CITY OF BRENTWOOD 2007/08 COST ALLOCATION PLAN AND SCHEDULE OF FEES









Every year the City selects a theme for the covers of its major financial documents — the CIP Budget, the Operating Budget, the Cost Allocation Plan, the Fiscal Model and the Comprehensive Annual Financial Report. This year each of the covers will portray an aspect of the City's recently adopted tagline — HERITAGE • VISION • OPPORTUNITY. This year's Cost Allocation Plan cover showcases the retail opportunities available in the City by highlighting the "Streets of Brentwood" lifestyle center.

COVER: All of the drawings depict the theater planned for the Streets of Brentwood. The top drawing is the side elevation, the middle drawing is the front elevation and the bottom drawing is the rear elevation of the theater.

List of Principal Officials

City Officials

Robert Taylor	Mayor
Robert Brockman	Vice Mayor
Chris Becnel	Council Member
Brandon Richey	Council Member
Erick Stonebarger	

Executive Team

Donna Landeros	City Manager
Damien Brower	City Attorney
Craig Bronzan	Director of Parks & Recreation
Karen Chew	Assistant City Manager
Pamela Ehler	City Treasurer / Director of Finance & Information Systems
Mark Evenson	Chief of Police
Bailey Grewal	Director of Public Works / City Engineer
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:

- <u>Department Overhead</u> To compute the department overhead factor, costs for department management salaries and benefits, plus the cost of associated operating and capital items to be included within overhead are identified. This cost is then divided by the salary and benefit cost of all non-management employees. The resulting computation is a multiplier that is applied to the hourly rate of a specific position within the department to compute the resulting department overhead associated with providing a designated service.
- <u>City-wide Overhead</u> To compute the city-wide overhead factor, general government costs that are not allocable to any individual department 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 S	Assumptions Supporting Overhead Calculations					
Management Positions/Su			sonnel Costs			
C	ommunity	Development				
Community Development Dire		Building				
Assistant Community Develop	ment Dir.	Planning				
Administrative Supervisor		Housing				
		Economic Develo	opment			
	Public	Works				
Public Works Director / City E	Engineer	Development Eng	gineering			
Asst. Director of PW / Asst. C	ity Engineer	Traffic and Trans	portation			
Deputy Public Works Director	·/ Operations	Construction Insp	pection			
Administrative Supervisor – E	ngineering	Capital Improven	nent Program			
Administrative Supervisor – P	ublic Works	Streets				
		Solid Waste Ente	rprise			
		Water Enterprise				
		Wastewater Enter	rprise			
	Parks &	Recreation				
Parks & Recreation Director		Administration				
Landscape/Facilities Manager		Programs				
Administrative Supervisor		Landscape				
		Park Planning				
		Community Center				
		City Pool				
		Sports				
		Senior Programs				
	Pol					
Police Chief		Police				
Police Captain						
Executive Assistant						
]	Redevelopn	nent Agency				
Redevelopment Manager		Redevelopment				
	Other C	City-wide				
	City Attorney		Community Facilities			
, ,	Non-Departm	ental]	Finance			
Human Resources						

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	50.54%			
Public Works	103.98%			
Parks and Recreation	110.54%			
Police	45.53%			
Redevelopment	85.30%			
Other City-wide	29.57%			

Direct Cost Allocation: Position Assumptions

The first step in computing the direct costs to provide a designated service is to compute the full hourly rate for direct service providers. To achieve this, the position 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 Leave is Calculated by:

- 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

COMPEN	SATION	N PLAN			
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
MANAGEMENT & MID-MANAGEMENT:					
Accountant I	4,804.98	5,045.93	5,299.00	5,564.21	5,843.29
Accountant II	5,299.00	5,564.21	5,843.29	6,136.24	6,443.05
Accounting Manager	7,008.14	7,358.28	7,725.76	8,112.31	8,517.93
Assistant City Attorney	8,667.00	9,100.35	9,556.23	10,034.65	10,535.61
Assistant City Clerk	5,071.93	5,325.00	5,591.95	5,871.03	6,163.97
Assistant City Manager	10,518.27	11,043.49	11,596.45	12,177.14	12,785.56
Assistant Engineer	6,042.63	6,344.24	6,661.46	6,994.27	7,344.42
Assistant Community Development Director	9,450.50	9,923.72	10,419.47	10,941.22	11,488.98
Assistant Dir. of PW / Asst City Engineer	9,713.97	10,199.33	10,708.95	11,244.57	11,806.19
Assistant Finance Director	8,221.52	8,632.33	9,063.95	9,516.37	9,993.05
Assistant Planner	5,581.55	5,860.63	6,153.57	6,462.12	6,784.53
Associate Engineer	6,661.46	6,994.27	7,344.42	7,711.90	8,096.71
Associate Planner	6,153.57	6,462.12	6,784.53	7,124.27	7,481.35
Chief Building Official	8,630.60	9,062.22	9,514.63	9,989.58	10,488.80
Chief Financial Operations Officer	7,710.16	8,094.98	8,500.59	8,925.28	9,370.76
Chief Information Systems Officer	8,615.00	9,046.61	9,499.03	9,973.98	10,473.20
City Attorney	13,815.20	14,505.09	15,229.65	15,990.62	16,789.71
City Clerk	7,514.29	7,890.44	8,285.65	8,699.93	9,135.02
City Manager	10 510 05	1101010	11.505.15	10.155.11	18,082.83
City Treasurer / Director of Finance and I.S.	10,518.27	11,043.49	11,596.45	12,177.14	12,785.56
Deputy City Attorney	7,221.34	7,581.89	7,961.51	8,360.19	8,777.94
Deputy Director of Public Works / Operations	8,831.67	9,273.69	9,738.24	10,225.33	10,736.68
Director of Community Development	10,518.27	11,043.49	11,596.45	12,177.14	12,785.56
Director of Parks and Recreation	10,518.27	11,043.49	11,596.45	12,177.14	12,785.56
Director of Public Works / City Engineer	11,173.50	11,731.65	12,317.54	12,932.90	13,579.46
Economic Development Manager	7,845.37	8,237.12	8,649.67	9,083.02	9,537.17
Engineering Manager	8,460.73	8,883.68	9,327.43	9,793.71	10,284.26
Fleet Manager	6,091.17	6,396.25	6,716.93	7,053.20	7,405.08
Geographic Info Systems Coordinator	6,992.54	7,342.68	7,710.16	8,094.98	8,500.59
Grants Program Manager	6,094.63	6,399.71	6,720.39	7,056.67	7,410.29
Housing Analyst	6,153.57	6,462.12	6,784.53	7,124.27	7,481.35
Housing Manager	7,845.37	8,237.12	8,649.67	9,083.02	9,537.17
Human Resources Manager	7,514.29	7,890.44	8,285.65	8,699.93	9,135.02
Information Systems Specialist	6,273.17	6,586.92	6,916.27	7,262.95	7,626.96
Landscape / Facilities Manager	7,181.48	7,540.29	7,918.17	8,313.39	8,729.40
Landscape / Facilities Supervisor	5,262.60	5,526.08	5,801.69	6,091.17	6,396.25
Management Analyst	6,146.64	6,453.45	6,775.86	7,113.87	7,469.22
Parks Planner	6,153.57	6,462.12	6,784.53	7,124.27	7,481.35
Planning Manager	8,630.60	9,062.22	9,514.63	9,989.58	10,488.80
Police Captain	9,525.03	10,001.72	10,502.67	11,027.89	11,579.11
Police Chief	11,679.65	12,263.81	12,877.43	13,520.52	14,196.55
Police Lieutenant	8,417.39	8,838.61	9,280.62	9,745.17	10,232.26
Principal Planner	7,803.77	8,193.78	8,602.86	9,032.75	9,485.16
Project Manager - Economic Development	7,077.47	7,431.09	7,802.03	8,192.05	8,601.13
Purchasing Manager	5,539.95	5,817.29	6,108.50	6,413.58	6,734.26
Records Manager	5,071.93	5,325.00	5,591.95	5,871.03	6,163.97
Recreation Manager	6,297.44	6,612.92	6,944.00	7,290.68	7,654.69



COMPE	NSATION	PLAN			
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
MANAGEMENT & MID-MANAGEMENT (COM					
	<u> </u>				
Recreation Supervisor	5,247.00	5,508.75	5,784.36	6,073.83	6,377.18
Redevelopment Analyst	6,153.57	6,462.12	6,784.53	7,124.27	7,481.35
Redevelopment Manager	8,630.60	9,062.22	9,514.63	9,989.58	10,488.80
Regulatory Compliance Supervisor	6,111.97	6,417.05	6,737.73	7,074.01	7,427.62
Senior Accountant	6,094.63	6,399.71	6,720.39	7,056.67	7,410.29
Senior Associate Engineer	6,994.27	7,344.42	7,711.90	8,096.71	8,502.33
Senior Engineer	7,691.10	8,075.91	8,479.79	8,904.48	9,349.96
Senior Housing Analyst	7,077.47	7,431.09	7,802.03	8,192.05	8,601.13
Senior Planner	7,077.47	7,431.09	7,802.03	8,192.05	8,601.13
Senior Redevelopment Analyst	7,077.47	7,431.09	7,802.03	8,192.05	8,601.13
Solid Waste Manager	6,963.07	7,311.48	7,677.23	8,060.31	8,464.19
Solid Waste Supervisor	5,803.42	6,092.90	6,397.98	6,718.66	7,054.94
Streets Manager	6,867.73	7,210.94	7,571.49	7,949.37	8,346.32
Streets Supervisor	5,975.03	6,273.17	6,586.92	6,916.27	7,262.95
Wastewater Maintenance Supervisor	5,555.55	5,832.89	6,124.10	6,430.91	6,753.33
Wastewater Operations Manager	7,025.47	7,377.35	7,746.56	8,133.11	8,540.46
Wastewater Treatment Plant Supervisor	6,111.97	6,417.05	6,737.73	7,074.01	7,427.62
Water Distribution Supervisor	6,111.97	6,417.05	6,737.73	7,074.01	7,427.62
Water Operations Manager	7,025.47	7,377.35	7,746.56	8,133.11	8,540.46
Water Production Supervisor	6,111.97	6,417.05	6,737.73	7,074.01	7,427.62
Webmaster	5,267.80	5,531.28	5,808.62	6,099.83	6,404.91
	,	- ,	-,	-,	.,
OFFICE EMPLOYEES					
Accounting Assistant I	3,302.13	3,466.80	3,640.14	3,822.15	4,012.82
Accounting Assistant II	3,640.14	3,822.15	4,012.82	4,213.90	4,425.37
Accounting Specialist	4,817.12	5,058.06	5,311.14	5,576.35	5,855.43
Accounting Technician	4,189.63	4,399.37	4,619.51	4,850.05	5,092.73
Administrative Assistant I	3,125.32	3,281.33	3,446.00	3,617.61	3,797.88
Administrative Assistant II	3,446.00	3,617.61	3,797.88	3,988.55	4,187.89
Administrative Secretary	3,993.75	4,193.09	4,402.84	4,622.98	4,853.52
Administrative Supervisor	4,392.44	4,612.58	4,843.12	5,085.80	5,340.61
Building Inspector I	5,091.00	5,345.81	5,612.75	5,893.56	6,188.24
Building Inspector II	5,612.75	5,893.56	6,188.24	6,498.52	6,822.66
Code Enforcement Officer I	4,772.05	5,011.26	5,262.60	5,526.08	5,801.69
Code Enforcement Officer II	5,262.60	5,526.08	5,801.69	6,091.17	6,396.25
Community Development Specialist	5,557.28	5,834.62	6,125.84	6,432.65	6,755.06
Community Development Technician	4,593.51	4,824.05	5,064.99	5,318.07	5,583.28
Construction Inspector I	5,091.00	5,345.81	5,612.75	5,893.56	6,188.24
Construction Inspector II	5,612.75	5,893.56	6,188.24	6,498.52	6,822.66
Engineering Services Specialist	5,897.03	6,191.70	6,501.98	6,827.86	7,169.34
Engineering Technician	5,130.86	5,387.41	5,656.08	5,938.63	6,235.04
Executive Assistant Finance / Special Projects Coordinator	4,829.25	5,070.20 5,278.74	5,323.27	5,590.22 5,020.06	5,869.29
Finance / Special Projects Coordinator Human Resources Assistant I	5,122.20	5,378.74	5,647.42	5,929.96	6,226.37
Human Resources Assistant I Human Resources Assistant II	3,600.27	3,780.55	3,969.49 4 376.84	4,168.83	4,376.84
	3,969.49 5 122 20	4,168.83 5 378 74	4,376.84 5,647.42	4,595.24	4,825.79
Human Resources Specialist Information Systems Technician	5,122.20 5,018.19	5,378.74 5,269.54	5,647.42 5,533.01	5,929.96 5,810.36	6,226.37 6,101.57
Parks Planning Technician	4,593.51	4,822.32	5,063.26	5,316.34	5,581.55
r arks r familing reclinician	4,373.31	4,022.32	3,003.20	5,510.54	٥,٥٥١.٥٥

COMPEN	ISATION	DI AN			
			CTED C	CAED D	СТЕВЕ
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
OFFICE EMPLOYEES (CON'T.)					
Permit Services Specialist	5,612.75	5,893.56	6,188.24	6,498.52	6,822.66
Plan Check Engineer	6,176.10	6,484.65	6,808.80	7,148.54	7,505.62
Police Records Clerk I	3,446.00	3,617.61	3,797.88	3,988.55	4,187.89
Police Records Clerk II	3,797.88	3,988.55	4,187.89	4,397.64	4,617.78
Project Services Specialist	5,361.41	5,630.08	5,910.89	6,207.31	6,517.58
Records Supervisor	4,804.98	5,045.93	5,299.00	5,564.21	5,843.29
Recreation Coordinator	4,564.04	4,792.85	5,032.06	5,283.40	5,546.88
Right-of-Way Specialist	5,557.28	5,834.62	6,125.84	6,432.65	6,755.06
Safety / Special Projects Coordinator	5,122.20	5,378.74	5,647.42	5,929.96	6,226.37
Senior Building Inspector	6,176.10	6,484.65	6,808.80	7,148.54	7,505.62
Senior Code Enforcement Officer	5,784.36	6,073.83	6,377.18	6,696.12	7,030.67
Senior Community Development Technician	5,051.13	5,304.20	5,569.41	5,848.49	6,141.44
Senior Construction Inspector	6,176.10	6,484.65	6,808.80	7,148.54	7,505.62
Senior Police Records Clerk	4,361.23	4,579.64	4,808.45	5,049.39	5,302.47
Technical Assistant I	3,780.55	3,969.49	4,168.83	4,376.84	4,595.24
Technical Assistant II	4,168.83	4,376.84	4,595.24	4,825.79	5,066.73
PUBLIC WORKS-MAINTENANCE					
Collection System Worker I	4,073.49	4,278.03	4,491.24	4,716.58	4,952.32
Collection System Worker II	4,491.24	4,716.58	4,952.32	5,200.20	5,460.21
Cross-Connection Control Specialist	4,720.05	4,955.79	5,203.67	5,463.68	5,737.55
Electrician	4,902.06	5,146.46	5,403.01	5,673.42	5,957.70
Equipment Mechanic	4,614.31	4,844.85	5,087.53	5,342.34	5,609.28
Landscape / Facilities Worker I	3,615.87	3,796.15	3,986.82	4,186.16	4,395.90
Landscape / Facilities Worker II	3,986.82	4,186.16	4,395.90	4,616.04	4,846.59
Purchasing Assistant	4,607.38	4,837.92	5,080.60	5,335.41	5,602.35
Senior Equipment Mechanic	5,077.13	5,330.21	5,597.15	5,876.23	6,170.90
Senior Landscape / Facilities Worker	4,395.90	4,616.04	4,846.59	5,089.26	5,344.07
Senior Solid Waste Equipment Operator	4,836.19	5,078.86	5,333.67	5,600.62	5,881.43
Senior Street Maintenance Worker	4,586.58	4,815.39	5,056.33	5,309.40	5,574.61
Senior Water Distribution Worker	5,193.27	5,453.28	5,725.42	6,011.43	6,311.31
Senior Water Service Worker	4,709.65	4,945.39	5,193.27	5,453.28	5,725.42
Solid Waste Equipment Operator I	3,985.09	4,184.43	4,394.17	4,614.31	4,844.85
Solid Waste Equipment Operator II	4,394.17	4,614.31	4,844.85	5,087.53	5,342.34
Street Maintenance Worker I	3,617.61	3,797.88	3,988.55	4,187.89	4,397.64
Street Maintenance Worker II	3,988.55	4,187.89	4,397.64	4,617.78	4,848.32
Street Sweeper Operator	4,186.16	4,395.90	4,616.04	4,846.59	5,089.26
Wastewater Laboratory Technician I	4,442.70	4,664.58	4,898.59	5,143.00	5,399.54
Wastewater Laboratory Technician II	4,898.59	5,143.00	5,399.54	5,669.95	5,954.23
Wastewater Treatment Plant Operator Asst.	3,480.67	3,654.01	3,836.01	4,028.42	4,229.50
Wastewater Treatment Plant Operator I	4,229.50	4,440.97	4,662.85	4,896.86	5,141.26
Wastewater Treatment Plant Operator II	4,662.85	4,896.86	5,141.26	5,397.81	5,668.22
Wastewater Treatment Plant Operator III	5,141.26	5,397.81	5,668.22	5,952.50	6,250.64
Water Distribution Worker I	4,281.50	4,496.44	4,721.78	4,957.52	5,205.40
Water Distribution Worker II	4,721.78	4,957.52	5,205.40	5,465.41	5,739.29
Water Production Worker I	4,076.96	4,281.50	4,496.44	4,721.78	4,957.52
Water Production Worker II	4,496.44	4,721.78	4,957.52	5,205.40	5,465.41
Water Conservation Specialist	4,279.76	4,492.97	4,718.31	4,954.06	5,201.93
Water Service Worker I	3,881.08	4,075.22	4,279.76	4,492.97	4,718.31
Water Service Worker II	4,279.76	4,492.97	4,718.31	4,954.06	5,201.93

COMPI					
BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
POLICE					
Community Service Officer I	3,608.94	3,789.21	3,978.15	4,177.49	4,387.24
Community Service Officer II	3,978.15	4,177.49	4,387.24	4,607.38	4,837.92
Senior Community Service Officer	4,572.71	4,801.52	5,042.46	5,293.80	5,559.01
Police Officer	5,552.08	5,829.42	6,120.64	6,427.45	6,748.13
Police Officer - Special Assignment	5,829.42	6,120.64	6,427.45	6,748.13	7,086.14
Police Sergeant	6,588.65	6,918.00	7,264.68	7,628.69	8,010.04

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 which he or she does not fully pay for. The following factors underlie such policies:

- **Elasticity of Demand:** The price charged 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 one of 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

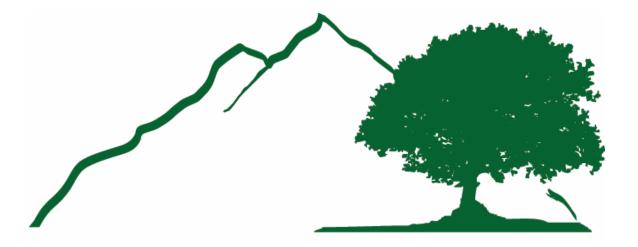
Based upon time estimates, a model of departmental activities is developed and then reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's 2007/08 Cost Allocation Plan are applied to the time estimates for each fee.

The application of the CPI percentage to our existing fees, result in odd cents being included in the new fee calculations. For ease of collection and recordkeeping, certain fees are then rounded to the nearest dollar or nearest quarter. Fees rounded to the nearest dollar include the Regional Growth Management Program (RGMP), Downtown Parking In Lieu, Affordable Housing, and Planning and Engineering Fees over \$50 which are not already tied to specific hourly rates in the Cost Allocation Plan. Police Fees are rounded to the nearest 25 cents with the exception of the per page copy 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.

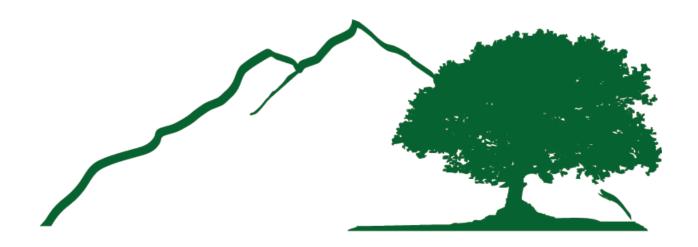
SUMMARY

The User Fee Model is a flexible tool 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 reviews and updates the fees on an annual basis. The cost calculations, if needed can be updated every year by applying the new hourly rate calculations to the original time estimates. These fees are adjusted annually based on changes in the Consumer Price Index (CPI) and where applicable, the Engineering News Record (ENR), with the exception of fees that were adopted with ties to other agencies. Time estimates should be reviewed and revised every three to five years.



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Budget Ass	Budget Assumptions for Computing Overhead Costs							
Department/Division	Personnel	Supplies	Capital	Total				
		& Services						
City-wide		(a) F	Sactored into Other	City-wide overhead				
City Manager (a)	\$616,058	\$246,022	\$0	\$862,080				
City Clerk (a)	\$479,317	\$166,416	\$0	\$645,733				
Human Resources (a)	\$522,353	\$310,429	\$2,600	\$835,382				
City Attorney (a)	\$607,789	\$307,004	\$8,000	\$922,793				
Finance (a)	\$1,759,150	\$661,726	\$2,000	\$2,422,876				
Community Facilities (a)	\$250,608	\$403,221	\$0	\$653,829				
Non-Departmental (a)	\$0	\$3,063,113	\$0	\$3,063,113				
Community Development								
Building	\$2,312,328	\$681,985	\$20,000	\$3,014,313				
Planning	\$1,282,948	\$591,868	\$5,500	\$1,880,316				
Economic Development	\$364,191	\$407,353	\$0	\$771,544				
Housing	\$649,011	\$194,714	\$15,000	\$858,725				
Police								
Police	\$11,545,850	\$4,006,280	\$130,889	\$15,683,019				
Parks and Recreation								
Administration	\$1,250,601	\$344,728	\$2,500	\$1,597,829				
City Pool	\$469,669	\$471,898	\$0	\$941,567				
Sports	\$117,451	\$259,798	\$0	\$377,249				
Programs	\$251,656	\$458,507	\$0	\$710,163				
Park Planning	\$446,291	\$517,869	\$16,000	\$980,160				
Community Center	\$15,189	\$146,645	\$0	\$161,834				
Senior Programs	\$147,705	\$46,754	\$0	\$194,459				
Landscape	\$417,113	\$825,444	\$0	\$1,242,557				
Public Works								
Solid Waste Enterprise	\$2,391,845	\$4,494,026	\$6,785,614	\$13,671,485				
Water Enterprise	\$2,525,763	\$9,754,205	\$5,309,326	\$17,589,294				
Wastewater Enterprise	\$1,832,646	\$4,689,099	\$933,161	\$7,454,906				
Streets	\$1,604,135	\$1,288,518	\$87,000	\$2,979,653				
Engineering	\$1,268,941	\$547,026	\$3,500	\$1,819,467				
Traffic and Transportation	\$585,599	\$236,749	\$27,000	\$849,348				
Construction Inspection	\$680,502	\$166,202	\$2,000	\$848,704				
Capital Improvement Program	\$1,157,087	\$1,139,862	\$48,000	\$2,344,949				
Redevelopment Agency								
Redevelopment	\$497,424	\$2,964,314	\$7,311,199	\$10,772,937				



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

Step A						
		\$4,804.98 /Month	\$32.03 /	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp.	0.080000 0.139750 0.009500 0.000255	384.40 671.50 2.00 0.00 3.92 936.30 152.46 45.65 22.05	Non-Swor	n Managemer		agement
Workers Comp. Vision Benefit Medicare	0.030200 0.014500	145.11 37.64 69.67	Hourly Rate & Benefits	37.73% Department <u>Overhead</u>	29.57% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,580.70 53.71%	\$49.24	\$18.58	\$14.56	\$82.37
		Annual Salary + Benefits	\$88,628.15			
Step B						
		\$5,045.93 /Month	\$33.64 /	Hour		
	Total Benefits	\$2,647.81 52.47%	\$51.29	\$19.35	\$15.16	\$85.81
		Annual Salary + Benefits	\$92,324.92			
Step C	Total Benefits	\$5,299.00 /Month \$2,718.30 51.30%	\$35.33 /s \$53.45	Hour \$20.17	\$15.80	\$89.42
		Annual Salary + Benefits	\$96,207.64			
Step D						
		\$5,564.21 /Month	\$37.09 /	Hour		
	Total Benefits	\$2,792.18 50.18%	\$55.71	\$21.02	\$16.47	\$93.20
		Annual Salary + Benefits	\$100,276.62			
Step E		\$5,843.29 /Month	\$38.96 /	Hour		
	Total Benefits	\$2,869.91 49.11%	\$58.09	\$21.92	\$17.17	\$97.18
		Annual Salary + Benefits	\$104,558.40			

Accountant I Department: Parks and Recreation

Step A							
Step A		\$4,804.98	/Month	\$32.03	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	384.40	1	Non-Swe	orn Managemer	nt & Mid-Mar	nagement
PERS - Employer	0.139750	671.50		TOII-5 W	m wanageme	it & iviid-iviai	iagement
PERS Survivor	************	2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30	1				
Dental Insurance		152.46					
LTD Insurance	0.009500	45.65					
Life Insurance	0.000255	22.05					
Deferred Comp.		110.00					
Workers Comp.	0.030200	145.11			110.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	69.67	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,580.70	53.71%	\$49.24	\$54.43	\$14.56	\$118.22
		Annual Sala	ry + Benefits	\$88,628.15	i		
Step B							
		\$5,045.93	/Month	\$33.64	/Hour		
	Total Benefits	\$2,647.81	52.47%	\$51.29	\$56.70	\$15.16	\$123.15
	Total Delicitis	Ψ2,047.01	32.4770	ψ31.27	ψ50.70	ψ15.10	Ψ123.13
		Annual Sala	ry + Benefits	\$92,324.92	i		
Step C							
•		\$5,299.00	/Month	\$35.33	/Hour		
	Total Benefits	\$2,718.30	51.30%	\$53.45	\$59.08	\$15.80	\$128.33
	Total Belieffts	\$2,710.30	31.30%	φ 33.4 3	φ39.00	φ13.00	φ120.33
		Annual Sala	ry + Benefits	\$96,207.64	:		
Step D							
		\$5,564.21	/Month	\$37.09	/Hour		
	Total Benefits	\$2,792.18	50.18%	\$55.71	\$61.58	\$16.47	\$133.76
		Annual Cal-	my Donoffe	¢100 277 72			
		Annual Sala	ry + Benefits	\$100,276.62	:		
Step E							
		\$5,843.29	/Month	\$38.96	/Hour		
	Total Benefits	\$2,869.91	49.11%	\$58.09	\$64.21	\$17.17	\$139.47
		Annual Cala	ry + Benefits	\$104,558.40			
		Amiuai Sala	ny + Delicitis	φ10 4 ,330.40	i		

Accountant II Department: Finance & Information Systems

Stop A							
Step A		\$5,299.00	/Month	\$35.33	/Hour		
		φε,2>>.00	7141011111	φου.σο			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	423.92		Non-Swo	orn Managemer	nt & Mid-Mar	nagement
PERS - Employer	0.139750	740.54					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance	0.009500	50.34					
Life Insurance	0.000255	24.32					
Deferred Comp. Workers Comp.	0.030200	110.00 160.03			37.73%	29.57%	
Vision Benefit	0.030200	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	76.84		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	70.04	_	<u>a Delicitis</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,718.30	51.30%	\$53.45	\$20.17	\$15.80	\$89.42
		Annual Sala	ry + Benefits	\$96,207.64			
Step B							
		\$5,564.21	/Month	\$37.09	/Hour		
	Total Benefits	\$2,792.18	50.18%	\$55.71	\$21.02	\$16.47	\$93.20
	Total Beliefits	Ψ2,772.10	30.1070	φ55.71	Ψ21.02	Ψ10.47	ψ>3.20
		Annual Sala	ry + Benefits	\$100,276.62	•		
					•		
Step C							
		\$5,843.29	/Month	\$38.96	/Hour		
	T. (.1 D C.	#2 9 <i>C</i> 0 01	40.110/	¢50.00	¢21.02	415 15	\$07.10
	Total Benefits	\$2,869.91	49.11%	\$58.09	\$21.92	\$17.17	\$97.18
		Annual Sala	ry + Benefits	\$104,558.40			
					! 		
Step D							
		\$6,136.24	/Month	\$40.91	/Hour		
	Total Benefits	\$2,951.51	48.10%	\$60.58	\$22.86	\$17.91	\$101.36
		Annual Sala	ry + Benefits	\$109,052.98	1		
Step E							
		\$6,443.05	/Month	\$42.95	/Hour		
	Tatal D C.	¢2.026.07	47 1 40/	\$63.30	\$22.0E	¢10 (0	¢105 52
	Total Benefits	\$3,036.97	47.14%	\$63.20	\$23.85	\$18.69	\$105.73
		Annual Sala	ry + Benefits	\$113,760.21			
			•	, ,			

