$53.35         \$55.67         \$17.97         \$126.98			Annual Sala	ry + Benefits	\$92,071.37	•		
\$5,404.74         /Month         \$36.03 / Hour           Total Benefits         \$2,597.37         48.06%         \$53.35         \$55.67         \$17.97         \$126.98								
\$5,404.74         /Month         \$36.03 / Hour           Total Benefits         \$2,597.37         48.06%         \$53.35         \$55.67         \$17.97         \$126.98	Step E							
Total Benefits \$2,597.37 48.06% \$53.35 \$55.67 \$17.97 \$126.98			\$5,404.74	/Month	\$36.03	/Hour		
			\$2,10 iii T	, 1.1011011	\$50.05	10 m1		
Annual Salary + Benefits <u>\$96,025.37</u>		<b>Total Benefits</b>	\$2,597.37	48.06%	\$53.35	\$55.67	\$17.97	\$126.98
Annual Salary + Benefits <u>\$96,025.37</u>								
			Annual Sala	ry + Benefits	\$96,025.37	·		

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

		z cp	timent. Fu				
Step A							
1		5,037.26	/Month	\$33.58	/Hour		
		-,	,	400100	, ,		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>		
PERS - Employee	0.080000	402.98			Public Works -	<ul> <li>Maintenance</li> </ul>	
PERS - Employer	0.138490	697.61					
PERS Survivor		2.00					
Management Incen	ntive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	47.85					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	211.06			104.35%	33.68%	
Vision Benefit		35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	73.04	<del>=</del>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	m . 15	<b>*</b> • • • • • • • • • • • • • • • • • • •	10 (00)	0.50.64		21.50	0110 -0
	Total Benefits	\$ 2,498.67	49.60%	\$50.24	\$52.42	\$16.92	\$119.59
		A1 C -1	D64-	<b>600 421 12</b>			
		Annual Sala	ry + Benefits	\$90,431.12	į		
Step B							
		\$5,288.60	/Month	\$35.26	/Hour		
	Total Benefits	\$2,564.35	48.49%	\$52.35	\$54.63	\$17.63	\$124.62
				00400500			
		Annual Sala	ry + Benefits	\$94,235.39	į		
Step C							
		\$5,553.81	/Month	\$37.03	/Hour		
		•					
	Total Benefits	\$2,639.77	47.53%	\$54.62	\$57.00	\$18.40	\$130.02
		Annual Sala	ry + Benefits	\$98,322.99	•		
Step D							
		\$5,831.16	/Month	\$38.87	/Hour		
		40,001110		Ψ30.07	, = 10 01		
	Total Benefits	\$2,718.64	46.62%	\$57.00	\$59.48	\$19.20	\$135.67
		Annual Sala	ry + Benefits	\$102,597.61	_		
					<u>.                                    </u>		
Step E							
		\$6,122.37	/Month	\$40.82	/Hour		
		Φυ,122.37	/ 141011111	\$40.62	/110u1		
	Total Benefits	\$2,801.46	45.76%	\$59.49	\$62.08	\$20.04	\$141.61
		. ,		*			
		Annual Sala	ry + Benefits	\$107,085.95			
			-		•		

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

		-1	tillent. Tu				
Step A							
		4,567.51	/Month	\$30.45	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cat	ngo wy	
PERS - Employee	0.080000	365.40			Public Works	egory Maintenanc	۵
PERS - Employer	0.138490	632.55			I dolle Works	- Mannenane	C
PERS Survivor	0.130490	2.00					
Management Incen	tivo	0.00					
EAP	uvc	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	43.39					
Life Insurance	0.007300	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	191.38			104.35%	33.68%	
Vision Benefit	0.041900	35.51		Hourly Date	Department	City-Wide	Total Hourly
Medicare	0.014500	66.23		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	00.23	_	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,365.07	51.78%	\$46.22	\$48.23	\$15.57	\$110.01
		Annual Sala	ry + Benefits	\$83,191.01	:		
Stop D							
Step B		04.506.33	<b>7.</b> 6. 41	***			
		\$4,796.32	/Month	\$31.98	/Hour		
	Total Benefits	\$2,424.34	50.55%	\$48.14	\$50.23	\$16.21	\$114.58
	Total Delicitis	\$2,424.54	30.3370	\$ <del>40.14</del>	\$30.23	\$10.21	\$114.30
		Annual Sala	ry + Benefits	\$86,647.95			
			,		:		
Step C							
Step C		\$5,035.53	/Month	\$33.57	/Hour		
		\$3,033.33	/IVIOIIIII	\$33.37	/Houi		
	Total Benefits	\$2,492.37	49.50%	\$50.19	<b>\$52.37</b>	\$16.90	\$119.46
	Total Belletits	Ψ2, 1,2.3 /	13.5070	\$60.17	\$0 <b>2.0</b> 7	Ψ10.50	Ψ11>ο
		Annual Sala	ry + Benefits	\$90,334.81			
					:		
Step D							
- Step D		es 107 of	/Man41-	<b>#25.25</b>	/11		
		\$5,286.87	/ IVIOnth	\$35.25	/Hour		
	Total Benefits	\$2,563.85	48.49%	\$52.34	\$54.61	\$17.63	\$124.58
	Total Delicitis	Ψ2,505.05	10.77/0	ψ32.34	ψυ 1.01	Ψ11.00	ψ± <b>±</b> Τ• <b>3</b> Ο
		Annual Sala	ry + Benefits	\$94,208.68			
		~	J = 31101105		:		
Step E							
- Step E		Ø <i>E EE</i> 3 00	/N / a a 41:	<b>***</b>	/**		
		\$5,552.08	/ Month	\$37.01	/Hour		
	Total Benefits	\$2,639.28	47.54%	\$54.61	\$56.98	\$18.39	\$129.99
	Total Delicitis	φ2,039.28	47.5470	\$3 <b>4.</b> 01	φ3 <b>0.</b> 70	φ10.37	\$147.77
		Annual Sala	ry + Benefits	\$98,296.28			
		imuai Sala	., Denemes	ψ20,270 <b>,</b> 20	:		

# Solid Waste Equipment Operator I Department: Public Works

Class A							
Step A		2 0 ( 5 4 0	/N ( a sa 4 la	<b>635 77</b>	/П		
		3,865.48	/Month	\$25.77	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory egory	
PERS - Employee	0.080000	309.24			Public Works		e
PERS - Employer	0.138490	535.33					
PERS Survivor		2.00					
Management Incentiv	ve	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	36.72					
Life Insurance	0.007500	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	161.96			104.35%	33.68%	
Vision Benefit	0.041300	35.51		Handy Data			Total Handler
Medicare	0.014500				Department	City-Wide	Total Hourly
Medicare	0.014500	56.05		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
1	Γotal Benefits	\$ 2,165.42	56.02%	\$40.21	\$41.95	\$13.54	\$95.70
		Annual Salar	y + Benefits	\$72,370.85			
					•		
Step B							
1		\$4,059.62	/Month	\$27.06	/Hour		
		Ψ1,037.02	/1410IItil	\$27.00	/ Hour		
	Total Benefits	\$2,214.84	54.56%	\$41.83	\$43.65	\$14.09	\$99.57
		A 1 C - 1		675 202 51			
		Annual Salar	ry + Benefits	\$75,293.51			
G. G							
Step C							
		\$4,262.43	/Month	\$28.42	/Hour		
	Total Benefits	\$2,272.51	53.31%	\$43.57	\$45.46	\$14.67	\$103.70
			. D	OFFO 110 33			
		Annual Salar	ry + Benefits	\$78,419.32			
Step D							
	<del>_</del>	\$4,475.64	/Month	\$29.84	/Hour		
		\$ -9 1. OIO I	. 1.1011011	Ψ27.04			
7	Total Benefits	\$2,333.15	52.13%	\$45.39	\$47.36	\$15.29	\$108.05
		Annual Salar	y + Benefits	\$81,705.43			
Step E							
		\$4,699.25	/Month	\$31.33	/Hour		
		Ψ ·, · · · · · · · · · · · · · · · · · ·	, 1,1011111	Ψ51.55	, 110 41		
7	Total Benefits	\$2,396.74	51.00%	\$47.31	\$49.36	\$15.93	\$112.60
		Annual Salar	ry + Benefits	\$85,151.84			

# Solid Waste Equipment Operator II Department: Public Works

C) A							
Step A		4,262.43	/Month	\$28.42	/Hour		
		4,202.43	/IVIOIIIII	\$20.42	/ Houi		
<b>Benefit</b>	<b>Multiplier</b>				Cate	egory	
PERS - Employee	0.080000	340.99			Public Works		e
PERS - Employer	0.138490	590.30					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	40.49					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	178.60			104.35%	33.68%	
Vision Benefit	0.011700	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	61.81		& Benefits	Overhead	Overhead	Rate
Wiculcale	0.014300	01.01	=	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,278.31	53.45%	\$43.60	\$45.50	\$14.69	\$103.79
		Annual Salar	ry + Benefits	\$78,488.91			
Step B							
		\$4,475.64	/Month	\$29.84	/Hour		
		<b>,</b> ,					
	Total Benefits	\$2,333.15	52.13%	\$45.39	\$47.36	\$15.29	\$108.05
		Annual Salar	rv + Benefits	\$81,705.43			
			•				
Step C							
btep C		¢4 (00 25	/N / a 4 la	<b>#21.22</b>	/* *		
		\$4,699.25	/IVIOIIIII	\$31.33	/Hour		
	Total Benefits	\$2,396.74	51.00%	\$47.31	\$49.36	\$15.93	\$112.60
	Total Delicitis	\$2,390.74	31.0070	φ <del>4</del> 7.31	\$47.50	\$13.73	\$112.00
		Annual Salar	ry + Renefits	\$85,151.84			
		Annuai Salai	y   Delicits	903,131.04			
Ct D							
Step D							
		\$4,934.99	/Month	\$32.90	/Hour		
	Total Benefits	\$2,463.78	49.92%	\$49.33	\$51.47	\$16.61	\$117.41
				000 -0-			
		Annual Salar	ry + Benefits	\$88,785.26			
~							
Step E							
		\$5,181.13	/Month	\$34.54	/Hour		
		· ·					
	Total Benefits	\$2,533.78	48.90%	\$51.43	\$53.67	\$17.32	\$122.43
		Annual Salar	ry + Benefits	\$92,578.98			

# Solid Waste Manager Department: Public Works

		•	tincht. Tu				
Step A							
		6,751.59	/Month	\$45.01	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	Jory	
PERS - Employee	0.080000	540.13		Non-Sw	orn Managemen		nagement
PERS - Employer	0.138490	935.03		Tion 5w	om manageme	ii & iviid ividi	iagement
PERS Survivor	0.150150	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	64.14					
Life Insurance	0.000255	30.99					
Deferred Comp.		110.00					
Workers Comp.	0.041900	282.89			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	97.90		& Benefits	<b>Overhead</b>	Overhead	Rate
	Total Benefits	\$ 3,121.39	46.23%	\$65.82	\$68.68	\$22.17	<b>\$156.67</b>
	Total Beliefits				ψ00.00	ψ <b>22.1</b> /	Ψ130.07
		Annual Sala	ry + Benefits	\$118,475.81	=		
Step B							
		\$7,089.61	/Month	\$47.26	/Hour		
	Total Benefits	\$3,219.07	45.41%	\$68.72	\$71.71	\$23.15	\$163.58
	Total Belletits	\$5,219.07	43.4170	\$00.72	\$/1./1	\$23.13	\$103.36
		Annual Sala	ry + Benefits	\$123,704.16	:		
Step C							
		\$7,444.95	/Month	\$49.63	/Hour		
	Total Benefits	\$3,321.76	44.62%	\$71.78	\$74.90	\$24.18	\$170.85
		•					
		Annual Sala	ry + Benefits	\$129,200.59	:		
Step D							
		\$7,817.63	/Month	\$52.12	/Hour		
	Total Benefits	\$3,429.46	43.87%	\$74.98	\$78.24	\$25.26	\$178.48
		Annual Sala	ry + Benefits	\$134,965.13	_		
Step E		\$8,209.38	/Month	ØE 4 72	/Hour		
		,		\$54.73			
	Total Benefits	\$3,542.67	43.15%	\$78.35	\$81.75	\$26.39	\$186.49
		Annual Sala	ry + Benefits	\$141,024.60	:		

# Solid Waste Supervisor Department: Public Works

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

		- ·F···	iment. Ful				
Step A							
•		3,508.40	/Month	\$23.39	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cate	egory	
PERS - Employee	0.080000	280.67			Public Works		e
PERS - Employer	0.138490	485.88					
PERS Survivor		2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	33.33					
Life Insurance	0.007500	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	147.00			104.35%	33.68%	
Vision Benefit	0.011700	35.51		Hourly Rate		City-Wide	<b>Total Hourly</b>
Medicare	0.014500	50.87		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.014300	30.67	-	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,063.87	58.83%	\$37.15	\$38.76	\$12.51	\$88.42
		Annual Sala	ry + Benefits	\$66,867.29			
Step B							
		\$3,683.48	/Month	\$24.56	/Hour		
		,					
	<b>Total Benefits</b>	\$2,107.86	57.22%	\$38.61	\$40.29	\$13.00	\$91.90
		Annual Sala	ry + Benefits	\$69,496.06			
Step C							
		\$3,867.22	/Month	\$25.78	/Hour		
		\$0,007.122	,111011111	Ψ25.76	, 110 di		
	Total Benefits	\$2,160.12	55.86%	\$40.18	\$41.93	\$13.53	\$95.65
		Annual Sala	ry + Benefits	\$72,327.99			
Step D							
		\$4,061.36	/Month	¢27.00	/Hour		
		54,001.30	/ IVIOIIIII	\$27.08	/ ПОИГ		
	Total Benefits	\$2,215.33	54.55%	\$41.84	\$43.66	\$14.09	\$99.60
	Total Delicitio	Ψ2,210.00	5 1.55 / 0	Ψ11.04	Ψ10.00	Ψ <b>Ι 1•0</b> 2	Ψ22.00
		Annual Sala	ry + Benefits	\$75,320.22			
		~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	J = 3.101105				
Step E							
- Step E		0436446	/N.C. 41	<b>***</b> * * * * * * * * * * * * * * * * *	/**		
		\$4,264.16	/Month	\$28.43	/Hour		
	Total Benefits	\$2,273.01	53.30%	\$43.58	\$45.48	\$14.68	\$103.74
	Total Delicitis	φ2,213.01	33.3070	<b>#43.30</b>	₽ <b>+3.40</b>	φ1 <b>7.</b> 00	φ1UJ./4
		Annual Sala	ry + Benefits	\$78,446.04			
		Alliuai Sala	iy i Delicitis	φ/0, <del>110.04</del>			

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

Chara A							
Step A		2 967 22	/Month	Ø25 70	/Поли		
		3,867.22	/Month	\$25.78	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cate	<u>egory</u>	
PERS - Employee	0.080000	309.38			Public Works		e
PERS - Employer	0.138490	535.57					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	36.74					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	162.04			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	56.07		& Benefits	Overhead	<u>Overhead</u>	Rate
			1				
	Total Benefits	\$ 2,165.92	56.01%	\$40.22	\$41.97	\$13.55	\$95.74
		Annual Salar	ry + Benefits	\$72,397.66			
Step B							
		\$4,061.36	/Month	\$27.08	/Hour		
	Total Benefits	\$2,215.33	54.55%	\$41.84	\$43.66	\$14.09	\$99.60
		Annual Salar	ry + Benefits	\$75,320.22			
Step C		\$4,264.16	/Month	\$28.43	/Hour		
		φτ,20τ.10	/ IVIOIILII	\$20.73	/110ui		
	Total Benefits	\$2,273.01	53.30%	\$43.58	\$45.48	\$14.68	\$103.74
		Annual Salar	ry + Benefits	\$78,446.04			
G. B							
Step D							
		\$4,477.37	/Month	\$29.85	/Hour		
	T . 1 D	ф <b>а</b> 222 б :	50 100	, . <b></b>	<b>0.4= 2.</b> 0	04 = 20	#40C 00
	Total Benefits	\$2,333.64	52.12%	\$45.41	\$47.38	\$15.29	\$108.08
		Annual Salar	ry + Benefits	\$81,732.14			
Step E							
Step E		\$4,700.98	/Month	\$31.34	/Hour		
		Ψ 197000.70	, 1,1011111	Ψ51.54	,11041		
	Total Benefits	\$2,397.23	50.99%	\$47.32	\$49.38	\$15.94	\$112.64
		Annual Salar	ry + Benefits	\$85,178.55			