Accountant II Department: Parks and Recreation

C. A		•		u Keci eation			
Step A		φ 5.300.00	A 1	ф а. 22	/T.T		
		\$5,299.00	/Month	\$35.33	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	423.92		Non-Swo	orn Managemer	nt & Mid-Mar	nagement
PERS - Employer	0.139750	740.54			C		
PERS Survivor		2.00)				
Management Incentive		0.00)				
EAP		3.92					
Health Insurance		936.30)				
Dental Insurance		152.46	i				
LTD Insurance	0.009500	50.34					
Life Insurance	0.000255	24.32					
Deferred Comp.		110.00)				
Workers Comp.	0.030200	160.03			110.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	76.84	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,718.30	51.30%	\$53.45	\$59.08	\$15.80	\$128.33
		Annual Sala	ry + Benefits	\$96,207.64			
			-5	+, 0,=0110	I		
Step B							
•		\$5,564.21	/Month	\$37.09	/Hour		
					***	****	****
	Total Benefits	\$2,792.18	50.18%	\$55.71	\$61.58	\$16.47	\$133.76
		Annual Sala	ry + Benefits	\$100,276.62			
Step C							
		\$5,843.29	/Month	\$38.96	/Hour		
	Tatal Danasita	\$2.960.01	40.110/	¢50.00	¢(4.21	¢17 17	¢120.47
	Total Benefits	\$2,869.91	49.11%	\$58.09	\$64.21	\$17.17	\$139.47
		Annual Sala	ry + Benefits	\$104,558.40	•		
Step D							
		\$6,136.24	/Month	\$40.91	/Hour		
	Total Benefits	\$2,951.51	48.10%	\$60.58	\$66.97	\$17.91	\$145.47
		A 10 1	D	\$100 0 53 00			
		Annual Sala	ry + Benefits	\$109,052.98	ı		
Step E							
		\$6,443.05	/Month	\$42.95	/Hour		
	Total Benefits	\$3,036.97	47.14%	\$63.20	\$69.86	\$18.69	\$151.75
	Tomi Denomin	ψυ,000.71	17.1470	φου.20	ψυν ίου	Ψ10.07	ΨΙΟΙΙΙΟ
		Annual Sala	ry + Benefits	\$113,760.21	i		

Accounting Assistant I Department: Finance & Information Systems

Stan A	-			ormation Syst			
Step A		¢2 202 12	/M = 41=	¢22.01	/11		
		\$3,302.13	/Montn	\$22.01	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.080000	264.17			Office En	nployees	
PERS - Employer	0.139750	461.47					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	31.37					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	99.72			37.73%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	47.88	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,042.74	61.86%	\$35.63	\$13.44	\$10.53	\$59.61
		Annual Sala	ry + Benefits	\$64,138.42	ı		
Step B							
Step D		\$3,466.80	/Month	\$23.11	/Hour		
		φ5,400.00	/Wionth	\$23.11	/Houl		
	Total Benefits	\$2,082.05	60.06%	\$36.99	\$13.96	\$10.94	\$61.89
		Annual Sala	ry + Benefits	\$66,586.20			
		rimidai Said	I y Denemes	ψου,200.20	•		
Step C							
		\$3,640.14	/Month	\$24.27	/Hour		
	T . 1 D . C.	#2 120 54	50.500/	#20.4 <	44.5 4	ф11 2	\$64.35
	Total Benefits	\$2,129.54	58.50%	\$38.46	\$14.51	\$11.37	\$64.35
		Annual Sala	ry + Benefits	\$69,236.12	:		
Step D							
Diep D		\$3,822.15	/Month	\$25.48	/Hour		
	Total Benefits	\$2,179.40	57.02%	\$40.01	\$15.10	\$11.83	\$66.94
	Total Delicitis			φ 4 υ.υ1	φ13.10	φ11.03	φ υυ. / 1
		Annual Sala	ry + Benefits	\$72,018.58	•		
Step E							
		\$4,012.82	/Month	\$26.75	/Hour		
	Total Benefits	\$2,231.63	55.61%	\$41.63	\$15.71	\$12.31	\$69.64
		Annual Cala	my Ronofite	\$74 022 42			
		Annuai Sala	ry + Benefits	\$74,933.42	:		

Accounting Assistant II Department: Finance & Information Systems

Step A				ormation Syst			
Step A		\$3,640.14	/Month	\$24.27	/Hour		
		φυ,ο 1012 1	, 1,1011111	Ψ== .			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	291.21			Office En	nployees	
PERS - Employer	0.139750	508.71					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance Life Insurance	0.009500	34.58 5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	109.93			37.73%	29.57%	
Vision Benefit	0.030200	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	52.78		& Benefits	Overhead	Overhead	Rate
Wicarcarc	0.014300	32.70	<u>-</u>	<u>cc Deficites</u>	Overneud	Overneuu	Kutt
	Total Benefits	\$ 2,135.34	58.66%	\$38.50	\$14.53	\$11.38	\$64.41
		Annual Sala	ry + Benefits	\$69,305.72	ı		
Step B							
Step B		\$3,822.15	/Month	\$25.48	/Hour		
	Total Benefits	\$2,179.40	57.02%	\$40.01	\$15.10	\$11.83	\$66.94
		Annual Sala	ry + Benefits	\$72,018.58			
		Allituai Saia	if y + Deficites	\$72,010.30	Ī		
Step C							
		\$4,012.82	/Month	\$26.75	/Hour		
	m 15 a	#2.224 -2		44. 6	44 = - 4	44.04	4.00.4
	Total Benefits	\$2,231.63	55.61%	\$41.63	\$15.71	\$12.31	\$69.64
		Annual Sala	ry + Benefits	\$74,933.42	_		
C. D.					•		
Step D		\$4,213.90	/Month	\$28.09	/Hour		
	Total Benefits	\$2,286.72	54.27%	\$43.34	\$16.35	\$12.81	\$72.50
		Annual Sala	ry + Benefits	\$78,007.41			
Step E							
		\$4,425.37	/Month	\$29.50	/Hour		
	Total Benefits	\$2,344.65	52.98%	\$45.13	\$17.03	\$13.34	\$75.51
		Annual Sala	ry + Benefits	\$81,240.24	<u> </u>		

Accounting Manager Department: Finance & Information Systems

Ston A	-					
Step A		ф т 000 14 /N г1	φ. 4.6.73	/T.T		
		\$7,008.14 /Month	\$46.72	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	560.65	Non-Swe	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	979.39				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	66.58				
Life Insurance	0.000255	32.17				
Deferred Comp.		110.00				
Workers Comp.	0.030200	211.65		37.73%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	101.62	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,194.37 45.58%	\$68.02	\$25.66	\$20.11	\$113.79
		Annual Salary + Benefits	\$122,430.09	•		
Step B						
_		\$7,358.28 /Month	\$49.06	/Hour		
	Total Benefits	\$3,291.90 44.74%	\$71.00	\$26.79	\$20.99	\$118.78
		Annual Salary + Benefits	¢127 202 10			
		Amuai Saiai y + Denemis	\$127,802.10	3		
Step C						
		\$7,725.76 /Month	\$51.51	/Hour		
	T . 1D . C.	Φ2 20 1 25 12 02 V		427.07	421.02	#124.02
	Total Benefits	\$3,394.25 43.93%	\$74.13	\$27.97	\$21.92	\$124.02
		Annual Salary + Benefits	\$133,440.16	=		
Step D						
		\$8,112.31 /Month	\$54.08	/Hour		
	Total Benefits	\$3,501.92 43.17%	\$77.43	\$29.21	\$22.89	\$129.53
		Annual Salary + Benefits	\$139,370.79			
			Ψ10,010,17	:		
Step E		40 515 00 55				
		\$8,517.93 /Month	\$56.79	/Hour		
	Total Benefits	\$3,614.90 42.44%	\$80.89	\$30.52	\$23.91	\$135.32
		Annual Salary + Benefits	\$145,594.01			
				-		

Accounting Specialist Department: Finance & Information Systems

Ston A	_						
Step A		¢4 017 13 /	Month	¢22 11	/П.		
		\$4,817.12	Month	\$32.11	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.080000	385.37			Office En	nployees	
PERS - Employer	0.139750	673.19					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	45.76					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	145.48			37.73%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	69.85		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,457.77	51.02%	\$48.50	\$18.30	\$14.34	\$81.14
		Annual Salary	+ Benefits	\$87,298.68	ı		
Ct D							
Step B		\$5 050 0 <i>6</i> /	Month	ф22. 72	/11		
		\$5,058.06	Month	\$33.72	/Hour		
	Total Benefits	\$2,517.98	49.78%	\$50.51	\$19.06	\$14.93	\$84.50
		A 1 G - 1	D	¢00 012 42			
		Annual Salary	+ Benefits	\$90,912.43	į		
Step C							
•		\$5,311.14 /	Month	\$35.41	/Hour		
		·					
	Total Benefits	\$2,587.31	48.71%	\$52.66	\$19.87	\$15.57	\$88.09
		Annual Salary	+ Benefits	\$94,781.36	ı		
Step D							
1		\$5,576.35	Month	\$37.18	/Hour		
	Total Benefits	\$2,659.96	47.70%	\$54.91	\$20.72	\$16.23	\$91.86
	1 out Denom				4-017-	Ψ10120	φ, 2100
		Annual Salary	+ Benefits	\$98,835.73	·		
Step E							
		\$5,855.43	Month	\$39.04	/Hour		
	Total Benefits	\$2,736.42	46.73%	\$57.28	\$21.61	\$16.93	\$95.82
		Annual Salary	/ + Benefits	\$103,102.14			
			Delicitis	Ψ100,102.17	1		

Accounting Technician Department: Finance & Information Systems

Step A	_					
Step A		\$4,189.63 /Month	\$27.93 /I	Hour		
		φ 4,102.03 /1νιοπιπ	φ21.93 /1	11001		
<u>Benefit</u>	Multiplier			Categ	<u>gory</u>	
PERS - Employee	0.080000	335.17		Office Em	nployees	
PERS - Employer	0.139750	585.50				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	39.80				
Life Insurance		5.80				
Deferred Comp.	0.020200	0.00				
Workers Comp.	0.030200	126.53	TT 1 D 4 T	37.73%	29.57%	T
Vision Benefit	0.014500	37.64	-	Department	City-Wide	Total Hourly
Medicare	0.014500	60.75	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,285.87 54.56%	\$43.17	\$16.29	\$12.76	\$72.22
		Annual Salary + Benefits	\$77,705.99			
Step B						
экер В		\$4,399.37 /Month	\$29.33 /I	Цопе		
		φ 4, 333.31 /1011011	\$29.55 /1	noui		
	Total Benefits	\$2,337.53 53.13%	\$44.91	\$16.95	\$13.28	\$75.14
		Annual Salary + Benefits	\$80,842.77			
Step C						
sicp C		\$4.610.51 /Month	Ф20 90 Л	· · · · · ·		
		\$4,619.51 /Month	\$30.80 /I	Hour		
	Total Benefits	\$2,397.83 51.91%	\$46.78	\$17.65	\$13.83	\$78.26
		Annual Salary + Benefits	\$84,208.14			
Stan D						
Step D		¢4 950 05 /Mandle	ф22.22. <i>«</i>	r r		
		\$4,850.05 /Month	\$32.33 /I	Hour		
	Total Benefits	\$2,460.99 50.74%	\$48.74	\$18.39	\$14.41	\$81.54
		, ,	,	,	'	,
		Annual Salary + Benefits	\$87,732.49			
Step E						
		\$5,092.73 /Month	\$33.95 /H	Hour		
		40.707.47	±=0.00	440.4	44 = 22	404.22
	Total Benefits	\$2,527.47 49.63%	\$50.80	\$19.17	\$15.02	\$84.99
		Annual Salary + Benefits	\$91,442.44			
		Annual Salary + Benefits	\$71,442.44			

Accounting Technician Department: Police

Step A							
		\$4,189.63 /	Month (\$27.93	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gorv	
		225 17					
PERS - Employee	0.080000	335.17			Office En	npioyees	
PERS - Employer PERS Survivor	0.139750	585.50 2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	39.80					
Life Insurance	0.007300	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	126.53			45.53%	29.57%	
Vision Benefit	0.030200	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	60.75		& Benefits	Overhead Overhead	Overhead	Rate
Wicdicare	0.014300	00.73		<u>cc benefits</u>	Overneau	Overneuu	<u>rtute</u>
	Total Benefits	\$ 2,285.87	54.56%	\$43.17	\$19.66	\$12.76	\$75.59
		Annual Salary	y + Benefits	\$77,705.99	ı		
Step B							
		\$4,399.37 /	Month (\$29.33	/Hour		
	Total Benefits	\$2,337.53	53.13%	\$44.91	\$20.45	\$13.28	\$78.64
		Aal Calam	Dama@4a	¢00 042 77			
		Annual Salary	y + Delients	\$80,842.77	ı		
Step C							
Step C		¢4.610.51	/N /I a 41-	ф 2 0.00	/T.T.		
		\$4,619.51 /	Month	\$30.80	/Hour		
	Total Benefits	\$2,397.83	51.91%	\$46.78	\$21.30	\$13.83	\$81.91
	10441201141	Ψ 2 ,0>7.00	011,917,0	φ	Ψ=1.00	410.00	Ψ021/2
		Annual Salary	y + Benefits	\$84,208.14			
		•	-		İ		
Step D							
*		\$4,850.05	/Month	\$32.33	/Hour		
		Ψ 1,020.02	TVIOIIII	Ψ32.33	/110 u 1		
	Total Benefits	\$2,460.99	50.74%	\$48.74	\$22.19	\$14.41	\$85.34
		Annual Salary	y + Benefits	\$87,732.49	1		
					•		
Step E					<u> </u>		
	<u></u>	\$5,092.73	Month (\$33.95	/Hour		
		·					
	Total Benefits	\$2,527.47	49.63%	\$50.80	\$23.13	\$15.02	\$88.95
			D ~-	dos 4.5			
		Annual Salary	y + Benefits	\$91,442.44	1		

Administrative Assistant I Department: Administration

Stop A				
Step A		\$3,125.32 /Month	¢20.94 /Hour	
		\$5,125.32 /WOULI	\$20.84 /Hour	
<u>Benefit</u>	Multiplier		Cate	egory
PERS - Employee	0.080000	250.03	Office E	mployees
PERS - Employer	0.139750	436.76		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	29.69		
Life Insurance		5.80		
Deferred Comp.		0.00		
Workers Comp.	0.030200	94.38	44.84%	29.57%
Vision Benefit		37.64	Hourly Rate Department	City-Wide Total Hourly
Medicare	0.014500	45.32	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 1,994.30 63.81%	\$34.13 \$15.31	\$10.09 \$59.53
			↑ <4.40 = .4<	
		Annual Salary + Benefits	\$61,435.46	
C. D				
Step B				
		\$3,281.33 /Month	\$21.88 /Hour	
	Total Benefits	\$2,021,24	¢25.42	¢10.47 ¢41.77
	Total Benefits	\$2,031.24 61.90%	\$35.42 \$15.88	\$10.47 \$61.77
		Annual Salary + Benefits	\$63,750.84	
		Amidai Salai y Delicitis	φου, του. ο τ	
Step C				
Step 3		\$3,446.00 /Month	\$22.97 /Hour	
		\$ 5,440.00 /WIOHHI	\$22.97 /Hour	
	Total Benefits	\$2,076.35 60.25%	\$36.82 \$16.51	\$10.88 \$64.21
		7-,0100	72332 72332	7
		Annual Salary + Benefits	\$66,268.22	
		<u>-</u>		
Step D				
_		\$3,617.61 /Month	\$24.12 /Hour	
		,		
	Total Benefits	\$2,123.36 58.70%	\$38.27 \$17.16	\$11.32 \$66.75
			4.00.004.00	
		Annual Salary + Benefits	\$68,891.69	
Step E				
Step E		\$2 707 88 /Month	\$25.22 /II	
		\$3,797.88 /Month	\$25.32 /Hour	
	Total Benefits	\$2,172.75 57.21%	\$39.80 \$17.85	\$11.77 \$69.42
	Total Delicitis	φ 2,112.13 31.21/0	ψυνιου ψ11.00	Ψ±±•// Ψ U 2• Τ Δ
		Annual Salary + Benefits	\$71,647.55	
			4.2,0	

Administrative Assistant I Department: Community Development

		1		Developmen			
Step A							
		\$3,125.32	/Month	\$20.84	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	TOPN	
					·		
PERS - Employee	0.080000	250.03			Office En	nployees	
PERS - Employer	0.139750	436.76					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	29.69					
Life Insurance	0.007300	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	94.38			50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	45.32	<u>2</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 1,994.30	63.81%	\$34.13	\$17.25	\$10.09	\$61.47
		Annual Cala	nur Donofita	¢61 425 46			
		Annuai Sala	ary + Benefits	\$61,435.46	•		
Step B							
Step D		\$3,281.33	/Month	\$21.88	/II.ovu		
		ФЭ,201.ЭЭ	/Wionin	\$21.00	/nour		
	Total Benefits	\$2,031.24	61.90%	\$35.42	\$17.90	\$10.47	\$63.79
		Annual Sala	ry + Benefits	\$63,750.84	l		
Step C							
		\$3,446.00	/Month	\$22.97	/Hour		
	Total Benefits	\$2,076.35	60.25%	\$36.82	\$18.61	\$10.88	\$66.31
	Total Beliefits	\$2,070.33	00.2370	φ30.02	φ10.01	φ10.00	φυυ.31
		Annual Sala	ry + Benefits	\$66,268.22			
			-	<u> </u>	•		
Step D							
		\$3,617.61	/Month	\$24.12	/Hour		
		•					
	Total Benefits	\$2,123.36	58.70%	\$38.27	\$19.34	\$11.32	\$68.93
		A 1 G 1	D @/	¢70 001 70			
		Annual Sala	ary + Benefits	\$68,891.69	:		
Stop E							
Step E		¢2 707 00	Month	#25.22	/П		
		\$3,797.88	/Month	\$25.32	/Hour		
	Total Benefits	\$2,172.75	57.21%	\$39.80	\$20.12	\$11.77	\$71.69
				•			
		Annual Sala	ry + Benefits	\$71,647.55	•		
				-	•		

Administrative Assistant I Department: Finance & Information Systems

Step A							
Step A		\$3,125.32	/Month	\$20.84	/Hour		
		φο,120.02	TVIOIIII	Ψ20.0 .			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	250.03			Office En	nployees	
PERS - Employer	0.139750	436.76					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance	0.009500	29.69 5.80					
Life Insurance		0.00					
Deferred Comp. Workers Comp.	0.030200	94.38			37.73%	29.57%	
Vision Benefit	0.030200	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	45.32		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	43.32		<u> </u>	Overneau	Overneau	Kate
	Total Benefits	\$ 1,994.30	63.81%	\$34.13	\$12.88	\$10.09	\$57.10
		Annual Salar	y + Benefits	\$61,435.46			
Step B							
Step D		¢2 201 22	Month	¢21.00	/		
		\$3,281.33 /	WIOIIII	\$21.88	/Hour		
	Total Benefits	\$2,031.24	61.90%	\$35.42	\$13.36	\$10.47	\$59.25
		Annual Salar	y + Benefits	\$63,750.84	ı		
Step C							
•		\$3,446.00	/Month	\$22.97	/Hour		
	Total Benefits	\$2,076.35	60.25%	\$36.82	\$13.89	\$10.88	\$61.59
				4			
		Annual Salar	y + Benefits	\$66,268.22	•		
Sten D							
Step D		\$3,617.61	/Month	\$24.12	/Hour		
	Total Benefits	\$2,123.36	58.70%	\$38.27	\$14.44	\$11.32	\$64.03
	Total Belletits			φ30,27	ф1 -1-1 -	φ11.32	φ υ-1. υ3
		Annual Salar	y + Benefits	\$68,891.69			
Step E							
		\$3,797.88 /	Month (\$25.32	/Hour		
	Total Benefits	\$2,172.75	57.21%	\$39.80	\$15.02	\$11.77	\$66.59
		Annual Salar	v + Ronofite	\$71,647.55			
		Amiuai Saidi	y + Denents	φ/1,04/.35	.		

Administrative Assistant I Department: Parks and Recreation

g		•		u Keci eation			
Step A							
		\$3,125.32	/Month	\$20.84	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	250.03			Office En	nployees	
PERS - Employer	0.139750	436.76					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	29.69					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	94.38			110.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	45.32	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 1,994.30	63.81%	\$34.13	\$37.73	\$10.09	\$81.95
		Annual Sala	ry + Benefits	\$61,435.46			
Step B							
		\$3,281.33	/Month	\$21.88	/Hour		
	T 15 %	00.001.01	-1.00**	ha= 45	420.45	440.45	40=04
	Total Benefits	\$2,031.24	61.90%	\$35.42	\$39.15	\$10.47	\$85.04
		Annual Sala	ry + Benefits	\$63,750.84			
			·		1		
Step C							
•		\$3,446.00	/Month	\$22.97	/Hour		
		,,,,,,,,,,,,,					
	Total Benefits	\$2,076.35	60.25%	\$36.82	\$40.70	\$10.88	\$88.40
		Annual Sala	ry + Benefits	\$66,268.22			
		Aimuai Sala	1) + Delicits	φυυ,200,22	•		
Step D							
Sup 2		\$3,617.61	/Month	\$24.12	/Hour		
	Total Benefits	\$2,123.36	58.70%	\$38.27	\$42.31	\$11.32	\$91.90
					•		•
		Annual Sala	ry + Benefits	\$68,891.69	:		
Step E							
	_	\$3,797.88	/Month	\$25.32	/Hour		
	Total Benefits	\$2,172.75	57.21%	\$39.80	\$44.00	\$11.77	\$95.57
		Annual Sala	ry + Benefits	\$71,647.55	•		

Administrative Assistant I **Department: Public Works**

Step A						
		\$3,125.32 /Month	\$20.84	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	250.03	Office Employees			
PERS - Employer	0.139750	436.76				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	29.69				
Life Insurance Deferred Comp.		5.80 0.00				
Workers Comp.	0.030200	94.38		103.98%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	45.32	& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	43.32	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 1,994.30 63.81%	\$34.13	\$35.49	\$10.09	\$79.71
		Annual Salary + Benefits	\$61,435.46			
Step B						
, L		\$3,281.33 /Month	\$21.88 /	/Hour		
		\$5, 2 01.55 /1V10Ht11	Ψ21.00 /	Tioui		
	Total Benefits	\$2,031.24 61.90%	\$35.42	\$36.83	\$10.47	\$82.71
		A	¢ (2.750.04			
		Annual Salary + Benefits	\$63,750.84			
Step C						
		\$3,446.00 /Month	\$22.97 /	/Hour		
	Total Benefits	\$2,076.35 60.25%	\$36.82	\$38.28	\$10.88	\$85.98
		Annual Salary + Benefits	\$66,268.22			
			Ψ00,200,22			
Step D						
•		\$3,617.61 /Month	\$24.12 /	/Hour		
	Total Benefits	\$2,123.36 58.70%	\$38.27	\$39.79	\$11.32	\$89.38
		A101 B #:	\$70.004.70			
		Annual Salary + Benefits	\$68,891.69			
Step E					•	
		\$3,797.88 /Month	\$25.32 /	/Hour		
	Total Benefits	\$2,172.75 57.21%	\$39.80	\$41.39	\$11.77	\$92.96
		A	ф д 1 < 4 3 55			
		Annual Salary + Benefits	\$71,647.55			

Administrative Assistant II Department: Administration

Step A						
Step A		\$3,446.00 /Month	\$22.97	/Hour		
		φο, 110100 / 1/1011111	Ψ=,			
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	275.68		Office En	nployees	
PERS - Employer	0.139750	481.58			-	
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000.700	152.46				
LTD Insurance	0.009500	32.74				
Life Insurance		5.80				
Deferred Comp.	0.020200	0.00 104.07		44.0407	20.550/	
Workers Comp. Vision Benefit	0.030200	37.64	Hourly Rate	44.84%	29.57% City-Wide	Total Hourly
Medicare	0.014500	49.97	& Benefits	Department Overhead	Overhead	Rate
Medicare	0.014300	49.97	& Bellettis	Overneau	Overneau	Kate
	Total Benefits	\$ 2,082.15 60.42%	\$36.85	\$16.53	\$10.90	\$64.28
		Annual Salary + Benefits	\$66,337.82	:		
Step B						
Беер В		\$3,617.61 /Month	\$24.12	/Llour		
		\$5,017.01 /WOULI	\$24.12	/Hour		
	Total Benefits	\$2,123.36 58.70%	\$38.27	\$17.16	\$11.32	\$66.75
		Annual Salary + Benefits	\$68,891.69	=		
Step C						
		\$3,797.88 /Month	\$25.32	/Hour		
		•				
	Total Benefits	\$2,172.75 57.21%	\$39.80	\$17.85	\$11.77	\$69.42
		Annual Calamy Danasta	\$71 <i>647 55</i>			
		Annual Salary + Benefits	\$71,647.55	•		
Step D						
1		\$3,988.55 /Month	\$26.59	/Hour		
	Total Benefits	\$2,224.98 55.78%	\$41.42	\$18.58	\$12.25	\$72.25
		Amunal Calarres Descript	\$74.5CQ.4Q			
		Annual Salary + Benefits	\$74,562.40	•		
Step E						
		\$4,187.89 /Month	\$27.92	/Hour		
	Total Benefits	\$2,279.59 54.43%	\$43.12	\$19.34	\$12.75	\$75.20
		Annual Calamy Dansette	\$77 <i>C</i> 00 70			
		Annual Salary + Benefits	\$77,609.79	=		

Administrative Assistant II Department: City Attorney

G. A						
Step A		42.446.00 0.5	4.5.5 0 			
		\$3,446.00 /Month	\$22.97	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	275.68		Office En	nployees	
PERS - Employer	0.139750	481.58				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	32.74				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	104.07		51.83%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	49.97	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,082.15 60.42%	\$36.85	\$19.10	\$10.90	\$66.85
		Annual Salary + Benefits	\$66,337.82	<u>.</u>		
Step B						
		\$3,617.61 /Month	\$24.12	/Hour		
		•				
	Total Benefits	\$2,123.36 58.70%	\$38.27	\$19.84	\$11.32	\$69.42
		A	¢ (0 001 (0			
		Annual Salary + Benefits	\$68,891.69	:		
Step C						
		\$3,797.88 /Month	\$25.32	/Hour		
			***	440.74		
	Total Benefits	\$2,172.75 57.21%	\$39.80	\$20.63	\$11.77	\$72.20
		Annual Salary + Benefits	\$71,647.55	:		
Step D						
		\$3,988.55 /Month	\$26.59	/Hour		
	Total Benefits	\$2,224.98 55.78%	\$41.42	\$21.47	\$12.25	\$75.14
		Annual Salary + Benefits	\$74,562.40			
			77.7502110	: 		
Step E		Ф4.107.00 /3.5 /3				
		\$4,187.89 /Month	\$27.92	/Hour		
	Total Benefits	\$2,279.59 54.43%	\$43.12	\$22.35	\$12.75	\$78.21
		Annual Salary + Benefits	\$77,609.79			

Administrative Assistant II Department: Community Development

	•	cpar amena	Community	Developmen	•		
Step A							
		\$3,446.00	/Month	\$22.97	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	oorv	
	·						
PERS - Employee	0.080000	275.68			Office En	nployees	
PERS - Employer PERS Survivor	0.139750	481.58 2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	32.74					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	104.07			50.54%	29.57%	
Vision Benefit	0.04.4700	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	49.97	<u>-</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,082.15	60.42%	\$36.85	\$18.63	\$10.90	\$66.38
		Annual Sala	ry + Benefits	\$66,337.82			
Step B							
Біср Б		\$3,617.61	/Month	\$24.12	/Hour		
		ψ5,017.01	/1011111	Ψ24.12	/11oui		
	Total Benefits	\$2,123.36	58.70%	\$38.27	\$19.34	\$11.32	\$68.93
		Annual Cala	ry + Benefits	\$69 901 60			
		Aiiiuai Saia	ny + Denents	\$68,891.69			
Step C							
sup s		\$3,797.88	/Month	\$25.32	/Hour		
		ψυ, το τισσ	/ IVIOIIII	Ψ23.32	/110u1		
	Total Benefits	\$2,172.75	57.21%	\$39.80	\$20.12	\$11.77	\$71.69
		Annual Cala	ny Donofita	\$71 <i>647 55</i>			
		Allituai Sala	ry + Benefits	\$71,647.55			
Step D							
Step B		\$3,988.55	/Month	\$26.59	/Hour		
		·	,1,101111	Ψ20.57			
	Total Benefits	\$2,224.98	55.78%	\$41.42	\$20.94	\$12.25	\$74.61
		Annual Sala	ry + Benefits	\$74 562 40			
		Amidai Sala	ny + Delients	\$74,562.40			
Step E							
		\$4,187.89	/Month	\$27.92	/Hour		
		·					
	Total Benefits	\$2,279.59	54.43%	\$43.12	\$21.79	\$12.75	\$77.66
		Annual Cala	ry + Benefits	\$77,609.79			
		Amiuai Sala	i j i Deliciits	Ψ11,002.13			

Administrative Assistant II Department: Finance & Information Systems

Step A							
Step A		\$3,446.00	/Month	\$22.97	/Hour		
		40,11000	711201111	Ψ==ν, .			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	gory	
PERS - Employee	0.080000	275.68	}		Office En	nployees	
PERS - Employer	0.139750	481.58					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46 32.74					
LTD Insurance Life Insurance	0.009500	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	104.07			37.73%	29.57%	
Vision Benefit	0.030200	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	49.97		& Benefits	Overhead	Overhead	Rate
Wicalcule	0.014300	77.77	-	<u>a benefits</u>	Overneuu	Overneau	Rute
	Total Benefits	\$ 2,082.15	60.42%	\$36.85	\$13.91	\$10.90	\$61.66
		Annual Sala	ry + Benefits	\$66,337.82	•		
Step B							
		\$3,617.61	/Month	\$24.12	/Hour		
	T . 1 D . C.	Ф2 122 26	50.500	430 AW	4444	011.22	464.03
	Total Benefits	\$2,123.36	58.70%	\$38.27	\$14.44	\$11.32	\$64.03
		Annual Sala	ry + Benefits	\$68,891.69			
			J ·	+ + + + + + + + + + + + + + + + + + + +	•		
Step C							
arry -		\$3,797.88	/Month	\$25.32	/Hour		
		ψ3,777.00	/1 v1 OIIti1	Ψ23.32	/ Hour		
	Total Benefits	\$2,172.75	57.21%	\$39.80	\$15.02	\$11.77	\$66.59
			TD 614				
		Annual Sala	ry + Benefits	\$71,647.55	•		
Step D							
всер В		\$3,988.55	/Month	\$26.59	/Hour		
	Total Benefits	\$2,224.98	55.78%	\$41.42	\$15.63	\$12.25	\$69.30
				Ψ -2-12	, · · · ·	T	T ~~
		Annual Sala	ry + Benefits	\$74,562.40			
Step E							
	_	\$4,187.89	/Month	\$27.92	/Hour		
	Total Benefits	¢2 270 50	5/1/120/	¢/2 12	\$16.27	\$12.75	\$72.13
	rotal benefits	\$2,279.59	54.43%	\$43.12	\$16.27	Ф14./Э	\$/2.13
		Annual Sala	ry + Benefits	\$77,609.79			

Administrative Assistant II Department: Parks and Recreation

Stop A		_				
Step A		\$3,446.00 /Month	\$22.97	/Hour		
		\$3,440.00 /Мони	φ <i>22.91</i>	/110u1		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	275.68		Office En	nployees	
PERS - Employer	0.139750	481.58			1	
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	32.74				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	104.07		110.54%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	49.97	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,082.15 60.42%	\$36.85	\$40.74	\$10.90	\$88.49
		A ICI D etc	ф. с. с. с. с. с			
		Annual Salary + Benefits	\$66,337.82			
Cton D						
Step B		Φ2 C1E C1 /N	00110	~~		
		\$3,617.61 /Month	\$24.12	/Hour		
	Total Benefits	\$2,123.36 58.70%	\$38.27	\$42.31	\$11.32	\$91.90
	Total Beliefits	ψ2,123.30 30.7070	ψ30.27	ψ -2.31	Ψ11.52	ψ21.20
		Annual Salary + Benefits	\$68,891.69			
				•		
Step C						
		\$3,797.88 /Month	\$25.32	/Hour		
		\$ 0,777.00 /10101111	Ψ23.32	/110 u 1		
	Total Benefits	\$2,172.75 57.21%	\$39.80	\$44.00	\$11.77	\$95.57
		Annual Salary + Benefits	\$71,647.55	•		
Stan D						
Step D		Φ2 000 EE /M =1	\$3 < 7 0	/11		
		\$3,988.55 /Month	\$26.59	/Hour		
	Total Benefits	\$2,224.98 55.78%	\$41.42	\$45.79	\$12.25	\$99.46
		. ,	, -			
		Annual Salary + Benefits	\$74,562.40			
				<u> </u>		
Step E						
		\$4,187.89 /Month	\$27.92	/Hour		
	- 15 ~	40.05 0.50 = 1.11			h.e. ==	4405
	Total Benefits	\$2,279.59 54.43%	\$43.12	\$47.66	\$12.75	\$103.52
		A1G-1 . D ##	φ ππ (ΔΔ π Δ			
		Annual Salary + Benefits	\$77,609.79	<u>.</u>		

Administrative Assistant II Department: Public Works

Step A						
		\$3,446.00 /Month	\$22.97	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	gory	
PERS - Employee	0.080000	275.68		Office En	nployees	
PERS - Employer	0.139750	481.58				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	32.74				
Life Insurance Deferred Comp.		5.80 0.00				
Workers Comp.	0.030200	104.07		103.98%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	49.97	& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	49.97	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,082.15 60.42%	\$36.85	\$38.32	\$10.90	\$86.07
		Annual Salary + Benefits	\$66,337.82	:		
Step B						
ı		\$3,617.61 /Month	\$24.12	/Hour		
		\$5,017.01 /Wolldin	Ψ24.12	/IIoui		
	Total Benefits	\$2,123.36 58.70%	\$38.27	\$39.79	\$11.32	\$89.38
			4.0.004.60			
		Annual Salary + Benefits	\$68,891.69	ŧ		
Step C						
		\$3,797.88 /Month	\$25.32	/Hour		
		•				
	Total Benefits	\$2,172.75 57.21%	\$39.80	\$41.39	\$11.77	\$92.96
		Annual Salary + Benefits	\$71,647.55			
						
Step D						
		\$3,988.55 /Month	\$26.59	/Hour		
	Total Benefits	\$2,224.98 55.78%	\$41.42	\$43.07	\$12.25	\$96.74
		Annual Salary + Benefits	\$74,562.40			
		Annual Salary + Denemis	φ/4,502.40	ŧ		
Step E						
	_	\$4,187.89 /Month	\$27.92	/Hour		
	Total Benefits	\$2,279.59 54.43%	\$43.12	\$44.83	\$12.75	\$100.69
		Annual Salary + Benefits	\$77 Հ ՈՈ 70			
		Amuai Saiary + Benefits	\$77,609.79	•		

Administrative Secretary Department: Administration

Step A							
Step A		\$3,993.75 /Month	ı	\$26.63	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	319.50			Office En	nlovees	
PERS - Employer	0.139750	558.13			Office En	iipioyees	
PERS Survivor	0.135730	2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	37.94					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	120.61			44.84%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	57.91		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,232.21 55.8	89%	\$41.51	\$18.61	\$12.27	\$72.39
		Annual Salary + Ben	efits	\$74,711.49			
		•		·	•		
Step B							
		\$4,193.09 /Month	ı	\$27.95	/Hour		
	Total Benefits	\$2,281.02 54.4	40%	\$43.16	\$19.36	\$12.76	\$75.28
					7-7-7-7	4	*******
		Annual Salary + Ben	efits	\$77,689.28	ı		
Step C							
		\$4,402.84 /Month	1	\$29.35	/Hour		
		,					
	Total Benefits	\$2,338.48 53.	11%	\$44.94	\$20.15	\$13.29	\$78.38
		Annual Salary + Ben	efits	\$80,895.82	•		
Step D		\$4.633.00 B.K. d	_	***	/**		
		\$4,622.98 /Month	1	\$30.82	/Hour		
	Total Benefits	\$2,398.79 51.8	89%	\$46.81	\$20.99	\$13.84	\$81.64
		Annual Salary + Ben	efits	\$84,261.18			
		<u>-</u>			! 		
Step E							
		\$4,853.52 /Month	ı	\$32.36	/Hour		
	Total Benefits	\$2,461.94 50.7	72%	\$48.77	\$21.87	\$14.42	\$85.06
		Annual Salary + Ben	efits	\$87,785.54			
		Allitual Salat y + Dell	CIIIS	φσ1,103.34	ı		

Administrative Secretary Department: Community Development

		1	•	Developmen			
Step A							
		\$3,993.75	/Month	\$26.63	/Hour		
Benefit	<u>Multiplier</u>				<u>Cates</u>	TOPE	
	·						
PERS - Employee	0.080000	319.50			Office En	nployees	
PERS - Employer	0.139750	558.13					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.92					
Health Insurance		3.92 936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	37.94					
Life Insurance	0.007500	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	120.61			50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	57.91	<u>.</u>	& Benefits	Overhead	Overhead	Rate
			_				
	Total Benefits	\$ 2,232.21	55.89%	\$41.51	\$20.98	\$12.27	\$74.76
		Annual Cala	ry + Benefits	\$74,711.49			
		Alliluai Sala	if y + Belletits	\$74,711.49	i		
Step B							
Step B		\$4,193.09	/Month	\$27.95	/Hour		
		φ4,193.09	/Wionin	\$21.93	/Houi		
	Total Benefits	\$2,281.02	54.40%	\$43.16	\$21.81	\$12.76	\$77.74
		Annual Sala	ry + Benefits	\$77,689.28	;		
Q. C							
Step C		4.404.04					
		\$4,402.84	/Month	\$29.35	/Hour		
	Total Benefits	\$2,338.48	53.11%	\$44.94	\$22.71	\$13.29	\$80.94
	1000120110110	Ψ 2 ,εεσσ	55.1170	Ψ	Ψ=	Ψ 2012 >	φουν.
		Annual Sala	ry + Benefits	\$80,895.82			
					: 		
Step D							
	<u></u>	\$4,622.98	/Month	\$30.82	/Hour		
	Total Benefits	\$2,398.79	51.89%	\$46.81	\$23.66	\$13.84	\$84.31
		Annual Cala	ry + Benefits	\$84,261.18			
		Amiual Sala	n y + Denemis	φο 4 ,201.1δ	:		
Step E							
Step L		\$4,853.52	Month	\$20.26	/Цоне		
		φ 4, 033.32	/ IVIOIIIII	\$32.36	/ΠΟUΓ		
	Total Benefits	\$2,461.94	50.72%	\$48.77	\$24.65	\$14.42	\$87.84
		Annual Sala	ry + Benefits	\$87,785.54	i.		
					.		

Administrative Secretary Department: Finance & Information Systems

Ct A	•	Timent. Finance & Im		
Step A		ф2.002. 7 7 Л1	φ <u>αζ ζα</u> /ΙΙ	
		\$3,993.75 /Month	\$26.63 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Categ</u>	<u>tory</u>
PERS - Employee	0.080000	319.50	Office Em	ployees
PERS - Employer	0.139750	558.13		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	37.94		
Life Insurance		5.80		
Deferred Comp.		0.00		
Workers Comp.	0.030200	120.61	37.73%	29.57%
Vision Benefit		37.64	Hourly Rate Department	City-Wide Total Hourly
Medicare	0.014500	57.91	<u>& Benefits</u> Overhead	Overhead Rate
	Total Benefits	\$ 2,232.21 55.89%	\$41.51 \$15.66	\$12.27 \$69.44
		Annual Salary + Benefits	\$74,711.49	
Step B				
Step B		\$4,193.09 /Month	\$27.95 /Hour	
	T. (1 D C			\$12.50 \$52.21
	Total Benefits	\$2,281.02 54.40%	\$43.16 \$16.28	\$12.76 \$72.21
		Annual Salary + Benefits	\$77,689.28	
Step C				
		\$4,402.84 /Month	\$29.35 /Hour	
	Total Benefits	\$2,338.48 53.11%	\$44.94 \$16.96	\$13.29 \$75.19
	Total Delicitis	ψ2,330.40 33.1170	ψ10.70	ψ13.27 ψ73.17
		Annual Salary + Benefits	\$80,895.82	
Step D				
		\$4,622.98 /Month	\$30.82 /Hour	
	Total Benefits	\$2,398.79 51.89%	\$46.81 \$17.66	\$13.84 \$78.31
		Annual Salary + Benefits	\$9.4.261.18	
		Annual Salary + Denems	\$84,261.18	
Step E				
		\$4,853.52 /Month	\$32.36 /Hour	
	Total Benefits	\$2,461.94 50.72%	\$48.77 \$18.40	\$14.42 \$81.59
		Annual Salary + Benefits	\$87,785.54	
		Amium Smary Dentitis	ψυ1,100.0-4	

Administrative Secretary Department: Parks and Recreation

		Department: Parks and				
Step A						
		\$3,993.75 /Month	\$26.63	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cate</u>	TOWE	
<u>Delient</u>	Multiplier			Cates	<u>201 y</u>	
PERS - Employee	0.080000	319.50		Office En	nployees	
PERS - Employer	0.139750	558.13				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	37.94				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	120.61		110.54%	29.57%	
Vision Benefit	0.044500	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	57.91	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,232.21 55.89%	\$41.51	\$45.88	\$12.27	\$99.66
		A1 C -1 D C4	φ 54.511.40			
		Annual Salary + Benefits	\$74,711.49			
Chara D						
Step B		4440200 05 1				
		\$4,193.09 /Month	\$27.95	/Hour		
	Total Benefits	\$2,281.02 54.40%	\$43.16	\$47.71	\$12.76	\$103.63
		Annual Salary + Benefits	\$77,689.28			
Step C						
		\$4,402.84 /Month	\$29.35	/Hour		
		, ,	,			
	Total Benefits	\$2,338.48 53.11%	\$44.94	\$49.68	\$13.29	\$107.91
			400 00 2 0			
		Annual Salary + Benefits	\$80,895.82			
G. B.						
Step D		φ4. < 22.00 % ** **				
		\$4,622.98 /Month	\$30.82	/Hour		
	Total Benefits	\$2,398.79 51.89%	\$46.81	\$51.75	\$13.84	\$112.40
		,-,-,-,	ų <u>1</u>	7	T-210.	+ -··
		Annual Salary + Benefits	\$84,261.18			
		•	,			
Step E						
		\$4,853.52 /Month	\$32.36	/Hour		
		•				
	Total Benefits	\$2,461.94 50.72%	\$48.77	\$53.91	\$14.42	\$117.10
			40			
		Annual Salary + Benefits	\$87,785.54			

Administrative Secretary Department: Public Works

Step A						
		\$3,993.75 /Month	\$26.63	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	319.50		Office En	nployees	
PERS - Employer	0.139750	558.13				
PERS Survivor		2.00				
Management Incentive EAP		0.00 3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	37.94				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	120.61		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	57.91	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,232.21 55.89%	\$41.51	\$43.16	\$12.27	\$96.93
		Annual Salary + Benefits	\$74,711.49			
Step B						
Step B		\$4,193.09 /Month	\$27.95	/Hour		
		Ψ 1,120.05 /1/1011.11	Ψ21.93	/110 u 1		
	Total Benefits	\$2,281.02 54.40%	\$43.16	\$44.88	\$12.76	\$100.80
		Annual Salary + Benefits	\$77,689.28			
		•				
Step C						
		\$4,402.84 /Month	\$29.35	/Hour		
	Total Benefits	\$2,338.48 53.11%	\$44.94	\$46.73	\$13.29	\$104.96
		Annual Salary + Benefits	\$80,895.82			
			, 22,22.23.2			
Step D						
		\$4,622.98 /Month	\$30.82	/Hour		
	Total Benefits	\$2,398.79 51.89%	\$46.81	\$48.67	\$13.84	\$109.32
		Annual Salary + Benefits	\$84,261.18			
Step E						
		\$4,853.52 /Month	\$32.36	/Hour		
	Total Benefits	\$2,461.94 50.72%	\$48.77	\$50.71	\$14.42	\$113.90
		Annual Salary + Benefits	\$87,785.54			
			+,.			

Administrative Supervisor Department: Community Development

	_	- I	• • • • • • • • • • • • • • • • • • • •	Developmen	•		
Step A							
		\$4,392.44	/Month	\$29.28	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	TOPY	
	·				·		
PERS - Employee	0.080000	351.40			Office En	nployees	
PERS - Employer	0.139750	613.84					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	41.73					
Life Insurance	0.007200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	132.65	í		50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	63.69	<u>)</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,341.43	53.31%	\$44.89	\$22.69	\$13.27	\$80.85
		Ammal Cala	Domo £ 4a	¢00 00 <i>C</i> 42			
		Annuai Saia	ry + Benefits	\$80,806.43	1		
Step B							
Step B		\$4,612.58	/Month	\$30.75	/Hour		
		Ψ 1,012.00	,1,1011111	Ψ30.73	/110 u 1		
	Total Benefits	\$2,395.94	51.94%	\$46.72	\$23.61	\$13.81	\$84.15
		Ammal Cala	Domo £ 4a	¢94 102 20			
		Annuai Sala	ry + Benefits	\$84,102.20	ļ.		
Step C							
sup e		\$4,843.12	/Month	\$32.29	/Hour		
		ψ 1,0 10.12	/1011111	Ψ32.27	/11oui		
	Total Benefits	\$2,459.09	50.77%	\$48.68	\$24.60	\$14.39	\$87.68
			. D. 694	ΦΩ Ξ			
		Annuai Saia	ry + Benefits	\$87,626.55	I		
Step D							
		\$5,085.80	/Month	\$33.91	/Hour		
		ψυ,υσυ.σσ	/ 1/1011111	φ33.91	/ 1 I O U I		
	Total Benefits	\$2,525.57	49.66%	\$50.74	\$25.65	\$15.00	\$91.39
			n	do4 22 (5°			
		Annual Sala	ry + Benefits	\$91,336.50	:		
Step E							
Step E		\$5,340.61	/Month	\$35.60	/Hour		
		ψυ,υ40.01	/ IVIOIIIII	φ33.00	/110ul		
	Total Benefits	\$2,595.38	48.60%	\$52.91	\$26.74	\$15.64	\$95.29
			_	.			
		Annual Sala	ry + Benefits	\$95,231.88	:		

Administrative Supervisor Department: Finance and Information Systems

C. A	1.1	tillelit. Fillan					
Step A		\$4.202.44 B		440.40	/T.T		
		\$4,392.44 /N	1onth	\$29.28	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	351.40			Office En	nployees	
PERS - Employer	0.139750	613.84					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	41.73					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	132.65			37.73%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	63.69		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,341.43	53.31%	\$44.89	\$16.94	\$13.27	\$75.10
		Annual Salary	+ Benefits	\$80,806.43	i		
Step B							
		\$4,612.58 /N	I onth	\$30.75	/Hour		
	Total Benefits	\$2,395.94	51.94%	\$46.72	\$17.63	\$13.81	\$78.17
		Annual Salary	+ Benefits	\$84,102.20			
		<i>y</i>		+	1		
Step C							
		\$4,843.12 /N	I onth	\$32.29	/Hour		
	T . 1 D	Φ 3 450 00	50.770/	\$40.60	ф10. 2	41.4.20	Φ04.44
	Total Benefits	\$2,459.09	50.77%	\$48.68	\$18.37	\$14.39	\$81.44
		Annual Salary	+ Benefits	\$87,626.55	i		
Step D							
эсер Б		\$5,085.80 /N	Month	\$33.91	/Hour		
	Total Benefits	\$2,525.57	49.66%	\$50.74	\$19.15	\$15.00	\$84.89
		Annual Salary	⊥ Ronofite	\$91,336.50			
		Amiuai Saial y	Denents	φ/1,330.30	:		
Step E							
		\$5,340.61 /N	I onth	\$35.60	/Hour		
	Total Benefits	\$2,595.38	48.60%	\$52.91	\$19.96	\$15.64	\$88.51
		Annual Salary	+ Benefits	\$95,231.88	•		
					-		

Administrative Supervisor Department: Parks and Recreation

		Department: Parks an				
Step A						
		\$4,392.44 /Month	\$29.28	/Hour		
D 6°4	N. (-14°1°			G-4-		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>tory</u>	
PERS - Employee	0.080000	351.40		Office En	nployees	
PERS - Employer	0.139750	613.84				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	41.73				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	132.65		110.54%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	63.69	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,341.43 53.31%	\$44.89	\$49.62	\$13.27	\$107.79
		Annual Salary + Benefits	\$80,806.43	:		
~ -						
Step B						
		\$4,612.58 /Month	\$30.75	/Hour		
	Total Benefits	\$2,395.94 51.94%	\$46.72	\$51.65	\$13.81	\$112.19
	Total Delicitis	\$2,393.94 31.9470	\$ 40. 72	φ31.03	ф15.01	φ11 2. 19
		Annual Salary + Benefits	\$84,102.20			
		•		=		
Step C						
		\$4,843.12 /Month	\$32.29	/Hour		
		φ 1,0 10.12 /1/1011111	Ψ32.27	/IIoui		
	Total Benefits	\$2,459.09 50.77%	\$48.68	\$53.81	\$14.39	\$116.89
		Annual Salary + Benefits	\$87,626.55	:		
~ -						
Step D						
		\$5,085.80 /Month	\$33.91	/Hour		
	T. 4.1 D C4.	¢2.525.57 40.669	¢50.54	φ 5 ζ 00	415.00	¢121.04
	Total Benefits	\$2,525.57 49.66%	\$50.74	\$56.09	\$15.00	\$121.84
		Annual Salary + Benefits	\$91,336.50			
		Amiuai Saiai y + Deliciils	Ψ/1,330.30	•		
Step E						
		\$5 340 61 /Month	\$25.CO	/II our		
		\$5,340.61 /Month	\$35.60	/ FIOUT		
	Total Benefits	\$2,595.38 48.60%	\$52.91	\$58.48	\$15.64	\$127.03
		. ,	,			
		Annual Salary + Benefits	\$95,231.88	_		
				B		

Administrative Supervisor Department: Public Works

Step A						
•		\$4,392.44 /Month	\$29.28	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	351.40		Office En	nployees	
PERS - Employer	0.139750	613.84				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	41.73				
Life Insurance		5.80				
Deferred Comp.	0.020200	0.00		102.000/	•• •••	
Workers Comp.	0.030200	132.65	IIl D.4.	103.98%	29.57%	T-4-1 II
Vision Benefit Medicare	0.014500	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	63.69	& Benefits	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,341.43 53.31%	\$44.89	\$46.68	\$13.27	\$104.84
		Annual Salary + Benefits	\$80,806.43			
Step B						
Step B		\$4,612.58 /Month	\$30.75	/Hour		
		\$ -,012.36 /Wolldi	\$30.73	/110ui		
	Total Benefits	\$2,395.94 51.94%	\$46.72	\$48.58	\$13.81	\$109.12
		A 101 . TO 64	#04.103.30			
		Annual Salary + Benefits	\$84,102.20			
Step C						
*		\$4,843.12 /Month	\$32.29	/Hour		
		•				
	Total Benefits	\$2,459.09 50.77%	\$48.68	\$50.62	\$14.39	\$113.69
		Annual Salary + Benefits	\$87,626.55			
		,	, , , , , , , , , , , , , , , , , , , ,			
Step D						
		\$5,085.80 /Month	\$33.91	/Hour		
	Total Benefits	\$2,525.57 49.66%	\$50.74	\$52.76	\$15.00	\$118.50
		Annual Salary + Benefits	\$91,336.50			
		Annual Salary + Denemis	Ψ/1,550.50			
Step E						
	_	\$5,340.61 /Month	\$35.60	/Hour		
	Total Benefits	\$2,595.38 48.60%	\$52.91	\$55.01	\$15.64	\$123.56
		Annual Salary + Benefits	\$95,231.88			

Assistant City Attorney Department: City Attorney

		Department. C					
Step A							
		\$8,667.00 /Mont	th	\$57.78	/Hour		
Danafit	Multiplion				Coto	TO ME	
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.080000	693.36		No	n-Sworn Assist	ant City Attor	ney
PERS - Employer	0.139750	1,211.21					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000,500	152.46					
LTD Insurance	0.009500	82.34					
Life Insurance	0.000255	39.78					
Deferred Comp.	0.020200	110.00					
Workers Comp. Vision Benefit	0.030200	261.74		Handa Data	51.83%	29.57%	Takal Hanneler
Medicare	0.014500	37.64 125.67		Hourly Rate	Department Overhead	City-Wide	Total Hourly
Medicare	0.014500	125.67		& Benefits	<u>Overneau</u>	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,656.43 42	19%	\$82.16	\$42.58	\$24.29	\$149.03
		Annual Salary + Be	nefits	\$147,881.11	<u>.</u>		
Stap D							
Step B		φ0.100.25 /λ	.1.				
		\$9,100.35 /Mont	th	\$60.67	/Hour		
	Total Benefits	\$3,777.13 41	.51%	\$85.85	\$44.49	\$25.38	\$155.73
				7.52.53	+	7	7-22772
		Annual Salary + Be	nefits	\$154,529.78	<u>.</u>		
Step C							
1		\$9,556.23 /Mont	th	\$63.71	/Hour		
		φ> ,0000020 /1/1010		φου., 1	711001		
	Total Benefits	\$3,904.11 40	0.85%	\$89.74	\$46.51	\$26.53	\$162.77
		Annual Salary + Be	nefits	\$161,524.11	•		
Step D							
		\$10,034.65 /Mont	th	\$66.90	/Hour		
	Total Benefits	\$4,037.37 40	0.23%	\$93.81	\$48.62	\$27.74	\$170.17
		Annual Salary + Be	nefits	\$168,864.26	•		
Step E							
		\$10,535.61 /Mont	th	\$70.24	/Hour		
	T ID C	Φ4.17.CΩ1 2Ω	. C.F.C.	\$00.00	φ 50.0 2	600.00	0175.03
	Total Benefits	\$4,176.91 39	0.65%	\$98.08	\$50.83	\$29.00	\$177.92
		Annual Salary + Be	nefits	\$176,550.23	_		
					•		

Assistant City Clerk Department: Administration

		Department. Aum		
Step A				
		\$5,071.93 /Month	\$33.81 /Hour	r
<u>Benefit</u>	Multiplier			<u>Category</u>
PERS - Employee	0.080000	405.75	Non-Sworn Ma	nagement & Mid-Management
PERS - Employer	0.139750	708.80		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	48.18		
Life Insurance	0.000255	23.28		
Deferred Comp.		110.00		
Workers Comp.	0.030200	153.17		84% 29.57%
Vision Benefit		37.64		rtment City-Wide Total Hourly
Medicare	0.014500	73.54	& Benefits Over	rhead Overhead Rate
	Total Benefits	\$ 2,655.06 52.35%	\$51.51	\$23.10 \$15.23 \$89.84
		Annual Salary + Benefits	\$92,723.82	
Step B				
		\$5,325.00 /Month	\$35.50 /Hour	
	Total Benefits	\$2,725.55 51.18%	\$53.67 \$2 4	4.07 \$15.87 \$93.61
		Annual Salary + Benefits	\$96,606.55	
Step C				
•		\$5,591.95 /Month	\$37.28 /Hour	
	Total Benefits	\$2,799.90 50.07%	\$55.95 \$25	5.09 \$16.54 \$97.57
		Annual Salary + Benefits	\$100,702.22	
Step D		¢5 971 02 /Manth	\$20.14 JT	
		\$5,871.03 /Month	\$39.14 /Hour	
	Total Benefits	\$2,877.64 49.01%	\$58.32 \$26	5.16 \$17.24 \$101.72
		Annual Salary + Benefits	\$104,984.00	
G. F.				
Step E		\$6 162 07 /Month	¢41.00 /II	
		\$6,163.97 /Month	\$41.09 /Hour	
	Total Benefits	\$2,959.23 48.01%	\$60.82 \$27	7.28 \$17.98 \$106.08
		Annual Salary + Benefits	\$109,478.43	
				

Assistant City Manager Department: Administration

~ .		- F	ant. Aumm				
Step A		*					
		\$10,518.27	/Month	\$70.12	/Hour		
<u>Benefit</u>	Multiplier				Cates	<u>gory</u>	
PERS - Employee	0.080000	894.86	j		Non-Swori	n Director	
PERS - Employer	0.139750	1,563.21					
PERS Survivor		2.00					
Management Incentive		667.48					
ivianagement incentive		007.40	,				
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	99.92					
Life Insurance	0.000255	48.28					
Deferred Comp.	0.020200	110.00					
Workers Comp.	0.030200	317.65		Hannly Data	44.84%	29.57%	Tatal Handle
Vision Benefit Medicare	0.014500	37.64 152.51		Hourly Rate	Department	City-Wide	Total Hourly
Wedicale	0.014300	132.31	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 4,986.24	47.41%	\$103.36	\$46.35	\$30.56	\$180.28
		Annual Sala	ry + Benefits	\$186,054.09			
		7 minuai Suia	iry Deficites	Ψ100,024.07	•		
Step B							
		\$11,043.49	/Month	\$73.62	/Hour		
		ŕ	,1,101141				
	Total Benefits	\$5,132.53	46.48%	\$107.84	\$48.36	\$31.88	\$188.08
		Annual Sala	ry + Benefits	\$194,112.27			
			. 2 CII CII C	413 1,11212	=		
Step C							
1		\$11,596.45	/Month	\$77.31	/Hour		
	Total Benefits	\$5,286.55	45.59%	\$112.55	\$50.47	\$33.28	\$196.30
		Annual Sala	ry + Benefits	\$202,596.05			
		Aimuai Saia	iry Belletits	Ψ202,370.03	3		
Step D							
Step B		\$12,177.14	/Month	\$81.18	/Hour		
		Ψ12,17711	/1 VI OIIII	ψ01.10	/110ti		
	Total Benefits	\$5,448.30	44.74%	\$117.50	\$52.69	\$34.74	\$204.94
		Annual Sala	ry + Benefits	\$211,505.27			
		Annuai Bala	i j i Dellellis	Ψ211,505,27	•		
Step E							
- 5.0p - 5		\$12,785.56	/Month	\$85.24	/Hour		
		,					
	Total Benefits	\$5,617.77	43.94%	\$122.69	\$55.02	\$36.27	\$213.98
		A	De	¢220 020 04			
		Annual Sala	ry + Benefits	\$220,839.94	=		

Assistant Engineer Department: Public Works

		- · F · · · · · · · · · · · · ·	t. Tubic	, , , 01 115			
Step A							
		\$6,042.63 /N	Month	\$40.28	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.080000	483.41		Non-Swe	orn Managemei	nt & Mid-Mar	agement
PERS - Employer	0.139750	844.46					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance	0.009500	57.40					
Life Insurance	0.000255	27.74					
Deferred Comp.	0.020200	110.00 182.49			102.000/	20.570/	
Workers Comp. Vision Benefit	0.030200	37.64		Hourly Rate	103.98% Department	29.57% City-Wide	Total Hourly
Medicare	0.014500	87.62		& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	87.02		& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,925.43	48.41%	\$59.79	\$62.16	\$17.68	\$139.63
		Annual Salary	+ Benefits	\$107,616.77	=		
Step B							
*		\$6,344.24 /N	Month	\$42.29	/Hour		
	Total Benefits	\$3,009.44	47.44%	\$62.36	\$64.84	\$18.44	\$145.63
		Annual Salary	+ Benefits	\$112,244.22	=		
Step C							
•		\$6,661.46 /N	Month	\$44.41	/Hour		
		·					
	Total Benefits	\$3,097.80	46.50%	\$65.06	\$67.65	\$19.24	\$151.95
		Annual Salary	Donofita	\$117,111.16			
		Allitual Salai y	+ Delicitis	\$117,111.10	=		
Step D							
		\$6,994.27 /N	Month	\$46.63	/Hour		
	Total Benefits	\$3,190.50	45.62%	\$67.90	\$70.60	\$20.07	\$158.57