## Streets Manager Department: Public Works

		Depai	tment: Pu	one works			
Step A							
		6,659.72	/Month	\$44.40	/Hour		
		,					
<b>Benefit</b>	Multiplier				Cates		
PERS - Employee	0.080000	532.78		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.138490	922.30					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	63.27					
Life Insurance	0.000255	30.57					
Deferred Comp.		110.00					
Workers Comp.	0.041900	279.04			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	96.57	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
			-				
	Total Benefits	\$ 3,094.85	46.47%	\$65.03	\$67.86	\$21.90	\$154.79
		Annual Salaı	ry + Benefits	\$117,054.79	<u>.</u>		
Step B							
•		\$6,992.54	/Month	\$46.62	/Hour		
		\$ 0,5 5 <b>2.1</b> 0 1	,1,1011011	Ψ.σ.σΞ	711041		
	<b>Total Benefits</b>	\$3,191.02	45.63%	\$67.89	\$70.84	\$22.87	\$161.60
		Annual Salaı	ry + Benefits	\$122,202.70	_		
Step C							
ort o		\$7,342.68	/Month	\$48.95	/Llour		
		\$7,542.00	/ WIOIIII	\$40.73	/110u1		
	Total Benefits	\$3,292.21	44.84%	\$70.90	\$73.98	\$23.88	\$168.76
	1000120110	\$2, <b>2</b> 3 <b>2.2</b> 1		4.000	4700	<b>\$20.</b> 00	<b>\$1007.</b> 0
		Annual Salar	rv + Benefits	\$127,618.69			
		1 IIII Suite	y Denones	\$127,010.0 <i>y</i>	•		
Ston D							
Step D							
		\$7,710.16	/Month	\$51.40	/Hour		
	T . 1 D . C.	<b>#2.200.40</b>	44.000/	O= 4.0 <	<b>077.0</b> 0	02405	04=400
	Total Benefits	\$3,398.40	44.08%	\$74.06	\$77.28	\$24.95	\$176.28
				#122 202 <b>5</b> 0			
		Annual Salar	ry + Benefits	\$133,302.79	<u> </u>		
Step E							
	<del></del>	\$8,094.98	/Month	\$53.97	/Hour		
		+=,=> 0		Ψ.Σ.,			
	<b>Total Benefits</b>	\$3,509.61	43.36%	\$77.36	\$80.73	\$26.06	\$184.15
		Annual Salar	ry + Benefits	\$139,255.02	_		
					•		
I							

## Streets Supervisor Department: Public Works

			tillelit. Tuk				
Step A							
		5,794.76	/Month	\$38.63	/Hour		
Benefit PERS - Employee PERS - Employer PERS Survivor Management Incent EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare	Multiplier 0.080000 0.138490  ive  0.009500 0.000255 0.041900 0.014500	5,794.76  463.58 802.52 2.00 0.00 3.79 866.81 152.21 55.05 26.60 110.00 242.80 35.51 84.02			/Hour <u>Cates</u> orn Managemen  104.35%  Department <u>Overhead</u>		nagement  Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,844.89	49.09%	\$57.60	\$60.10	\$19.40	\$137.10
		Annual Salar	ry + Benefits	\$103,675.80	:		
Step B	Total Benefits	\$6,084.23 \$2,928.54 Annual Sala	48.13%	\$40.56 <b>\$60.09</b> <b>\$108,153.31</b>	/Hour <b>\$62.70</b>	\$20.24	\$143.02
Step C	Total Benefits	\$6,389.31 \$3,016.70 Annual Salar	47.21%	\$42.60 <b>\$62.71</b> <b>\$112,872.19</b>	/Hour \$65.43	\$21.12	\$149.26
Step D	Total Benefits	\$6,708.26 \$3,108.87 Annual Salar	46.34%	\$44.72 \$65.45 \$117,805.56	/Hour <b>\$68.29</b>	\$22.05	\$155.78
Step E	Total Benefits	\$7,042.80 \$3,205.55 Annual Salar	45.52%	\$46.95 <b>\$68.32</b> <b>\$122,980.18</b>	/Hour <b>\$71.29</b>	\$23.01	\$162.63

# Street Sweeper Operator Department: Public Works

~ .							
Step A							
		4,059.62	/Month	\$27.06	/Hour		
Benefit	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.080000	324.77			Public Works		e
PERS - Employer	0.138490	562.22			Tuone Works	TVIGITICOTGITC	
PERS Survivor	0.130170	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	38.57					
Life Insurance	0.00,200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	170.10			104.35%	33.68%	
Vision Benefit	0.011700	35.51		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	58.86		& Benefits	Overhead	Overhead	Rate
ivicultare	0.014300	36.60	-	<u>&amp; Benefits</u>	Overneau	Overneau	<u>Kate</u>
	Total Benefits	\$ 2,220.64	54.70%	\$41.87	\$43.69	\$14.10	\$99.66
		Annual Sala	ry + Benefits	\$75,363.06			
Step B							
		\$4,262.43	/Month	\$28.42	/Hour		
	Total Benefits	\$2,272.51	53.31%	\$43.57	\$45.46	\$14.67	\$103.70
		Annual Sala	ry + Benefits	\$78,419.32	ı		
Step C		04.455.64	/h f	***			
		\$4,475.64	/Month	\$29.84	/Hour		
	Total Benefits	\$2,333.15	52.13%	\$45.39	\$47.36	\$15.29	\$108.05
	Total Delicitis	\$2,333.13	32.13/0	\$43.37	\$47.50	\$13.29	\$100.03
		Annual Sala	ry + Renefits	\$81,705.43			
		Aiiiuai Saia	ly   Delicities	\$61,703.43	:		
Ctan D							
Step D							
		\$4,699.25	/Month	\$31.33	/Hour		
	T + 1 D	# <b>2</b> 206 <b>5</b> 1	£1.000/	0.1= 0.1	040.37	015.03	0110 (0
	Total Benefits	\$2,396.74	51.00%	\$47.31	\$49.36	\$15.93	\$112.60
		Annual Cal-	my ± Domaff4-	COE 151 04			
		Annual Sala	y + benefits	\$85,151.84	1		
Cton F							
Step E							
		\$4,934.99	/Month	\$32.90	/Hour		
	Total Benefits	¢2 162 70	40 0 <b>2</b> 0/	\$49.33	\$51.47	\$16.61	\$117.41
	i otai beneiits	\$2,463.78	49.92%	\$49.33	\$31.47	\$10.01	\$11/. <del>4</del> 1
		Annual Sala	ry + Benefits	\$88,785.26	1		

### **Technical Assistant I Department: Public Works**

Claria A							
Step A		3,664.41	/Month	\$24.43	/Hour		
Benefit	<u>Multiplier</u>				Cate	<u>egory</u>	
PERS - Employee	0.080000	293.15				mployees	
PERS - Employer	0.138490	507.48			Office E	mproyees	
PERS Survivor	0.130170	2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	34.81					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	153.54			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>		City-Wide	<b>Total Hourly</b>
Medicare	0.014500	53.13		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,108.24	57.53%	\$38.48	\$40.16	\$12.96	\$91.60
	Total Belletits				\$ <del>1</del> 0.10	\$12.90	\$71.00
		Annual Sala	ry + Benefits	\$69,271.82			
Step B							
		\$3,848.15	/Month	\$25.65	/Hour		
	Total Benefits	\$2,154.69	55.99%	\$40.02	\$41.76	\$13.48	\$95.26
		Annual Salar	ry + Benefits	\$72,034.11			
Stan C							
Step C		\$4,040.56	/Month	\$26.94	/Hour		
		•					
	Total Benefits	\$2,209.41	54.68%	\$41.67	\$43.48	\$14.03	\$99.18
		Annual Salar	ry + Benefits	\$74,999.63			
Step D							
Step D		\$4,243.36	/Month	\$28.29	/Hour		
	Total Benefits	\$2,267.09	53.43%	\$43.40	\$45.29	\$14.62	<b>\$103.31</b>
	Total Delicitio	•			ψ <b>⊣</b> J• <i>4J</i>	ψ <b>17.U</b> 2	ψ <b>103.31</b>
		Annual Salar	ry + Benefits	\$78,125.44			
Step E							
		\$4,454.84	/Month	\$29.70	/Hour		
	Total Benefits	\$2,327.23	52.24%	\$45.21	\$47.18	\$15.23	\$107.62
		Annual Salar	ry + Benefits	\$81,384.83			
<u> </u>							

### **Technical Assistant II Department: Public Works**

G. A							1
Step A		4,040.56	/Month	\$26.94	/Hour		
		,					
Benefit	<u>Multiplier</u>					egory .	
PERS - Employee	0.080000	323.24			Office E	mployees	
PERS - Employer	0.138490	559.58					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	38.39					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	169.30			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	58.59		& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,215.21	54.82%	\$41.71	\$43.52	\$14.05	\$99.27
		Annual Salar		\$75,069.30	4.5.02	4-1111	*****
		7 Kinuai Salai	y Delicities	\$13,007.50			
Step B							
Step B		0404006	/3.6 d	***			
		\$4,243.36	/Month	\$28.29	/Hour		
	Total Benefits	\$2,267.09	53.43%	\$43.40	\$45.29	\$14.62	\$103.31
		Annual Salar	ry + Benefits	\$78,125.44			
Step C							
1		\$4,454.84	/Month	\$29.70	/Hour		
		\$ 1,10 110 1	7111011111	Ψ29.70	,110 <b>u</b> 1		
	Total Benefits	\$2,327.23	52.24%	\$45.21	\$47.18	\$15.23	\$107.62
		Annual Salar	ry + Benefits	\$81,384.83			
Step D							
<del>5.0</del> p_5		\$4,676.71	/Month	¢21 10	/Hour		
		54,0/0./I	/ IVIOIIUI	\$31.18	/ FIOUI		
	Total Benefits	\$2,390.33	51.11%	\$47.11	\$49.16	\$15.87	\$112.14
	1 Juli Dellettus	\$ <b>2</b> ,570.55	21.11/0	ψ1/11	Ψ 1/110	Ψ10.01	ψ±±#+± :
		Annual Salar	rv + Benefits	\$84,804.47			
			, =				
Step E							
Step E		04.010.50	/N /f a 41.	#22 T:	/* *		
		\$4,910.72	/I <b>vi</b> onth	\$32.74	/Hour		
	Total Benefits	\$2,456.88	50.03%	\$49.12	\$51.25	\$16.54	\$116.91
	Total Delicitis	Ψ2,730.00	50.0570	φτ/,12	Ψυ1,2υ	Ψ1 <b>0.37</b>	Ψ110,/1
		Annual Salar	rv + Renefits	\$88,411.23			
		Ammuai Galai	. J. Delicites	ψυυ, <del>1</del> 11,23			

## Wastewater Laboratory Technician I Department: Public Works

		2 cpui	iment. Fut				
Step A							
•		4,309.23	/Month	\$28.73	/Hour		
		,					
<b>Benefit</b>	<b>Multiplier</b>					<u>egory</u>	
PERS - Employee	0.080000	344.74			Public Works	- Maintenanc	e
PERS - Employer	0.138490	596.79					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	40.94					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	180.56			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	62.48		& Benefits	Overhead	<b>Overhead</b>	Rate
			=				<del></del>
	<b>Total Benefits</b>	\$ 2,291.62	53.18%	\$44.01	\$45.92	\$14.82	\$104.75
		Annual Sala	ry + Benefits	\$79,210.22			
					•		
Step B							
Stop B		\$4,524.17	/Month	\$30.16	/Llour		
		\$ <del>4</del> ,324.17	/IVIOIIIII	\$30.10	/ Houi		
	Total Benefits	\$2,346.95	51.88%	\$45.81	\$47.80	\$15.43	\$109.04
	Total Belletius	Ψ2,5 10.55	21.0070	\$ 10.01	\$17.00	Ψ10.10	Ψ10>.0.
		Annual Sala	ry + Benefits	\$82,453.49			
			-,	40-,100111			
Stop C							
Step C		0 4 <b>-</b> 40 <b>-</b> 5	5.5.1				
		\$4,749.52	/Month	\$31.66	/Hour		
	T . 1D . C.	00 411 04	50.760/	0.45.54	0.40.01	016.00	0112 (2
	Total Benefits	\$2,411.04	50.76%	\$47.74	\$49.81	\$16.08	\$113.63
				007.004.47			
		Annual Sala	ry + Benefits	\$85,926.67	l		
Step D							
	<del></del>	\$4,986.99	/Month	\$33.25	/Hour		
		# -9- 00 <b>•</b> -7		Ψ33.23			
	Total Benefits	\$2,478.57	49.70%	\$49.77	\$51.93	\$16.76	\$118.47
		Annual Sala	ry + Benefits	\$89,586.75			
					ł		
Step E							
- Stop E		OF 337 (A	/N. f. a	<b>***</b>	/* *		
		\$5,236.60	/Month	\$34.91	/Hour		
	Total Benefits	\$2,549.56	48.69%	\$51.91	\$54.16	\$17.48	\$123.56
	Total Delicitis	\$4,549.50	40.09%	\$31.71	<b>⊅34.10</b>	φ1/. <del>4</del> 0	\$123.30
		Annual Sala	ry + Benefits	£03 /33 00			
		Annuai Sala	ry + Denemis	\$93,433.90	1		

### Wastewater Laboratory Technician II Department: Public Works

C4 A							
Step A		4 740 52	Month	921 ((	/Hann		
		4,749.52	/IVIOIIIII	\$31.66	/ Houi		
<b>Benefit</b>	<u>Multiplier</u>				Cates	<u>zorv</u>	
PERS - Employee	0.080000	379.96			Public Works -		
PERS - Employer	0.138490	657.76	I				
PERS Survivor		2.00	1				
Management Incen	tive	0.00	1				
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	45.12					
Life Insurance		5.80	1				
Deferred Comp.		0.00	1				
Workers Comp.	0.041900	199.00	ı		104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	68.87	_	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,416.84	50.89%	\$47.78	\$49.85	\$16.09	\$113.72
							·
		Annual Sala	ry + Benefits	\$85,996.27	:		
Step B							
Stop B		\$4,986.99	/Month	\$33.25	/Hour		
		4 -92 0 0 0 2 2	,	*****	,		
	Total Benefits	\$2,478.57	49.70%	\$49.77	\$51.93	\$16.76	\$118.47
		Annual Sala	ry + Benefits	\$89,586.75			
Step C							
		\$5,236.60	/Month	\$34.91	/Hour		
	Total Benefits	\$2,549.56	48.69%	\$51.91	\$54.16	\$17.48	\$123.56
		Annual Sala	ry + Benefits	\$93,433.90	į		
Step D							
		\$5,498.34	/Month	\$36.66	/Hour		
		,		φ30.00			
	Total Benefits	\$2,623.99	47.72%	\$54.15	\$56.50	\$18.24	\$128.89
		Annual Sala	ry + Benefits	\$97,468.07			
				7	<u> </u>		
Step E							
	_	\$5,773.96	/Month	\$38.49	/Hour		
	Total Benefits	\$2,702.38	46.80%	\$56.51	\$58.96	\$19.03	\$134.51
		Annual Cala	my ± Donafita	¢101 715 07			
		Annuai Sala	ı y ¬ benents	\$101,715.97	:		
<u> </u>							

# Wastewater Maintenance Supervisor Department: Public Works

		- · I · · · ·	timent. Fu	0110 11 01 115			
Step A							
1		5,389.14	/Month	\$35.93	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cates	oorv	
PERS - Employee	0.080000	431.13		Non Sw	orn Managemen		nagamant
PERS - Employer	0.138490	746.34		Non-sw	om wanageme	iii & iviiu-iviai	iagement
PERS Survivor	0.136430	2.00					
	4:	0.00					
Management Incen	ilive						
EAP		3.79					
Health Insurance		866.81					
Dental Insurance	0.000.	152.21					
LTD Insurance	0.009500	51.20					
Life Insurance	0.000255	24.74					
Deferred Comp.		110.00					
Workers Comp.	0.041900	225.80			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	78.14	•	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$ 2,727.67	50.61%	\$54.11	\$56.46	\$18.23	\$128.80
		Annual Salaı	wy <b>⊥ D</b> onofits				
		Alliluai Salai	ry + beliefits	\$97,401.76	•		
Cton D							
Step B		<b>0.5.65.80</b>	<b>5.</b> 6. 4.				
		\$5,657.82	/Month	\$37.72	/Hour		
	T . 1D . C.	Φ2 005 22	40.500/	056.43	Ø <b>50.05</b>	010.00	012420
	Total Benefits	\$2,805.32	49.58%	\$56.42	\$58.87	\$19.00	\$134.30
		Annual Salar	ry + Renefits	\$101,557.60			
		Annuai Saiai	y Denents	Ψ101,557.00	=		
Step C							
Step C		05.040.26	D. F 1	***			
		\$5,940.36	/Month	\$39.60	/Hour		
	T ( 1 D ) (")	Φ <b>2</b> 00 6 0 <b>7</b>	40.600/	050.05	061.41	010.03	01.40.00
	Total Benefits	\$2,886.97	48.60%	\$58.85	\$61.41	\$19.82	\$140.08
		4 161	. D. C.	0105 025 02			
		Annual Salar	ry + Benefits	\$105,927.93	•		
G							
Step D							
		\$6,236.77	/Month	\$41.58	/Hour		
	Total Benefits	\$2,972.62	47.66%	\$61.40	\$64.06	\$20.68	\$146.14
		Annual Salar	ry + Benefits	\$110,512.75	<u>.</u>		
Step E							
		\$6,548.79	/Month	\$43.66	/Hour		
		Ψυ,υπυ. 17	, 1,1011111	ψτ5.00	,11041		
	Total Benefits	\$3,062.79	46.77%	\$64.08	\$66.86	\$21.58	\$152.52
		,			-		-
		Annual Salar	ry + Benefits	\$115,338.88			
			•	,	=		