		Annual Salary	+ Benefits	\$122,217.29	=		
Step E							
	_	\$7,344.42 /N	M onth	\$48.96	/Hour		
	Total Benefits	\$3,288.03	44.77%	\$70.88	\$73.70	\$20.96	\$165.54
	Tomi Denomin	Ψυ,200.03	/ / / / / / / / / / / / / / / / /	Ψ70.00	ψιωνισ	Ψ=0.20	ΨΙΟΙΟΤ
		Annual Salary	+ Benefits	\$127,589.46	_		

Assistant Community Development Director Department: Community Development

Step A				
		\$9,450.50 /Month	\$63.00 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Cat</u>	egory
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit	0.080000 0.139750 0.009500 0.000255 0.030200	756.04 1,320.71 2.00 0.00 3.92 936.30 152.46 89.78 43.38 110.00 285.41 37.64	Non-Sworn As 50.54% Hourly Rate Department	ssistant Director 29.57% t City-Wide Total Hourly
Medicare	0.014500	137.03	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 3,874.66 41.00%	\$88.83 \$44.90	\$26.26 \$160.00
		Annual Salary + Benefits	\$159,901.95	
Step B				
	Total Benefits	\$9,923.72 /Month \$4,006.47 40.37% Annual Salary + Benefits	\$66.16 /Hour \$92.87 \$46.94 \$167,162.32	\$27.46 \$167.26
Step C	Total Benefits	\$10,419.47 /Month \$4,144.56 39.78% Annual Salary + Benefits	\$69.46 /Hour \$97.09 \$49.07 \$174,768.35	\$28.71 \$174.87
Step D				
	Total Benefits	\$10,941.22 /Month \$4,289.89 39.21% Annual Salary + Benefits	\$72.94 /Hour \$101.54 \$51.32 \$182,773.29	\$30.02 \$182.88
Step E	Total Benefits	\$11,488.98 /Month \$4,442.46 38.67% Annual Salary + Benefits	\$76.59 /Hour \$106.21 \$53.68 \$191,177.29	\$31.40 \$191.29

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

Step A			
		\$9,713.97 /Month	\$64.76 /Hour
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit	0.080000 0.139750 0.009500 0.000255 0.030200	777.12 1,357.53 2.00 0.00 3.92 936.30 152.46 92.28 44.59 110.00 293.36 37.64	Non-Sworn Management & Mid-Management 103.98% 29.57% Hourly Rate Department City-Wide Total Hour
Medicare	0.014500	140.85	& Benefits Overhead Overhead Rate
	Total Benefits	\$ 3,948.05 40.64%	\$91.08 \$94.70 \$26.93 \$212.71
		Annual Salary + Benefits	\$163,944.23
Step B	Total Benefits	\$10,199.33 /Month \$4,083.24 40.03% Annual Salary + Benefits	\$68.00 /Hour \$95.22 \$99.00 \$28.15 \$222.37 \$171,390.86
Step C	Total Benefits	\$10,708.95 /Month \$4,225.19 39.45% Annual Salary + Benefits	\$71.39 /Hour \$99.56 \$103.52 \$29.44 \$232.51 \$179,209.69
Step D	Total Benefits	\$11,244.57 /Month \$4,374.38 38.90% Annual Salary + Benefits	\$74.96 /Hour \$104.13 \$108.27 \$30.78 \$243.18 \$187,427.43
Step E	Total Benefits	\$11,806.19 /Month \$4,530.82 38.38% Annual Salary + Benefits	\$78.71 /Hour \$108.91 \$113.24 \$32.20 \$254.36 <u>\$196,044.07</u>

Assistant Finance Director Department: Finance & Information Systems

Ct A	-1	artinent. Finance					
Step A		¢0 221 52 /Ma	415	¢ <i>51</i> 01	/11		
		\$8,221.52 /Mo	nın	\$54.81	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.080000	657.72		I	Non-Sworn Ass	sistant Directo	r
PERS - Employer	0.139750	1,148.96					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance	0.009500	78.10					
Life Insurance	0.000255	37.74					
Deferred Comp.	0.020200	110.00 248.29			25 520/	20.570/	
Workers Comp. Vision Benefit	0.030200	37.64		Hourly Rate	37.73% Department	29.57% City-Wide	Total Hourly
Medicare	0.014500	119.21		& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	119.21		& Belletts	Overneau	Overneau	Kate
	Total Benefits	\$ 3,532.34	42.96%	\$78.36	\$29.56	\$23.17	\$131.09
		Annual Salary + 1	Benefits	\$141,046.35	_		
					•		
Step B							
		\$8,632.33 /Mo	nth	\$57.55	/Hour		
	Total Benefits	\$3,646.77	42.25%	\$81.86	\$30.89	\$24.20	\$136.95
		Annual Salary + l	Benefits	\$147,349.19	ŧ		
Step C							
•		\$9,063.95 /Mo	nth	\$60.43	/Hour		
		•					
	Total Benefits	\$3,766.99	41.56%	\$85.54	\$32.27	\$25.29	\$143.10
		4 101	D 64	4152.051.21			
		Annual Salary + l	Benefits	\$153,971.31	=		
Step D							
Step D		\$9,516.37 /Mo	nth	\$63.44	/Hour		
		•					
	Total Benefits	\$3,893.01	40.91%	\$89.40	\$33.73	\$26.43	\$149.55
		Annual Salary + l	Benefits	\$160,912.56	:		
G(F							
Step E		\$0 002 05 /Ma	nth	\$66.60	/11011#		
		\$9,993.05 /Mo	11111	\$66.62	/ FIOUT		
	Total Benefits	\$4,025.78	40.29%	\$93.46	\$35.26	\$27.63	\$156.35
		Annual Salary + 1	Benefits	\$168,226.01	_		
		-			=		

Assistant Planner Department: Community Development

	2	cpur umemu	Communi	Developmen	•		
Step A							
		\$5,581.55	/Month	\$37.21	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	oorv	
PERS - Employee	0.080000	446.52		Non-Swo	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.139750	780.02					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	53.02					
Life Insurance	0.000255	25.62					
Deferred Comp.		110.00					
Workers Comp.	0.030200	168.56			50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	80.93	<u> </u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,797.00	50.11%	\$55.86	\$28.23	\$16.51	\$100.60
		Annual Sala	ry + Benefits	\$100,542.66	:		
Chara D							
Step B		φ 5 0 (0 , (2	/N #1	***	~~		
		\$5,860.63	/Month	\$39.07	/Hour		
	Total Benefits	\$2,874.74	49.05%	\$58.24	\$29.43	\$17.22	\$104.89
		Annual Sala	ry + Benefits	\$104,824.44	:		
Step C							
		\$6,153.57	/Month	\$41.02	/Hour		
		ŕ					
	Total Benefits	\$2,956.34	48.04%	\$60.73	\$30.70	\$17.96	\$109.38
		Annual Sala	ry + Benefits	\$109,318.86			
		Amiuai gala	i j i Dellelles	Ψ102,310.00	1		
Step D							
Step B		\$6,462.12	/Month	\$43.08	/Hour		
	T. (.1.D					010 F3	01141
	Total Benefits	\$3,042.28	47.08%	\$63.36	\$32.02	\$18.73	\$114.12
		Annual Sala	ry + Benefits	\$114,052.79	-		
Step E							
		\$6,784.53	/Month	\$45.23	/Hour		
	Total Benefits	\$3,132.08	46.17%	\$66.11	\$33.41	\$19.55	\$119.07
	_ 5 5	ψυ,102.00	. 3.1 / /0	ΨΟΟΙΙΙ	400.12	427.00	¥==>•0,
		Annual Sala	ry + Benefits	\$118,999.36			
					-		

Associate Engineer Department: Public Works

		Department. 1 uon				
Step A						
		\$6,661.46 /Month	\$44.41 /Ho	our		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>ory</u>	
PERS - Employee	0.080000	532.92	Non-Sworn I	Managemen	t & Mid-Man	agement
PERS - Employer	0.139750	930.94		· ·		
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	63.28				
Life Insurance Deferred Comp.	0.000255	30.58 110.00				
Workers Comp.	0.030200	201.18	-	103.98%	29.57%	
Vision Benefit	0.030200	37.64		partment	City-Wide	Total Hourly
Medicare	0.014500	96.59	•	verhead	Overhead	Rate
1110010010	0.01.000		<u> </u>	, 02 22000	010222000	<u> </u>
	Total Benefits	\$ 3,097.80 46.50%	\$65.06	\$67.65	\$19.24	\$151.95
		Annual Salary + Benefits	\$117,111.16			
Step B						
		\$6,994.27 /Month	\$46.63 /Ho	our		
	Total Benefits	\$3,190.50 45.62%	\$67.90	\$70.60	\$20.07	\$158.57
		Annual Salary + Benefits	\$122,217.29			
		·				
Step C						
		\$7,344.42 /Month	\$48.96 /Ho	our		
	- 15 G	42.2 00.02	4=0.00	4-2-	44000	*
	Total Benefits	\$3,288.03 44.77%	\$70.88	\$73.70	\$20.96	\$165.54
		Annual Salary + Benefits	\$127,589.46			
		•				
Step D						
		\$7,711.90 /Month	\$51.41 /Ho	our		
	Total Benefits	\$3,390.39 43.96%	\$74.02	\$76.96	\$21.88	\$172.86
		Annual Salary + Benefits	\$133,227.51			
		Annual Salat y + Denetits	φ133,441.31			
Step E						
		\$8,096.71 /Month	\$53.98 /Ho	our		
	Total Benefits	\$3,497.58 43.20%	\$77.30	\$80.37	\$22.85	\$180.52
		Annual Salary + Benefits	\$139,131.45			
		Aminai Saiai y + Denemis	ψ137,131.73			

Associate Planner Department: Community Development

		-	•	Developmen			
Step A							
		\$6,153.57	/Month	\$41.02	/Hour		
Benefit	<u>Multiplier</u>				Cates	oorv	
PERS - Employee	0.080000	492.29		Non-Swo	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.139750	859.96					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	58.46					
Life Insurance	0.000255	28.24					
Deferred Comp.		110.00					
Workers Comp.	0.030200	185.84			50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	89.23	<u> </u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,956.34	48.04%	\$60.73	\$30.70	\$17.96	\$109.38
		Annual Sala	ry + Benefits	\$109,318.86	:		
Step B							
		\$6,462.12	/Month	\$43.08	/Hour		
	Total Benefits	\$3,042.28	47.08%	\$63.36	\$32.02	\$18.73	\$114.12

		Annual Sala	ry + Benefits	\$114,052.79	=		
Step C							
step e		\$6,784.53	/Month	\$45.23	/11011#		
		φυ,704.33	/Wionin	\$45.25	/Hour		
	Total Benefits	\$3,132.08	46.17%	\$66.11	\$33.41	\$19.55	\$119.07
		A 1 C-1-	D64	¢110 000 27			
		Annuai Sala	ry + Benefits	\$118,999.36	=		
Sten D							
Step D		\$7,124.27	/Month	\$47.50	/Hour		
	Total Benefits	\$3,226.71	45.29%	\$69.01	\$34.88	\$20.40	\$124.29
		Annual Sala	ry + Benefits	\$124,211.81			
			J	. , =====	•		
Step E							
		\$7,481.35	/Month	\$49.88	/Hour		
	Total Benefits	\$3,326.18	44.46%	\$72.05	\$36.42	\$21.30	\$129.77
	Total Delletits	φ5,520.18	44.40%	\$12.05	ФЭU.42	φ 41.3 U	φ1 <i>4</i> 7.//
		Annual Sala	ry + Benefits	\$129,690.30			
			<u>-</u>		:		

Building Inspector I Department: Community Development

Step A						
		\$5,091.00 /Month	\$33.94	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	gory	
PERS - Employee	0.080000	407.28		Office En	nployees	
PERS - Employer	0.139750	711.47				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	48.36				
Life Insurance		5.80 0.00				
Deferred Comp. Workers Comp.	0.030200	153.75		50.54%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	73.82	& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	13.82	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,532.80 49.75%	\$50.83	\$25.69	\$15.03	\$91.54
		Annual Salary + Benefits	\$91,485.59	:		
Step B						
*		\$5,345.81 /Month	\$35.64	/Hour		
		•	,			
	Total Benefits	\$2,596.80 48.58%	\$52.95	\$26.76	\$15.65	\$95.37
		Annual Salary + Benefits	\$95,311.38			
		rimidal Salary Delicities	ψ,υ,υ11.υσ	:		
Step C						
		\$5,612.75 /Month	\$37.42	/Hour		
	Tatal Danasita	\$2.660.02 47.570/	\$55.22	¢27.01	¢1.6.22	¢00.45
	Total Benefits	\$2,669.93 47.57%	\$55.22	\$27.91	\$16.33	\$99.45
		Annual Salary + Benefits	\$99,392.19	:		
Cton D						
Step D		\$5,893.56 /Month	\$39.29	/Hour		
		•			44=02	4402 ==
	Total Benefits	\$2,746.86 46.61%	\$57.60	\$29.11	\$17.03	\$103.75
		Annual Salary + Benefits	\$103,685.05	:		
Step E						
		\$6,188.24 /Month	\$41.25	/Hour		
	Total Benefits	\$2,827.59 45.69%	\$60.11	\$30.38	\$17.77	\$108.25
		Annual Salary + Benefits	\$108,189.94			
				•		

Building Inspector II Department: Community Development

Step A						
		\$5,612.75 /Month	\$37.42	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	449.02		Office En	nployees	
PERS - Employer	0.139750	784.38			-	
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	53.32				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	169.51		50.54%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	81.38	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,675.73 47.67%	\$55.26	\$27.93	\$16.34	\$99.52
		Annual Salary + Benefits	\$99,461.79	_		
Step B						
		\$5,893.56 /Month	\$39.29	/Hour		
	Total Benefits	\$2,746.86 46.61%	\$57.60	\$29.11	\$17.03	\$103.75
		Annual Salary + Benefits	\$103,685.05	:		
Ston C						
Step C		ΦC 100 24 /M	#41.25	7.7		
		\$6,188.24 /Month	\$41.25	/Hour		
	Total Benefits	\$2,827.59 45.69%	\$60.11	\$30.38	\$17.77	\$108.25
		Annual Salary + Benefits	\$108,189.94			
		Annual Salary + Delicitis	\$100,109.94	•		
Step D						
		\$6,498.52 /Month	\$43.32	/Hour		
	Total Benefits	\$2,912.59 44.82%	\$62.74	\$31.71	\$18.55	\$113.00
		Annual Salary + Benefits	¢112 022 21			
		Amuai Saiary + Benefits	\$112,933.31	=		
Step E						
		\$6,822.66 /Month	\$45.48	/Hour		
	Total Benefits	\$3,001.39 43.99%	\$65.49	\$33.10	\$19.36	\$117.96
		Annual Salary + Benefits	\$117,888.57			
			Ψ117,000.57	<u> </u>		

Chief Building Official Department: Community Development

C4 A		epartment. Community	•	
Step A		\$9.620.60 Month	\$ 57.54 /II.o.u	
		\$8,630.60 /Month	\$57.54 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Cate	<u>egory</u>
PERS - Employee	0.080000	690.45	Non-Sworn Manageme	ent & Mid-Management
PERS - Employer	0.139750	1,206.13		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	81.99		
Life Insurance	0.000255	39.61		
Deferred Comp.		110.00		
Workers Comp.	0.030200	260.64	50.54%	29.57%
Vision Benefit	0.014500	37.64	Hourly Rate Department	= = = = = = = = = = = = = = = = = = = =
Medicare	0.014500	125.14	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 3,646.29 42.25%	\$81.85 \$41.37	\$24.20 \$147.41
		Annual Salary + Benefits	\$147,322.65	
Ctar D				
Step B		φο ο (2.22. Δ.Ε	A 40 44 57	
		\$9,062.22 /Month	\$60.41 /Hour	
	Total Benefits	\$3,766.51 41.56%	\$85.52 \$43.23	\$25.29 \$154.04
		Annual Salary + Benefits	\$153,944.77	
Step C				
Siep C		\$9,514.63 /Month	\$63.43 /Hour	
		\$9,314.03 /Wolldi	\$65.45 /Hour	
	Total Benefits	\$3,892.53 40.91%	\$89.38 \$45.17	\$26.43 \$160.98
		t IGI D etc	Φ4 < 0.00 = 0 <	
		Annual Salary + Benefits	\$160,885.86	
Step D				
Step B		\$9,989.58 /Month	\$66.60 /Hour	
	Total Benefits	ŕ		\$27.62 \$1.60.27
	rotal benefits	\$4,024.82 40.29%	\$93.43 \$47.22	\$27.62 \$168.27
		Annual Salary + Benefits	\$168,172.77	
Step E				
		\$10,488.80 /Month	\$69.93 /Hour	
	Total Benefits	\$4,163.87 39.70%	\$97.68 \$49.37	\$28.88 \$175.94
	Total Delicitis	φ 1 ,103.07 37./0%	φ21 .υυ φ 4 2 . 31	ψ ⊿0.00
		Annual Salary + Benefits	\$175,832.04	

Chief Financial Operations Officer Department: Finance & Information Systems

Chair A		irtinent. Finance & Im	•	
Step A		Ф 7.710.1 С /М1.	Φ 51 40 /II	
		\$7,710.16 /Month	\$51.40 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Ca</u>	<u>tegory</u>
PERS - Employee	0.080000	616.81	Non-Sworn Managen	nent & Mid-Management
PERS - Employer	0.139750	1,077.49		-
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	73.25		
Life Insurance	0.000255	35.39		
Deferred Comp.		110.00		
Workers Comp.	0.030200	232.85	37.73%	29.57%
Vision Benefit		37.64	Hourly Rate Departmen	
Medicare	0.014500	111.80	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 3,389.91 43.97%	\$74.00 \$27.92	2 \$21.88 \$123.80
		Annual Salary + Benefits	\$133,200.82	
Step B				
Step B		\$8,094.98 /Month	\$53.97 /Hour	
	Total Benefits	\$3,497.10 43.20%	\$77.28 \$29.16	\$22.85 \$129.29
		Annual Salary + Benefits	\$139,104.91	
Step C				
		\$8,500.59 /Month	\$56.67 /Hour	
		,		
	Total Benefits	\$3,610.07 42.47%	\$80.74 \$30.46	\$23.87 \$135.07
		Annual Salary + Benefits	\$145,327.97	
Step D				
		\$8,925.28 /Month	\$59.50 /Hour	
	Total Benefits	\$3,728.37 41.77%	\$84.36 \$31.83	\$24.94 \$141.13
		Annual Salary + Benefits	\$151,843.77	
		Amiuai Saiai y + Deneilts	Ψ131,073.11	
Step E				
		\$9,370.76 /Month	\$62.47 /Hour	
	Total Benefits	\$3,852.45 41.11%	\$88.15 \$33.26	\$26.06 \$147.48
		Annual Salary + Benefits	\$158,678.54	

Chief Information Systems Officer Department: Finance & Information Systems

Step A							
Stop A		\$8,615.00	/Month	\$57.43	/Hour		
		ψ0,015.00	/IVIOIIIII	ψ57.43	/11041		
<u>Benefit</u>	<u>Multiplier</u>				Cate	<u>gory</u>	
PERS - Employee	0.080000	689.20)	Non-Sw	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.139750	1,203.95					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance Life Insurance	0.009500 0.000255	81.84 39.54					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.030200	260.17			37.73%	29.57%	
Vision Benefit	0.020200	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	124.92		& Benefits	Overhead	Overhead	<u>Rate</u>
			_				
	Total Benefits	\$ 3,641.94	42.27%	\$81.71	\$30.83	\$24.16	\$136.70
		Annual Sala	ry + Benefits	\$147,083.31	.		
Step B							
*		\$9,046.61	/Month	\$60.31	/Hour		
		ŕ					
	Total Benefits	\$3,762.16	41.59%	\$85.39	\$32.22	\$25.25	\$142.86
		Annual Sala	ry + Benefits	\$153,705.27			
		Alliluai Sala	if y + Deficites	\$133,703.27	=		
Step C							
1		\$9,499.03	/Month	\$63.33	/Hour		
		4.,	,				
	Total Benefits	\$3,888.18	40.93%	\$89.25	\$33.67	\$26.39	\$149.31
		Annual Sala	ry + Benefits	\$160,646.52			
		1 muai Bala	i j i Deliciios	ψ100,010.32	=		
Step D							
		\$9,973.98	/Month	\$66.49	/Hour		
	Total Benefits	\$4,020.47	40.31%	\$93.30	\$35.20	\$27.58	\$156.08
			.	h4 <= 000 :-			
		Annual Sala	ry + Benefits	\$167,933.43	• 		
Step E							
		\$10,473.20	/Month	\$69.82	/Hour		
	Total Benefits	\$4,159.53	39.72%	\$97.55	\$36.81	\$28.84	\$163.20
		Annual Sala	ry + Benefits	\$175,592.70	_		
					-		

City Attorney Department: City Attorney

		.1	ent. City A	J			
Step A							
		\$13,815.20	/Month	\$92.10	/Hour		
<u>Benefit</u>	Multiplier				Cate	gory	
PERS - Employee	0.080000	1,161.22			City At	torney	
PERS - Employer	0.139750	2,028.50					
PERS Survivor		2.00					
Management Incentive		700.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance	0.009500	131.24					
Life Insurance	0.000255	63.41 0.00					
Deferred Comp. Workers Comp.	0.030200	417.22			51.83%	29.57%	
Vision Benefit	0.030200	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	200.32		& Benefits	Overhead	Overhead	Rate
Wicarcarc	0.014300	200.32	_	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 5,834.23	42.23%	\$131.00	\$67.89	\$38.73	\$237.62
		Annual Sala	ry + Benefits	\$235,793.17	:		
Step B							
		\$14,505.09	/Month	\$96.70	/Hour		
	Total Benefits	\$6,026.39	41.55%	\$136.88	\$70.94	\$40.47	\$248.28
		Annual Sala	ry + Benefits	\$246,377.79	_		
					•		
Step C							
		\$15,229.65	/Month	\$101.53	/Hour		
	Total Benefits	\$6,228.21	40.90%	\$143.05	\$74.14	\$42.29	\$259.49
		Annual Sala	ry + Benefits	\$257,494.34			
		Aimuai Sala	Ty + Delicities	\$237, 434.34	=		
Step D							
		\$15,990.62	/Month	\$106.60	/Hour		
	Total Benefits	\$6,440.17	40.27%	\$149.54	\$77.50	\$44.21	\$271.25
				**			
		Annual Sala	ry + Benefits	\$269,169.51	•		
Step E							
		\$16,789.71	/Month	\$111.93	/Hour		
	Total Benefits	\$6,662.75	39.68%	\$156.35	\$81.03	\$46.22	\$283.61
		Annual Sala	ry + Benefits	\$281,429.53	_		
					=		

City Clerk Department: Administration

Cton A						
Step A		ф 7 51 4 30 /М 4.	φ 5 0.10	/T.T		
		\$7,514.29 /Month	\$50.10	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	601.14	Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	1,050.12				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	71.39				
Life Insurance	0.000255	34.49				
Deferred Comp.		110.00				
Workers Comp.	0.030200	226.93		44.84%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	108.96	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,335.35 44.39%	\$72.33	\$32.44	\$21.38	\$126.15
		Annual Salary + Benefits	\$130,195.68			
		rimidal Salary Delicities	Ψ100,130.00			
Step B						
1		\$7,890.44 /Month	\$52.60	/Hour		
		<i>41,05 0111 /1/1011011</i>	Ψ02.00	,110.01		
	Total Benefits	\$3,440.12 43.60%	\$75.54	\$33.87	\$22.33	\$131.74
		Annual Salary + Benefits	\$135,966.76			
		Times Salary . Belleties	4100,500.70			
Step C						
•		\$8,285.65 /Month	\$55.24	/Hour		
		•				
	Total Benefits	\$3,550.20 42.85%	\$78.91	\$35.39	\$23.33	\$137.62
		Annual Salary + Benefits	\$142,030.26			
		<u> </u>				
Step D						
		\$8,699.93 /Month	\$58.00	/Hour		
	Total Benefits	\$3,665.60 42.13%	\$82.44	\$36.97	\$24.37	\$143.78
		Ammol Colons Description	\$1.40.207.24			
		Annual Salary + Benefits	\$148,386.34			
Step E						
		\$9,135.02 /Month	\$60.90	/Hour		
	Total Benefits	\$3,786.79 41.45%	\$86.15	\$38.63	\$25.47	\$150.25
	Tomi Denemo	φο, 100.17 τ1.τ3/0	ψ00.13	φυσισσ	ψ ωυ: -11	Ψ ΞΟ U•ΔΙΟ
		Annual Salary + Benefits	\$155,061.70			

City Manager Department: Administration

Step E		\$18,082.83	/Month	\$120.55	/Hour		
<u>Benefit</u>	<u>Multiplier</u>	,		·	<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	1,502.63			City Ma	anager	
PERS - Employer	0.139750	2,624.90					
PERS Survivor		2.00					
Management Incentive		700.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	171.79					
Life Insurance	0.000255	83.00					
Deferred Comp.		0.00					
Workers Comp.	0.030200	546.10			44.84%	29.57%	
Vision Benefit		37.64		Benefits	Department	City-Wide	Total Hourly
Medicare	0.014500	262.20		& Overhead	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 7,022.94	38.84%	\$167.37	\$75.06	\$49.48	\$291.91
		Annual Salar	y + Benefits	\$301,269.20			

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

Step A							
Step A		\$10,518.27	/Month	\$70.12	/Hour		
		φ10,510.27	/IVIOIIIII	φ/0.12	/IIoui		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	894.86	i		Non-Swori	n Director	
PERS - Employer	0.139750	1,563.21					
PERS Survivor		2.00	1				
Management Incentive		667.48					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance Life Insurance	0.009500	99.92 48.28					
Deferred Comp.	0.000255	110.00					
Workers Comp.	0.030200	317.65			37.73%	29.57%	
Vision Benefit	0.030200	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	152.51		& Benefits	Overhead Overhead	Overhead	Rate
			=				
	Total Benefits	\$ 4,986.24	47.41%	\$103.36	\$39.00	\$30.56	\$172.92
		Annual Sala	ry + Benefits	\$186,054.09	=		
Step B							
		\$11,043.49	/Month	\$73.62	/Hour		
		422,01011	,1,1011011				
	Total Benefits	\$5,132.53	46.48%	\$107.84	\$40.69	\$31.88	\$180.41
		. 101	D 64	#104 110 05			
		Annuai Saia	ry + Benefits	\$194,112.27	=		
Step C							
•		\$11,596.45	/Month	\$77.31	/Hour		
		•					
	Total Benefits	\$5,286.55	45.59%	\$112.55	\$42.47	\$33.28	\$188.30
		Annual Sala	ry + Benefits	\$202,596.05			
		Alliluai Sala	iy + Delicitis	\$202,390.03	=		
Step D							
		\$12,177.14	/Month	\$81.18	/Hour		
	Total Benefits	\$5,448.30	44.74%	\$117.50	\$44.33	\$34.74	\$196.58
		A 101	. D. 6*4	6311 505 65			
		Annual Sala	ry + Benefits	\$211,505.27	•		
Step E							
		\$12,785.56	/Month	\$85.24	/Hour		
	Total Benefits	\$5,617.77	43.94%	\$122.69	\$46.29	\$36.27	\$205.25
		Annual Sala	ry + Benefits	\$220,839.94			

Code Enforcement Officer I Department: Community Development

	D	cpur unenu	Communit	y Developmen	•		
Step A							
		\$4,772.05	/Month	\$31.81	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	oorv	
<u></u>	·						
PERS - Employee	0.080000	381.76			Office En	nployees	
PERS - Employer PERS Survivor	0.139750	666.89 2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	45.33	3				
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	144.12			50.54%	29.57%	
Vision Benefit	0.044500	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	69.19	<u>) </u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,445.42	51.24%	\$48.12	\$24.32	\$14.23	\$86.66
		Annual Sala	ary + Benefits	\$86,609.68	ı		
G. B.							
Step B		Φ = 044 3 6	0.5				
		\$5,011.26	/Month	\$33.41	/Hour		
	Total Benefits	\$2,505.15	49.99%	\$50.11	\$25.33	\$14.81	\$90.25
		Annual Sala	ry + Benefits	\$90,196.98	:		
Step C							
•		\$5,262.60	/Month	\$35.08	/Hour		
	Total Benefits	\$2,574.01	48.91%	\$52.24	\$26.40	\$15.45	\$94.09
		Annual Sala	ry + Benefits	\$94,039.31			
					1		
Step D							
		\$5,526.08	/Month	\$36.84	/Hour		
	Total Benefits	\$2,646.19	47.89%	\$54.48	\$27.54	\$16.11	\$98.13
	Total Dellettis	φ2,040.19	47.05%	Ф 34.48	φ41.5 4	φ10.11	ф70 .13
		Annual Sala	ry + Benefits	\$98,067.24	i		
~ 5							
Step E		Φ Ε 001 (0	/N /L	440	/**		
		\$5,801.69	/Iviontn	\$38.68	/Hour		
	Total Benefits	\$2,721.69	46.91%	\$56.82	\$28.72	\$16.80	\$102.34