# Wastewater Treatment Plant Operator Asst. Department: Public Works

G. A							
Step A		3,376.66	/Month	\$22.51	/Hour		
		3,370.00	/IVIOIILII	Ψ22.31	/IIoui		
<b>Benefit</b>	<b>Multiplier</b>				Cate	egory	
PERS - Employee	0.080000	270.13			Public Works	- Maintenance	e
PERS - Employer	0.138490	467.63					
PERS Survivor		2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	32.08					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	141.48			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	48.96		& Benefits	Overhead	<u>Overhead</u>	Rate
1/10 uno uno			_			<u>o , er memu</u>	
	Total Benefits	\$ 2,026.41	60.01%	\$36.02	\$37.59	\$12.13	\$85.74
		Annual Salar	ry + Benefits	\$64,836.82	:		
Stop D							
Step B		\$3,544.80	/Month	\$23.63	/Llour		
		\$3,344.00	/IVIOIIIII	\$23.03	/Houi		
	Total Benefits	\$2,068.43	58.35%	\$37.42	\$39.05	\$12.60	\$89.07
		Annual Salar	rv + Benefits	\$67,358.75			
			,		:		
Step C							
		\$3,721.61	/Month	\$24.81	/Hour		
	Total Benefits	\$2,118.71	56.93%	\$38.94	\$40.63	\$13.11	\$92.68
		Ammuel Cale	wy   Domoffee	670 002 02			
		Annual Sala	ry + benefits	\$70,083.82	1		
Step D							
Step B		\$3,907.08	/Month	\$26.05	/Hour		
		40,500		Ψ20.03			
	Total Benefits	\$2,171.46	55.58%	\$40.52	\$42.28	\$13.65	\$96.46
		Annual Sala	rv + Renefits	\$72,942.47			
		minuai Salal	y Denemis	ψ12977247	1		
Step E							
	<u>-</u>	\$4,102.96	/Month	\$27.35	/Hour		
	Total Danie	¢0 007 17	E 4 000/	0.43.30	¢44.02	01431	¢100.45
	Total Benefits	\$2,227.16	54.28%	\$42.20	\$44.03	\$14.21	\$100.45
		Annual Salar	ry + Benefits	\$75,961.42	,		
					•		

### Wastewater Treatment Plant Operator I Department: Public Works

Q. A							
Step A		4 102 06	/3.6 d	<b>025.25</b>	/***		
		4,102.96	/Month	\$27.35	/Hour		
Benefit	<u>Multiplier</u>				Cate	<u>egory</u>	
PERS - Employee	0.080000	328.24			Public Works		e
PERS - Employer	0.138490	568.22			T dollo // ollip	111011100110110	
PERS Survivor		2.00					
Management Incent	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	38.98					
Life Insurance	0.000200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	171.91			104.35%	33.68%	
Vision Benefit	0.011700	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	59.49		& Benefits	Overhead	Overhead	Rate
ivicultate	0.014300	39.49	-	& Delicits	Overneau	Overneau	<u> Kate</u>
	Total Benefits	\$ 2,232.96	54.42%	\$42.24	\$44.08	\$14.23	\$100.54
		Annual Salar	ry + Benefits	\$76,031.06			
Step B							
		\$4,307.50	/Month	\$28.72	/Hour		
		4 1,0 0 110 0	,	4-51.	,		
	Total Benefits	\$2,285.33	53.05%	\$43.95	\$45.86	\$14.80	\$104.62
		Annual Salar	ry + Benefits	\$79,113.94			
Step C							
T. T.		\$4,522.44	/Month	\$30.15	/Hour		
		Ψ-1,522	/IVIOIILII	\$50.15	/110ui		
	Total Benefits	\$2,346.46	51.88%	\$45.79	\$47.78	\$15.42	\$109.00
		,					
		Annual Salar	ry + Benefits	\$82,426.77			
			•				
Step D							
Step D		04 545 50	/ <b>3</b>	***			
		\$4,747.78	/Month	\$31.65	/Hour		
	Total Benefits	\$2,410.54	50 770/	\$47.72	\$49.80	\$16.07	¢112 50
	Total Delletits	\$2,410.34	50.77%	\$41.12	<b>547.8</b> U	\$10.07	\$113.59
		Annual Salar	my + Ranafita	\$85,899.89			
		Annuai Salal	y - Delients	\$05,077.07			
C. F							
Step E							
		\$4,985.26	/Month	\$33.24	/Hour		
	Total Benefits	\$2,478.08	49.71%	\$49.76	\$51.92	\$16.76	\$118.43
		Annual Salar	ry + Benefits	\$89,560.03			
			,	,			

## Wastewater Treatment Plant Operator II Department: Public Works

		Бериг	iment. Fut	one works			
Step A							
		4,522.44	/Month	\$30.15	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egor <u>y</u>	
PERS - Employee	0.080000	361.80			Public Works		e
PERS - Employer	0.138490	626.31			1 40110 11 01115	111011100110110	
PERS Survivor	0.150.50	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	42.96					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	189.49			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	65.58		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,352.26	52.01%	\$45.83	\$47.82	\$15.44	\$109.09
			. D. 64				
		Annual Sala	ry + Benefits	\$82,496.36	!		
Step B							
		\$4,747.78	/Month	\$31.65	/Hour		
	Total Benefits	\$2,410.54	50.77%	\$47.72	\$49.80	\$16.07	\$113.59
		Annual Sala	ry + Benefits	\$85,899.89			
		7 Annuai Saia	ry · Benefits	\$63,677.67	:		
Step C							
		\$4,985.26	/Month	\$33.24	/Hour		
	Total Benefits	\$2,478.08	49.71%	\$49.76	\$51.92	\$16.76	\$118.43
		Annual Sala	ry + Benefits	\$89,560.03			
Stan D							
Step D		\$5,234.87	/Month	\$34.90	/Hour		
		Ψυ,=υ 1107	, 1,1011111	ψ5 1.90			
	Total Benefits	\$2,549.06	48.69%	\$51.89	\$54.15	\$17.48	\$123.52
		Annual Sala	ry + Benefits	\$93,407.19			
			•				
Step E		05 407 71	/N /L a sa 41:	<b>***</b>	/**		
		\$5,496.61	/ IVIONTN	\$36.64	/Hour		
	Total Benefits	\$2,623.50	47.73%	\$54.13	\$56.49	\$18.23	\$128.86
		Annual Sala	ry + Benefits	\$97,441.35			
		Annuai Sala	iy i Delicitis	φ <i>71</i> , <del>11</del> 1.33	: 		

# Wastewater Treatment Plant Operator III Department: Public Works

Chara A							
Step A		4 005 26	Month	£22.24	/Hour		
		4,985.26	/Month	\$33.24	/Hour		
<b>Benefit</b>	<b>Multiplier</b>				Cates	gory	
PERS - Employee	0.080000	398.82			Public Works -		
PERS - Employer	0.138490	690.41					
PERS Survivor		2.00	)				
Management Incen	tive	0.00	)				
EAP		3.79	1				
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	47.36	1				
Life Insurance		5.80	1				
Deferred Comp.		0.00	1				
Workers Comp.	0.041900	208.88			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	72.29		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
			-				<u> </u>
	Total Benefits	\$ 2,483.88	49.82%	\$49.79	\$51.96	\$16.77	\$118.53
		Annual Sala	ry + Benefits	\$89,629.66	:		
Step B							
		\$5,234.87	/Month	\$34.90	/Hour		
	T 15 T	<b>*** * * * * * * * * *</b>	10.6007	0-1-00		0.1 <b>-</b> 10	0.1.0.
	Total Benefits	\$2,549.06	48.69%	\$51.89	\$54.15	\$17.48	\$123.52
		Annual Sala	ry + Benefits	\$93,407.19			
		1 <b>2</b> ~ <b></b>	23 201101105	4,0,10.11,	į		
Step C							
ыср С		<b>65</b> 406 61	/Month	\$26.64	/11		
		\$5,496.61	/Wionth	\$36.64	/Hour		
	Total Benefits	\$2,623.50	47.73%	\$54.13	\$56.49	\$18.23	\$128.86
	Total Belletits	Ψ2,023.30	17.7370	φετο	\$20.15	\$10.20	ψ1 <b>2</b> 0.00
		Annual Sala	ry + Benefits	\$97,441.35			
				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	i .		
Step D							
Step D		@ <i>5 77</i> 0 00	Month	<b>020.40</b>	/Hour		
		\$5,772.22	/ IVIONIN	\$38.48	/Hour		
	Total Benefits	\$2,701.88	46.81%	\$56.49	\$58.95	\$19.03	\$134.47
	1 Juli Dollolli	Ψ2,701.00	.0.0170	ψ50.17	Ψυσ.,,υ	Ψ1/100	Ψ10 1117
		Annual Sala	ry + Benefits	\$101,689.25			
					:		
Step E							
- Stop E		\$6,061.70	/Month	¢40 41	/Llour		
		\$0,001./U	/ IVIOIIIII	\$40.41	/HOUF		
	Total Benefits	\$2,784.21	45.93%	\$58.97	\$61.54	\$19.86	\$140.37
		. ,					
		Annual Sala	ry + Benefits	\$106,150.88			
				-			

### Wastewater Operations Manager Department: Public Works

Ct A							
Step A		( 014 00	/N ( a se 4 la	045 42	/11		
		6,814.00	/Month	\$45.43	/Hour		
<b>Benefit</b>	<b>Multiplier</b>				Cates	gory	
PERS - Employee	0.080000	545.12		Non-Sw	orn Managemei		nagement
PERS - Employer	0.138490	943.67					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	64.73					
Life Insurance	0.000255	31.28					
Deferred Comp.		110.00					
Workers Comp.	0.041900	285.51			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	98.80	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,139.43	46.07%	\$66.36	\$69.24	\$22.35	\$157.95
		Annual Sala	ry + Benefits	\$119,441.16			
			•		:		
Step B							
экер В		\$7,155.48	/Month	\$47.70	/Llour		
		\$7,133.40	/IVIOIIIII	\$47.70	/noui		
	Total Benefits	\$3,238.11	45.25%	\$69.29	\$72.30	\$23.34	\$164.93
		,					·
		Annual Sala	ry + Benefits	\$124,723.01	_		
					•		
Step C							
	<u>-</u> _	\$7,512.56	/Month	\$50.08	/Hour		
		,					
	Total Benefits	\$3,341.30	44.48%	\$72.36	\$75.50	\$24.37	\$172.24
		Annual Sala	ry + Benefits	\$130,246.25	:		
Step D							
	_	\$7,888.70	/Month	\$52.59	/Hour		
		,					
	Total Benefits	\$3,450.00	43.73%	\$75.59	\$78.88	\$25.46	\$179.93
		Annual Sala	ry + Benefits	\$136,064.41	:		
Step E							
		\$8,283.92	/Month	\$55.23	/Hour		
		•					
	Total Benefits	\$3,564.21	43.03%	\$78.99	\$82.42	\$26.61	\$188.01
			_				
		Annual Sala	ry + Benefits	\$142,177.50	į.		

# Wastewater Treatment Plant Supervisor Department: Public Works

		z cp.u.	timent. Fu	0110 1101115			
Step A							
		5,926.49	/Month	\$39.51	/Hour		
		·			-		
Benefit	<u>Multiplier</u>	454.10		N. G	Cates		
PERS - Employee	0.080000	474.12		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.138490	820.76					
PERS Survivor	. •	2.00					
Management Incen	itive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.30					
Life Insurance	0.000255	27.20					
Deferred Comp.		110.00					
Workers Comp.	0.041900	248.32			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	85.93	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
			_				
	Total Benefits	\$ 2,882.96	48.65%	\$58.73	\$61.28	\$19.78	\$139.79
		4 161	. D C.	0105 512 26			
		Annual Salar	ry + Benefits	\$105,713.36	<u> </u>		
Step B							
		\$6,222.91	/Month	\$41.49	/Hour		
	Total Benefits	\$2,968.62	47.70%	\$61.28	\$63.94	\$20.64	\$145.86
		Annual Sala	ry + Benefits	\$110,298.26	:		
Step C							
		\$6,534.92	/Month	\$43.57	/Hour		
		4 - )					
	Total Benefits	\$3,058.78	46.81%	\$63.96	\$66.74	\$21.54	\$152.24
		Annual Salar	ry + Benefits	\$115,124.38	_		
					<u> </u>		
Step D							
T		\$6,860.80	/Month	\$45.74	/Hour		
		φυ <sub>3</sub> ουυ.ου	/ 141011111	<b>Ф4</b> 3./4	/110u1		
	Total Benefits	\$3,152.95	45.96%	\$66.76	\$69.66	\$22.49	\$158.90
		,	2., 2, 0	4	<del></del>		
		Annual Sala	ry + Benefits	\$120,165.05			
				,	:		
Step E							
- Step E		07 304 04	/N A	<b></b>	77		
		\$7,204.01	/Month	\$48.03	/Hour		
	Total Benefits	¢2 252 12	A5 1A0/	\$69.71	\$72.74	\$23.48	\$165.92
	Total Delicitis	\$3,252.13	45.14%	\$09./1	\$12.14	<b>J4J.40</b>	\$105.72
		Annual Salar	ry + Ranofite	\$125 A72 7A			
		Annuai Salal	y + Denents	\$125,473.74	:		

### Water Distribution Supervisor **Department: Public Works**

		- · F · · ·	timent. Fu				
Step A							
1		5,926.49	/Month	\$39.51	/Hour		
		- )=	,	40,100	, ,		
<b>Benefit</b>	<b>Multiplier</b>				<u>Cates</u>		
PERS - Employee	0.080000	474.12		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.138490	820.76					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.30					
Life Insurance	0.000255	27.20					
Deferred Comp.		110.00					
Workers Comp.	0.041900	248.32			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	85.93	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$ 2,882.96	48.65%	\$58.73	\$61.28	\$19.78	\$139.79
		Annual Sala	ry + Benefits	\$105,713.36			
Step B							
_		\$6,222.91	/Month	\$41.49	/Hour		
		4-)					
	Total Benefits	\$2,968.62	47.70%	\$61.28	\$63.94	\$20.64	\$145.86
		Annual Sala	ry + Benefits	\$110,298.26	_		
				,	•		
Step C							
1		\$6,534.92	/Month	\$43.57	/Hour		
		Φ0,334.72	/IVIOIIIII	Ψ-5.57	/110u1		
	Total Benefits	\$3,058.78	46.81%	\$63.96	\$66.74	\$21.54	\$152.24
		. ,					
		Annual Sala	ry + Benefits	\$115,124.38			
			·				
Step D							
- Step D		<b>0</b>	/M a m 41:	<b>45-</b> 4	/**		
		\$6,860.80	/ I <b>viontn</b>	\$45.74	/Hour		
	Total Benefits	\$3,152.95	45.96%	\$66.76	\$69.66	\$22.49	\$158.90
	Total Delicitis	ψυ,1υ2.90	<b>¬</b> J.90/0	φυυ. / υ	φυν.υυ	φ <i>ωω,<del>η</del> )</i>	φ130.7U
		Annual Sala	ry + Benefits	\$120,165.05			
		i imuai Gala	., Denemes	Ψ120,103.03	:		
C( F							
Step E							
		\$7,204.01	/Month	\$48.03	/Hour		
	m . 1 n	<b>***</b>					
	Total Benefits	\$3,252.13	45.14%	\$69.71	\$72.74	\$23.48	\$165.92
				<b>0405</b> 1 <b>-</b> 0 - :			
		Annual Sala	ry + Benefits	\$125,473.74	:		

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

Ct A							
Step A		4,149.76	/Month	\$27.67	/Hour		
		ŕ					
<u>Benefit</u>	<u>Multiplier</u>	221.00				egory .	
PERS - Employee	0.080000	331.98			Public Works	- Maintenanc	e
PERS - Employer	0.138490	574.70					
PERS Survivor	.•	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	39.42					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	173.87			104.35%	33.68%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.014500	60.17	•	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,246.27	54.13%	\$42.64	\$44.49	\$14.36	\$101.50
		Annual Salar	ry + Benefits	\$76,752.36			
					1		
Step B							
T		\$4,357.77	/Month	\$29.05	/Hour		
		Φ-1,557.77	/IVIOIILII	\$27.03	/110til		
	Total Benefits	\$2,299.63	52.77%	\$44.38	\$46.31	\$14.95	\$105.64
		Annual Salar	ry + Benefits	\$79,888.72	:		
G. G							
Step C							
		\$4,576.18	/Month	\$30.51	/Hour		
	Total Benefits	\$2,361.74	51.61%	\$46.25	\$48.26	\$15.58	\$110.10
				002 274 00			
		Annual Salar	ry + Benefits	\$83,254.98	1		
Step D							
		\$4,804.98	/Month	\$32.03	/Hour		
		•					
	Total Benefits	\$2,426.81	50.51%	\$48.21	\$50.31	\$16.24	\$114.76
		Annual Salar	ry + Benefits	\$86,781.53	<b>:</b>		
Step E							
		\$5,045.93	/Month	\$33.64	/Hour		
		•					
	Total Benefits	\$2,495.33	49.45%	\$50.28	\$52.46	\$16.93	\$119.67
		Annual Salar	ry + Benefits	\$90,495.10			