		Annual Sala	ry + Benefits	\$102,280.60	:		

Code Enforcement Officer II Department: Community Development

	D	cpai amena.	Communit	y Developmen	•		
Step A							
		\$5,262.60	/Month	\$35.08	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	oorv	
	·						
PERS - Employee	0.080000	421.01			Office En	nployees	
PERS - Employer	0.139750	735.45					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	49.99					
Life Insurance	0.00,200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	158.93	1		50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	76.31	<u>.</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,579.81	49.02%	\$52.28	\$26.42	\$15.46	\$94.16
		Annual Sala	ry + Benefits	\$94,108.91			
		Alliluai Sala	ny + benefits	φ94,100.91	•		
Step B							
		\$5,526.08	/Month	\$36.84	/Hour		
	Total Benefits	\$2,646.19	47.89%	\$54.48	\$27.54	\$16.11	\$98.13
		Annual Sala	ry + Benefits	\$98,067.24			
			iry - Denemes	ψ>0,007.21	•		
Step C							
*		\$5,801.69	/Month	\$38.68	/Hour		
	Total Benefits	\$2,721.69	46.91%	\$56.82	\$28.72	\$16.80	\$102.34
		Annual Sala	ry + Benefits	\$102,280.60			
		Alliuai Sala	ny + benefits	φ102,200.00	1		
Step D							
		\$6,091.17	/Month	\$40.61	/Hour		
	Total Benefits	\$2,801.00	45.98%	\$59.28	\$29.96	\$17.53	\$106.77
		Annual Sala	ry + Benefits	\$106,705.99			
		Amiuai Sala	ir y Denemis	Ψ100,703.77	ŀ		
Step E							
		\$6,396.25	/Month	\$42.64	/Hour		
		ŕ				***	
	Total Benefits	\$2,884.57	45.10%	\$61.87	\$31.27	\$18.29	\$111.44
		Annual Sala	ry + Benefits	\$111,369.87			
		riiiidai Dala	i j i Deliciios	ΨΙΙΙ,ΟΟΣΙΟ	1		

Collection System Worker I Department: Public Works

Step A						
		\$4,073.49 /Month	\$27.16	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	325.88		Public Works -	Maintenance	
PERS - Employer	0.139750	569.27				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	38.70				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	123.02		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	59.07	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,254.05 55.33%	\$42.18	\$43.86	\$12.47	\$98.52
		Annual Salary + Benefits	\$75,930.51	:		
Step B						
		\$4,278.03 /Month	\$28.52	/Hour		
		•				
	Total Benefits	\$2,304.29 53.86%	\$43.88	\$45.63	\$12.97	\$102.48
		Annual Salary + Benefits	\$78,987.80			
		rimidal Salary / Delicities	ψ70 , 507 . 00	į		
Step C						
		\$4,491.24 /Month	\$29.94	/Hour		
		•				
	Total Benefits	\$2,362.70 52.61%	\$45.69	\$47.51	\$13.51	\$106.71
		Annual Salary + Benefits	\$82,247.22	:		
G. B.						
Step D		\$4.716.50 BAA.	401 11	/TT		
		\$4,716.58 /Month	\$31.44			
	Total Benefits	\$2,424.43 51.40%	\$47.61	\$49.50	\$14.07	\$111.18
		Annual Salary + Benefits	\$85,692.09	-		
				<u> </u>		
Step E						
		\$4,952.32 /Month	\$33.02	/Hour		
	Total Benefits	\$2,489.01 50.26%	\$49.61	\$51.58	\$14.67	\$115.86
		Annual Salary + Benefits	\$89,295.94			
			4079E70174	:		

Collection System Worker II Department: Public Works

G. A						
Step A				_		
		\$4,491.24 /Month	\$29.94 /I	Hour		
<u>Benefit</u>	Multiplier			Categ	<u>gory</u>	
PERS - Employee	0.080000	359.30	Pu	ıblic Works -	Maintenance	
PERS - Employer	0.139750	627.65				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	42.67				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	135.64		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate I	Department	City-Wide	Total Hourly
Medicare	0.014500	65.12	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,368.50 52.74%	\$45.73	\$47.55	\$13.52	\$106.80
		Annual Salary + Benefits	\$82,316.82			
Step B						
ыср Б		\$4.716.50 /Month	ФЭ1 44 <i>Л</i>	T		
		\$4,716.58 /Month	\$31.44 /H	Hour		
	Total Benefits	\$2,424.43 51.40%	\$47.61	\$49.50	\$14.07	\$111.18
		Annual Salary + Benefits	\$85,692.09			
Step C						
		\$4,952.32 /Month	\$33.02 /H	Hour		
	Total Benefits	\$2,489.01 50.26%	\$49.61	\$51.58	\$14.67	\$115.86
						·
		Annual Salary + Benefits	\$89,295.94			
Step D						
		\$5,200.20 /Month	\$34.67 /H	Hour		
	Total Benefits	\$2,556.91 49.17%	\$51.71	\$53.77	\$15.29	\$120.77
		Annual Salary + Benefits	\$93,085.38			
			#20,300 to 0			
Step E						
		\$5,460.21 /Month	\$36.40 /H	Hour		
	Total Benefits	\$2,628.14 48.13%	\$53.92	\$56.07	\$15.94	\$125.93
		Annual Salary + Benefits	\$97,060.25			
			_			

Community Development Specialist Department: Community Development

Step A						
		\$5,557.28 /Month	\$37.05 /	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	444.58		Office Em	ployees	
PERS - Employer	0.139750	776.63				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	52.79				
Life Insurance		5.80 0.00				
Deferred Comp. Workers Comp.	0.030200	167.83		50.54%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate 1	Department	City-Wide	Total Hourly
Medicare	0.014500	80.58	& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	80.38	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,660.54 47.87%	\$54.79	\$27.69	\$16.20	\$98.67
		Annual Salary + Benefits	\$98,613.80			
Step B						
•		\$5,834.62 /Month	\$38.90 /1	Hour		
		·				
	Total Benefits	\$2,730.71 46.80%	\$57.10	\$28.86	\$16.88	\$102.84
		Annual Salary + Benefits	\$102,784.01			
Step C						
step C		\$6,125.84 /Month	\$40.84 /1	Цопе		
		\$0,123.04 /Wolldi	\$40.64 /I	Houi		
	Total Benefits	\$2,810.49 45.88%	\$59.58	\$30.11	\$17.61	\$107.30
		Annual Salary + Benefits	\$107,236.01			
		•				
Step D						
		\$6,432.65 /Month	\$42.88 /1	Hour		
	Total Benefits	\$2,894.54 45.00%	\$62.18	\$31.43	\$18.38	\$111.99
		Annual Salary + Benefits	\$111,926.33			
		•				
Step E						
		\$6,755.06 /Month	\$45.03 /1	Hour		
	Total Benefits	\$2,982.87 44.16%	\$64.92	\$32.81	\$19.19	\$116.92
		Annual Salary + Benefits	\$116,855.14			
		•				

Community Development Technician Department: Community Development

Step A						
		\$4,593.51 /Month	\$30.62	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	367.48		Office En	nployees	
PERS - Employer	0.139750	641.94				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance LTD Insurance	0.000500	152.46				
	0.009500	43.64 5.80				
Life Insurance Deferred Comp.		0.00				
Workers Comp.	0.030200	138.72		50.54%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	66.61	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	00.01	<u>a Benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,396.51 52.17%	\$46.60	\$23.55	\$13.78	\$83.93
		Annual Salary + Benefits	\$83,880.26	:		
Step B						
•		\$4,824.05 /Month	\$32.16	/Hour		
		•				
	Total Benefits	\$2,453.87 50.87%	\$48.52	\$24.52	\$14.34	\$87.39
		Annual Salary + Benefits	\$87,335.02			
		12	+0.,000.02			
Step C						
		\$5,064.99 /Month	\$33.77	/Hour		
	Total Benefits	\$2,519.87 49.75%	\$50.57	\$25.56	\$14.95	\$91.07
	Total Belletits	\$2,319.67 49.7370	φ30.37	φ23.30	Ф14.93	\$91.U/
		Annual Salary + Benefits	\$91,018.37	:		
Step D						
2.0p 2		\$5,318.07 /Month	\$35.45	/Hour		
	Total Benefits	\$2,589.21 48.69%	\$52.72	\$26.64	\$15.59	\$94.94
		Annual Salary + Benefits	¢04 007 20			
		Amiuai Saiary + Benefits	\$94,887.30	•		
Step E		ΦΕ Ε02 <u>20</u> 2.5				
		\$5,583.28 /Month	\$37.22	/Hour		
	Total Benefits	\$2,661.86 47.68%	\$54.97	\$27.78	\$16.25	\$99.00
		Annual Salary + Benefits	\$98,941.67			
				•		

Community Service Officer I Department: Police

G						
Step A						
		\$3,608.94 /Month	\$24.06	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	288.72		Non-Swor	rn Police	
PERS - Employer	0.139750	504.35				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	34.28				
Life Insurance		7.90				
Deferred Comp.		0.00				
Workers Comp.	0.030200	108.99		45.53%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	52.33	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,128.89 58.99%	\$38.25	\$17.42	\$11.31	\$66.98
		Annual Salary + Benefits	\$68,853.95			
Step B						
эсер В		\$3,789.21 /Month	\$25.2 <i>6</i>	/TT		
		\$3,769.21 /WOULI	\$25.26	/Hour		
	Total Benefits	\$2,170.37 57.28%	\$39.73	\$18.09	\$11.75	\$69.57
		Annual Salary + Benefits	\$71,515.01			
Step C						
*		\$3,978.15 /Month	\$26.52	/Hour		
		\$6,576.12 7.116.11.11	Ψ20.32	,110 u 1		
	Total Benefits	\$2,222.13 55.86%	\$41.34	\$18.82	\$12.22	\$72.38
		Annual Salary + Benefits	\$74,403.41			
Step D						
Step 5		\$4,177.49 /Month	\$27.85	/Hour		
	Total Benefits	\$2,276.74 54.50%	\$43.03	\$19.59	\$12.72	\$75.34
		Annual Salary + Benefits	\$77,450.80			
		Timuu Suidi y Denemis	Ψ11,450.00	! 		
Step E		Φ4 20 5 24 - 2.5 - 3				
		\$4,387.24 /Month	\$29.25	/Hour		
	Total Benefits	\$2,334.20 53.20%	\$44.81	\$20.40	\$13.25	\$78.46
		Annual Salary + Benefits	\$80,657.33			

Community Service Officer II Department: Police

Ct A							
Step A		Φ2 0 5 0 1 <i>5</i>	A. f 1	426 52	/T.T		
		\$3,978.15	/Month	\$26.52	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.080000	318.25			Non-Swo	rn Police	
PERS - Employer	0.139750	555.95					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	37.79					
Life Insurance		7.90					
Deferred Comp.	0.020200	0.00			45 500/	•• •••	
Workers Comp.	0.030200	120.14		Handa Data	45.53%	29.57%	Total Hannler
Vision Benefit Medicare	0.014500	37.64		Hourly Rate	Department	City-Wide Overhead	Total Hourly
Medicare	0.014500	57.68		& Benefits	Overhead	Overneau	Rate
	Total Benefits	\$ 2,230.03	56.06%	\$41.39	\$18.84	\$12.24	\$72.47
		Annual Salar	y + Benefits	\$74,498.21	:		
Step B							
		\$4,177.49	/Month	\$27.85	/Hour		
	T. 4.1 D C4.	f2 276 74	54.500/	\$42.02	¢10.50	¢12.72	ф 7.5. 2.4
	Total Benefits	\$2,276.74	54.50%	\$43.03	\$19.59	\$12.72	\$75.34
		Annual Salar	y + Benefits	\$77,450.80			
Step C							
		\$4,387.24	/Month	\$29.25	/Hour		
				****	***	*	
	Total Benefits	\$2,334.20	53.20%	\$44.81	\$20.40	\$13.25	\$78.46
		Annual Salar	v + Benefits	\$80,657.33			
			,	400,007100	:		
Step D							
		\$4,607.38	/Month	\$30.72	/Hour		
	Total Benefits	\$2,394.51	51.97%	\$46.68	\$21.25	\$13.80	\$81.73
			TD 44.	do4 000 T0			
		Annual Salar	y + Benefits	\$84,022.70	:		
Step E							
		\$4,837.92	/Month	\$32.25	/Hour		
	Total Benefits	\$2,457.67	50.80%	\$48.64	\$22.15	\$14.38	\$85.16
		Annual Salar	v + Benefits	\$87,547.06			
				, , , , , , , , , , , , , , , , , , , ,	!		

Construction Inspector I Department: Parks and Recreation

Medicare 0.014500 73.82 & Benefits Overhead Overhead R	l Hourly <u>Rate</u> 22.03
PERS - Employee 0.080000 407.28 Office Employees PERS - Employer 0.139750 711.47 PERS Survivor 2.00 2.00 Management Incentive 0.00 EAP 3.92 Health Insurance 936.30 Dental Insurance 152.46 LTD Insurance 5.80 Deferred Comp. 0.00 Workers Comp. 0.030200 Vision Benefit 37.64 Medicare 0.014500 Total Benefits \$ 2,532.80 49.75% \$50.83 \$56.18 \$15.03 \$12	Rate
PERS - Employer 0.139750 711.47 PERS Survivor 2.00 Management Incentive 0.00 EAP 3.92 Health Insurance 936.30 Dental Insurance 152.46 LTD Insurance 0.009500 Life Insurance 5.80 Deferred Comp. 0.00 Workers Comp. 0.030200 Vision Benefit 37.64 Hourly Rate Department City-Wide Total Medicare 0.014500 73.82 & Benefits Overhead Qverhead R Total Benefits \$ 2,532.80 49.75% \$50.83 \$56.18 \$15.03 \$12	Rate
PERS Survivor 2.00 Management Incentive 0.00 EAP 3.92 Health Insurance 936.30 Dental Insurance 152.46 LTD Insurance 5.80 Deferred Comp. 0.00 Workers Comp. 0.030200 Vision Benefit 37.64 Medicare 0.014500 Total Benefits \$ 2,532.80 49.75% \$50.83 \$56.18 \$15.03 \$12	Rate
Management Incentive 0.00 EAP 3.92 Health Insurance 936.30 Dental Insurance 152.46 LTD Insurance 0.009500 48.36 Life Insurance 5.80 Deferred Comp. 0.00 Workers Comp. 0.030200 153.75 Vision Benefit 37.64 Hourly Rate Department City-Wide Total Medicare 0.014500 73.82 & Benefits Overhead Overhead R	Rate
EAP 3.92 Health Insurance 936.30 Dental Insurance 152.46 LTD Insurance 0.009500 48.36 Life Insurance 5.80 Deferred Comp. 0.00 Workers Comp. 0.030200 153.75 Vision Benefit 37.64 Hourly Rate Department City-Wide Total Medicare 0.014500 73.82 & Benefits Overhead Qverhead P Total Benefits \$ 2,532.80 49.75% \$50.83 \$56.18 \$15.03 \$12	Rate
Health Insurance	Rate
Dental Insurance	Rate
LTD Insurance 0.009500 48.36 Life Insurance 5.80 Deferred Comp. 0.00 Workers Comp. 0.030200 153.75 Vision Benefit 37.64 Medicare 0.014500 73.82 Benefits Overhead Overhead Part	Rate
Life Insurance 5.80 Deferred Comp. 0.00 Workers Comp. 0.030200 153.75 Vision Benefit 37.64 Hourly Rate Department City-Wide Total Medicare 0.014500 73.82 & Benefits Overhead Overhead E Total Benefits \$ 2,532.80 49.75% \$50.83 \$56.18 \$15.03 \$12	Rate
Deferred Comp. 0.00 Workers Comp. 0.030200 153.75 110.54% 29.57%	Rate
Workers Comp. 0.030200 153.75 110.54% 29.57% Vision Benefit 37.64 Hourly Rate Department City-Wide Total Medicare 0.014500 73.82 & Benefits Overhead Overhead P Total Benefits \$ 2,532.80 49.75% \$50.83 \$56.18 \$15.03 \$12	Rate
Vision Benefit Medicare 37.64 Medicare Hourly Rate & Benefits Department Overhead City-Wide Total Overhead Total Benefits \$ 2,532.80 49.75% \$50.83 \$56.18 \$15.03 \$12	Rate
Medicare 0.014500 73.82 & Benefits Overhead Overhead R Total Benefits \$ 2,532.80 49.75% \$50.83 \$56.18 \$15.03 \$12	Rate
Total Benefits \$ 2,532.80 49.75% \$50.83 \$56.18 \$15.03 \$12	<u>_</u>
	22.03
Annual Salary + Ronofite \$01.495.50	
Annual Salary + Deficites #71,405.57	
Step B	
\$5,345.81 /Month \$35.64 /Hour	
Total Benefits \$2,596.80 48.58% \$52.95 \$58.53 \$15.65 \$12	27.14
Annual Salary + Benefits \$95,311.38	
Allitual Salary + Deficitis \$\frac{\psi 95,511.56}{}{}	
Step C	
\$5,612.75 /Month \$37.42 /Hour	
Total Benefits \$2,669.93 47.57% \$55.22 \$61.04 \$16.33 \$13	32.58
Annual Salary + Benefits \$99,392.19	
Step D	
\$5,893.56 /Month \$39.29 /Hour	
Total Benefits \$2,746.86 46.61% \$57.60 \$63.67 \$17.03 \$13	38.31
Annual Salary + Benefits \$103,685.05	
Aimuai Saiai y + Denenis #105,005.05	
Step E	
\$6,188.24 /Month \$41.25 /Hour	
Total Benefits \$2,827.59 45.69% \$60.11 \$66.44 \$17.77 \$14	44.32
Annual Salary + Benefits \$108,189.94	
Timum Juling Delicities #1005107/74	

Construction Inspector I Department: Public Works

Step A						
		\$5,091.00 /Month	\$33.94	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	407.28		Office En	nployees	
PERS - Employer	0.139750	711.47				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance Dental Insurance		936.30 152.46				
LTD Insurance	0.009500	48.36				
Life Insurance	0.009300	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	153.75		103.98%	29.57%	
Vision Benefit	0.020200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	73.82	& Benefits	Overhead Overhead	Overhead	Rate
	Total Benefits	\$ 2,532.80 49.75%	\$50.83	\$52.85	\$15.03	\$118.70
		Annual Salary + Benefits	\$91,485.59			
Step B						
		\$5,345.81 /Month	\$35.64	/Hour		
		·				
	Total Benefits	\$2,596.80 48.58%	\$52.95	\$55.06	\$15.65	\$123.66
		Annual Salary + Benefits	\$95,311.38			
		Amidai Salai y 1 Delicitis	ψ/3,311.30			
Step C						
		\$5,612.75 /Month	\$37.42	/Hour		
	Total Benefits	\$2,669.93 47.57%	\$55.22	\$57.41	\$16.33	\$128.96
		Annual Salary + Benefits	\$99,392.19			
			_			
Step D						
		\$5,893.56 /Month	\$39.29	/Hour		
	Total Benefits	\$2,746.86 46.61%	\$57.60	\$59.89	\$17.03	\$134.53
		Annual Salary + Benefits	\$103,685.05			
		Aminual Datal y + Delicities	ΨΙΟΟ,ΘΟΟΙΟ			
Step E						
		\$6,188.24 /Month	\$41.25	/Hour		
	Total Benefits	\$2,827.59 45.69%	\$60.11	\$62.49	\$17.77	\$140.37
		Annual Salary + Benefits	\$108,189.94			
			#200,100107			

Construction Inspector II Department: Parks and Recreation

Step A Benefit Mul	\$5,612.7	5 /Month	\$37.42	/Llour		
<u>Benefit</u> <u>Mul</u>		, 1,1011111	Ф37.42	/ nour		
	<u>tiplier</u>			<u>Cates</u>	gory	
PERS - Employee 0	0.080000 449.	.02		Office En	nployees	
PERS - Employer 0	0.139750 784.	.38				
PERS Survivor		.00				
Management Incentive		.00				
EAP		.92				
Health Insurance	936.					
Dental Insurance	152.					
	0.009500 53.					
Life Insurance		.80				
Deferred Comp.		.00				
*	0.030200 169.		** * * * * * * * * * * * * * * * * * * *	110.54%	29.57%	T
Vision Benefit	37.		Hourly Rate	Department	City-Wide	Total Hourly
Medicare 0	0.014500 81.	.38	& Benefits	Overhead	Overhead	Rate
Total E	Benefits \$ 2,675.7	73 47.679	% \$5 5.26	\$61.08	\$16.34	\$132.67
	Annual Sa	alary + Benefi	\$99,461.79	=		
Step B						
	\$5,893.5	6 /Month	\$39.29	/Hour		
	40,0000	71,1011111	ψ59.29	711001		
Total E	Benefits \$2,746.8	36 46.619	6 \$57.60	\$63.67	\$17.03	\$138.31
	Annual Sa	alary + Benefi	ts \$103,685.05			
			+	=		
Step C						
	\$6,188.2	4 /Month	\$41.25	/Hour		
Total F	Benefits \$2,827.5	59 45.699	6 \$60.11	\$66.44	\$17.77	\$144.32
Total	φ2,027.5	13.07		ψου	Ψ17.77	Ψ144.52
	Annual Sa	alary + Benefi	\$108,189.94	=		
Step D						
	\$6,498.5	2 /Month	\$43.32	/Hour		
Total F	Benefits \$2,912.5	59 44.829	6 \$62.74	\$69.35	\$18.55	\$150.64
	Annual Sa	alary + Benefi	ts \$112,933.31			
	Amiuai Se		Ψ112,733.31	=		
Step E						
	\$6,822.6	6 /Month	\$45.48	/Hour		
Total F	Benefits \$3,001.3	39 43.999	6 \$65.49	\$72.40	\$19.36	\$157.25
	Annual Co	alary + Benefi	ts \$117,888.57			
	Aimuai Se	marj - Benefi	Ψ111,000,51	= 		

Construction Inspector II Department: Public Works

Step A						
		\$5,612.75 /Month	\$37.42	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	449.02		Office En	nployees	
PERS - Employer	0.139750	784.38				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	53.32				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	169.51		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	81.38	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,675.73 47.67%	\$55.26	\$57.45	\$16.34	\$129.05
		Annual Salary + Benefits	\$99,461.79			
Step B						
		\$5,893.56 /Month	\$39.29	/Hour		
		ψ 3,073.20 / Wollin	ψ37.27	/110 u 1		
	Total Benefits	\$2,746.86 46.61%	\$57.60	\$59.89	\$17.03	\$134.53
		Annual Salary + Benefits	\$103,685.05			
		rimidal Salary Delicites	ψ105,005.05			
Step C						
		\$6,188.24 /Month	\$41.25	/Hour		
	Total Benefits	\$2,827.59 45.69%	\$60.11	\$62.49	\$17.77	\$140.37
	Total Belletits	\$2,027.39 43.09%	Ф00.11	Φ02.49	Φ1 /.//	\$140.57
		Annual Salary + Benefits	\$108,189.94			
Step D						
Step D		\$6,498.52 /Month	\$43.32	/Hour		
	Total Benefits	\$2,912.59 44.82%	\$62.74	\$65.23	\$18.55	\$146.52
		Annual Salary + Benefits	\$112,933.31			
Step E						
		\$6,822.66 /Month	\$45.48	/Hour		
	Total Benefits	\$3,001.39 43.99%	\$65.49	\$68.10	\$19.36	\$152.95
		Annual Salary + Benefits	\$117,888.57			
			¥22. j000ie1			

Cross-Connection Control Specialist Department: Public Works

Ston A						
Step A		\$4.720.05 /Month	\$31.47	/I I o u m		
		\$4,720.05 /Month	\$31.47 /	nour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	377.60	F	Public Works -	Maintenance	
PERS - Employer	0.139750	659.63				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	44.84				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	142.55		103.98%	29.57%	
Vision Benefit		37.64	•	Department	City-Wide	Total Hourly
Medicare	0.014500	68.44	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,431.18 51.51%	\$47.67	\$49.57	\$14.10	\$111.34
		Annual Salary + Benefits	\$85,814.73			
~ 5						
Step B						
		\$4,955.79 /Month	\$33.04 /	/Hour		
	Total Benefits	\$2,489.96 50.24%	\$49.64	\$51.61	\$14.68	\$115.93
	Total Belletits	\$2,469.90 30.2470	φ 42.04	φ31.01	φ 14. 00	φ113.93
		Annual Salary + Benefits	\$89,348.98			
Step C						
*		\$5,203.67 /Month	\$34.69 /	/Hour		
		\$ -	Ψ3 1.05 7	11041		
	Total Benefits	\$2,557.87 49.16%	\$51.74	\$53.80	\$15.30	\$120.84
		Annual Salary + Benefits	\$93,138.42			
Step D						
		\$5,463.68 /Month	\$36.42 /	/Hour		
	Total Benefits	\$2,629.10 48.12%	\$53.95	\$56.10	\$15.95	\$126.00
		Annual Salary + Benefits	\$97,113.30			
		Annual Salat y + Delicitis	φ91,113.30			
Step E						
		\$5,737.55 /Month	\$38.25 /	/Hour		
	Total Benefits	\$2,704.12 47.13%	\$56.28	\$58.51	\$16.64	\$131.43
		A	\$101.300.0 7			
		Annual Salary + Benefits	\$101,300.06			

Deputy City Attorney Department: City Attorney

Step A							
Step 11		\$7,221.34	/Month	\$48.14	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.080000	577.71		Non Sw	orn Manageme	nt & Mid Mar	nagamant
PERS - Employer	0.139750	1,009.18		Non-Sw	om Manageme	iii & iviid-iviai	iagement
PERS Survivor	0.137730	2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	68.60					
Life Insurance	0.000255	33.15					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.030200	218.08			51.83%	29.57%	
Vision Benefit	0.030200	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	104.71		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.014500	 104.71	-	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 3,253.75	45.06%	\$69.83	\$36.19	\$20.65	\$126.67
		Annual Sala	ry + Benefits	\$125,701.10	:		
Step B							
		\$7,581.89	/Month	\$50.55	/Hour		
	Total Benefits	\$3,354.18	44.24%	\$72.91	\$37.79	\$21.56	\$132.25
		Annual Sala	ry + Benefits	\$131,232.84	ı		
Step C							
1		\$7,961.51	/Month	\$53.08	/Hour		
	Total Benefits	\$3,459.92	43.46%	\$76.14	\$39.46	\$22.51	\$138.12
		Annual Sala	ry + Benefits	\$137,057.15	_		
Ct D					•		
Step D		\$8,360.19	/Month	\$55.73	/Hour		
	Total Benefits	\$3,570.97	42.71%	\$79.54	\$41.22	\$23.52	\$144.28
	Total Belieffts				Ψ1.22	Ψ23.32	Ψ144,20
		Annual Sala	ry + Benefits	\$143,173.89	·		
Step E		¢0 777 04	Month	\$50.50	/11		
		\$8,777.94		\$58.52			
	Total Benefits	\$3,687.33	42.01%	\$83.10	\$43.07	\$24.57	\$150.74
		Annual Sala	ry + Benefits	\$149,583.21	•		

Deputy Director of Public Works / Operations Department: Public Works

Stop A								
Step A			\$8,831.67	/Month	\$58.88	/Hour		
			ψ0,051.07	/ IVIOIIIII	ψ50.00	/IIoui		
<u>Benefit</u>	<u>Multiplier</u>					Cates	gory	
PERS - Employee	0.080000		706.53	;	Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.139750		1,234.23	3		_		_
PERS Survivor			2.00)				
Management Incentive			0.00					
EAP			3.92	!				
Health Insurance			936.30					
Dental Insurance			152.46					
LTD Insurance	0.009500		83.90					
Life Insurance	0.000255		40.54					
Deferred Comp.			110.00					
Workers Comp.	0.030200		266.72			103.98%	29.57%	
Vision Benefit	0.044700		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500		128.06	<u> </u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$	3,702.29	41.92%	\$83.56	\$86.88	\$24.70	\$195.15
				Domofita	¢150 407 56			
			Annuai Saia	ry + Benefits	\$150,407.56	•		
Step B								
			\$9,273.69	/Month	\$61.82	/Hour		
	Total Benefits		\$3,825.41	41.25%	\$87.33	\$90.80	\$25.82	\$203.94
			Annual Sala	ry + Benefits	\$157,189.24	ı		
Step C								
Step C			\$9,738.24	/Month	\$64.92	/Hour		
	Total Benefits		\$3,954.81	40.61%	\$91.29	\$94.92	\$26.99	\$213.19
						** · · · ·	1	+ -
			Annual Sala	ry + Benefits	\$164,316.59	<u> </u>		
Step D								
	_	\$	610,225.33	/Month	\$68.17	/Hour		
	Total Benefits		\$4,090.48	40.00%	\$95.44	\$99.23	\$28.22	\$222.89
			Annual Sala	ry + Benefits	\$171,789.76			
				-				
Step E		•	510,736.68	/Month	\$71.58	/Hour		
		Φ						***
	Total Benefits		\$4,232.91	39.42%	\$99.80	\$103.76	\$29.51	\$233.07
			Annual Sala	ry + Benefits	\$179,635.14			

Director of Community Development Department: Community Development

Step A							
Step 11		\$10,518.27	/Month	\$70.12	/Hour		
<u>Benefit</u>	Multiplier				<u>Cate</u>	gory	
PERS - Employee	0.080000	894.86			Non-Swor	n Director	
PERS - Employer	0.139750	1,563.21					
PERS Survivor		2.00					
Management Incentive		667.48					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	99.92					
Life Insurance	0.000255	48.28					
Deferred Comp.		110.00					
Workers Comp.	0.030200	317.65			50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	 152.51	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 4,986.24	47.41%	\$103.36	\$52.24	\$30.56	\$186.16
		Annual Sala	ry + Benefits	\$186,054.09			
Step B							
		\$11,043.49	/Month	\$73.62	/Hour		
	Total Benefits	\$5,132.53	46.48%	\$107.84	\$54.50	\$31.88	\$194.23
		Annual Sala	ry + Benefits	\$194,112.27	•		
Step C							
Step C		\$11,596.45	/Month	\$77.31	/Hour		
		Ψ11,570.45	/Wionth	ψ//.51	/11oui		
	Total Benefits	\$5,286.55	45.59%	\$112.55	\$56.89	\$33.28	\$202.72
		Annual Sala	ry + Benefits	\$202,596.05			
~ D							
Step D		¢12 177 14	Month	001 10	/II ave		
		\$12,177.14	/ IVIOIIUI	\$81.18	/ MOUT		
	Total Benefits	\$5,448.30	44.74%	\$117.50	\$59.39	\$34.74	\$211.63
		Annual Sala	ry + Benefits	\$211,505.27	•		
Step E							
		\$12,785.56	/Month	\$85.24	/Hour		
	Total Benefits	\$5,617.77	43.94%	\$122.69	\$62.01	\$36.27	\$220.97
		Annual Sala	ry + Benefits	\$220,839.94	<u>.</u>		

Director of Parks and Recreation Department: Parks and Recreation

C4 A							
Step A		¢10 510 25	/N f =41-	¢70.13	/T T		
		\$10,518.27	/Month	\$70.12	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	894.86			Non-Sworn	n Director	
PERS - Employer	0.139750	1,563.21					
PERS Survivor		2.00					
Management Incentive		667.48					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	99.92					
Life Insurance	0.000255	48.28					
Deferred Comp.		110.00					
Workers Comp.	0.030200	317.65			110.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	 152.51	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 4,986.24	47.41%	\$103.36	\$114.26	\$30.56	\$248.18
		Annual Sala	ry + Benefits	\$186,054.09	<u>.</u>		
					-		
Step B							
		\$11,043.49	/Month	\$73.62	/Hour		
	Total Benefits	\$5,132.53	46.48%	\$107.84	\$119.21	\$31.88	\$258.93
		Annual Sala	ry + Benefits	\$194,112.27			
g, G							
Step C		411 507 45	/N f = 41	AFF 24	~~		
		\$11,596.45	/Month	\$77.31	/Hour		
	Total Benefits	\$5,286.55	45.59%	\$112.55	\$124.42	\$33.28	\$270.25
		Annual Sala	ry + Benefits	\$202,596.05			
Step D							
		\$12,177.14	/Month	\$81.18	/Hour		
	Total Benefits	\$5,448.30	44.74%	\$117.50	\$129.89	\$34.74	\$282.13
		Annual Sala	ry + Benefits	\$211,505.27			
				, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	=		
Step E							
		\$12,785.56	/Month	\$85.24	/Hour		
	Total Benefits	\$5,617.77	43.94%	\$122.69	\$135.62	\$36.27	\$294.58
		Annual Sala	ry + Benefits	\$220,839.94	_		

Director of Public Works / City Engineer Department: Public Works

Step A							=
Step A		\$11,173.50	/Month	\$74.49	/Hour		
Donofit	Multiplian	, ,				TO MY	
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.080000	950.60	1		Non-Sworn	n Director	
PERS - Employer	0.139750	1,660.59	1				
PERS Survivor		2.00	ı				
Management Incentive		709.06					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	106.15					
Life Insurance	0.000255	51.29					
Deferred Comp.		110.00					
Workers Comp.	0.030200	337.44			103.98%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	162.02	_	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 5,219.46	46.71%	\$109.29	\$113.63	\$32.31	\$255.23
			D 614	Φ10 < E 1 = ==			
		Annual Sala	ry + Benefits	\$196,715.55	•		
. –							
Step B							
		\$11,731.65	/Month	\$78.21	/Hour		
	Total Benefits	\$5,374.93	45.82%	\$114.04	\$118.58	\$33.72	\$266.34
		A 16.1	. D. 64	φ20 <i>5</i> 2 5 0 0ζ			
		Annuai Sala	ry + Benefits	\$205,278.96	•		
~ ~							
Step C							
		\$12,317.54	/Month	\$82.12	/Hour		
		4		****	****	4== 40	*** *********************************
	Total Benefits	\$5,538.12	44.96%	\$119.04	\$123.77	\$35.19	\$278.00
			D 614	#2142/808			
		Annual Sala	ry + Benefits	\$214,267.97	•		
Step D							
		\$12,932.90	/Month	\$86.22	/Hour		
		•					
	Total Benefits	\$5,709.53	44.15%	\$124.28	\$129.22	\$36.74	\$290.25
		Annual Sala	ry + Benefits	\$223,709.11	=		
Step E							
		\$13,579.46	/Month	\$90.53	/Hour		
		,					
	Total Benefits	\$5,889.62	43.37%	\$129.79	\$134.95	\$38.37	\$303.12
		Annual Sala	ry + Benefits	\$233,628.95	=		

Economic Development Manager Department: Community Development

			· · · · · · · · · · · · · · · · · ·	Developmen			
Step A							
		\$7,845.37	/Month	\$52.30	/Hour		
75 64		•			~ .		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	627.63	1	Non-Swe	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	1,096.39)				
PERS Survivor		2.00)				
Management Incentive		0.00					
EAP		3.92	2				
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	74.53					
Life Insurance	0.000255	36.01					
Deferred Comp.		110.00					
Workers Comp.	0.030200	236.93			50.54%	29.57%	
Vision Benefit	0.044500	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	113.76	<u>)</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,427.57	43.69%	\$75.15	\$37.98	\$22.22	\$135.36
		Annual Sala	ry + Benefits	\$135,275.27			
					•		
Step B							
		\$8,237.12	/Month	\$54.91	/Hour		
		·					
	Total Benefits	\$3,536.69	42.94%	\$78.49	\$39.67	\$23.21	\$141.37
			D #4	\$1.41.00 7 .60			
		Annuai Sala	ry + Benefits	\$141,285.69	•		
C C							
Step C		*****					
		\$8,649.67	/Month	\$57.66	/Hour		
	Total Benefits	\$3,651.60	42.22%	\$82.01	\$41.45	\$24.25	\$147.70
	Total Belieffts	\$5,051.00	42.2270	Ф02.01	Ф41.43	Ф24.23	\$147.70
		Annual Sala	ry + Benefits	\$147,615.23			
				, , , , , , , , , , , , , , , , , , , ,	•		
Step D							
		\$9,083.02	/Month	\$60.55	/Hour		
		Ψ2,003.02	/ 1V1 O11111	φυυ.33	/110ul		
	Total Benefits	\$3,772.30	41.53%	\$85.70	\$43.31	\$25.34	\$154.35
		Annual Sala	ry + Benefits	\$154,263.89	•		
					<u> </u>		
Step E							
		\$9,537.17	/Month	\$63.58	/Hour		
	Total Benefits	\$3,898.80	40.88%	\$89.57	\$45.27	\$26.48	\$161.33
			ъ «.	h4 <4 ***			
		Annual Sala	ry + Benefits	\$161,231.68	<u>.</u>		

Electrician **Department: Public Works**

		Department, Tubii				
Step A						
		\$4,902.06 /Month	\$32.68	/Hour		
D an a 64	M14:1:			Cata		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	392.16		Public Works -	Maintenance	
PERS - Employer	0.139750	685.06				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	46.57				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	148.04		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	71.08	& Benefits	Overhead	Overhead	Rate
		·				
	Total Benefits	\$ 2,481.04 50.61%	\$49.22	\$51.18	\$14.55	\$114.95
		Annual Salary + Benefits	\$88,597.19	i.		
Step B						
_		\$5,146.46 /Month	\$34.31	/Hour		
		+-,-:o::-	,,,,,,,			
	Total Benefits	\$2,542.19 49.40%	\$51.26	\$53.30	\$15.15	\$119.71
		Annual Salary + Benefits	\$92,263.83	•		
Step C						
		\$5,403.01 /Month	\$36.02	/Hour		
		42,102.02 ,1,120.001	φεσ.σ2	711041		
	Total Benefits	\$2,612.47 48.35%	\$53.44	\$55.56	\$15.80	\$124.80
		Annual Salary + Benefits	\$96,185.82			
				·		
Step D						
		\$5,673.42 /Month	\$37.82	/Hour		
		ψυουτυστε /IVIUIIIII	φ31.02	/110u1		
	Total Benefits	\$2,686.55 47.35%	\$55.73	\$57.95	\$16.48	\$130.16
					:	·
		Annual Salary + Benefits	\$100,319.68			
		·	· · · · · · · · · · · · · · · · · · ·	!		
Step E						
		\$5.057.70 /Manth	620.72	/Hour		
		\$5,957.70 /Month	\$39.72	/ riour		
	Total Benefits	\$2,764.43 46.40%	\$58.15	\$60.46	\$17.19	\$135.80
	1 our Donoing	φ <u>2,</u> 701113 τοιτο/0	ψ20.12	ψυυ•τυ	Ψ=1.12	Ψ100.00
		Annual Salary + Benefits	\$104,665.58			
			420.,000.00	!		

Engineering Manager Department: Public Works

Step A							
		\$8,460.73	/Month	\$56.40	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	676.86		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.139750	1,182.39					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance	0.009500	80.38					
Life Insurance	0.000255	38.83					
Deferred Comp.		110.00					
Workers Comp.	0.030200	255.51			103.98%	29.57%	m . 1 TT 1
Vision Benefit	0.014500	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	122.68	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,598.97	42.54%	\$80.40	\$83.59	\$23.77	\$187.76
		Annual Sala	ry + Benefits	\$144,716.42	=		
Step B							
~F =		\$8,883.68	/Month	\$59.22	/Hour		
	T-4-1 D	·		¢94.00	¢07.24	\$34.94	¢107 10
	Total Benefits	\$3,716.78	41.84%	\$84.00	\$87.34	\$24.84	\$196.18
		Annual Sala	ry + Benefits	\$151,205.52	•		
Step C							
		\$9,327.43	/Month	\$62.18	/Hour		
	Total Benefits	\$3,840.38	41.17%	\$87.79	\$91.27	\$25.95	\$205.01
					,	•	,
		Annual Sala	ry + Benefits	\$158,013.75	•		
Step D							
		\$9,793.71	/Month	\$65.29	/Hour		
	Total Benefits	\$3,970.26	40.54%	\$91.76	\$95.41	\$27.13	\$214.30
						•	•
		Annual Sala	ry + Benefits	\$165,167.64	•		
Step E							
		\$10,284.26	/Month	\$68.56	/Hour		
	Total Benefits	\$4,106.90	39.93%	\$95.94	\$99.75	\$28.37	\$224.06
		Annual Sala	ry + Benefits	\$172,693.89			
		· · · · · · · · · · · · · · · · · · ·	Z _J · Donones	Ψ1.2,020.03	=		

Engineering Services Specialist Department: Public Works

Step A					
		\$5,897.03 /Month	\$39.31 /Hour	•	
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance	0.080000 0.139750	471.76 824.11 2.00 0.00 3.92 936.30	0	ffice Employees	
Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit	0.009500 0.030200	152.46 56.02 5.80 0.00 178.09 37.64		98% 29.57% rtment City-Wide	Total Hourly
Medicare	0.014500	85.51		chead Overhead	Rate
	Total Benefits	\$ 2,753.61 46.69%	\$57.67	\$59.96 \$17.05	\$134.68
		Annual Salary + Benefits	\$103,807.70		
Step B	Total Benefits	\$6,191.70 /Month \$2,828.54 45.68% Annual Salary + Benefits	\$41.28 /Hour \$60.13 \$62 \$108,242.83	2.53 \$17.78	\$140.44
Step C	Total Benefits	\$6,501.98 /Month \$2,913.54 44.81% Annual Salary + Benefits	\$43.35 /Hour \$62.77 \$65 \$112,986.21	5.27 \$18.56	\$146.59
Step D	Total Benefits	\$6,827.86 /Month \$3,002.81 43.98% Annual Salary + Benefits	\$45.52 /Hour \$65.54 \$68 \$117,968.07	3.14 \$19.38	\$153.06
Step E	Total Benefits	\$7,169.34 /Month \$3,096.36 43.19% Annual Salary + Benefits	\$47.80 /Hour \$68.44 \$71 <u>\$123,188.41</u>	16 \$20.23	\$159.83

Engineering Technician Department: Public Works

		Department. Tu	
Step A			
		\$5,130.86 /Month	\$34.21 /Hour
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>
PERS - Employee	0.080000	410.47	Office Employees
PERS - Employer	0.139750	717.04	
PERS Survivor		2.00	
Management Incentive		0.00	
EAP		3.92	
Health Insurance		936.30	
Dental Insurance	0.000.700	152.46	
LTD Insurance	0.009500	48.74	
Life Insurance		5.80	
Deferred Comp.	0.020200	0.00 154.95	102.000/ 20.500/
Workers Comp. Vision Benefit	0.030200	37.64	103.98% 29.57% Hourly Rate Department City-Wide Total Hourly
Medicare	0.014500	74.40	& Benefits Overhead Overhead Rate
Wiedicare	0.014300	74.40	de Benefits Overneau Overneau Raic
	Total Benefits	\$ 2,543.72 49.589	% \$51.16 \$53.20 \$15.13 \$119.49
		Annual Salary + Benefi	sts <u>\$92,094.95</u>
Stop D			
Step B		ΦΕ 20Ε 41 /N A	40 7 00 77
		\$5,387.41 /Month	\$35.92 /Hour
	Total Benefits	\$2,608.20 48.419	% \$53.30 \$55.42 \$15.76 \$124.49
		+-, ,,,,,,,,,	, , , , , , , , , , , , , , , , , , , ,
		Annual Salary + Benefi	ts <u>\$95,947.33</u>
Step C			
step C		\$5 (5(00 /Mandle	Ф27 71 /II
		\$5,656.08 /Month	\$37.71 /Hour
	Total Benefits	\$2,681.80 47.419	% \$55.59 \$57.80 \$16.43 \$129.82
		. ,	
		Annual Salary + Benefi	ts <u>\$100,054.60</u>
Stop D			
Step D		\$5,938.63 /Month	\$39.59 /Hour
	Taral D. C.		
	Total Benefits	\$2,759.21 46.469	% \$57.99 \$60.29 \$17.14 \$135.42
		Annual Salary + Benefi	sts <u>\$104,374.05</u>
Step E			
		\$6,235.04 /Month	\$41.57 /Hour
	Total Benefits	\$2,840.41 45.569	% \$60.50 \$62.91 \$17.89 \$141.30
		Annual Salary + Benefi	sts <u>\$108,905.39</u>

Equipment Mechanic Department: Public Works

Step A						
		\$4,614.31 /Month	\$30.76 /Ho	our		
<u>Benefit</u>	<u>Multiplier</u>			Catego	ory	
PERS - Employee	0.080000	369.14	Publi	ic Works -	Maintenance	
PERS - Employer	0.139750	644.85				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	43.84				
Life Insurance		5.80 0.00				
Deferred Comp. Workers Comp.	0.030200	139.35	10	03.98%	29.57%	
Vision Benefit	0.030200	37.64		os.98% partment	29.57% City-Wide	Total Hourly
Medicare	0.014500	66.91	-	verhead	Overhead	Rate
Medicale	0.014300	00.91	& Delients Ov	reineau	Overneau	Nate
	Total Benefits	\$ 2,402.21 52.06%	\$46.78	\$48.64	\$13.83	\$109.24
		Annual Salary + Benefits	\$84,198.24			
Step B						
•		\$4,844.85 /Month	\$32.30 /Hou	ır		
		·				
	Total Benefits	\$2,459.57 50.77%	\$48.70 \$	50.63	\$14.40	\$113.72
		Annual Salary + Benefits	\$87,653.00			
Step C						
		\$5,087.53 /Month	\$33.92 /Hou	ır		
	Total Benefits	\$2,526.05 49.65%	\$50.76 \$	52.77	\$15.01	\$118.54
	Town Donors	φ=,ε=οισε	φου φ		Ψ10101	Ψ11000
		Annual Salary + Benefits	\$91,362.95			
Step D						
		\$5,342.34 /Month	\$35.62 /Hou	ır		
	Total Benefits	\$2,595.85 48.59%	\$52.92 \$	55.02	\$15.65	\$123.59
		Annual Calamy Dansette	\$05.259.22			
		Annual Salary + Benefits	\$95,258.33			
Step E						
		\$5,609.28 /Month	\$37.40 /Hou	ır		
	Total Benefits	\$2,668.98 47.58%	\$55.19 \$	57.38	\$16.32	\$128.89
		Annual Salary + Benefits	\$99,339.15			
			· · · · · · · · · · · · · · · · · · ·			

Executive Assistant Department: Administration

Ston A				
Step A		\$4,829.25 /Month	\$32.20 /Hour	
		\$4,829.25 /WOULD	\$32.20 / Hour	
<u>Benefit</u>	Multiplier		<u>Cat</u>	<u>egory</u>
PERS - Employee	0.080000	386.34	Office I	Employees
PERS - Employer	0.139750	674.89		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	45.88		
Life Insurance		5.80		
Deferred Comp.		0.00		
Workers Comp.	0.030200	145.84	44.84%	29.57%
Vision Benefit		37.64	Hourly Rate Departmen	
Medicare	0.014500	70.02	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,461.09 50.96%	\$48.60 \$21.80	\$14.37 \$84.77
		A1 C - 1 D 64	ΦΩ 7. 4Ω4.13	
		Annual Salary + Benefits	\$87,484.12	
Ston D				
Step B		ΦΕ 070 20 /N/ /l-	ф22.00 /II	
		\$5,070.20 /Month	\$33.80 /Hour	
	Total Benefits	\$2,521.30 49.73%	\$50.61 \$22.70	\$14.96 \$88.27
		Annual Salary + Benefits	\$91,098.02	
Cu C				
Step C		4.5.00.05		
		\$5,323.27 /Month	\$35.49 /Hour	
	Total Benefits	\$2,590.63 48.67%	\$52.76 \$23.66	\$15.60 \$92.02
	Total Belieffts	Ψ2,370.03 +0.0770	φ22.70 φ23.00	Ψ13.00 Ψ,2.02
		Annual Salary + Benefits	\$94,966.80	
Step D				
		\$5,590.22 /Month	\$37.27 /Hour	
	Tatal D C.	\$0.660.76 A7.650	φ <i>ΕΕ</i> ΔΟ - ΦΔΑ CO	\$1.6.37 \$05.05
	Total Benefits	\$2,663.76 47.65%	\$55.03 \$24.68	\$16.27 \$95.97
		Annual Salary + Benefits	\$99,047.77	
			T 7" ****	
Step E				
		\$5,869.29 /Month	\$39.13 /Hour	
		•		
	Total Benefits	\$2,740.21 46.69%	\$57.40 \$25.74	\$16.97 \$100.11
		A	φ102 214 02	
		Annual Salary + Benefits	\$103,314.02	

Executive Assistant Department: City Attorney

~ .				
Step A				
		\$4,829.25 /Month	\$32.20 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Cat	<u>egory</u>
PERS - Employee	0.080000	386.34	Office F	Employees
PERS - Employer	0.139750	674.89		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	45.88		
Life Insurance		5.80		
Deferred Comp.		0.00		
Workers Comp.	0.030200	145.84	51.83%	29.57%
Vision Benefit		37.64	Hourly Rate Departmen	
Medicare	0.014500	70.02	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,461.09 50.96%	\$48.60 \$25.19	\$14.37 \$88.16
		Annual Salary + Benefits	\$87,484.12	
		Alliuai Salai y + Delleitts	\$07,404.12	
Step B				
Step D		\$5,070.20 /Month	¢22.00 /II	
		\$5,070.20 /William	\$33.80 /Hour	
	Total Benefits	\$2,521.30 49.73%	\$50.61 \$26.23	\$14.96 \$91.80
		Annual Salary + Benefits	\$91,098.02	
Step C				
Step C		ΦΕ 222 ΔΕ - Δ	007.10.77	
		\$5,323.27 /Month	\$35.49 /Hour	
	Total Benefits	\$2,590.63 48.67%	\$52.76 \$27.34	\$15.60 \$95.70
	1000120110110	φ 2, ε>οισε	φ=1σ φ=7σ :	φ20100 φ20110
		Annual Salary + Benefits	\$94,966.80	
Step D				
		\$5,590.22 /Month	\$37.27 /Hour	
	Total Benefits	\$2,663.76 47.65%	\$55.03 \$28.52	\$16.27 \$99.81
	Total Delicitis	φ2,003.70 47.0370	φυυ .υυ υ φ Δυ. υΔ	φ±U• <i>Δ1</i>
		Annual Salary + Benefits	\$99,047.77	
		<u>-</u>		
Step E				
	_	\$5,869.29 /Month	\$39.13 /Hour	
	T 1 D C.	Φ0.740.01 4.6.60°/	φ <i>επ 4</i> Ω φ <u>αΩ = =</u>	01 € 07 04044
	Total Benefits	\$2,740.21 46.69%	\$57.40 \$29.75	\$16.97 \$104.11
		Annual Salary + Benefits	\$103,314.02	
		Amidai Saidi y Delicitis	ψ 1 00φ017002	

Executive Assistant Department: Police

		-		1
Step A				
		\$4,829.25 /Month	\$32.20 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>	
PERS - Employee	0.080000	386.34	Office Employees	
PERS - Employer	0.139750	674.89		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	45.88		
Life Insurance		5.80		
Deferred Comp.		0.00		
Workers Comp.	0.030200	145.84	45.53% 29.57%	
Vision Benefit		37.64	Hourly Rate Department City-Wide Total Ho	
Medicare	0.014500	70.02	& Benefits Overhead Overhead Rate	<u>e</u>
	Total Benefits	\$ 2,461.09 50.96	% \$48.60 \$22.13 \$14.37 \$85.10	0
		Annual Salary + Benefi	its \$87,484.12	
		Amiuai Salai y + Denen	ψο/, +04.12	
Step B				
Step D		\$5,070.20 /Month	¢22.90 /Hour	
		\$5,070.20 /Monun	\$33.80 /Hour	
	Total Benefits	\$2,521.30 49.73	% \$50.61 \$23.04 \$14.96 \$88.6	2
		Annual Salary + Benefi	its <u>\$91,098.02</u>	
Stan C				
Step C		Φ. 2.2.2.2.1. Δ. f d.		
		\$5,323.27 /Month	\$35.49 /Hour	
	Total Benefits	\$2,590.63 48.67	% \$52.76 \$24.02 \$15.60 \$92.30	8
	1000120110110	\$ 2, 650105	φ2.102 φ2.100 φ2.100	Ü
		Annual Salary + Benefi	its\$94,966.80_	
Step D				
		\$5,590.22 /Month	\$37.27 /Hour	
	Total Benefits	\$2,663.76 47.65	% \$55.03 \$25.05 \$16.27 \$96.3	_
	Total Delicitis	Ψ2,003.70 +7.03	,ο φυνέου φωνέου φ το εω <i>ι</i> φ 70 ευ.	
		Annual Salary + Benefi	its \$99,047.77	
Step E				
		\$5,869.29 /Month	\$39.13 /Hour	
	T.4.1D	Φ0.740.01 4.4.50	o/	
	Total Benefits	\$2,740.21 46.69	% \$57.40 \$26.13 \$16.97 \$100.5	ou
		Annual Salary + Benefi	its \$103,314.02	
		initial Salary Deller	Ψ±0090±710#	

Finance / Special Projects Coordinator Department: Finance & Information Systems

C4 A	_		•			1
Step A		ΦΕ 122 20 /Manual	ф 24.15 /II			
		\$5,122.20 /Month	\$34.15 /Ho	our		
<u>Benefit</u>	<u>Multiplier</u>			Categ	ory	
PERS - Employee	0.080000	409.78		Office Em	ployees	
PERS - Employer	0.139750	715.83				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	48.66				
Life Insurance		5.80				
Deferred Comp.	0.020200	0.00				
Workers Comp.	0.030200	154.69		37.73%	29.57%	T-4-1 IIl
Vision Benefit Medicare	0.014500	37.64 74.27	-	epartment	City-Wide	Total Hourly
Medicare	0.014500	74.27	& Benefits O	<u>verhead</u>	Overhead	Rate
	Total Benefits	\$ 2,541.35 49.61%	\$51.09	\$19.28	\$15.10	\$85.47
		Annual Salary + Benefits	\$91,962.56			
Step B						
		\$5,378.74 /Month	\$35.86 /Ho	our		
	Total Benefits	\$2,605.83 48.45%	\$53.23	\$20.08	\$15.74	\$89.05
	Total Benefits	φ2,003.03	φεσι 2 ε	φ 20. 00	Ψ10.7.1	ψος του
		Annual Salary + Benefits	\$95,814.79			
Step C						
•		\$5,647.42 /Month	\$37.65 /Ho	our		
		•				
	Total Benefits	\$2,679.43 47.45%	\$55.51	\$20.94	\$16.41	\$92.87
		Annual Salary + Benefits	\$99,922.21			
			<u> </u>			
Step D						
		\$5,929.96 /Month	\$39.53 /Ho	our		
	Total Benefits	\$2,756.83 46.49%	\$57.91	\$21.85	\$17.12	\$96.88
			0101017			
		Annual Salary + Benefits	\$104,241.51			
Step E						
		\$6,226.37 /Month	\$41.51 /Ho	our		
	Total Benefits	\$2,838.03 45.58%	\$60.43	\$22.80	\$17.87	\$101.10
		Annual Salary + Benefits	\$108,772.85			

Fleet Manager Department: Public Works

		Department. Tubi				
Step A						
		\$6,091.17 /Month	\$40.61 /1	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>gory</u>	
PERS - Employee	0.080000	487.29	Non-Swori	n Managemer	nt & Mid-Mar	nagement
PERS - Employer	0.139750	851.24				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	57.87				
Life Insurance	0.000255	27.96				
Deferred Comp.	0.020200	110.00				
Workers Comp. Vision Benefit	0.030200	183.95	Hannly Data I	103.98%	29.57%	Total Hannler
Medicare	0.014500	37.64 88.32	-	Department Overhead	City-Wide Overhead	Total Hourly
Wiedicare	0.014300	00.32	& Bellettis	Overneau	Overneau	Rate
	Total Benefits	\$ 2,938.95 48.25%	\$60.20	\$62.59	\$17.80	\$140.59
		Annual Salary + Benefits	\$108,361.49			
Step B						
		\$6,396.25 /Month	\$42.64 /I	Hour		
	T (ID C)	Ф2 022 02 47 200/	\$ <2.90	φ.c. 20	410.55	φ1.4.C.C.
	Total Benefits	\$3,023.93 47.28%	\$62.80	\$65.30	\$18.57	\$146.67
		Annual Salary + Benefits	\$113,042.18			
Step C						
step e		\$6,716.93 /Month	\$44.78 /I	Hour		
		ψ0,710.75 /10101111	ψττ./0/1	Tour		
	Total Benefits	\$3,113.25 46.35%	\$65.53	\$68.14	\$19.38	\$153.05
		Ammol Colomy Donoffte	¢117.0/2.20			
		Annual Salary + Benefits	\$117,962.20			
Step D						
Біср Б		\$7,053.20 /Month	\$47.02 /H	Hour		
	Total Benefits	\$3,206.92 45.47%	\$68.40	\$71.12	\$20.22	\$159.74
			+			,
		Annual Salary + Benefits	\$123,121.42			
Step E						
		\$7,405.08 /Month	\$49.37 /I	Hour		
	Total Benefits	\$3,304.93 44.63%	\$71.40	\$74.24	\$21.11	\$166.75
	Tomi Belletius	φ3,30π.73 ππ.03/0	Ψ/1.70	ψ <i>ι</i> π• Δπ	Ψ #1 +11	ψ100.75
		Annual Salary + Benefits	\$128,520.13			

Geographic Info. Systems Coordinator Department: Public Works

~ .		<u>-</u>				
Step A						
		\$6,992.54 /Month	\$46.62	/Hour		
<u>Benefit</u>	Multiplier			Categ	gory	
PERS - Employee	0.080000	559.40	Non-Swo	rn Managemer	nt & Mid-Mar	nagement
PERS - Employer	0.139750	977.21	TYON BWO	in managemen	it & Iviia Iviai	iagement
PERS Survivor	0.137730	2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	66.43				
Life Insurance	0.000255	32.10				
Deferred Comp.		110.00				
Workers Comp.	0.030200	211.17		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	101.39	& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 3,190.02 45.62%	\$67.88	\$70.58	\$20.07	\$158.54
		Annual Salary + Benefits	\$122,190.75			
		Amidai Salai y Delicitis	Ψ122,170.75			
Stop D						
Step B		Φ 7 242 60 0 1 1				
		\$7,342.68 /Month	\$48.95 /	/Hour		
	Total Benefits	\$3,287.55 44.77%	\$70.87	\$73.69	\$20.95	\$165.51
		Annual Salary + Benefits	\$127,562.76			
Step C						
Stop C		\$7,710.16 /Month	\$51.40	/Hour		
		\$7,710.10 /WOULI	\$31.40 /	/Houi		
	Total Benefits	\$3,389.91 43.97%	\$74.00	\$76.94	\$21.88	\$172.82
		Annual Salary + Benefits	\$133,200.82			
		Allitual Salary + Delicitis	\$133,200.02			
Step D						
Step D		\$8,094.98 /Month	¢52.07	/Llour		
		φυ , υ 74.70 /ΙΝΙΟΙΙΙΙΙ	\$53.97	nour		
	Total Benefits	\$3,497.10 43.20%	\$77.28	\$80.35	\$22.85	\$180.48
		Annual Salary + Benefits	\$139,104.91			
		Aimuai Saiai y + Denellis	φ137,1U 4 .71			
Step E						
		\$8,500.59 /Month	\$56.67	/Hour		
		,				
	Total Benefits	\$3,610.07 42.47%	\$80.74	\$83.95	\$23.87	\$188.56
		Ammol Colores . Desc. 64	\$1.45.335.05			
		Annual Salary + Benefits	\$145,327.97			