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

		- I	iment. Fut				
Step A							
•		4,576.18	/Month	\$30.51	/Hour		
		,					
<b>Benefit</b>	<b>Multiplier</b>					<u>egory</u>	
PERS - Employee	0.080000	366.09			Public Works	- Maintenanc	e
PERS - Employer	0.138490	633.76					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	43.47					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	191.74			104.35%	33.68%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.014500	66.35	=	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,367.54	51.74%	\$46.29	\$48.30	\$15.59	\$110.19
			. D. 64	#02 224 C4			
		Annual Sala	ry + Benefits	\$83,324.64	1		
Step B							
		\$4,804.98	/Month	\$32.03	/Hour		
		,					
	Total Benefits	\$2,426.81	50.51%	\$48.21	\$50.31	\$16.24	\$114.76
		Annual Sala	ry + Benefits	\$86,781.53			
Step C							
1		\$5,045.93	/Month	\$33.64	/Hour		
		Φο, σ 10.70	7141011111	ψ33.01	/110th		
	Total Benefits	\$2,495.33	49.45%	\$50.28	\$52.46	\$16.93	\$119.67
		. ,					
		Annual Sala	ry + Benefits	\$90,495.10			
			•		:		
Step D							
- Step D		<b>65 300 00</b>	/M and1-	<b>#25.22</b>	/11		
		\$5,299.00	/ I <b>vionth</b>	\$35.33	/Hour		
	Total Benefits	\$2,567.30	48.45%	\$52.44	\$54.72	\$17.66	\$124.83
	Total Delicitis	ψ2,507.50	40.43/0	Ф <i>3</i> 2.44	φ <b>J=1.</b> / Δ	φ1/.00	φ1 <b>47.0</b> J
		Annual Sala	ry + Benefits	\$94,395.69			
		Annual Sala	iy i Denemis	φ/ <del>1</del> ,3/3.03			
Ct F							
Step E							
		\$5,564.21	/Month	\$37.09	/Hour		
	T . 15 ~	<b>ha</b>					
	Total Benefits	\$2,642.73	47.50%	\$54.71	\$57.09	\$18.43	\$130.23
			. D	000 103 50			
		Annual Sala	ry + Benefits	\$98,483.29	1		

### Water Operations Manager Department: Public Works

Ct A							
Step A		( 014 00	/N ( a se 4 la	045 42	/11		
		6,814.00	/Month	\$45.43	/Hour		
<b>Benefit</b>	<b>Multiplier</b>				Cates	gory	
PERS - Employee	0.080000	545.12		Non-Sw	orn Managemei		nagement
PERS - Employer	0.138490	943.67					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	64.73					
Life Insurance	0.000255	31.28					
Deferred Comp.		110.00					
Workers Comp.	0.041900	285.51			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	98.80	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,139.43	46.07%	\$66.36	\$69.24	\$22.35	\$157.95
		Annual Sala	ry + Benefits	\$119,441.16			
			•		:		
Step B							
экер В		\$7,155.48	/Month	\$47.70	/Llour		
		\$7,133.40	/IVIOIIIII	\$47.70	/noui		
	Total Benefits	\$3,238.11	45.25%	\$69.29	\$72.30	\$23.34	\$164.93
		,					·
		Annual Sala	ry + Benefits	\$124,723.01	_		
					•		
Step C							
	<u>-</u> _	\$7,512.56	/Month	\$50.08	/Hour		
		,					
	Total Benefits	\$3,341.30	44.48%	\$72.36	\$75.50	\$24.37	\$172.24
		Annual Sala	ry + Benefits	\$130,246.25	:		
Step D							
	_	\$7,888.70	/Month	\$52.59	/Hour		
		,					
	Total Benefits	\$3,450.00	43.73%	\$75.59	\$78.88	\$25.46	\$179.93
		Annual Sala	ry + Benefits	\$136,064.41	:		
Step E							
		\$8,283.92	/Month	\$55.23	/Hour		
		•					
	Total Benefits	\$3,564.21	43.03%	\$78.99	\$82.42	\$26.61	\$188.01
			_				
		Annual Sala	ry + Benefits	\$142,177.50	į.		

# Water Production Supervisor Department: Public Works

		- · F · · ·	timent. Fu				
Step A							
1		5,926.49	/Month	\$39.51	/Hour		
		- )=	,	40,100	, ,		
<b>Benefit</b>	<b>Multiplier</b>				<u>Cates</u>		
PERS - Employee	0.080000	474.12		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.138490	820.76					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	56.30					
Life Insurance	0.000255	27.20					
Deferred Comp.		110.00					
Workers Comp.	0.041900	248.32			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	85.93	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$ 2,882.96	48.65%	\$58.73	\$61.28	\$19.78	\$139.79
		Annual Sala	ry + Benefits	\$105,713.36			
Step B							
_		\$6,222.91	/Month	\$41.49	/Hour		
		4-)					
	Total Benefits	\$2,968.62	47.70%	\$61.28	\$63.94	\$20.64	\$145.86
		Annual Sala	ry + Benefits	\$110,298.26	_		
				,	•		
Step C							
1		\$6,534.92	/Month	\$43.57	/Hour		
		Φ0,334.72	/IVIOIIIII	Ψ-5.57	/110u1		
	Total Benefits	\$3,058.78	46.81%	\$63.96	\$66.74	\$21.54	\$152.24
		. ,					
		Annual Sala	ry + Benefits	\$115,124.38			
			·				
Step D							
- Step D		<b>0</b>	/M a m 41:	<b>45-</b> 4	/**		
		\$6,860.80	/ I <b>viontn</b>	\$45.74	/Hour		
	Total Benefits	\$3,152.95	45.96%	\$66.76	\$69.66	\$22.49	\$158.90
	Total Delicitis	ψυ,1υ2.90	<b>¬</b> J.90/0	φυυ. / υ	φυν.υυ	φ <i>ωω,<del>η</del> )</i>	φ130.7U
		Annual Sala	ry + Benefits	\$120,165.05			
		i imuai Gala	., Denemes	Ψ120,103.03	:		
C( F							
Step E							
		\$7,204.01	/Month	\$48.03	/Hour		
	m . 1 n	<b>***</b>					
	Total Benefits	\$3,252.13	45.14%	\$69.71	\$72.74	\$23.48	\$165.92
				<b>0405</b> 1 <b>-</b> 0 - :			
		Annual Sala	ry + Benefits	\$125,473.74	:		

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

Ct. A							
Step A		2 052 15	/N.C	<b>637.35</b>	/II		
		3,952.15	/Month	\$26.35	/Hour		
Benefit	<b>Multiplier</b>				Cate	<u>egory</u>	
PERS - Employee	0.080000	316.17			Public Works		e
PERS - Employer	0.138490	547.33					
PERS Survivor		2.00					
Management Incent	ive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	37.55					
Life Insurance	0.000	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	165.60			104.35%	33.68%	
Vision Benefit	0.011700	35.51		Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	57.31		& Benefits	Overhead	Overhead	Rate
ivicultate	0.014300	37.31	=	& Delicits	Overneau	Overneau	<u>Kate</u>
	Total Benefits	\$ 2,190.07	55.41%	\$40.95	\$42.73	\$13.79	\$97.47
		Annual Salar	ry + Benefits	\$73,706.66			
Step B							
•		\$4,149.76	/Month	\$27.67	/Hour		
		4 -,,-	,	4-1101	, ,		
	Total Benefits	\$2,240.47	53.99%	\$42.60	\$44.45	\$14.35	\$101.40
		Annual Salar	ry + Benefits	\$76,682.76			
Step C							
		\$4,357.77	/Month	\$29.05	/Hour		
	Total Benefits	\$2,299.63	52.77%	\$44.38	\$46.31	\$14.95	\$105.64
				A=0 000 ==			
		Annual Salar	ry + Benefits	\$79,888.72			
Step D							
		\$4,576.18	/Month	\$30.51	/Hour		
		. )=: 5023		Ţ <b>2</b> 0.01	<del>-</del>		
	Total Benefits	\$2,361.74	51.61%	\$46.25	\$48.26	\$15.58	\$110.10
		Annual Salar	ry + Benefits	\$83,254.98			
Step E							
		\$4,804.98	/Month	\$32.03	/Hour		
		\$ 1,00 II/O	, 1,1011011	Ψ52.05	, 110 41		
	Total Benefits	\$2,426.81	50.51%	\$48.21	\$50.31	\$16.24	\$114.76
		Annual Salar	ry + Benefits	\$86,781.53			
					ı		

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

~ .		•					
Step A							
		4,357.77	/Month	\$29.05	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	egory	
PERS - Employee	0.080000	348.62			Public Works		e
PERS - Employer	0.138490	603.51			Tuone wons	TVIGITICOTGITC	
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	41.40					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	182.59			104.35%	33.68%	
Vision Benefit		35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	63.19	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,305.43	52.90%	\$44.42	\$46.35	\$14.96	\$105.74
	1000 2000	,			<b>\$10.0</b> 0	<b>\$1.00</b>	<b>\$100</b>
		Annuai Saia	ry + Benefits	\$79,958.35	!		
Step B		0.4. <b>7.7</b> .6.40					
		\$4,576.18	/Month	\$30.51	/Hour		
	Total Benefits	\$2,361.74	51.61%	\$46.25	\$48.26	\$15.58	\$110.10
		Annual Sala	ry + Benefits	\$83,254.98			
~ ~							
Step C		\$4,804.98	/Month	\$32.03	/Hour		
		\$ 1,00 100 0	,1,1011411	Ψ2.02	,11041		
	Total Benefits	\$2,426.81	50.51%	\$48.21	\$50.31	\$16.24	\$114.76
		Annual Sala	ry + Benefits	\$86,781.53			
Ct D							
Step D		\$5,045.93	/Month	\$33.64	/Hour		
		Ψυ,υπυ.νυ	, 1,1011111	Ψ.υ.	, 110 ul		
	Total Benefits	\$2,495.33	49.45%	\$50.28	\$52.46	\$16.93	\$119.67
		Annual Sala	ry + Benefits	\$90,495.10	:		
Step E							
Step 12		\$5,299.00	/Month	\$35.33	/Hour		
	Total Benefits	\$2,567.30	48.45%	\$52.44	\$54.72	\$17.66	\$124.83
		Annual Sala	ry + Benefits	\$94,395.69			
				. ,			

## Water Reclamation Specialist Department: Public Works

		Depart	ıment: Put	one works			
Step A							
•		4,149.76	/Month	\$27.67	/Hour		
		,		•			
<b>Benefit</b>	<u>Multiplier</u>					<u>egory</u>	
PERS - Employee	0.080000	331.98			Public Works	- Maintenanc	e
PERS - Employer	0.138490	574.70					
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	39.42					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	173.87			104.35%	33.68%	
Vision Benefit		35.51			Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	60.17	<del>-</del>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$ 2,246.27	54.13%	\$42.64	\$44.49	\$14.36	\$101.50
		Annual Sala	ry + Benefits	\$76,752.36	<b>.</b>		
Step B							
•		\$4,357.77	/Month	\$29.05	/Hour		
		\$ 1,00.7	,111011111	Ψ29.03	/110 <b>u</b> 1		
	<b>Total Benefits</b>	\$2,299.63	52.77%	\$44.38	\$46.31	\$14.95	\$105.64
		Annual Sala	ry + Benefits	\$79,888.72			
Step C							
SWP S		\$4,576.18	/Month	\$30.51	/Llour		
		\$ <b>4</b> ,37 <b>0.10</b>	/IVIOIIIII	\$30.31	/110ui		
	Total Benefits	\$2,361.74	51.61%	\$46.25	\$48.26	\$15.58	\$110.10
		4-,		4	4	4-2	4
		Annual Sala	ry + Benefits	\$83,254.98			
				,	!		
Stop D							
Step D		04.004.00	/N. f	a			
		\$4,804.98	/Month	\$32.03	/Hour		
	Total Danafita	\$2 426 01	50 510/	Ø40 <b>1</b> 1	\$50.31	¢16 24	¢11 <i>476</i>
	Total Benefits	\$2,426.81	50.51%	\$48.21	<b>\$30.31</b>	\$16.24	\$114.76
		Annual Cala	my + Donofita	¢96 701 52			
		Annual Sala	y + Denemis	\$86,781.53	:		
~ -							
Step E							
		\$5,045.93	/Month	\$33.64	/Hour		
	Total Benefits	\$2,495.33	49.45%	\$50.28	\$52.46	\$16.93	\$119.67
			_				
		Annual Sala	ry + Benefits	\$90,495.10	:		

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

		Бериг	tillelit. Ful	one works			
Step A							
•		3,763.21	/Month	\$25.09	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cat	MOW!	
PERS - Employee	0.080000	301.06	-		Public Works	egory Maintanana	0
PERS - Employee	0.138490	521.17			rubiic works	- Mannenanc	C
PERS Survivor	0.136490	2.00					
Management Incent	tiva	0.00					
EAP	uve	3.79					
Health Insurance		866.81					
Dental Insurance		152.21					
LTD Insurance	0.009500	35.75					
	0.009300						
Life Insurance		5.80					
Deferred Comp.	0.041000	0.00					
Workers Comp.	0.041900	157.68			104.35%	33.68%	
Vision Benefit	0.044500	35.51		Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.014500	54.57	<u>-</u>	& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,136.34	56.77%	\$39.33	\$41.04	\$13.25	\$93.62
		Annual Sala	ry + Benefits	\$70,794.59			
Step B							
		\$3,952.15	/Month	\$26.35	/Hour		
		4 - )					
	Total Benefits	\$2,184.27	55.27%	\$40.91	\$42.69	\$13.78	\$97.38
		Annual Sala	ry + Benefits	\$73,637.09			
Step C							
		\$4,149.76	/Month	\$27.67	/Hour		
	Total Benefits	\$2,240.47	53.99%	\$42.60	\$44.45	\$14.35	\$101.40
				0-7.70			
		Annual Sala	ry + Benefits	\$76,682.76			
~ -							
Step D							
		\$4,357.77	/Month	\$29.05	/Hour		
		•					
	Total Benefits	\$2,299.63	52.77%	\$44.38	\$46.31	\$14.95	\$105.64
				<b>650</b> 600 <b>5</b> 0			
		Annual Sala	ry + Benefits	\$79,888.72			
C/ F							
Step E		04 == < 10	A. 6. 1	_			
		\$4,576.18	/Month	\$30.51	/Hour		
	Total Benefits	\$2,361.74	51.61%	\$46.25	\$48.26	\$15.58	\$110.10
	Total Delicitis	\$2,301.74	51.0170	\$40.25	<b>⊅40.</b> ∠U	\$13.30	\$11U.1U
		Annual Sala	ry + Benefits	\$83,254.98			
		Alinuai Sala	i, beliefies	ψυυ, Δυτ. 70			

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

Ct A							
Step A		4,149.76	/Month	\$27.67	/Hour		
		ŕ					
<u>Benefit</u>	<u>Multiplier</u>	221.00				egory .	
PERS - Employee	0.080000	331.98			Public Works	- Maintenanc	e
PERS - Employer	0.138490	574.70					
PERS Survivor	.•	2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance	0.000500	152.21					
LTD Insurance	0.009500	39.42					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.041900	173.87			104.35%	33.68%	
Vision Benefit		35.51			Department	City-Wide	Total Hourly
Medicare	0.014500	60.17	•	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,246.27	54.13%	\$42.64	\$44.49	\$14.36	\$101.50
		Annual Salar	ry + Benefits	\$76,752.36			
					1		
Step B							
T		\$4,357.77	/Month	\$29.05	/Hour		
		Φ-1,557.77	/IVIOIILII	\$27.03	/110til		
	Total Benefits	\$2,299.63	52.77%	\$44.38	\$46.31	\$14.95	\$105.64
		Annual Salar	ry + Benefits	\$79,888.72	:		
G. G							
Step C							
		\$4,576.18	/Month	\$30.51	/Hour		
	Total Benefits	\$2,361.74	51.61%	\$46.25	\$48.26	\$15.58	\$110.10
				002 274 00			
		Annual Salar	ry + Benefits	\$83,254.98	1		
Step D							
		\$4,804.98	/Month	\$32.03	/Hour		
		•					
	Total Benefits	\$2,426.81	50.51%	\$48.21	\$50.31	\$16.24	\$114.76
		Annual Salar	ry + Benefits	\$86,781.53	<b>:</b>		
Step E							
		\$5,045.93	/Month	\$33.64	/Hour		
		•					
	Total Benefits	\$2,495.33	49.45%	\$50.28	\$52.46	\$16.93	\$119.67
		Annual Salar	ry + Benefits	\$90,495.10			

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

Step A							
		5,110.06	/Month	\$34.07	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categor	<b>·v</b>	
PERS - Employee	0.080000	408.80	1	Non-Sworn	Management &		gement
PERS - Employer	0.138490	707.69	1				
PERS Survivor		2.00					
Management Incen	tive	0.00					
EAP		3.79					
Health Insurance		866.81					
Dental Insurance LTD Insurance	0.009500	152.21 48.55					
Life Insurance	0.009300	23.46					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.041900	214.11			36.60%	33.68%	
Vision Benefit	********	35.51		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	74.10		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
			_				· <del></del>
	Total Benefits	\$ 2,647.03	51.80%	\$51.71	\$18.93	\$17.42	\$88.06
		Annual Sala	ry + Benefits	\$93,085.02			
C. D							
Step B		\$5,364.87	/Month	\$35.77	/Hour		
		\$3,304.07	/Wionth	\$33.77	/110ui		
	Total Benefits	\$2,720.66	50.71%	\$53.90	\$19.73	\$18.16	\$91.79
		Annual Sala	ry + Benefits	\$97,026.41			
Step C		\$5,633.55	/Month	\$37.56	/Hour		
		φυ,υυυ.υυ	/IVIOIIIII	\$37.30	/IIOuI		
	Total Benefits	\$2,798.30	49.67%	\$56.21	\$20.58	\$18.93	\$95.72
		Annual Sala	ry + Benefits	\$101,182.24	ı		
Step D							
		\$5,916.09	/Month	\$39.44	/Hour		
	Total Benefits	\$2,879.95	48.68%	\$58.64	\$21.47	\$19.75	\$99.86
		Annual Sala	ry + Benefits	\$105,552.57			
					•		
Step E		¢6 212 51	/Month	¢41.42	/П.		
		\$6,212.51		\$41.42			
	Total Benefits	\$2,965.61	47.74%	\$61.19	\$22.40	\$20.61	\$104.20
		Annual Sala	ry + Benefits	\$110,137.39	ı		

# **Building Fees Examples**

Fee Description	Fee
1. Single Family Dwelling <sup>1</sup>	3,537.77
2. Commercial Building <sup>2</sup>	4,595.08
3. Swimming Pool	1,308.73
4. Permit Issuance	68.43
5. Inspector Hourly Rate <sup>3</sup>	116.40

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.

<sup>&</sup>lt;sup>2</sup> Based on a 5,000 square foot store type V-N, with Fire Sprinklers + AC, and a valuation of \$226,500.

<sup>&</sup>lt;sup>3</sup> 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.



<sup>\*</sup>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)
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 III - 1 Hour       \$100.80 /sq.ft.         Type V - 1 Hour       \$85.70 /sq.ft.         DWELLINGS:       \$74.30 /sq.ft.         Type V - Masonry       \$74.30 /sq.ft.         Type V - Wood Frame       \$67.60 /sq.ft.
Type V - 1 Hour       \$85.70 /sq.ft.         DWELLINGS:       Type V - Masonry         Type V - Wood Frame       \$74.30 /sq.ft.         Type V - Wood Frame       \$67.60 /sq.ft.
DWELLINGS: Type V - Masonry  Type V - Wood Frame  \$74.30 /sq.ft. \$67.60 /sq.ft.
Type V - Masonry       \$74.30 /sq.ft.         Type V - Wood Frame       \$67.60 /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 - 1 Hour \$60.10 /sq.ft.  Type V - N \$60.10 /sq.ft.
1 ypc v - 1 v
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.
HOOPITALO
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.

<sup>\*</sup>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 - 1 Hour	\$65.50 /sq.ft.
Type v - IV	\$03.30 /sq.1t.
MEDICAL OFFICES:	
MEDICAL OFFICES: Type I or II F.R.	\$102.90 /sq.ft.
	\$102.90 /sq.ft. \$76.60 /sq.ft.
Type I or II F.R.	-
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	\$76.60 /sq.ft. \$73.00 /sq.ft.
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 N	\$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 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.
Type I or II F.R.  Type II - 1 Hour  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 II - N  Type III - 1 Hour  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 II - 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 II - 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  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. \$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 - 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. \$59.70 /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 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	\$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.
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 III - N  Type III - 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. \$59.70 /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 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	\$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.
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 III - N  Type III - 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. \$59.70 /sq.ft. \$65.70 /sq.ft. \$62.70 /sq.ft. \$60.80 /sq.ft.
Type II - 1 Hour Type II - 1 Hour Type III - 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 - 1 Hour 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. \$59.70 /sq.ft. \$59.70 /sq.ft. \$65.70 /sq.ft. \$62.70 /sq.ft. \$60.80 /sq.ft. \$58.00 /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 - N  Type V - 1 Hour  Type V - N  PRIVATE GARAGES:	\$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. \$59.70 /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 II - 1 Hour Type II - N Type III - N 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. \$59.70 /sq.ft. \$59.70 /sq.ft. \$65.70 /sq.ft. \$62.70 /sq.ft. \$60.80 /sq.ft. \$58.00 /sq.ft.

<sup>\*</sup>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.
BUDLIC CADACES	
PUBLIC GARAGES:	Φ4 <b>2</b> 40 / C
Type I or II F.R.*	\$42.40 /sq.ft.
Type I or II Open Parking	\$33.20 /sq.ft.
Type II - N	\$24.80 /sq.ft.
Type III - 1 Hour	\$29.90 /sq.ft.
Type III - N	\$28.60 /sq.ft.
Type V - 1 Hour	\$24.70 /sq.ft.
RESTAURANTS:	
Type III - 1 Hour	\$80.00 /sq.ft.
Type III - N	\$76.20 /sq.ft.
Type V - 1 Hour	\$70.90 /sq.ft.
Type V - N	\$67.50 /sq.ft.
	φογιου γυη.τα.
SCHOOLS:	
SCHOOLS: Type I or II F.R.	\$96.30 /sq.ft.
Type I or II F.R.	\$96.30 /sq.ft. \$68.70 /sq.ft. \$69.20 /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. \$65.60 /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.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft.
Type I or II F.R.  Type 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 III - 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.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N  Type III - 1 Hour  Type V - 1 Hour  Canopies  STORES:  Type I or II F.R.*	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N  Type III - 1 Hour  Type V - 1 Hour  Canopies  STORES:  Type I or II F.R.*  Type II - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft.
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 - N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft. \$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 II - 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. \$50.40 /sq.ft. \$22.00 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.60 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type II - N  Type III - N  Type III - 1 Hour  Type V - 1 Hour  Canopies  STORES:  Type I or II F.R.*  Type II - 1 Hour  Type II - N  Type III - N  Type III - N  Type III - 1 Hour  Type III - N  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. \$42.60 /sq.ft. \$53.10 /sq.ft. \$50.10 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type II - 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. \$50.40 /sq.ft. \$22.00 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.60 /sq.ft.

<sup>\*</sup>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.
T 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
EQUIPMENT:	
Air Conditioning:	\$2.70 / B
Commercial Residential	\$3.70 /sq.ft.
Residential	\$3.00 /sq.ft.
SPRINKLER SYSTEMS:	
Commercial	\$1.90 /sq.ft.
Residential	\$1.25 /sq.ft.
	, <u>,</u>
PATIO STRUCTURES/STORAGE SHEDS	\$10.00 /sq.ft.
LATH STRUCTURES/DECKS	\$2.70 /sq.ft.
	G
SWIMMING POOLS/SPAS	Contract Price
FENCES:	
Wood	\$6.50/lineal ft.
Masonry or concrete	\$8.00 /sq.ft.
Retaining walls	\$8.00 /sq.ft.
rouning wans	φο.σο /3 <b>q.1</b> τ.
TENANT IMPROVEMENTS	Contract price
INTERNACE DA DEVENOVA	
INTERIOR PARTITIONS:	Φ <b>27</b> 00/1: 1.2
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.

<sup>\*</sup>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 Check65% of permit feeMaster Plan Check Program50% of permit feeEnergy Plan Check\$77.04/bldg

**OFFICE AUTOMATION - PER PERMIT** 

\$2.38 or 1% whichever is greater

**DEMOLITION PERMIT** 

1/2 hour \*

INVESTIGATION WITH REPORT:

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

**CONSTRUCTION WATER:** 

Single Family Dwelling\$53.76/SFDMulti-Family Dwelling\$21.73/MFDNon Residential\$2.76/sq.ft.

**REROOF:** 

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

MOBILE HOME SET-UP

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

CHANGE OF OCCUPANCY INVESTIGATION WITH REPORT:

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

APPLICATION AND INSPECTION FEES FOR RELOCATED BUILDINGS:

Up to 5,000 sq. ft. 11/2 hours \* 5,001 sq. ft. and above 1 1/2 hours \*



<sup>\*</sup> 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)

Liner Type, incl. Electrical & Plumbing - Inground

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

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

Outdoor BBQ with Kitchen (no plan check fee)

Self Contained Spa or Above Ground Doughboy Style Pool

\$793.17/pool
\$333.07/pool
\$275.14/pool
\$187.37/spa
\$187.37/spa
\$193.45/unit

### 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 - 1/2 hour)

Hourly rate \*

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 \$68.43 for issuing each supplemental permit \$12.22

PLAN REVIEW 65% of the total permit fee

**OFFICE AUTOMATION - PER PERMIT** 

\$2.38 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

\$0.0420 /sq. ft.

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

Alterations, additions and modifications to existing buildings

<500 sq.ft. \$0.1160 /sq. ft. \*\*\*
>500 and < 1,000 sq. ft \$0.0950 /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
to existing swimming pools
Use Unit Fee Schedule

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

Electric generators and electrically driven rides \$18.21 each

Mechanically driven rides and walk-through attractions

or displays having electrical lighting \$5.45 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 \$18.21 each



<sup>\*</sup> 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 \$0.89 each Additional fixtures \$0.52 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 \$0.89 each Additional fixtures \$0.53 each

Pole or platform-mounted lighting fixtures \$0.85 each

Theatrical-type lighting fixtures or assemblies \$3.63 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

\$3.63 each

\$3.63 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	\$3.63 each
Over 1 and not over 10	\$9.10 each
Over 10 and not over 50	\$18.21 each
Over 50 and not over 100	\$36.44 each
Over 100	\$54.65 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:

\$5.45 each 100 ft

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

#### SIGNS, OUTLINE LIGHTING AND MARQUEES:

	,			· · · · ·	
Signs	, outline lighting sy	stems or marqu	iees supplied	rom one branch circuit \$18.21 ea	ch

Additional branch circuits within the sign, outline lighting system or marquee \$3.63 each

#### **SERVICES:**

Services of 600 volts or less and not over 200 amperes in rating	\$22.46 each
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$45.54 each
Services over 600 volts or over 1000 amperes in rating	\$91.09 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. \$13.36 each

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

### CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

### **OTHER INSPECTIONS AND FEES: \*\***

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

1 hour \*

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

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 C PLUMBING PERMIT FEES

#### **PERMIT ISSUANCE:**

for issuing each permit \$68.43 for issuing each supplemental permit \$12.22

PLAN REVIEW 65% of the total permit fee

**OFFICE AUTOMATION - PER PERMIT** 

\$2.38 or 1% whichever is greater

### **SYSTEM FEE SCHEDULE**

#### **NEW BUILDINGS:**

New residential, non-residential buildings \$0.0420 /sq. ft.

#### **SWIMMING POOLS:**

Swimming pool or Spa \$54.65 /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)	\$8.50	/each
2. For each building sewer and each trailer park sewer	\$18.21	/each
3. Rainwater systems - per drain (inside building)	\$8.51	/each
4. For each cesspool (where permitted)	\$30.36	/each
5. For each private sewage disposal system	\$48.58	/each
6. For each water heater and/or vent	\$8.51	/each
7. For each gas-piping system of one to five outlets	\$6.08	/each
8. For each additional gas piping system outlet, per outlet	\$1.22	/each
9. For each industrial waste pretreatment interceptor including		
its trap and vent, excepting kitchen-type grease interceptors		
functioning as fixture traps	\$8.51	/each
10. For each installation, alteration or repair of water piping		
and/or water treating equipment, each	\$8.51	/each
11. For each repair or alteration of drainage or vent		
piping, each fixture	\$8.51	/each
12. For each lawn sprinkler system on any one meter including		
backflow protection devices therefor	\$8.51	/each
13. For atmospheric-type vacuum breakers not included in item 12:		
1 to 5	\$6.08	/each
over 5, each	\$1.22	/each
14. For each backflow protective device other than atmospheric		
type vacuum breakers:		
2 inch diameter and smaller	\$8.51	/each
over 2 inch diameter	\$18.21	/each
15. Water Softener and/or RO system installation.	\$8.51	/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 \*

<sup>\*</sup> To be charged at not less than the Building Inspector II rate per Cost Allocation Plan.

<sup>\*\*</sup> 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 \$68.43 for issuing each supplemental permit \$12.22

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.38 or 1% whichever is greater

**NEW BUILDINGS:** 

New residential, non-residential buildings

\$0.0420 /sq. ft.

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

### **UNIT FEE SCHEDULE:**

<ol> <li>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</li> </ol>	\$10.92
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	\$13.36
3. For the installation or relocation of each floor furnace, including vent	\$10.92
4. For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$10.92
5. For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$5.47
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	\$10.92
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	\$10.92
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	\$20.04
9. For the installation or relocation of each boiler or compressor over three-horsepower to and including 15 horsepower, or each absorption system over 100,000 Btu/h and	

\$27.34

including 500,000 Btu/h

## 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	\$40.69
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	\$68.01
<ul> <li>12. For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto</li> <li>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.</li> </ul>	\$8.00
13. For each air-handling unit over 10,000 cfm	\$13.36
14. For each evaporative cooler other than portable type	\$7.91
15. For each ventilation fan connected to a single duct	\$5.47
16. For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$7.91
17. For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$7.91
18. For the installation or relocation of each domestic-type incinerator	\$13.36
19. For the installation or relocation of each commercial or industrial-type incinerator	\$54.65
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	\$7.91
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	\$3.65 \$0.91
22. When Chapter 24 is applicable (see Section 103), permit fees for process piping shall be as follows:	7.77
For each hazardous process piping system (HPP) of one to four outlets	\$6.08
For each piping system of five or more outlets, per outlet	\$1.22
For each nonhazardous process piping system (NPP) of 1 to 4 outlets	\$2.43
For each piping system of five or more outlets, per outlet	\$0.60



### CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

### **OTHER INSPECTIONS AND FEES: \*\***

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

Inspections outside of normal business hours

(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
(Minimum charge - one-half hour)

Additional plan review required by changes, additions

Hourly rate \*

<sup>\*</sup> To be charged at not less than the Building Inspector II rate per Cost Allocation Plan.

<sup>\*\*</sup> 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

VALU	JATION	FE	E
Range			Increment
Low	High	<b>Base Fee</b>	
\$ 1.00	\$ 500.00	\$ 66.57	NA
Low	High	<b>Base Fee</b>	per \$100
\$ 501.00	\$ 2,000.00	\$ 66.57	\$ 3.52
Low	High	<b>Base Fee</b>	per \$1000
\$ 2,001.00	\$ 25,000.00	\$ 119.31	\$ 15.85
\$ 25,001.00	\$ 50,000.00	\$ 483.79	\$ 11.45
\$ 50,001.00	\$ 100,000.00	\$ 769.96	\$ 7.94
\$ 100,001.00	\$ 500,000.00	\$ 1,166.94	\$ 6.18
\$ 500,001.00	\$ 1,000,000.00	\$ 3,637.05	\$ 5.17
\$ 1,000,001.00	\$ 99,999,999.00	\$ 6,224.42	\$ 3.44

# **Code Enforcement Fees**

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.

Abandoned Vehicles		
Description	Fine	
Abandoned Vehicles - Muni Code 10.20	Cost + \$50.00 City Admin	

**Planning Fees** 

Framming rees	
Fee Description	Fee
1. Annexations	
0-5 ac.	2,056.00
5.01-50 ac.	14,398.00
50.01+ ac.	20,570.00
Deposit**	3,000.00
Application submittal for actual cost of legal review and consulting.	
2. General/Specific Plan Amendment	
0-5 ac.	3,033.00
5.01-50 ac.	9,596.00
50.01+ ac.	11,996.00
Deposit**	3,000.00
Application submittal for actual cost of legal review and consulting.	
3. Rezoning/ZOA	
0-5 ac.	3,735.00
5.01-50 ac.	11,955.00
50.01+ ac.	14,943.00
Deposit**	3,000.00
Application submittal for actual cost of legal review and consulting.	
4. Design Review	
Residential	
1-4 units	886.00 per unit
5-15 units	6,388.00
16+ units	7,097.00
Residential Plan Check	709.00
Residential Deposit**	3,000.00
Deposit for 5 or more units only at the time of application submitted	al for actual
cost of legal review and consulting.	
Nonresidential	
1-2,500 sq ft	3,929.00
2,501-10,000 sq ft	5,895.00
10,000+ sq ft	7,074.00
Nonresidential Plan Check	785.00
Landscape Plan	657.00
Landscape Plan Check	64.00
Nonresidential Deposit**	3,000.00
Application submittal for actual cost of legal review and consulting.	