Grants Program Manager Department: Finance & Information Systems

Chair A	-	Timent. Finance & II	•
Step A		ΦC 004 C2 /Manual	\$40.62 /II
		\$6,094.63 /Month	\$40.63 /Hour
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>
PERS - Employee	0.080000	487.57	Non-Sworn Management & Mid-Management
PERS - Employer	0.139750	851.72	
PERS Survivor		2.00	
Management Incentive		0.00	
EAP		3.92	
Health Insurance		936.30	
Dental Insurance		152.46	
LTD Insurance	0.009500	57.90	
Life Insurance	0.000255	27.97	
Deferred Comp.		110.00	
Workers Comp.	0.030200	184.06	37.73% 29.57%
Vision Benefit		37.64	Hourly Rate Department City-Wide Total Hour
Medicare	0.014500	88.37	& Benefits Overhead Overhead Rate
	Total Benefits	\$ 2,939.92 48.24%	\$60.23 \$22.72 \$17.81 \$100.76
		Annual Salary + Benefit	\$ \$108,414.58
Step B			
1		\$6,399.71 /Month	\$42.66 /Hour
	Total Benefits	\$3,024.90 47.27%	\$62.83 \$23.71 \$18.58 \$105.11
	Total Belieffts	ψ3,024.90 47.2770	ψο2.02 ψ20.71 ψ10.20 ψ102.11
		Annual Salary + Benefit	\$ \(\frac{\\$113,095.26}{\} \)
Step C			
*		\$6,720.39 /Month	\$44.80 /Hour
		,	
	Total Benefits	\$3,114.22 46.34%	\$65.56 \$24.74 \$19.38 \$109.69
		Annual Salary + Benefit	\$ \ \\$118,015.29
Step D		ф п ОБС СВ - ОБ	0.704.77
		\$7,056.67 /Month	\$47.04 /Hour
	Total Benefits	\$3,207.88 45.46%	\$68.43 \$25.82 \$20.23 \$114.48
		Annual Salary + Benefit	\$ _\$123,174.66_
Step E		\$7.410.20 \\\ A4==41	© 40, 40, MI
		\$7,410.29 /Month	\$49.40 /Hour
	Total Benefits	\$3,306.38 44.62%	\$71.44 \$26.96 \$21.12 \$119.52
		Annual Salary + Benefit	s \$128,600.07
		Amuai Saiary + Deficit	φ120,000.07

Housing Analyst Department: Community Development

C4 A							
Step A		Φ <i>C</i> 152 55	/N #1	411.03	/11		
		\$6,153.57	/Month	\$41.02	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.080000	492.29	•	Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	859.96	i				
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	58.46					
Life Insurance	0.000255	28.24					
Deferred Comp.	0.020200	110.00			50.540/	20.550/	
Workers Comp. Vision Benefit	0.030200	185.84 37.64		Hourly Rate	50.54%	29.57% City-Wide	Total Hourly
Medicare	0.014500	89.23		& Benefits	Department Overhead	Overhead	Rate
Medicale	0.014300	69.23	<u>-</u>	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,956.34	48.04%	\$60.73	\$30.70	\$17.96	\$109.38
		Annual Sala	ry + Benefits	\$109,318.86	ı		
Step B							
		\$6,462.12	/Month	\$43.08	/Hour		
	T 15 0	## 0.4 2	4= 0004	4.22	422.02	440 =2	.
	Total Benefits	\$3,042.28	47.08%	\$63.36	\$32.02	\$18.73	\$114.12
		Annual Sala	ry + Benefits	\$114,052.79			
		Amidai Sala	if y Deficines	Ψ114,032.77	•		
Step C							
Step C		\$6,784.53	Month	¢45.00	/		
		φυ,/ 04. 55	/Monui	\$45.23	/Hour		
	Total Benefits	\$3,132.08	46.17%	\$66.11	\$33.41	\$19.55	\$119.07
		Annual Sala	ry + Benefits	\$118,999.36	•		
Step D							
		\$7,124.27	/Month	\$47.50	/Hour		
	T . 1D . "	40.00	45.000	4.0.0	424.00	dac 40	44.4.4.
	Total Benefits	\$3,226.71	45.29%	\$69.01	\$34.88	\$20.40	\$124.29
		Annual Cala	ry + Benefits	\$124,211.81			
		Amuai Sala	ny + Dellenis	φ12 4 ,211.01	i		
Step E							
Step L		\$7,481.35	Month	¢40.00	/11		
		Ф1,481.35	/ IVIOIIII	\$49.88	/Hour		
	Total Benefits	\$3,326.18	44.46%	\$72.05	\$36.42	\$21.30	\$129.77
		,		,	–		
		Annual Sala	ry + Benefits	\$129,690.30			
					•		

Housing Manager Department: Community Development

Chara A							
Step A		Φ 5 0.45 25	0.4	Φ.5.2.2.0	/T T		
		\$7,845.37	/Month	\$52.30	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.080000	627.63		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	1,096.39			C		
PERS Survivor		2.00	1				
Management Incentive		0.00	1				
EAP		3.92					
Health Insurance		936.30	1				
Dental Insurance		152.46	i				
LTD Insurance	0.009500	74.53					
Life Insurance	0.000255	36.01					
Deferred Comp.		110.00	1				
Workers Comp.	0.030200	236.93			50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	113.76		& Benefits	Overhead	Overhead	Rate
			-		·		
	Total Benefits	\$ 3,427.57	43.69%	\$75.15	\$37.98	\$22.22	\$135.36
		Annual Sala	ry + Benefits	\$135,275.27	•		
					•		
Step B							
		\$8,237.12	/Month	\$54.91	/Hour		
		Ψ0,207112	,1,1011111	ψ3 1.71	/110 u 1		
	Total Benefits	\$3,536.69	42.94%	\$78.49	\$39.67	\$23.21	\$141.37
		Annual Sala	ry + Benefits	\$141,285.69			
Step C							
		\$8,649.67	/Month	\$57.66	/Hour		
	Total Benefits	\$3,651.60	42.22%	\$82.01	\$41.45	\$24.25	\$147.70
		Annual Sala	ry + Benefits	\$147,615.23			
		Aiiiuai Saia	if y + Belletits	\$147,015.25	<u>.</u>		
Chair D							
Step D		40.000.0	0.5				
		\$9,083.02	/Month	\$60.55	/Hour		
	Total Benefits	\$3,772.30	41.53%	\$85.70	\$43.31	\$25.34	\$154.35
	_ 500 2010110	ψ2,77 2. 30	.1.5570	φου	ųı	¥=210 1	420 MOC
		Annual Sala	ry + Benefits	\$154,263.89			
Step E							
		\$9,537.17	/Month	\$63.58	/Hour		
		~- , · · · · ·		Ψ02.20	. = 40 44		
	Total Benefits	\$3,898.80	40.88%	\$89.57	\$45.27	\$26.48	\$161.33
			D	haza 221			
		Annual Sala	ry + Benefits	\$161,231.68	•		

Human Resources Assistant I Department: Administration

Q. A		Department. Aum			
Step A		Φ 3 < 0.0 3.1 . 0.1 . 1	ф о 4 оо /тт		
		\$3,600.27 /Month	\$24.00 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>	
PERS - Employee	0.080000	288.02	Offi	ice Employees	
PERS - Employer	0.139750	503.14			
PERS Survivor		2.00			
Management Incentive		0.00			
EAP		3.92			
Health Insurance		936.30			
Dental Insurance		152.46			
LTD Insurance	0.009500	34.20			
Life Insurance		5.80			
Deferred Comp.		0.00			
Workers Comp.	0.030200	108.73	44.84		
Vision Benefit		37.64	Hourly Rate Departs	-	Total Hourly
Medicare	0.014500	52.20	<u>& Benefits</u> Overh	ead Overhead	Rate
	Total Benefits	\$ 2,124.41 59.01%	\$38.16 \$1	7.11 \$11.28	\$66.56
		Annual Salary + Benefits	\$68,696.21		
		·			
Step B					
Step 2		\$3,780.55 /Month	\$25.20 /Hour		
		φ 3,700.33 /100πm	\$23.20 /110u1		
	Total Benefits	\$2,168.00 57.35%	\$39.66 \$17.7	78 \$11.72	\$69.17
		A 1 C - 1 D 64	ф 71 292 (2		
		Annual Salary + Benefits	\$71,382.62		
Step C					
		\$3,969.49 /Month	\$26.46 /Hour		
		\$6,505.15 /1VIOIIII	φ20.10 /110α1		
	Total Benefits	\$2,219.76 55.92%	\$41.26 \$18.5	\$12.20	\$71.96
		Annual Salary + Benefits	\$74,271.02		
			. ,		
Step D					
		\$4,168.83 /Month	\$27.79 /Hour		
	Total Benefits	\$2,274.37 54.56%	\$42.95 \$19.2	6 \$12.70	\$74.92
	_ can Denotite		Ψ	Ψ.Ξ., υ	Ψ. 192 =
		Annual Salary + Benefits	\$77,318.41		
Step E					
		\$4,376.84 /Month	\$29.18 /Hour		
	Total Benefits	\$2,331.36 53.27%	\$44.72 \$20.0	6 \$13.22	\$78.00
				•	
		Annual Salary + Benefits	\$80,498.34		

Human Resources Assistant II Department: Administration

Q. A		•	ent. Aumi				
Step A		4.2.0		**			
		\$3,969.49	/Month	\$26.46	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	317.56			Office En	nployees	
PERS - Employer	0.139750	554.74					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	37.71					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.030200	119.88			44.84%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	57.56		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,225.56	56.07%	\$41.30	\$18.52	\$12.21	\$72.03
		Annual Sala	ry + Benefits	\$74,340.62	ı		
Step B							
Step B		\$4,168.83	/Month	\$27.79	/Hour		
		, .,					
	Total Benefits	\$2,274.37	54.56%	\$42.95	\$19.26	\$12.70	\$74.92
		Annual Sala	ry + Benefits	\$77,318.41	ı		
Step C							
step e		\$4,376.84	/Month	\$29.18	/Hour		
		Ψτ,570.0τ	/Wionth	\$29.10	/Houl		
	Total Benefits	\$2,331.36	53.27%	\$44.72	\$20.06	\$13.22	\$78.00
		Annual Sala	ry + Benefits	\$80,498.34	•		
Stan D							
Step D		\$4,595.24	/Month	\$30.63	/Hour		
	Total Dan - Cita	•				¢12 77	¢01.22
	Total Benefits	\$2,391.19	52.04%	\$46.58	\$20.89	\$13.77	\$81.23
		Annual Sala	ry + Benefits	\$83,837.11	•		
Step E							
		\$4,825.79	/Month	\$32.17	/Hour		
	Total Benefits	\$2,454.35	50.86%	\$48.53	\$21.77	\$14.35	\$84.65
		Annual Sala	ry + Benefits	\$87,361.62			

Human Resources Manager Department: Administration

Cton A						
Step A		ф 7 51 4 30 /М 4.	φ 5 0.10	/T.T		
		\$7,514.29 /Month	\$50.10	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	601.14	Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	1,050.12				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	71.39				
Life Insurance	0.000255	34.49				
Deferred Comp.		110.00				
Workers Comp.	0.030200	226.93		44.84%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	108.96	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,335.35 44.39%	\$72.33	\$32.44	\$21.38	\$126.15
		Annual Salary + Benefits	\$130,195.68			
		rimidal Salary Delicities	Ψ100,130.00			
Step B						
1		\$7,890.44 /Month	\$52.60	/Hour		
		<i>41,05 0111 /1/1011011</i>	Ψ02.00	,110.01		
	Total Benefits	\$3,440.12 43.60%	\$75.54	\$33.87	\$22.33	\$131.74
		Annual Salary + Benefits	\$135,966.76			
		Times Salary . Belleties	4100,500.70			
Step C						
•		\$8,285.65 /Month	\$55.24	/Hour		
		•				
	Total Benefits	\$3,550.20 42.85%	\$78.91	\$35.39	\$23.33	\$137.62
		Annual Salary + Benefits	\$142,030.26			
		<u> </u>				
Step D						
		\$8,699.93 /Month	\$58.00	/Hour		
	Total Benefits	\$3,665.60 42.13%	\$82.44	\$36.97	\$24.37	\$143.78
		Ammol Colons Description	\$1.40.207.24			
		Annual Salary + Benefits	\$148,386.34			
Step E						
		\$9,135.02 /Month	\$60.90	/Hour		
	Total Benefits	\$3,786.79 41.45%	\$86.15	\$38.63	\$25.47	\$150.25
	Tomi Denemo	φο, 100.17 τ1.τ3/0	ψ00.13	φυσισσ	ψ ωυ: -11	Ψ ΞΟ U•ΔΙΟ
		Annual Salary + Benefits	\$155,061.70			

Human Resources Specialist Department: Administration

Ston A							
Step A		¢5 122 20	Month	¢24.15	/House		
		\$5,122.20	Monun	\$34.15	/Hour		
<u>Benefit</u>	Multiplier				Cates	<u>gory</u>	
PERS - Employee	0.080000	409.78			Office En	nployees	
PERS - Employer	0.139750	715.83					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	48.66					
Life Insurance		5.80					
Deferred Comp.	0.00000	0.00					
Workers Comp.	0.030200	154.69		II D /	44.84%	29.57%	T
Vision Benefit	0.014500	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	74.27		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,541.35	49.61%	\$51.09	\$22.91	\$15.10	\$89.11
		Annual Salar	y + Benefits	\$91,962.56	ı		
Step B							
		\$5,378.74	/Month	\$35.86	/Hour		
	Total Benefits	\$2,605,92	10 150/	¢52.22	¢22.07	¢15 74	\$92.84
	Total Benefits	\$2,605.83	48.45%	\$53.23	\$23.87	\$15.74	\$9 2. 84
		Annual Salar	y + Benefits	\$95,814.79			
			•		!		
Step C							
		\$5,647.42	/Month	\$37.65	/Hour		
		40,017012	1,1011011	φ27.02	711041		
	Total Benefits	\$2,679.43	47.45%	\$55.51	\$24.89	\$16.41	\$96.82

		Annual Salar	y + Benefits	\$99,922.21	!		
a. D							
Step D		45.05 0.05	n e				
		\$5,929.96	/Month	\$39.53	/Hour		
	Total Benefits	\$2,756.83	46.49%	\$57.91	\$25.97	\$17.12	\$101.00
	Total Belletitis	Ψ2,730.03	40.4270	φετιστ	Ψ20.77	Ψ17.12	Ψ101.00
		Annual Salar	y + Benefits	\$104,241.51			
			-		1		
Step E							
		\$6,226.37	/Month	\$41.51	/Hour		
		•					
	Total Benefits	\$2,838.03	45.58%	\$60.43	\$27.10	\$17.87	\$105.39
			. D. @.	φ100 == 3 C=			
		Annual Salar	y + Benefits	\$108,772.85	1		

Information Systems Specialist Department: Finance & Information Systems

Step A							
step A		\$6,273.17 /Mc	onth	\$41.82	/Hour		
		φ 0,2/3.1 /////(HILII	Ф41.02	/110u1		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.080000	501.85		Non-Swo	orn Managemer	nt & Mid-Mar	agement
PERS - Employer	0.139750	876.68					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance	0.009500	59.60					
Life Insurance	0.000255	28.79					
Deferred Comp.	0.030200	110.00 189.45			25 529/	20.570/	
Workers Comp. Vision Benefit	0.030200	37.64		Hourly Rate	37.73% Department	29.57% City-Wide	Total Hourly
Medicare	0.014500	90.96		& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	90.90		& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,989.65	47.66%	\$61.75	\$23.30	\$18.26	\$103.31
		Annual Salary +	Benefits	\$111,153.83			
CtD							
Step B		\$C 50C 00 /M.	41.	#42.01	/T.T		
		\$6,586.92 /Mo	onun	\$43.91	/Hour		
	Total Benefits	\$3,077.04	46.71%	\$64.43	\$24.31	\$19.05	\$107.78
		Annual Salary +	Benefits	\$115,967.53			
		•					
Step C							
_		\$6,916.27 /Mo	onth	\$46.11	/Hour		
	Total Benefits	\$3,168.78	45.82%	\$67.23	\$25.37	\$19.88	\$112.48
		Annual Salary +	Benefits	\$121,020.57			
		J					
Step D							
		\$7,262.95 /Mo	onth	\$48.42	/Hour		
	Total Benefits	\$3,265.34	44.96%	\$70.19	\$26.48	\$20.75	\$117.42
			D 44.	\$107.000 F1			
		Annual Salary +	Benefits	\$126,339.51			
Step E							
		\$7,626.96 /Mo	onth	\$50.85	/Hour		
	Takal Domo Cir	\$2.266.72	44 1 40/	ф л 2 20	\$27.6F	¢21 <i>(7</i>	¢122.71
	Total Benefits	\$3,366.73	44.14%	\$73.29	\$27.65	\$21.67	\$122.61
		Annual Salary +	Benefits	\$131,924.32			
		•					

Information Systems Technician Department: Finance & Information Systems

Chair A		Timent. Finance & Im	•		1
Step A		\$5,018.19 /Month	\$33.45 /Hour		
		\$5,016.19 /Monun	\$33.43 / Flour		
Benefit	Multiplier			Category	
PERS - Employee	0.080000	401.46	Of	fice Employees	
PERS - Employer	0.139750	701.29			
PERS Survivor		2.00			
Management Incentive		0.00			
EAP		3.92			
Health Insurance		936.30			
Dental Insurance		152.46			
LTD Insurance	0.009500	47.67			
Life Insurance		5.80			
Deferred Comp.	0.020200	0.00			
Workers Comp.	0.030200	151.55	37.7		T-4-1 II
Vision Benefit Medicare	0.014500	37.64 72.76	Hourly Rate Depar	-	Total Hourly
Medicare	0.014500	72.76	& Benefits Over	head Overhead	<u>Rate</u>
	Total Benefits	\$ 2,512.85 50.07%	\$50.21	\$18.94 \$14.84	\$83.99
		Annual Salary + Benefits	\$90,372.52		
Step B					
		\$5,269.54 /Month	\$35.13 /Hour		
	Total Benefits	\$2,575.91 48.88%	\$52.30 \$19.	.73 \$15.46	\$87.50
		. ICI D etc	00444544		
		Annual Salary + Benefits	\$94,145.41		
Step C					
_		\$5,533.01 /Month	\$36.89 /Hour		
	Total Benefits	\$2,648.09 47.86%	\$54.54 \$20.	.58 \$16.12	\$91.24
		Annual Salary + Benefits	\$98,173.18		
			7- 2,- 3120		
Step D					
		\$5,810.36 /Month	\$38.74 /Hour		
	Total Benefits	\$2,724.07 46.88%	\$56.90 \$21.	.47 \$16.82	\$95.18
		Annual Salary + Benefits	\$102,413.14		
Step E					
		\$6,101.57 /Month	\$40.68 /Hour		
	Total Benefits	\$2,803.85 45.95%	\$59.37 \$22 .	.40 \$17.55	\$99.32
		Annual Salary + Benefits	\$106,864.98		

Landscape / Facilities Manager Department: Parks and Recreation

Step A						
•		\$7,181.48 /Month	\$47.88	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	574.52	Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	1,003.61				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	68.22				
Life Insurance	0.000255	32.96				
Deferred Comp.	0.00000	110.00				
Workers Comp.	0.030200	216.88	TT 1 D /	110.54%	29.57%	T
Vision Benefit	0.04.4700	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	104.13	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,242.65 45.15%	\$69.49	\$76.82	\$20.55	\$166.86
		Annual Salary + Benefits	\$125,089.55	:		
Step B						
1		\$7,540.29 /Month	\$50.27	/Hour		
		+ - ,	7.5			
	Total Benefits	\$3,342.59 44.33%	\$72.55	\$80.20	\$21.45	\$174.20
		Annual Salary + Benefits	\$130,594.59			
				•		
Step C		67 04 0 4 7 0 4 4				
		\$7,918.17 /Month	\$52.79	/Hour		
	Total Benefits	\$3,447.85 43.54%	\$75.77	\$83.76	\$22.40	\$181.94
		Annual Salary + Benefits	\$136,392.20			
		minual Sulary Delicities	ψ130,322.20	:		
Step D						
		\$8,313.39 /Month	\$55.42	/Hour		
	Total Benefits	\$3,557.93 42.80%	\$79.14	\$87.48	\$23.40	\$190.02
		Annual Salary + Benefits	\$142,455.86			
		Amidai Salai y + Denents	Ψ1729733.00	:		
Step E						
		\$8,729.40 /Month	\$58.20	/Hour		
	Total Benefits	\$3,673.81 42.09%	\$82.69	\$91.40	\$24.45	\$198.54
		Annual Calamy Danafita	¢1/10 020 /10			
		Annual Salary + Benefits	\$148,838.48	:		

Landscape / Facilities Supervisor Department: Parks and Recreation

Step B Step C Step D Step D	Step A						
PERS - Employee	I .		\$5,262.60 /Month	\$35.08	/Hour		
PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insuran	<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS Survivor	PERS - Employee	0.080000	421.01	Non-Swo	orn Managemei	nt & Mid-Mar	nagement
Management Incentive		0.139750					
EAP							
Health Insurance							
Dental Insurance							
LTD Insurance Life Insurance Life Insurance Life Insurance Life Insurance October Comp. Vorkers Comp. Vorkers Comp. Vision Benefit Medicare 0.014500 76.31 Total Benefits \$ 2,708.16							
Life Insurance Deferred Comp. 110,00		0.000.700					
Deferred Comp.							
Workers Comp.		0.000255					
Vision Benefit Medicare		0.020200			440 -407	•• •••	
Medicare		0.030200		Hannly Data			Total Hannler
Total Benefits \$ 2,708.16		0.014500		-	_	-	-
Step B \$5,526.08 Month \$36.84 Hour	Medicare	0.014500	/0.31	& Benefits	Overnead	Overnead	Kate
Step B		Total Benefits	\$ 2,708.16 51.46%	\$53.14	\$58.74	\$15.71	\$127.59
\$5,526.08 /Month \$36.84 /Hour Total Benefits \$2,781.55 \$50.34% \$55.38 \$61.22 \$16.37 \$132.98 Annual Salary + Benefits \$99,691.61 Step C \$5,801.69 /Month \$38.68 /Hour Total Benefits \$2,858.32 \$49.27% \$57.73 \$63.82 \$17.07 \$138.62 Annual Salary + Benefits \$103,920.15 Step D \$6,091.17 /Month \$40.61 /Hour Total Benefits \$2,938.95 \$48.25% \$60.20 \$66.55 \$17.80 \$144.55 Annual Salary + Benefits \$108,361.49			Annual Salary + Benefits	\$95,649.18	:		
\$5,526.08 /Month \$36.84 /Hour Total Benefits \$2,781.55 \$50.34% \$55.38 \$61.22 \$16.37 \$132.98 Annual Salary + Benefits \$99,691.61 Step C \$5,801.69 /Month \$38.68 /Hour Total Benefits \$2,858.32 \$49.27% \$57.73 \$63.82 \$17.07 \$138.62 Annual Salary + Benefits \$103,920.15 Step D \$6,091.17 /Month \$40.61 /Hour Total Benefits \$2,938.95 \$48.25% \$60.20 \$66.55 \$17.80 \$144.55 Annual Salary + Benefits \$108,361.49	Step B						
Total Benefits \$2,781.55 50.34% \$55.38 \$61.22 \$16.37 \$132.98 Annual Salary + Benefits \$99,691.61 Step C \$5,801.69 /Month \$38.68 /Hour Total Benefits \$2,858.32 49.27% \$57.73 \$63.82 \$17.07 \$138.62 Annual Salary + Benefits \$103,920.15 Step D \$6,091.17 /Month \$40.61 /Hour Total Benefits \$2,938.95 48.25% \$60.20 \$66.55 \$17.80 \$144.55 Annual Salary + Benefits \$108,361.49	*		\$5.526.08 /Month	\$36.84	/Hour		
Step C \$5,801.69 Month \$38.68 Hour			42,02 0000 7111011011	φεσισ.	,11001		
Step C		Total Benefits	\$2,781.55 50.34%	\$55.38	\$61.22	\$16.37	\$132.98
Step C			Annual Calamy Danafita	\$00,601,61			
\$5,801.69 /Month \$38.68 /Hour Total Benefits \$2,858.32 49.27% \$57.73 \$63.82 \$17.07 \$138.62 Annual Salary + Benefits \$103,920.15 Step D \$6,091.17 /Month \$40.61 /Hour Total Benefits \$2,938.95 48.25% \$60.20 \$66.55 \$17.80 \$144.55 Annual Salary + Benefits \$108,361.49			Annual Salary + Delicitis	\$99,091.01	:		
\$5,801.69 /Month \$38.68 /Hour Total Benefits \$2,858.32 49.27% \$57.73 \$63.82 \$17.07 \$138.62 Annual Salary + Benefits \$103,920.15 Step D \$6,091.17 /Month \$40.61 /Hour Total Benefits \$2,938.95 48.25% \$60.20 \$66.55 \$17.80 \$144.55 Annual Salary + Benefits \$108,361.49	Step C						
Total Benefits \$2,858.32			\$5.801.69 /Month	\$38.68	/Hour		
Step D \$6,091.17 Month \$40.61 Hour			φυ,σουτος /1/10/10/1	Ψ30.00	/110 u 1		
Step D \$6,091.17 /Month \$40.61 /Hour Total Benefits \$2,938.95 48.25% \$60.20 \$66.55 \$17.80 \$144.55 Annual Salary + Benefits \$108,361.49 \$108,361.49		Total Benefits	\$2,858.32 49.27%	\$57.73	\$63.82	\$17.07	\$138.62
Step D \$6,091.17 /Month \$40.61 /Hour Total Benefits \$2,938.95 48.25% \$60.20 \$66.55 \$17.80 \$144.55 Annual Salary + Benefits \$108,361.49 \$108,361.49			Annual Calamy Danafita	\$102 020 15			
\$6,091.17 /Month \$40.61 /Hour Total Benefits \$2,938.95 48.25% \$60.20 \$66.55 \$17.80 \$144.55 Annual Salary + Benefits \$108,361.49			Annual Salary + Delicitis	\$105,920.15	:		
\$6,091.17 /Month \$40.61 /Hour Total Benefits \$2,938.95 48.25% \$60.20 \$66.55 \$17.80 \$144.55 Annual Salary + Benefits \$108,361.49	Step D						
Annual Salary + Benefits <u>\$108,361.49</u>	Step D		\$6,091.17 /Month	\$40.61	/Hour		
		Total Benefits	\$2,938.95 48.25%	\$60.20	\$66.55	\$17.80	\$144.55
				d 400 d			
Step E			Annual Salary + Benefits	\$108,361.49	:		
	Step E						
\$6,396.25 /Month \$42.64 /Hour			\$6,396.25 /Month	\$42.64	/Hour		
Total Benefits \$3,023.93 47.28% \$62.80 \$69.42 \$18.57 \$150.79		Total Benefits	\$3,023.93 47.28%	\$62.80	\$69.42	\$18.57	\$150.79
Annual Salary + Benefits \$113,042.18			Annual Salary + Renefits	\$113.042.18			
TIMON SAME STATE WILLIAM WILLI				Ψ110,072,10	:		

Landscape / Facilities Worker I Department: Parks and Recreation

Step A						
201		\$3,615.87 /Month	\$24.11	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cate	gory	
PERS - Employee	0.080000	289.27		Public Works -	- Maintenance	
PERS - Employer	0.139750	505.32				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	34.35				
Life Insurance		5.80				
Deferred Comp.	0.020200	0.00				
Workers Comp.	0.030200	109.20	IIl D - 4 -	110.54%	29.57%	T-4-1 II
Vision Benefit	0.014500	37.64 52.42	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	52.43	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,128.69 58.87%	\$38.30	\$42.33	\$11.32	\$91.95
		Annual Salary + Benefits	\$68,934.69	=		
Step B						
Step D		\$2 706 15 /Month	¢25.21	/П		
		\$3,796.15 /Month	\$25.31	/Hour		
	Total Benefits	\$2,172.28 57.22%	\$39.79	\$43.98	\$11.76	\$95.54
		Annual Salary + Benefits	\$71,621.10			
Step C						
		\$3,986.82 /Month	\$26.58	/Hour		
		\$6,500.02 11.1011.11	Ψ20.30	/110 u 1		
	Total Benefits	\$2,224.51 55.80%	\$41.41	\$45.77	\$12.24	\$99.42
		Annual Salary + Benefits	\$74,535.95			
		Annual Salary Denemes	ψ14,333.73	=		
Step D						
		\$4,186.16 /Month	\$27.91	/Hour		
	Total Benefits	\$2,279.12 54.44%	\$43.10	\$47.64	\$12.74	\$103.49
		Annual Salary + Benefits	\$77,583.34			
		Amiuai Saiai y + Delicilis	Ψ11,505,54	=		
Step E						
	_	\$4,395.90 /Month	\$29.31	/Hour		
	Total Benefits	\$2,336.58 53.15%	\$44.88	\$49.61	\$13.27	\$107.77
		Annual Calamy Dansets	¢00 700 72			
		Annual Salary + Benefits	\$80,789.72	=		