<sup>\*\*</sup>If multiple planning fees list a deposit requirement, than one initial deposit of \$3,000 is required.

 $Actual\ Cost:\ Consultant\ cost + 20\%\ City\ Administration$ 

City Staff - Total Hourly Rate, Step E



**Planning Fees** 

Planning rees		
Fee Description	Fee	
5. Conditional Use Permit		
Residential		
1-4 units	608.00 per unit	
5-15 units	4,372.00	
16+ units	4,859.00	
Residential Plan Check	485.00	
Nonresidential		
1-2,500 sq ft	2,429.00	
2,501-10,000 sq ft	3,644.00	
10,000+ sq ft	4,372.00	
Nonresidential Plan Check	485.00	
Daycare	118.00	
Daycare Plan Check	11.85	
6. Tentative Maps		
1-4 lots	2,623.00	
5-50 lots	20,980.00	
51+ lots	26,226.00	
Final Map Plan Check	2,623.00	
Negative Declaration	1,855.00	
Mitigated Negative Declaration		
Prepared by the City of Brentwood	2,972.00	
Prepared by City's Consultant	Consultant Cost + 25% for City Admin.	
Mitigation Monitoring	1,336.00	
Deposit**	3,000.00	
Application submittal for actual cost of legal review and	consulting.	
7. Planned Development		
Residential per Unit		
0-5 ac.	7,470.00	
5.01-50 ac.	13,449.00	
50.01+ ac.	14,943.00	
Nonresidential per Sq ft		
0-5 ac.	7,905.00	
5.01-50 ac.	11,207.00	
50.01+ ac.	13,449.00	
Deposit**	3,000.00	
Application submittal for actual cost of legal review and	consulting.	

<sup>\*\*</sup>If multiple planning fees list a deposit requirement, than one initial deposit of \$3,000 is required.

Actual Cost: Consultant cost + 20% City Administration

City Staff - Total Hourly Rate, Step E



**Planning Fees** 

	r ranning rees	
	Fee Description	Fee
8.	Variance	
	Residential	
	1-4 units	2,429.00
	5-15 units	4,372.00
	16+ units	4,859.00
	Residential Plan Check	485.00
	Nonresidential	
	1-2,500 sq ft	2,429.00
	2,501-10,000 sq ft	3,644.00
	10,000+ sq ft	4,372.00
	Nonresidential Plan Check	485.00
	Admin Variance	634.00 per unit
	Admin Variance Plan Check	48.00 per unit
9.	Sign Permit/Review	
	Administrative	214.00
	Sign CUP	634.00
	Temporary Use Permit for Signs & Banners	0.00
10.	Environmental Impact Report Consulta	nt Cost + 25% for City Admin.
	Deposit**	3,000.00
	Application submittal for actual cost of legal review and consulting.	·
11.	Admin Oil Permit	594.00
	Deposit**	3,000.00
	Application submittal for actual cost of legal review and consulting.	
12.	Development Agreement	4,129.00
	Deposit**	3,000.00
	Application submittal for actual cost of legal review and consulting.	
13.	Affordable Housing	
ĺ	Deposit**	3,000.00
	Application submittal for actual cost of legal review and consulting.	
14.	Appeals	118.00
15.	Categorical Exemption	173.00
16.	Temporary Use Permit	460.00

<sup>\*\*</sup>If multiple planning fees list a deposit requirement, than one initial deposit of \$3,000 is required.

Actual Cost: Consultant cost + 20% City Administration

City Staff - Total Hourly Rate, Step  ${\rm E}$ 

# **Planning Fees**

Fee Description	Fee
17. Amendments	1/2 current fee*
18. Time Extensions	1/2 current fee*
19. Special Services Fee - per dwelling unit	90.00
20. Agricultural Mitigation Fee, per acre	5,618.00
21. Residential Street Addressing	277.00
22. Peer Review	Consultant Cost +15% for City Admin.
23. Special Studies (Traffic, Environmental, etc)	Consultant Cost +25% for City Admin.
24. Adult Oriented Business Permit	2,686.00
25. Oversize Xerox	6.00
26. Color Maps	15.00

<sup>\*</sup> 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	2,478.00

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 \$2,704 per required parking space.
Retail/Commercial/Office	\$2,704 per space

# **Engineering Fees**

	Fee Description	Fee
1.	Tentative Map Rvw	2,428.00
2.	Ind./Comm Map Rvw > 1 acre	1,783.00
3.	Ind./Comm Map Rvw < 1 acre	847.00
4.	Final Map Review	1,124.00
5.	Plan Check	Actual Cost
6.	<b>Document Review</b>	118.00
7a.	<b>Encroachment Permit</b>	59.00
7b.	EP-Subdivision/Development	119.00
7c.	EP-Utilities cost of work > \$10,000	311.00
7d.	EP-Utilities cost of work < \$10,000	117.00
8a.	Grading Permit < 10,000 CY	119.00
8b.	Grading Permit > 10,000 CY	604.00
9.	<b>Transportation Permit Fee</b>	15.00
10.	<b>Development Construction Inspection</b>	% of Value for Improvement
11.	Misc. Construction Inspection/hourly	151.71
12.	<b>Apportionment Processing Fee</b>	235.00
13.	Lot Line Adjustment	589.00
14.	Traffic Signal Maintenance	4,650.00
15.	Disk Copies	7.00
16.	Oversize Xerox	6.17
<b>17.</b>	Thermoplastic Stencils - "No Dumping - Drains to Creek"	17.60
18.	Oversized Color Copies	15.00
19a.	Geo Photo on CD	50.00 ea
19b.	Ortho Photo on CD	100.00 per tile
20.	CIP Book	Actual Cost
21.	<b>Development Fee Book</b>	Actual Cost
22.	<b>Engineering Procedures</b>	Actual Cost
23.	Fiber Optic Design Guidelines	Actual Cost
24.	NPDES Stormwater Management Plan	Actual Cost
25.	Standard Plans and Specifications	Actual Cost
26.	Traffic Calming Manual	Actual Cost
27.	Street Index	Actual Cost
28.	Other Documents and Books	Actual Cost

### **Engineering Fees**

#### I. ENGINEERING/INFRASTRUCTURE REVIEW FEE

A. Tentative Map Review \$2,428.00 + \$10/lot

B. Industrial/Commercial (1 acre & above) \$1,783.00 + \$1,000/acre

Conditional Use Permit & Design Review

C. Industrial/Commercial Map Review (under 1 acre) \$847.00

Conditional Use Permit & Design Review

II. Project Processing and Review - Deposit for actual cost, including but not limited to, project coordination, plan check agreements, contractual services and legal review\*\* as necessary or required for project processing, approvals and acceptance.

#### A. Final Map Checking - Deposit for Actual Cost

 Deposit at the time of first submittal for actual cost of labor and materials.
 \$1,124.00 + \$30.00/lot

2. Planning Department plan check fee \$2,623.00

### 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 \$118.00 /sheet
- 2. Public Improvements and Private Streets Deposit for Actual Cost
  - a. 2.5% of construction cost for first \$250,000, plus
  - b. 2.25% of construction cost from \$250,000 \$1,000,000, plus
  - c. 2% of construction cost over \$1,000,000
  - d. Additional deposit of 1/2% of construction cost if costs exceed fees collected.
  - e. Plan revisions after approval \$118.00 /sheet
- 3. Other On-Site Private Improvements Deposit for Actual Cost
  - a. 1% of construction cost at the time of first submittal.
  - b. 1/4% of construction cost additional deposit if costs exceed fees collected.
  - c. Plan revisions after approval \$118.00 /sheet

#### C. Document Review

1. Legal description and plat for abandonment	\$118.00
2. Certificate of Correction	\$118.00
3. Dedication documents	\$118.00
4. Legal description	\$118.00
5. Miscellaneous document review	\$118.00

### D. Overhead Multiplier

As shown in Cost Allocation Plan per Department and Position performing work (Step E including overhead)



<sup>\*\*</sup>Legal Review - Actual Cost: Consultant cost + 20% City Administration City Staff - Total Hourly Rate, Step E

### **Engineering Fees**

### III. PERMIT FEES

A. Encroachment Permit Processing Fee	
Subdivision/Development	\$119.00
2. General (All Other)	\$59.00
3. EP – Utilities Cost of Work > \$10,000	\$311.00
4. EP – Utilities Cost of Work < \$10,000	\$117.00
B. Grading Permit Processing Fees	
1. 10,000 cubic yards or less	\$119.00
2. over 10,000 cubic yards	\$604.00
C. Transportation Permit Processing Fee	\$15.00

#### IV. 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 Improvements**

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

#### C. Grading Inspection Fees

1. 3.5% of estimated cost of grading and associated improvements

D. Miscellaneous Inspections (Per Hour)  Construction Inspector II Step E Rate per CAP (including overhead)	\$151.71 /hour
E. Inspection Fees* - Miscellaneous	\$75.86 minimum
1. Trenching for Utilities	\$151.71 /hour
2. Curb Cut or Driveway	
a. Commercial	\$2.26 /LF
b. Residential	\$1.39 /LF
3. Excavation	
a. Street Crossing	\$1.13 /LF
b. Parallel to Street	\$0.10 /LF
4. Paving	
a. Conform Paving	\$1.39 /SF
b. Minor Pavement Repair	\$75.86
c. Street Lane	\$1.64 /SF x 3% cost
5. Install Curb and Gutter	\$0.15 /LF
6. Curb Drain	\$12.28 /each
7. Install Sidewalk	\$0.26 /LF

### **Engineering Fees**

#### IV. INSPECTION FEES

E.	Inspection	Fees*	(cont.)
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8. Install Access Ramp	\$43.00 /each
9. Sewer Tap or Cap at Main	\$101.90 /each
10. Sewer Cap at Property Line	\$31.70 /each
11. Sewer Line Repair	\$151.71 /each
12. Water Service Repair	\$151.71 /each
13. Water Service Abandonment	\$151.71 /each
14. Street Light	\$43.00 /each
15. Wells	
a. Drilling Permit	\$62.27 /each
b. Abandonment Inspections	\$31.70 /each
16 Miscellaneous Permit Inspections	\$151.71 /hour

<sup>\*</sup> Prorated based on hourly inspection fee

#### F. Overtime Inspection - 1.5 Times Construction Inspector II Step E rate per CAP (including overhead)

#### V. APPORTIONMENT PROCESSING FEE

A. Processing /Review \$235.00 Plus

B. Consultant Fee Per Contract

#### VI. MISCELLANEOUS FEES

### A. Contra Costa County Flood Control Area Drainage Fees

As set forth in Contra Costa County Ordinance at the time of Final Map Approval.

#### B. Development Program Fees - As Calculated by City Engineer

C. Lot Line Adjustment (Per Parcel)

\$589.00

#### D. Traffic Signal Maintenance - Deposit for actual cost

\$4,650.00

Traffic signal maintenance once energized by PG&E until project acceptance.

#### E. Landscape and Lighting District Formation/Annexation

Initial Deposit for Actual Cost

Consultant Cost + \$200.00

#### F. Community Facilities District Formation/Annexation

Initial Deposit for Actual Cost

Consultant Cost + \$200.00

## **Engineering Fees**

I. MISCELLANEOUS FEES* (cont.) G. Copies Provided on Diskette (Per File)	\$7.00
H. Oversize Xerox Copies (Per Sheet)	\$6.17
Base Map Revision Fee - as set by Contra Costa County for City administration.  Prior to Final Map or Lot Line Adjustment Recordation	7 <b>+2%</b>
J. Thermoplastic Stencils - "No Dumping - Drains to Cree	ek" \$17.60
K. Oversized Color Copies	\$15.00
L. Aerial Photo on CD only	
1. Geo Photo	\$50.00 each
2. Ortho Photo	\$100.00 per tile
M. Manuals	
1. CIP Book	\$35.00 or \$40.00 by Mail
<ol><li>Development Fee Book</li></ol>	\$25.00 or \$29.00 by Mail
3. Engineering Procedures	\$25.00 or \$30.00 by Mail
Fiber Optic Design Guidelines	\$20.00 or \$22.00 by Mail
<ol><li>NPDES Stormwater Management Plan</li></ol>	\$35.00 or \$40.00 by Mail
<ol><li>Standard Plans and Specifications</li></ol>	\$35.00 or \$40.00 by Mail
7. Traffic Calming Manual	\$7.00 or \$9.00 by Mail
8. Street Index	\$12.00 or \$17.00 by Mail

### **Police Fees**

	Fee Description	Fee
1.	ABC Permit	24.75
2.	Record Review	35.50
3.	Visa Clearance	24.75
4.	Loss Verification Letter	22.50
5.	Finger Prints	33.75
6.	Police & Accident Reports *	.21/page
7.	VIN Verification	22.50
8a.	Citation Sign off - Residents	No Charge
8b.	Citation Sign off - Non-Residents	26.75
9.	Repossession Filing Fee **	15.00
10.	Stored Vehicle (22651(k)(o)(p); 14602.6 VC)	119.25
11.	Inoperative Vehicle (22669d VC)	117.75
12.	Special Event Permit (Class 1, 2, & 4)	108.50
13.	Block Party Permit	65.50
14.	Background Check ***	377.00
15.	Photos	32.00
16.	Audio/Video Tapes	44.00
17.	2nd Response Disturbance	Actual Cost
18.	False Alarm Response	43.50
19.	Civil Subpoena - 4 hour Minimum	Actual Cost
20.	Parking Permit	6.25
21.	Booking Fee	170.00

Other Services	
22. Bicycle Registration	Free service for Brentwood Residents
23. Special Event/Response	
a. Personnel ****	Actual Cost
b. Equipment *****	Caltrans Published Rates

- \* 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)
- \*\*\*\*\* Caltrans Published Rates, Labor Surcharge and Equipment Rental, in effect at the time of CAP



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	6,653.84	5,403.33	5,221.84	2,610.92	1.4348	1.4348	0.8303
Wastewater Facilities	3,972.97	2,627.62	3,021.71	1,510.86	1.1925	0.9692	0.5098
Roadways	10,020.07	4,322.38	6,188.87	3,094.43	6.2514	4.0714	4.3173
Parks & Trails	6,712.42	4,380.74	5,063.76	2,531.88	-	-	-
Community Facilities	3,412.95	2,262.14	2,599.24	1,299.62	0.4602	0.4602	0.3196
Administration	535.89	330.81	384.79	192.39	0.1626	0.1208	0.1041
EDFPD Fire Mitigation Fee Transportation Mitigation	728.22	728.22	728.22	728.22	0.1434	0.1434	0.1434
Fee	15,390.00	15,390.00	9,447.41		1.1286	1.2825	1.1286
North East Area Deannexation Utility Fees *							
Diablo Water District	2,327.68						
Ironhouse Sanitation District	778.96						
Total Fees	50,533.00	\$ 35,445.24	\$ 32,655.84	\$ 11,968.32	<b>\$</b> 10.77	\$ 8.48	\$ 7.35

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

Agricultural 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.

<sup>\*</sup> 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
\$182,393 per low income unit not built *
\$243,536 per very low income unit not built

<sup>\*</sup> Only developments of between five and ten units are eligible to request in-lieu payment for low income units.

First Time Homebuyer Contribution
\$70,470 per moderate income unit not built **

<sup>\*\*</sup>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.

### **Affordable Housing Monthly Rent**

July 1, 2006 - June 30, 2007 Affordable Monthly Rent for Renter Households at Very Low, Low and Moderate Income Levels City of Brentwood

Calculation of Affordable Monthly Rent	0 Bedroom	1 Bedroom	2 Bedroom	3 Bedroom	4 Bedroom	5 Bedroom	6 Bedroom
Family Size <sup>1</sup>	1	2	3	4	5	6	7
Area Median Income (AMI) <sup>2</sup>	\$58,660	\$67,040	\$75,420	\$83,800	\$90,504	\$97,208	\$103,912
Very Low Income Households: Maxim	mum Afford	lable Cost =	= 30% of 50°	% of AMI			
Annual Income @ 50% of AMI	\$29,330	\$33,520	\$37,710	\$41,900	\$45,252	\$48,604	\$51,956
Affordable Monthly Housing Cost	\$733	\$838	\$943	\$1,048	\$1,131	\$1,215	\$1,299
Less: Utility Allowance <sup>3</sup>	<u>\$127</u>	<u>\$135</u>	<u>\$152</u>	<u>\$167</u>	<u>\$179</u>	<u>\$189</u>	<u>\$201</u>
Maximum Affordable Monthly Rent	\$606	\$703	\$791	\$881	\$952	\$1,026	\$1,098
Low Income Households: Maximum	Low Income Households: Maximum Affordable Cost = 30% of 60% of AMI						
Annual Income @ 60% of AMI	\$35,196	\$40,224	\$45,252	\$50,280	\$54,302	\$58,325	\$62,347
Affordable Monthly Housing Cost	\$880	\$1,006	\$1,131	\$1,257	\$1,358	\$1,458	\$1,559
Less: Utility Allowance <sup>3</sup>	<u>\$127</u>	<u>\$135</u>	<u>\$152</u>	<u>\$167</u>	<u>\$179</u>	<u>\$189</u>	<u>\$201</u>
Maximum Affordable Monthly Rent	\$753	\$871	\$979	\$1,090	\$1,179	\$1,269	\$1,358
Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI							
Annual Income @ 110% of AMI	\$64,526	\$73,744	\$82,962	\$92,180	\$99,554	\$106,929	\$114,303
Affordable Monthly Housing Cost	\$1,613	\$1,844	\$2,074	\$2,305	\$2,489	\$2,673	\$2,858
Less: Utility Allowance <sup>3</sup>	<u>\$127</u>	<u>\$135</u>	<u>\$152</u>	<u>\$167</u>	<u>\$179</u>	<u>\$189</u>	<u>\$201</u>
Maximum Affordable Monthly Rent	\$1,486	\$1,709	\$1,922	\$2,138	\$2,310	\$2,484	\$2,657

<sup>&</sup>lt;sup>1</sup> Correlation of family size to bedroom size is based on Health and Safety Code Section 50053 for Renter-Occupied and Section 50052.5 for Owner-Occupied, (HCD/CRL standards, rather than TCAC standards).



<sup>&</sup>lt;sup>2</sup> Source: HUD 2006 Income Limits from HCD, Division of Housing Policy Development, for Contra Costa County

<sup>&</sup>lt;sup>3</sup> Source: Published Utility Allowances from Contra Costa Housing Authority for 2006; no change from 2005 to 2006. Water, sewer, garbage rates based on Brentwood Utility Billing. Includes gas heating, gas cooking, other electric, gas water heating, water, range, mircrowave and refrigerator.

# EAST COUNTY TRANSPORTATION IMPROVEMENT AUTHORITY JPA (CITIES OF ANTIOCH, BRENTWOOD, OAKLEY, PITTSBURG AND CONTRA COSTA COUNTY)

# EAST CONTRA COSTA REGIONAL FEE AND FINANCING AUTHORITY Regional Traffic Mitigation

Type of Use	Fee Units	Fee Amount
Single family residential	Per dwelling unit	15,390.00
Multiple family residential	Per dwelling unit	9,447.41
Commercial	Per square foot of gross floor area	1.28
Office	Per square foot of gross floor area	1.13
Industrial	Per square foot of gross floor area	1.13
Other	Per peak hour trips as determined	As Calculated

Fee Amount includes:

1% ECCRFFA 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

Fee Description	Fee
Bingo Permit	51.40
Non-Resident Fee (10% of Registration fee, minimum \$5)	5.00/10% Reg Fee
Non-Resident Fee for Adult Sport Leagues (per person)	10.28
Late Fee for Youth Sport Leagues (per person)	20.56
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	205.60
Art Vendor Booth 10 x 10 with Tent	308.40
Food Vendor Booth 10 x 10	308.40
Food Vendor Booth 10 x 10 with Tent	411.20
Art Walk	
Rental of 10' Linear Feet Space	10.28
Tech Center Gallery	
Per Quarter for Four Pieces of Artwork	25.70
Adult Sports	
Men's 3-Man Basketball League	179.40
Men's 30+ Basketball League	627.29
Men's Basketball Open League	627.29
30+ Coed Soccer League	657.92
Flag Football	574.43
Men's & Women's Fall Slo-Pitch Softball League	563.07
Men's & Women's Winter Slo-Pitch Softball League	563.07
Competitive Coed Softball	520.99
Men's and Women's Summer Slo-Pitch Softball League	563.07
Men's and Women's Spring Slo-Pitch Softball League	740.16
Daylight Slow Pitch Softball League	563.07
Recreational Coed Softball League	409.48
Men's & Women's Winter Slo-Pitch Practice League	162.42
Softball Tournaments	201.41
One Pitch Softball Tournament	152.64
Family Bocce League	98.28
Volleyball Coed	300.32
Open Gym:	
Byron Gym (per person per day)	1.00

Fee Description	Fee
Youth Sports	
Sandlot Kickball	38.55
Sandlot Floor Hockey	52.56
Pre-School Basketball	57.04
Pre-School Soccer Indoor	57.04
Pre-School Soccer Outdoor	42.23
Pre-School Flag Tag	58.64
Sandlot T-Ball	45.46
Start Smart Sports Golf	67.86
Start Smart Sports Development	49.34
Baseball Pee Wee	67.93
Softball ASA Girls U10	131.58
Softball ASA Girls U12	154.20
Softball ASA Girls U14	154.20
Softball Tournaments	235.80
Softball Clinics	82.19
NFL Flag Football	89.48
Basketball	70.01
Basketball Camps Ages 5-10	80.27
Basketball Clinic Ages 10-14	106.54
Basketball Tournaments	239.35
Kidz Love Soccer 6 Week Program	60.14
Kidz Love Soccer 8 Week Program	80.18
Volleyball Clinics	82.19
Outdoor Roller Hockey	68.29
Parent Clinic	10.28
Coaches Training Clinic (NYSCA)	36.84
Tennis League	43.95
<b>Animal Activities Classes</b>	
Puppy Training Class	57.88
Beginning Dog Obedience	57.88
Intermediate Dog Obedience	57.88
Introduction to Dog Agility	29.31
Dog Confirmation	57.87
Horsemanship Level I	164.48
Horsemanship Toddler Time	128.50
Synchronized Riding	128.50

Park & Recreation rees	
Fee Description	Fee
Arts & Crafts Classes	
Acrylic Painting Ages 7-11	52.43
Cartooning Around Ages 7-13	28.27
Ceramics Ages 15+	77.10
Drawing Ages 9+	52.43
Exploring Art	78.95
Paint Plus Ages 7-14	92.52
Parent and Child Creative Crafts	52.43
Pre-K ART Days Ages 2-4	46.26
Realistic Drawing Ages 7-14	92.52
Santa's Craft Workshop	15.93
Young Artist's Studio	98.96
Creative Play Classes	
Mad Science Ages 3-5	150.00
Mad Science Ages 6-10	136.85
Mad Science Ages 9-12	160.01
Adult Dance Classes	
Ballroom Dance & Swing	57.73
Belly Dance	68.42
Salsa & Latin	57.73
Youth Dance Classes	
Dance Development	60.00
Dance Dynamics	92.52
Introduction to Dance & Movement	60.00
Parents & Me	60.00
Finance Classes	
Death and Taxes	30.52
Living Trusts & Estate Planning	43.18
Personal Financial Management Single/Couple	30.84/41.12
Planning Your Retirement Single/Couple	30.84/41.12
Fitness Classes	
Pilates	65.24
Yogilates Ages 15+	67.85
Golf & Tennis Classes	
Golf Program:	
Youth	45.03
Adult	45.03
Tennis Program:	
Youth Ages 4-7	33.00
Youth Ages 8-12	46.00
Youth & Adult Ages 13+	46.00

Fee Description	Fee
Gymnastics	
Tiny Tumblers	46.26
Pre School	46.26
School Age	46.26
Health & Safety Classes	
Breast Feeding Made Simple	37.00
CPR 4 Hour Class	40.00
CPR First Aid Combination	65.27
Child & Babysitting Safety Course	68.36
First Aid 4 Hour Class	40.00
Great Expectation-Childbirth/Pre-natal	77.10
Handling Bullies	36.84
How to Relax with out a Remote	77.10
Kidnap Prevention	36.84
Pediatric Day Care CPR Certification & First Aid	65.27
Stress-Out ???	35.47
Martial Arts	
Kidsafe Ages 5-7 & Ages 8-13	71.96
Okinawan Karate	53.46
Women's Self Defense Ages 13+	46.26
Miscellaneous Classes	
Manners Made Fun	36.84
Performing Arts Classes	
Great Pretenders	212.63
Great Pretenders Additional Immediate Family Member	102.80
Intro to Film Production and Acting	148.03
Masquerade Ball	27.37
Special Needs	
All Programs	8.41
Camps	
Fall Break Camps	169.62
Spring Break Camps	169.62
Summer Break Camps	154.20
Extended Care Fee Per Day	15.42
Extended Care Fee Per Week	61.68
Kidz Love Soccer Summer Camp Ages 4-6	84.30
Kidz Love Soccer Summer Camp Ages 7-8	100.74
Kidz Love Soccer Summer Camp Ages 9-12	100.74
Gymnastics and More Summer Camp	154.20
Horsemanship Camp	411.20

Fee Description	Fee
Special Events	
Fun Run:	
Pre Registration	25.00
Race Day Registration	30.00
Youth Under 12	15.00
5K/1 Mile Both Races Additional	10.00
Bike/Run Additional	10.00
Lunch with Bunny:	
Adults	5.51
Children	3.31
Franks with Frankenstein:	
Adults	5.51
Children	3.31
Breakfast with Santa:	
Adults	5.51
Children	3.31
Ski Trips	20.56-102.80
Active Adults	
A Place to Paint	13.36-16.44
Bingo - Senior Club	1.00
Bocce League	77.10
Bocce Tournament	20.56
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	41.12
Pre-School Level Lessons	48.32
Elementary Level Lessons	48.32
Open Water Diver Course	271.04
Water Exercise 3 Days Per Week	24.67
Water Exercise 4 Days Per Week	32.90
Toddler Time	14.90
Recreational Swim Single Entry	3.00
10 Swim Pass	25.00
25 Swim Pass	50.00
Lap Swim Single Entry	2.00

Fee Description	Fee
Aquatics (con't)	
Lap Swim 16 Swims	20.00
Season Pass	200.00
Water Polo	32.90
Winter Water Polo Practice	24.67
Splash Camp	102.80
Splash Camp Extended Care Per Day	5.14
Splash Camp Extended Care Per Week	20.56
Wacky Wednesday Pool Party	4.11
Lifeguard Certification	174.76
Jr. Lifeguard Training	102.80
**Facility Rentals	
Special Events Application Fee/Class 1 & 2 Events	108.42
Special Events Application Fee/Class 3 Events	32.37
Special Events Application Fee/Class 4 Events	65.52
Refundable Special Event Deposit Fee	500.00
Cancellation Fee on All Rentals if less than 14 days notice	25.70
Brentwood Family Aquatic Complex:	
Competitive Pool - 3 hrs	889.22
Picnic Tables - 2 hr (2 hr max)	25.70
Recreation/Slide Pools - 3 hrs	709.32
Aquatic Park - 3 hrs	1,593.40
Refundable Deposit Fee	750.00
Multi-purpose Room-Community Center:	
Resident	58.80/hr
Non Resident	64.68/hr
Commercial	76.44/hr
Non Profit	41.16/hr
Part-time Staff	15.42/hr
Set-up Package - (2 hr min)	30.84/hr
Cleaning Fee	78.95
Deposit Without Alcohol Permit	250.00
Deposit With Alcohol Permit	500.00
Rental Liability Insurance	98.00-700.00

Fee Description	Fee
Facility Rentals (con't)	
Blue Room-Community Center:	
Resident	33.43/hr
Non Resident	36.77/hr
Commercial	43.46/hr
Non Profit	23.40/hr
Part-time Staff	15.42/hr
Set-up Package - (2 hr min)	15.42/hr
Cleaning Fee	21.05
Deposit Without Alcohol Permit	125.00
Deposit With Alcohol Permit	250.00
Rental Liability Insurance	98.00-700.00
Women's Club:	
Resident	33.43/hr
Non Resident	36.77/hr
Commercial	43.46/hr
Non-profit Rate	23.40/hr
Part-time Staff	15.42/hr
Set-up Package - (2 hr min)	15.42/hr
Cleaning Fee	21.05
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	15.42/hr or 71.96/day
Non Resident	16.96/hr or 79.15/day
Commercial	20.04/hr or 93.54/day
Non Profit	10.79/hr or 50.37/day
Bocce Courts:	
Resident	10.28/hr
Non Resident	11.30/hr
Commercial	13.36/hr
Non Profit	7.19/hi
Two Hour Minimum Equipment Deposit	100.00

Fee Description	Fee
Facility Rentals - Apple Hill Park (con't)	
Ball Field Rental:	
Resident	10.28/hr
Non Resident	11.30/hr
Commercial	13.36/hr
Non Profit	7.19/hr
Ball Field Prep Services	25.70/field
Ball Field Prep Without Lining	15.42/field
Scorekeeper Fee	10.95/hr
Part-time Staff Fee	15.42/hr
Refundable Field Deposit	500.00
Balfour Guthrie Park:	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	15.42/hr or 71.96/day
Non Resident	16.96/hr or 79.15/day
Commercial	20.04/hr or 93.54/day
Non Profit	10.79/hr or 50.37/day
Group Picnic Shelter Rentals (51-100 Capacity):	
Resident	30.84/hr or 154.20/day
Non Resident	33.92/hr or 169.62/day
Commercial	46.26/hr or 231.30/day
Non Profit	21.58/hr or 107.94/day
Ball Field/Soccer Field Rental:	
Resident	10.28/hr
Non Resident	11.30/hr
Commercial	13.36/hr
Non Profit	7.19/hr
Ball Field Prep Services	25.70/field
Ball Field Prep Without Lining	15.42/field
Soccer Field Prep Services	77.10/field
Soccer Field Lining Repaint	25.70/field
Extra Mow	77.10/field
Ball Field/Soccer Field Lights	10.53/hr
Scorekeeper Fee	10.95/hr
Part-time Staff Fee	15.42/hr
Refundable Field Deposit	500.00

Fee Description	Fee
Facility Rentals (con't)	
City Park:	
Gazebo:	
Resident	77.10/2 hrs or 257.00/day
Non Resident	84.81/2 hrs or 282.70/day
Commercial	100.23/2 hrs or 334.10/day
Non Profit	53.97/2 hrs or 179.90/day
Deposit	100.00
Entire Facility Rental:	
Resident	77.10/hr or 514.00/day
Non Resident	84.81/hr or 565.40/day
Commercial	100.23/hr or 668.20/day
Non Profit	53.97/hr or 359.80/day
Garin Park:	
Soccer Field Rental: (For the first field)	
Resident	10.28/hr/field
Non Resident	11.30/hr/field
Commercial	13.36/hr/field
Non Profit	7.19/hr/field
Soccer Field Prep Services	77.10/field
Soccer Field Lining Repaint	25.70/field
Refundable Field Deposit	500.00
Part-time Staff Fee for First Field	15.42/hr
Part-time Staff Fee for Additional Field	5.14/hr
Oak Meadow Park:	
Group Picnic Shelter Rentals (1-25 Capacity):	
Resident	7.71/hr or 35.98/day
Non Resident	8.48/hr or 39.57/day
Commercial	10.02/hr or 46.77/day
Non Profit	5.39/hr or 25.18/day
Ball Field/Soccer Field Rental: (For the first field)	
Resident	10.28/hr/field
Non Resident	11.30/hr/field
Commercial	13.36/hr/field
Non Profit	7.19/hr/field
Ball Field Prep Services	25.70/field
Ball Field Prep Without Lining	15.42/field
Soccer Field Prep Services	77.10/field
Soccer Field Lining Repaint	25.70/field

Fee Description	Fee
Facility Rentals - Oak Meadow Park (con't)	
Extra Mow	77.10/field
Ball Field/Soccer Field Lights	10.53/hr/field
Scorekeeper Fee	10.95/hr
Part-time Staff Fee	15.42/hr
Additional Field Rental	15.42
Refundable Field Deposit	500.00
Sunset Park:	
Group Picnic Shelter Rentals (51-100 Capacity):	
Resident	30.84/hr or 154.20/day
Non Resident	33.92/hr or 169.62/day
Commercial	46.26/hr or 231.30/day
Non Profit	21.58/hr or 107.94/day
Ball Field Rental (for the First Field):	
Resident	20.05/hr
Non Resident	22.05/hr
Commercial	26.05/hr
Non Profit	15.42/hr
Additional Field Rental	5.14/hr/field
Ball Field Lights	10.53/hr/field
Ball Field Prep Services	25.70/field
Ball Field Prep without lining	15.42/field
Scorekeeper Fee	10.95/hr
Extra Mow	77.10
Soccer Field Rental (for the First Field):	
Resident	20.05/hr
Non Resident	22.05/hr
Commercial	26.05/hr
Non Profit	15.42/hr
Additional Field Rental	5.14/hr/field
Soccer Field Lights	10.53/hr/field
Competition Soccer Field Lights	19.77/hr/field
Soccer Field Prep Services	77.10/field
Soccer Field Lining Repaint	25.70/field
Extra Mow	77.10
Refundable Field Deposit	500.00

Fee Description	Fee
Facility Rentals - Sunset Park (con't)	
Entire Facility Rental:	
Resident	1,028.00/4 hrs
Non Resident	1,130.80/4 hrs
Commercial	1,336.00/4 hrs
Non Profit	720.00/4 hrs
Includes staff fee, but does not include lights, equipment, or prep fees.	
Veterans Park:	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	15.42/hr or 71.96/day
Non Resident	16.96/hr or 79.15/day
Commercial	20.04/hr or 93.54/day
Non Profit	10.79/hr or 50.37/day
Bocce Courts:	
Resident	10.28/hr
Non Resident	11.30/hr
Commercial	13.36/hr
Non Profit	7.20/hr
Two Hour Minimum Equipment Deposit	102.80
Horseshoes Court:	
Resident	10.28/hr
Non Resident	11.30/hr
Commercial	13.36/hr
Non Profit	7.20/hr
Two Hour Minimum Equipment Deposit	100.00
Play Pack (Balls, Bats, Frisbees, etc):	
Resident	41.12/24 hr
Non Resident	45.23/24 hr
Commercial	53.45/24 hr
Non Profit	28.78/24 hr
Equipment Deposit	100.00

### **Park & Recreation Fees**

Fee Description	Fee
Mobile Stage/Portable Bleachers Rental:	1 00
Available for Rent within the Brentwood City Limits	
Set up/Take Down (Resident)	210.53
Set up/Take Down (Non-Profit)	184.22
Set up/Take Down (Commercial)	273.69
Weekend Set up/Take Down (Resident)	315.80
Weekend Set up/Take Down (Non-Profit)	289.48
Weekend Set up/Take Down (Commercial)	410.54
Stage Rental per day (Resident)	157.90
Stage Rental per day (Non-Profit)	78.95
Stage Rental per day (Commercial)	205.27
Portable Bleacher per day, per unit (Resident)	52.63
Portable Bleacher per day, per unit (Non-Profit)	26.32
Portable Bleacher per day, per unit (Commercial)	68.42
Sound System on stage (Resident)	526.34
Sound System on stage (Non Profit)	263.17
Sound System on stage (Commercial)	684.24
Generator Rental (Resident)	52.63
Generator Rental (Non Profit)	26.32
Generator Rental (Commercial)	68.42
Sound Technician for stage (per hour)	26.32
Overtime beyond the 2 hours (per 30 minute increment)	136.85
Electrical Fee (per hour)	5.26
Generator Gas Fee (per gallon)	2.63
Refundable Deposit	500.00
Dedication Trees and Amenities:	
Tree & Donor Recognition Leaf	150.00
Recognition Memorial Bricks (Only available to honor Veterans)	100.00 per line
Bench w/plaque	1,500.00
Drinking Fountain w/plaque	2,500.00
Picnic Table	3,000.00

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.

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.

<sup>\*</sup>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.

# **Parks Planning Fees**

Fee Description	Fee
Plan Check:	
Residential, Privately Maintained	\$3,610.05 per Plan Submittal
Public Right of Way	\$159.11 per 1,000 square ft
Commercial	\$148.27 per 1,000 square ft
Deposit*	3,000.00
Application submittal for actual cost of legal review and consulting.	
Inspection:	
Residential, Privately Maintained	\$220.81 per permit
Public Right of Way	\$345.09 per 1,000 square ft
Commercial	\$246.56 per 1,000 square ft
Deposit*	3,000.00
Application submittal for actual cost of legal review and consulting.	

<sup>\*</sup>If multiple planning fees list a deposit requirement, than one initial deposit of \$3,000 is required.

Actual Cost: Consultant cost + 20% City Administration City Staff - Total Hourly Rate, Step E



# **Utility Billing Fees**

Fee Description	Fee
Application Fee	\$29.73
Return Check Fee	\$11.88

## **Business Tax Fees**

Fee Description	Fee
Gross Receipts:	
Minimum	\$100.00
\$333,334 - \$500,000	\$0.30 per \$1,000
\$500,001 - \$1,000,000	\$150 + \$0.25 per \$1,000 in excess of \$500,000
\$1,000,001 and up	\$275 + \$0.15 per \$1,000 in excess of \$1,000,000
Initial Application Fee	\$33.15
Certificate Duplication Fee	\$22.10
Business License Listing	\$10.73
Late Penalty	10% - \$30.00 Minimum
Home Occupation Permit	\$50.00

## **Administration Fees**

Fee Description	Fee
Agenda Packet Subscription	\$376.54/per year
Audio Tape	\$17.82
Candidate Filing Fee <sup>2</sup>	\$25.00
Document Certification	\$11.88
Municipal Code	Actual
Municipal Code Supplements	Actual
Notary Fee <sup>4</sup>	\$10.00/per signature
Notice of Intent to Circulate Petition <sup>3</sup>	\$200.00
Passport Execution Fee <sup>1</sup>	\$30.00
Passport Photos	\$10.74
Photo Copies	\$0.21 per page
Voter Transcript	\$5.94
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	\$10.73

U.S. Department of State

<sup>&</sup>lt;sup>2</sup> E.C.10228

<sup>&</sup>lt;sup>3</sup> E.C. 9202

<sup>&</sup>lt;sup>4</sup> G.C. 8211

# **Education and Technology Center**

Fee Description	Fee
Rent	\$3.60 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

### **Public Works**

Special Event/Response					
<b>Description</b> Fee					
Personnel	Actual Cost City Staff, Step E				
Equipment	Caltrans Published Rates*				

<sup>\*</sup> Caltrans Published Rates, Labor Surcharge and Equipment Rental, in effect at the time of Cost Allocation Plan adoption.

## Water Enterprise Rates

	1998/99	1999/00	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	2.50
Tier 2: Units 11-20	n/a	n/a	n/a	n/a	n/a	2.61	2.72	2.84	2.98
Tier 3: Units 21-30	n/a	n/a	n/a	n/a	n/a	3.13	3.26	3.41	3.57
Tier 4: Units 31 and over	n/a	n/a	n/a	n/a	n/a	3.65	3.80	3.97	4.16
Commercial Tiers									
Tier 1: Units 1-10	n/a	n/a	n/a	n/a	n/a	2.19	2.28	2.38	2.50
Tier 2: Units 11 and over	n/a	n/a	n/a	n/a	n/a	2.61	2.72	2.84	2.98
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	15.98
1" Meter	15.44	15.82	16.21	17.57	18.38	21.09	21.98	22.96	24.07
1-1/2" Meter	30.68	31.43	32.20	34.90	36.51	41.90	43.68	45.62	47.84
2" Meter	51.17	52.42	53.72	58.21	60.89	69.89	72.85	76.09	79.79
3" Meter	85.29	87.37	89.54	97.03	101.50	116.50	120.60	125.96	132.08
4" Meter	136.46	139.79	143.25	155.24	162.39	186.39	194.30	202.94	212.80
6" Meter	272.98	279.65	286.58	310.57	324.86	372.87	388.70	405.99	425.70

Water Service Standby Charge \$ 60.00

Water Reconnect Charge \$ 30.00

Fireline 4" \$ 8.00 Fireline 6" \$ 12.00 Fireline 8" \$ 16.00

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

Hydrant Meter Deposit \$ 2,500

Usage-Potable Water \$ 3.86 per 1,000 Gallons Usage-Non Potable Water \$ 1.14 per 1,000 Gallons

Recycled Water Usage \$ 1.14 per 1,000 Gallons



## **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 \$8.93 Monthly Fixed Base Rates + Variable Rate/1,000 Ga. to a Ceiling:								Ceiling:	
Variable Rate per 1,000 gallons/month	\$ 1.73	\$ 1.73	\$ 2.07	\$ 2.20	\$ 2.73	\$ 2.84	\$ 2.97	\$ 3.11	\$ 3.17
Total Ceiling Rate (fixed base + variable rate)	\$ 18.00	\$ 18.90	\$ 21.00	\$ 23.75	\$25.51	\$27.38	\$29.44	\$31.78	\$33.37
Commercial	\$8.93 Mo	nthly Fix	ed Rate+	Variable	Rate/1,00	0 Gallons	of Sewe	r Flow:	
Auto Sales and Repair	\$ 1.90	\$ 1.90	\$ 2.26	\$ 2.41	\$ 3.00	\$ 3.13	\$ 3.27	\$ 3.43	\$ 3.50
Barber & Beauty Shops	\$ 1.59	\$ 1.59	\$ 1.90	\$ 2.02	\$ 2.50	\$ 2.61	\$ 2.73	\$ 2.86	\$ 2.92
Bakery	\$ 4.88	\$ 4.88	\$ 5.80	\$ 6.16	\$ 7.69	\$ 8.02	\$ 8.38	\$ 8.78	\$ 8.96
Car Washes	\$ 1.64	\$ 1.64	\$ 1.95	\$ 2.09	\$ 2.58	\$ 2.69	\$ 2.81	\$ 2.95	\$ 3.01
Gas Stations	\$ 1.84	\$ 1.84	\$ 2.19	\$ 2.34	\$ 2.90	\$ 3.03	\$ 3.16	\$ 3.32	\$ 3.38
Grocery Stores	\$ 4.15	\$ 4.15	\$ 4.93	\$ 5.24	\$ 6.54	\$ 6.82	\$ 7.12	\$ 7.47	\$ 7.62
Hotels without Restaurants	\$ 1.90	\$ 1.90	\$ 2.26	\$ 2.41	\$ 2.99	\$ 3.12	\$ 3.26	\$ 3.42	\$ 3.49
Institutions, Churches, Homeowners Assoc.	\$ 1.68	\$ 1.68	\$ 2.01	\$ 2.15	\$ 2.65	\$ 2.76	\$ 2.88	\$ 3.02	\$ 3.08
Laundromats	\$ 1.73	\$ 1.73	\$ 2.07	\$ 2.21	\$ 2.73	\$ 2.84	\$ 2.97	\$ 3.11	\$ 3.17
Laundry, Commercial	\$ 2.24	\$ 2.24	\$ 2.67	\$ 2.84	\$ 3.53	\$ 3.68	\$ 3.84	\$ 4.03	\$ 4.11
Office Buildings, Banks	\$ 1.70	\$ 1.70	\$ 2.03	\$ 2.17	\$ 2.68	\$ 2.79	\$ 2.91	\$ 3.06	\$ 3.12
Restaurants	\$ 4.88	\$ 4.88	\$ 5.49	\$ 5.82	\$ 7.26	\$ 7.57	\$ 7.91	\$ 8.29	\$ 8.46
Retail Stores	\$ 1.73	\$ 1.73	\$ 2.07	\$ 2.21	\$ 2.73	\$ 2.84	\$ 2.97	\$ 3.11	\$ 3.17
Schools	\$ 1.59	\$ 1.59	\$ 1.90	\$ 2.02	\$ 2.50	\$ 2.61	\$ 2.73	\$ 2.86	\$ 2.92
Other Commercial	\$ 1.78	\$ 1.78	\$ 2.13	\$ 2.27	\$ 2.80	\$ 2.91	\$ 3.04	\$ 3.19	\$ 3.25
Mixed Use	n/a	n/a	n/a	\$ 3.01	\$ 3.66	\$ 3.81	\$ 3.98	\$ 4.17	\$ 4.26

Wastewater Service Standby Charge Sewer Lateral Maintenance Fee (Monthly) \$80.00 \$1.10

Solid Waste Enterprise Rates - Commercial -									
Cart Service									
		32 Gal.	64 Gal.	96 Gal.					
se k	1	25.78	29.47	47.88	Each additional 32	2-Gallons of mater	rial collected:	11.04	
Service Per Week	2	49.28	56.66	93.47					
S. Pel	3	72.78	83.85	139.07					
			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	
Service Per Week	1	103.76	207.52	288.54	374.51	448.19	536.58	712.17	
er V	2	190.33	380.64	540.26	724.45	874.25	1,048.61	1,399.79	
e P	3	276.28	552.55	825.13	1,080.54	1,311.39	1,572.92	2,097.23	
ervić	4	380.64	761.28	1,080.54	1,448.90	1,748.49	2,097.23	2,799.56	
	5	466.59	933.19	1,365.41	1,804.98	2,185.64	2,621.53	3,497.02	
Mixed Recyclabil Non-compacted		**)			Container Size				
	( ), (	1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard	
ş	1	83.01	166.00	230.84	299.61	358.54	429.25	569.74	
Service Per Week	2	152.27	304.51	432.22	579.57	732.55	838.89	1,119.84	
Per	3	N/A	N/A	N/A	876.78	N/A	N/A	1,621.31	
vice	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ser	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	
eek	1	N/A	36.83	53.24	67.53	80.47	98.23	122.79	
ľ.	2	N/A	67.53	81.42	122.79	143.06	171.90	221.02	
e Pe	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	
Sei	5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

<sup>\*</sup> Compacted rates charged at two(2) times the non-compacted rates in the above tables.

### Special/Extra Charges

Fee to Steam Clean FL Bin (	\$92.10
Call Back Fee for FL Bin	-based table
Lock Charge	\$36.83
Haul Shavings Bin Outside C	\$251.72

Volume-Based Extras (27 cu. ft. = 1 cu. yard)								
1 cu. yds =	\$25.94	5 cu. yds =	\$112.05					
2 cu. yds = \$51.88		6 cu. yds =	\$134.14					
3 cu. yds = \$72.14		8 cu. yds =	\$178.05					
4 cu. yds = \$93.62								

Drop-Box Service						
Security Deposit	613.94					
Container Pick-Up and Delivery Charge		Special/Extra Charg	ges			
2 to 8 Cubic Yards	92.10	Fee to Steam Clean Roll-Off Bin	\$184.17			
10 to 40 Cubic Yards plus	184.17 (*)	Call Back Fee for Roll-off Bin	\$92.10			
daily rental charge	30.69	Relocation Fee	\$92.10			
REFUSE tonnage charge	61.39	Stand-by time per hour	\$92.10			
WOOD, YARD or C&D tonnage charge	34.38	Lock Charge	\$36.83			
MIXED RECYCLABLES tonnage charge	49.12	Minimum Pulls per Month = 2	\$184.17 per pull			
CARDBOARD tonnage charge	0.00					
40 YARD COMPACTOR LEASE	57.90					

<sup>\*</sup> Drop-box compactor special handling charge - \$27.64



<sup>\*\*</sup> Front load bin hard-to-service surcharge - 10% of rates in the above tables.

### Solid Waste Enterprise Rates -Residential -

Residential Cart Service:		<b>Apartments Cart Service:</b>			
	Senior Rate	15.23			
	32-Gallon	22.71	32-Gallon	22.71	
	64-Gallon	33.76	64-Gallon	33.76	
	96-Gallon	40.52	96-Gallon	40.52	

### Special/Extra Charges

Bags (1st 2 bags)	\$11.04
Each Additional Bag	\$3.67
Mattresses	
King, queen, full set	\$30.70
Twin set	\$18.42
Single pieces	\$18.42
	1
Furniture, Appliances, Other(*)	
Chair, loveseat	\$18.42
Couch	\$24.55
Coffee table	\$18.42
Stove	\$30.70
Water heater	\$30.70
Refrigerator (w/o CFC's - cert req.)	\$30.70
Refrigerator (w/CFC's)	\$61.39
Washer/dryer	
Single	\$30.70
Pair	\$61.39
Bike	\$18.42
Lawn mower	\$18.42
Stroller	\$18.42
High chair	\$18.42
Crib-change table	\$18.42
Swimming pool (kids)	\$18.42

Third Blue/Green Cart per Month	\$11.41
Cart Exchanges	\$29.93

Furniture, Appliances, Other	(*) Cont.
B.B.Q. (Small)	\$18.42
B.B.Q. (Large)	\$24.55
Dining room table & chairs (4)	\$18.42
Steam Clean Cart (Per Cart)	\$30.70
Cart Replacement	\$61.39
Television	\$30.70
Television with Console	\$49.12
Microwaves	\$18.42
Propane Tanks	\$30.70
Computer Monitors	\$30.70
Computer CPU's	\$18.42
Printers	\$18.42
Tires	
Passenger tires (16" or less)	\$4.90
Passenger tires (16" or less) w/rim	\$7.37
Truck tire (greater than 16")	\$8.60
Truck tire (greater than 16") w/rin	ns \$12.27
Tractor Tires	\$30.68-\$244.90(*)

<sup>\*</sup> The City will determine the charges for items not listed above based on labor, vehicle and processing costs.

#### **RESOLUTION NO. 2006-198**

## A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE 2006/07 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 13, 2005, 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 2005-222 adopted on September 13, 2005; and

WHEREAS, on May 23, 2006, the City Council adopted the 2006/07 – 2010/11 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 2006/07 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. That CEQA does not apply to the adoption of this Resolution, pursuant to Sections 15061 and 15273 of the State CEQA Guidelines because:
  - The fees established by this Resolution will be collected for the purposes of meeting operational expenses and maintaining service to those that request it;
  - 2. 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.
- B. 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.
- C. After considering the Report and supporting data and the testimony received at this public hearing, the Council approves and adopts the 2006/07 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.
- D. 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
  - 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; and
  - 4. That the cost estimates set forth in the 2006/07 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
- E. 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.

F. 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 2005/2006 Cost Allocation Plan were increased by the CPI or appropriate percentage on July 1, 2006 per Resolution 2005-223. Newly established fees in the 2006/2007 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. 2005-223 is hereby repealed.

**Section 9.** 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 August 22, 2006 by the following vote:

**AYES:** Beckstrand, Gutierrez, Swisher, Taylor

NOES: None ABSENT: Brockman ABSTAIN: None

Brian Swisher

Brian Swisher Mayor

ATTEST:

<u>Cynthia Garcia</u>

For Margaret Wimberly, CMC City Clerk