Landscape / FacilitiesWorker II Department: Parks and Recreation

Step A					
*		\$3,986.82 /Month	\$26.58 /Hou	r	
<u>Benefit</u>	<u>Multiplier</u>			Category	
PERS - Employee	0.080000	318.95	Public	Works - Maintenance	
PERS - Employer	0.139750	557.16			
PERS Survivor		2.00			
Management Incentive		0.00			
EAP		3.92			
Health Insurance		936.30			
Dental Insurance LTD Insurance	0.000500	152.46			
Life Insurance	0.009500	37.87 5.80			
Deferred Comp.		0.00			
Workers Comp.	0.030200	120.40	110	0.54% 29.57%	
Vision Benefit	0.030200	37.64		rtment City-Wide	Total Hourly
Medicare	0.014500	57.81		rhead Overhead	Rate
Modicare	0.01 1500	37.01	<u>corporation</u>	O TOTAL OTTAL	Aute
	Total Benefits	\$ 2,230.31 55.94%	\$41.45	\$45.82 \$12.25	\$99.52
		Annual Salary + Benefits	\$74,605.55		
Step B					
*		\$4,186.16 /Month	\$27.91 /Hour		
		φ 1,200120 /1/101101	φ2/////////		
	Total Benefits	\$2,279.12 54.44%	\$43.10 \$4'	7.64 \$12.74	\$103.49
			h== =00 04		
		Annual Salary + Benefits	\$77,583.34		
Step C					
		\$4,395.90 /Month	\$29.31 /Hour		
	Total Benefits	\$2,336.58 53.15%	\$44.88 \$49	9.61 \$13.27	\$107.77
		Annual Salary + Benefits	\$80,789.72		
Step D		h			
		\$4,616.04 /Month	\$30.77 /Hour		
	Total Benefits	\$2,396.88 51.93%	\$46.75 \$5 2	1.68 \$13.82	\$112.26
		Annual Salary + Benefits	\$84,155.09		
Step E					
		\$4,846.59 /Month	\$32.31 /Hour		
	Total Benefits	\$2,460.04 50.76%	\$48.71 \$5.	3.84 \$14.40	\$116.96
		Annual Salary + Benefits	\$87,679.60		
			· · · · · · · · · · · · · · · · · · ·		

Management Analyst Department: Administration

Cr. A		Department. Aumn		
Step A		ΦC 1 4 C C 4 (3 K)	ф 40, 00, // Т	
		\$6,146.64 /Month	\$40.98 /Hour	
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>
PERS - Employee	0.080000	491.73	Non-Sworn Man	nagement & Mid-Management
PERS - Employer	0.139750	858.99		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	58.39		
Life Insurance	0.000255	28.21		
Deferred Comp.		110.00		
Workers Comp.	0.030200	185.63	44.8	
Vision Benefit		37.64	Hourly Rate Depar	-
Medicare	0.014500	89.13	& Benefits Over	head Overhead Rate
	Total Benefits	\$ 2,954.41 48.07%	\$60.67	\$27.21 \$17.94 \$105.82
		Annual Salary + Benefits	\$109,212.54	
Step B				
Step D		\$6,453.45 /Month	\$43.02 /Hour	
		\$ 0,4 33.43 /WORD	\$43.02 /H0ul	
	Total Benefits	\$3,039.86 47.10%	\$63.29 \$28.	.38 \$18.71 \$110.38
		Annual Salary + Benefits	\$113,919.77	
Step C				
		\$6,775.86 /Month	\$45.17 /Hour	
		•		
	Total Benefits	\$3,129.67 46.19%	\$66.04 \$29.	.61 \$19.52 \$115.17
		Annual Salary + Benefits	\$118,866.34	
Step D				
		\$7,113.87 /Month	\$47.43 /Hour	
	Total Benefits	\$3,223.82 45.32%	\$68.92 \$30.	.91 \$20.38 \$120.20
	Total Delicities		ψυυ./2 φυυ.	·/1 ΨΔU•/JU Ψ1ΔU•/ΔU
		Annual Salary + Benefits	\$124,052.25	
Step E				
		\$7,469.22 /Month	\$49.79 /Hour	
	Total Benefits	\$3,322.80 44.49%	\$71.95 \$32.	.26 \$21.27 \$125.48
		Annual Salary + Benefits	\$129,504.20	

Management Analyst Department: Finance & Information Systems

Cton A	-	irtinent. Finance & Im	•	
Step A		ΦC 14C C4 / \ /\ /\ \	¢40.00 /II	
		\$6,146.64 /Month	\$40.98 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Ca</u>	tegory
PERS - Employee	0.080000	491.73	Non-Sworn Manager	nent & Mid-Management
PERS - Employer	0.139750	858.99		-
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	58.39		
Life Insurance	0.000255	28.21		
Deferred Comp.		110.00		
Workers Comp.	0.030200	185.63	37.73%	29.57%
Vision Benefit		37.64	Hourly Rate Departme	nt City-Wide Total Hourly
Medicare	0.014500	89.13	& Benefits Overhead	d Overhead Rate
	Total Benefits	\$ 2,954.41 48.07%	\$60.67 \$22.8	9 \$17.94 \$101.50
		Annual Salary + Benefits	\$109,212.54	
Step B				
Step B		\$6,453.45 /Month	\$43.02 /Hour	
		φ 0,423.43 / Wi0hth	ψ 1 3.02 /110 u 1	
	Total Benefits	\$3,039.86 47.10%	\$63.29 \$23.88	\$18.71 \$105.88
		Annual Salary + Benefits	\$113,919.77	
Step C				
		\$6,775.86 /Month	\$45.17 /Hour	
	T. 4.1 D C4.	¢2 100 67 46 100/	\$CC 04 \$24.02	¢10.53
	Total Benefits	\$3,129.67 46.19%	\$66.04 \$24.92	\$19.52 \$110.48
		Annual Salary + Benefits	\$118,866.34	
Step D				
		\$7,113.87 /Month	\$47.43 /Hour	
	Total Benefits	\$3,223.82 45.32%	\$68.92 \$26.00	\$20.38 \$115.30
		Annual Salary + Benefits	\$124,052.25	
		Annual Salat y + Denetits	φ1 47 ,034,43	
Step E				
		\$7,469.22 /Month	\$49.79 /Hour	
	Total Benefits	\$3,322.80 44.49%	\$71.95 \$27.15	\$21.27 \$120.36
		Annual Salary + Benefits	\$129,504.20	

Management Analyst Department: Parks and Recreation

		Department: Parks and	a Recreation			
Step A						
		\$6,146.64 /Month	\$40.98	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	491.73	Non-Sworn Management & Mid-Management			nagement
PERS - Employer PERS Survivor	0.139750	858.99 2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	58.39				
Life Insurance	0.000255	28.21				
Deferred Comp.		110.00				
Workers Comp.	0.030200	185.63		110.54%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	89.13	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,954.41 48.07%	\$60.67	\$67.07	\$17.94	\$145.68
		Annual Salary + Benefits	\$109,212.54	ı		
Step B						
		\$6,453.45 /Month	\$43.02	/Hour		
	Total Benefits	\$3,039.86 47.10%	\$63.29	\$69.96	\$18.71	\$151.96
		Annual Salary + Benefits	\$113,919.77	1		
Step C						
1		\$6,775.86 /Month	\$45.17	/Hour		
	Total Benefits	\$3,129.67 46.19%	\$66.04	\$73.00	\$19.52	\$158.56
		Annual Salary + Benefits	\$118,866.34			
G. D.						
Step D		\$7,113.87 /Month	\$47.43	/Hour		
	Tatal Don Co	•			\$20.20	\$1CE 40
	Total Benefits	\$3,223.82 45.32%	\$68.92	\$76.18	\$20.38	\$165.48
		Annual Salary + Benefits	\$124,052.25	1		
Step E		.				
		\$7,469.22 /Month	\$49.79	/Hour		
	Total Benefits	\$3,322.80 44.49%	\$71.95	\$79.53	\$21.27	\$172.75
		Annual Salary + Benefits	\$129,504.20	ı		

Management Analyst Department: Public Works

		Department. Tubii				
Step A						
		\$6,146.64 /Month	\$40.98 /1	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>gory</u>	
PERS - Employee	0.080000	491.73	Non-Swori	n Managemer	nt & Mid-Mar	agement
PERS - Employer	0.139750	858.99		C		C
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	58.39				
Life Insurance	0.000255	28.21				
Deferred Comp.		110.00				
Workers Comp.	0.030200	185.63		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate I	Department	City-Wide	Total Hourly
Medicare	0.014500	89.13	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,954.41 48.07%	\$60.67	\$63.09	\$17.94	\$141.70
		Annual Salary + Benefits	\$109,212.54			
Step B						
		\$6,453.45 /Month	\$43.02 /H	Hour		
	Total Benefits	\$3,039.86 47.10%	\$63.29	\$65.80	\$18.71	\$147.80
	Total Belletits	\$3,039.86 47.10%	\$03.29	Ф 05.00	ф10./1	\$147.0U
		Annual Salary + Benefits	\$113,919.77			
Step C						
ı		\$6,775.86 /Month	\$45.17 /H	Hour		
		\$ 9,7,2,00 7,11,011,11	Ψ13.17 /1	1041		
	Total Benefits	\$3,129.67 46.19%	\$66.04	\$68.66	\$19.52	\$154.22
		Annual Salary + Benefits	\$118,866.34			
G . D						
Step D		\$7,113.87 /Month	ФЛТ ЛЭ Л	Hour		
		•	\$47.43 /I			
	Total Benefits	\$3,223.82 45.32%	\$68.92	\$71.66	\$20.38	\$160.95
		Annual Salary + Benefits	\$124,052.25			
Step E						
		\$7,469.22 /Month	\$49.79 /I	Hour		
	Total Benefits	\$3,322.80 44.49%	\$71.95	\$74.81	\$21.27	\$168.02
				-	•	
		Annual Salary + Benefits	\$129,504.20			

Parks Planner Department: Parks and Recreation

		Depai unent.					
Step A							
		\$6,153.57	/Month	\$41.02	/Hour		
Donofit	Multiplion				Cotos		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>zory</u>	
PERS - Employee	0.080000	492.29		Non-Swo	orn Managemei	nt & Mid-Mar	agement
PERS - Employer	0.139750	859.96					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	58.46					
Life Insurance	0.000255	28.24					
Deferred Comp.	0.020200	110.00					
Workers Comp.	0.030200	185.84		II 1 D 4	110.54%	29.57%	T
Vision Benefit	0.014500	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	89.23		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,956.34	48.04%	\$60.73	\$67.13	\$17.96	\$145.82
		Annual Salar	y + Benefits	\$109,318.86	:		
Step B							
экер Б		\$6,462.12	Month	\$43.08	/Цоне		
		φυ,4υ2.12	Wionin	\$43.06	/Houi		
	Total Benefits	\$3,042.28	47.08%	\$63.36	\$70.04	\$18.73	\$152.14
		Annual Salar	y + Benefits	\$114,052.79	:		
Step C							
		\$6,784.53	/Month	\$45.23	/Hour		
		φο, το πεε	111011111	Ψ13.23	/110 u 1		
	Total Benefits	\$3,132.08	46.17%	\$66.11	\$73.08	\$19.55	\$158.74
			. D. 64	4110 000 2 6			
		Annual Salar	y + Benefits	\$118,999.36	:		
Step D							
		\$7,124.27	/Month	\$47.50	/Hour		
		•				4.6.40	4.7 - 70
	Total Benefits	\$3,226.71	45.29%	\$69.01	\$76.28	\$20.40	\$165.69
		Annual Salar	y + Benefits	\$124,211.81	ī		
					•		
Step E		Φ 404.35					
		\$7,481.35	/Month	\$49.88	/Hour		
	Total Benefits	\$3,326.18	44.46%	\$72.05	\$79.64	\$21.30	\$173.00
		,		Ŧ:=:3 0	,		, 2.55
		Annual Salar	y + Benefits	\$129,690.30	•		
					•		

Parks Planning Technician Department: Parks and Recreation

Step A						
		\$4,593.51 /Month	\$30.62	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cate</u> ;	<u>gory</u>	
PERS - Employee	0.080000	367.48	Office Employees			
PERS - Employer	0.139750	641.94				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	43.64				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	138.72		110.54%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	66.61	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,396.51 52.17%	\$46.60	\$51.51	\$13.78	\$111.89
		Annual Salary + Benefits	\$83,880.26	:		
Step B						
Step D		\$4.922.22 /Manuals	Ф22.15	7.7		
		\$4,822.32 /Month	\$32.15	/Hour		
	Total Benefits	\$2,453.39 50.88%	\$48.50	\$53.62	\$14.34	\$116.46
		Annual Salary + Benefits	\$87,308.57	:		
Step C						
step e		\$5,063.26 /Month	\$33.76	/Hour		
		\$6,000.20 11.1011.11	Ψ33.70	/110 u 1		
	Total Benefits	\$2,519.40 49.76%	\$50.55	\$55.88	\$14.95	\$121.38
		Annual Salary + Benefits	\$90,991.92	<u>.</u>		
Chara D						
Step D		\$5,316.34 /Month	\$35.44	/Hour		
		•				
	Total Benefits	\$2,588.73 48.69%	\$52.70	\$58.26	\$15.58	\$126.54
		Annual Salary + Benefits	\$94,860.86	:		
Step E						
		\$5,581.55 /Month	\$37.21	/Hour		
	Total Benefits	\$2,661.39 47.68%	\$54.95	\$60.74	\$16.25	\$131.94
		Annual Salary + Benefits	\$98,915.23			
			77 077 10120	=		

Permit Services Specialist Department: Community Development

Step A						
		\$5,612.75 /Month	\$37.42	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	449.02	Office Employees			
PERS - Employer	0.139750	784.38			-	
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	53.32				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	169.51		50.54%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	81.38	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,675.73 47.67%	\$55.26	\$27.93	\$16.34	\$99.52
		Annual Salary + Benefits	\$99,461.79	_		
Step B						
		\$5,893.56 /Month	\$39.29	/Hour		
	Total Benefits	\$2,746.86 46.61%	\$57.60	\$29.11	\$17.03	\$103.75
		Annual Salary + Benefits	\$103,685.05	:		
Ston C						
Step C		ΦC 100 24 /M	#41.25	7.7		
		\$6,188.24 /Month	\$41.25	/Hour		
	Total Benefits	\$2,827.59 45.69%	\$60.11	\$30.38	\$17.77	\$108.25
		Annual Salary + Benefits	\$108,189.94			
		Annual Salary + Delicitis	\$100,109.94	•		
Step D						
		\$6,498.52 /Month	\$43.32	/Hour		
	Total Benefits	\$2,912.59 44.82%	\$62.74	\$31.71	\$18.55	\$113.00
		Annual Salary + Benefits	¢112 022 21			
		Amuai Saiary + Benefits	\$112,933.31	=		
Step E						
		\$6,822.66 /Month	\$45.48	/Hour		
	Total Benefits	\$3,001.39 43.99%	\$65.49	\$33.10	\$19.36	\$117.96
		Annual Salary + Benefits	\$117,888.57			
			Ψ117,000.57	<u> </u>		

Plan Check Engineer Department: Community Development

Step A						
		\$6,176.10 /Month	\$41.17	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	gory	
PERS - Employee	0.080000	494.09		Office En	nployees	
PERS - Employer	0.139750	863.11				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000.	152.46				
LTD Insurance	0.009500	58.67				
Life Insurance		5.80				
Deferred Comp.	0.020200	0.00		50.540/	20.559/	
Workers Comp. Vision Benefit	0.030200	186.52 37.64	Handy Data	50.54%	29.57%	Total Haunly
Medicare	0.014500		Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly
Medicare	0.014300	89.55	& Bellettis	Overneau	Overneau	<u>Rate</u>
	Total Benefits	\$ 2,830.06 45.82%	\$60.04	\$30.35	\$17.75	\$108.14
		Annual Salary + Benefits	\$108,073.95	:		
Step B						
		\$6,484.65 /Month	\$43.23	/Hour		
		\$ 0,101102 /10101111	Ψτ3.23	/110 u 1		
	Total Benefits	\$2,908.79 44.86%	\$62.62	\$31.65	\$18.51	\$112.79
		Ammol Colomy - Donoffe	¢112.721.20			
		Annual Salary + Benefits	\$112,721.28	=		
Step C						
		\$6,808.80 /Month	\$45.39	/Hour		
		φ 0,000,00 /1/10,1111	Ψ13.37	/110 u 1		
	Total Benefits	\$2,997.59 44.03%	\$65.38	\$33.04	\$19.33	\$117.75
		Annual Calamy Danofita	\$117,676.69			
		Annual Salary + Benefits	\$117,070.09	=		
Step D						
2 mg -		\$7,148.54 /Month	\$47.66	/Hour		
	Total Benefits	\$3,090.66 43.23%	\$68.26	\$34.50	\$20.18	\$122.94
			**** *** *** **			
		Annual Salary + Benefits	\$122,870.43	• 		
Step E						
		\$7,505.62 /Month	\$50.04	/Hour		
	Total Benefits	\$3,188.48 42.48%	\$71.29	\$36.03	\$21.08	\$128.41
		Annual Salamy Danafita	\$128 220 2 <i>4</i>			
		Annual Salary + Benefits	\$128,329.26	=		

Plan Check Engineer Department: Public Works

		Department. Tubii				
Step A						
		\$6,176.10 /Month	\$41.17	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	TOPE	
<u>Delient</u>	Multiplier			Cates	<u>201 y</u>	
PERS - Employee	0.080000	494.09		Office En	nployees	
PERS - Employer	0.139750	863.11				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	58.67				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	186.52		103.98%	29.57%	
Vision Benefit	0.044500	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	89.55	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,830.06 45.82%	\$60.04	\$62.43	\$17.75	\$140.22
		A	\$100 0 52 05			
		Annual Salary + Benefits	\$108,073.95	:		
Cr. D						
Step B		A - 10.1 - 1				
		\$6,484.65 /Month	\$43.23	/Hour		
	Total Benefits	\$2,908.79 44.86%	\$62.62	\$65.11	\$18.51	\$146.25
	Total Belletits	\$2,908.79 44.80%	φ02.02	ф03.11	ф10.31	ф140.23
		Annual Salary + Benefits	\$112,721.28			
		Timum Surui j · Benenius	¥112,: 21120	Ī		
Step C						
Step C		\$6 909 90 /Month	¢45.20	/II.		
		\$6,808.80 /Month	\$45.39	/Hour		
	Total Benefits	\$2,997.59 44.03%	\$65.38	\$67.97	\$19.33	\$152.68
		+ -, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	******	7	+	7-5-155
		Annual Salary + Benefits	\$117,676.69			
		•	,	1		
Step D						
		\$7,148.54 /Month	\$47.66	/Hour		
		Ψ.92 1000 1 /111011111	Ψ+1.00	,11041		
	Total Benefits	\$3,090.66 43.23%	\$68.26	\$70.97	\$20.18	\$159.42
		Annual Salary + Benefits	\$122,870.43	•		
				·		
Step E				<u> </u>		
	<u></u>	\$7,505.62 /Month	\$50.04	/Hour		
	Total Benefits	\$3,188.48 42.48%	\$71.29	\$74.13	\$21.08	\$166.50
						
		Annual Salary + Benefits	\$128,329.26	:		

Planning Manager Department: Community Development

C4 A		epartment. Community	•	
Step A		\$9.620.60 Month	\$ 57.54 /II.o.u	
		\$8,630.60 /Month	\$57.54 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Cate	<u>egory</u>
PERS - Employee	0.080000	690.45	Non-Sworn Manageme	ent & Mid-Management
PERS - Employer	0.139750	1,206.13		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	81.99		
Life Insurance	0.000255	39.61		
Deferred Comp.		110.00		
Workers Comp.	0.030200	260.64	50.54%	29.57%
Vision Benefit	0.014500	37.64	Hourly Rate Department	= = = = = = = = = = = = = = = = = = = =
Medicare	0.014500	125.14	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 3,646.29 42.25%	\$81.85 \$41.37	\$24.20 \$147.41
		Annual Salary + Benefits	\$147,322.65	
Ctar D				
Step B		φο ο (2.22. Δ.Ε	A 40 44 57	
		\$9,062.22 /Month	\$60.41 /Hour	
	Total Benefits	\$3,766.51 41.56%	\$85.52 \$43.23	\$25.29 \$154.04
		Annual Salary + Benefits	\$153,944.77	
Step C				
Siep C		\$9,514.63 /Month	\$63.43 /Hour	
		\$9,314.03 /Wolldi	\$65.45 /Hour	
	Total Benefits	\$3,892.53 40.91%	\$89.38 \$45.17	\$26.43 \$160.98
		t IGI D etc	Φ4 < 0.00 = 0 <	
		Annual Salary + Benefits	\$160,885.86	
Step D				
Step B		\$9,989.58 /Month	\$66.60 /Hour	
	Total Benefits	ŕ		\$27.62 \$1.60.27
	rotal benefits	\$4,024.82 40.29%	\$93.43 \$47.22	\$27.62 \$168.27
		Annual Salary + Benefits	\$168,172.77	
Step E				
		\$10,488.80 /Month	\$69.93 /Hour	
	Total Benefits	\$4,163.87 39.70%	\$97.68 \$49.37	\$28.88 \$175.94
	Total Delicitis	φ 1 ,103.07 37./0%	φ21 .υυ φ 4 2 . 31	ψ ⊿0.00
		Annual Salary + Benefits	\$175,832.04	

Police Captain Department: Police

		2 сра	runent. re	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
Step A							
		\$9,525.03	/Month	\$63.50	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	TOPY	
	<u> </u>						
PERS - Employee	0.090000	857.25			Sworn C	aptain	
PERS - Employer	0.288040	2,743.59					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.92					
Health Insurance		960.33					
Dental Insurance		152.46					
LTD Insurance	0.009500	90.49					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.030200	287.66			45.53%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	138.11	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 5,281.35	55.45%	\$98.71	\$44.94	\$29.18	\$172.84
		Annual Sala	ry + Benefits	\$177,676.55	=		
~ ~							
Step B							
		\$10,001.72	/Month	\$66.68	/Hour		
	Total Benefits	\$5,479.49	54.79%	\$103.21	\$46.99	\$30.51	\$180.71
		, , , , , , ,		,	•	,	,
		Annual Sala	ry + Benefits	\$185,774.56	=		
Step C							
		\$10,502.67	/Month	\$70.02	/Hour		
	T-4-1 D	\$5,696.02	54.220/	¢107.00	¢40.17	\$21.02	¢100.00
	Total Benefits	\$5,090.02	54.23%	\$107.99	\$49.17	\$31.93	\$189.09
		Annual Sala	ry + Benefits	\$194,384.33			
			-		=		
Step D							
•		\$11,027.89	/Month	\$73.52	/Hour		
	Total Benefits	\$5,923.05	53.71%	\$113.01	\$51.45	\$33.41	\$197.87
		Annual Sala	ry + Ronofita	\$203,411.22			
		Amuai Sala	y + Delicitis	φ203,411.22	=		
Step E							
		\$11,579.11	/Month	\$77.19	/Hour		
	Total Benefits	\$6,161.30	53.21%	\$118.27	\$53.85	\$34.97	\$207.09
		A 10 1	D	#212.004.0 =			
		Annual Sala	ry + Benefits	\$212,884.97	•		

Police Chief Department: Police

		Бери	runent. re	мес			
Step A							
		\$11,679.65	/Month	\$77.86	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.090000	1,117.87			Police	Chief	
PERS - Employer	0.288040	3,577.70					
PERS Survivor		2.00					
Management Incentive		741.18					
EAP		3.92					
Health Insurance		960.33					
Dental Insurance		152.46					
LTD Insurance	0.009500	110.96					
Life Insurance	0.000255	53.61					
Deferred Comp.		110.00					
Workers Comp.	0.030200	352.73		II 1 D 4	45.53%	29.57%	75 4 1 TT 1
Vision Benefit	0.014500	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	169.35	•	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 7,389.75	63.27%	\$127.13	\$57.88	\$37.59	\$222.60
		Annual Sala	ry + Benefits	\$228,832.77	:		
C/ D							
Step B		444.442.04	25.1				
		\$12,263.81	/Month	\$81.76	/Hour		
	Total Benefits	\$7,644.93	62.34%	\$132.72	\$60.43	\$39.24	\$232.40
		Annual Sala	ry + Benefits	\$238,904.83			
Step C							
		\$12,877.43	/Month	\$85.85	/Hour		
	T ID C	Φ 7 01 2 0 7	C1 450/	φ1 30 c 0	062.11	40.00	Φ2.42. 60
	Total Benefits	\$7,912.97	61.45%	\$138.60	\$63.11	\$40.98	\$242.69
		Annual Sala	ry + Benefits	\$249,484.84	_		
Step D							
		\$13,520.52	/Month	\$90.14	/Hour		
	Total Benefits	\$8,193.89	60.60%	\$144.76	\$65.91	\$42.80	\$253.48
		Annual Cala	ry + Benefits	\$260 572 07			
		Aiiiluai Sala	ry + Denems	\$260,572.97	=		
Step E							
		\$14,196.55	/Month	\$94.64	/Hour		
	Total Benefits	\$8,489.20	59.80%	\$151.24	\$68.86	\$44.71	\$264.81
		A 101	D	\$272.220.0C			
		Annual Sala	ry + Benefits	\$272,229.06	=		

Police Lieutenant Department: Police

Step A					
Step 11		\$8,417.39 /Month	\$56.12 /Hour		
<u>Benefit</u>	<u>Multiplier</u>		<u>C</u> :	<u>ategory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp.	0.090000 0.288040 0.009500 0.000255	757.57 2,424.55 2.00 0.00 3.92 960.33 152.46 79.97 38.64 110.00		ent & Mid-Managen	nent
Workers Comp. Vision Benefit Medicare	0.030200 0.014500	254.21 37.64 122.05	Hourly Rate Departme & Benefits Overhea		Гоtal Hourly <u>Rate</u>
	Total Benefits	\$ 4,943.32 58.73%	\$89.07 \$40.5	56 \$26.33	\$155.96
		Annual Salary + Benefits			
Step B	Total Benefits	\$8,838.61 /Month \$5,127.32 58.01% Annual Salary + Benefits	\$58.92 /Hour \$93.11 \$42.39 \$167,591.16	\$27.53	\$163.03
Step C	Total Benefits	\$9,280.62 /Month \$5,320.40 57.33% Annual Salary + Benefits	\$61.87 /Hour \$97.34 \$44.32 \$175,212.28	\$28.78	\$170.44
Step D	Total Benefits	\$9,745.17 /Month \$5,523.33 56.68% Annual Salary + Benefits	\$64.97 /Hour \$101.79 \$46.35 \$183,222.03	\$30.09	\$178.23
Step E	Total Benefits	\$10,232.26 /Month \$5,736.11 56.06% Annual Salary + Benefits	\$68.22 /Hour \$106.46 \$48.47 \$191,620.42	\$31.47	\$186.40

Police Officer Department: Police

~ .							
Step A							
		\$5,552.08	/Month	\$37.01	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.090000	499.69			Sworn	Police	
PERS - Employer	0.288040	1,599.22			Sworn	lonce	
PERS Survivor	0.200040	2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		960.33					
Dental Insurance		152.46					
LTD Insurance	0.009500	52.74					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.030200	167.67			45.53%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	80.51	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,564.08	64.19%	\$60.77	\$27.67	\$17.97	\$106.41
		Annual Sala	ry + Benefits	\$109,393.93			
			•		1		
Step B							
1		\$5,829.42	/Month	\$38.86	/Hour		
		φε,σ=>τι=	,1,101111	Ψ30.00	/110 u 1		
	Total Benefits	\$3,676.06	63.06%	\$63.37	\$28.85	\$18.74	\$110.96
		Annual Cala	ry + Benefits	\$114,065.74			
		Allituai Sala	iry + Delicitis	\$114,003.74	•		
Step C							
•		\$6,120.64	/Month	\$40.80	/Hour		
				7 10100			
	Total Benefits	\$3,801.94	62.12%	\$66.15	\$30.12	\$19.56	\$115.83
		Annual Sala	ry + Benefits	\$119,070.91			
Step D							
		\$6,427.45	/Month	\$42.85	/Hour		
	Total Benefits	\$3,934.55	61.21%	\$69.08	\$31.45	\$20.42	\$120.96
		A mm 1 C - 1 -	wy Domoffe	¢124 244 01			
		Annuai Sala	ry + Benefits	\$124,344.01	:		
Step E							
		\$6,748.13	/Month	\$44.99	/Hour		
	Total Benefits	\$4,073.16	60.36%	\$72.14	\$32.85	\$21.33	\$126.32
			. D. 64.				
		Annual Sala	ry + Benefits	\$129,855.50	:		

Police Officer - Special Assignment Department: Police

Q. A						
Step A						
		\$5,829.42 /Month	\$38.86 /Hou	ur		
<u>Benefit</u>	<u>Multiplier</u>			Categor	<u>ry</u>	
PERS - Employee	0.090000	524.65		Sworn Po	lice	
PERS - Employer	0.288040	1,679.11				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		960.33				
Dental Insurance		152.46				
LTD Insurance	0.009500	55.38				
Life Insurance		7.90				
Deferred Comp.		0.00				
Workers Comp.	0.030200	176.05	4:	5.53%	29.57%	
Vision Benefit		37.64	Hourly Rate Dep	artment (City-Wide	Total Hourly
Medicare	0.014500	84.53	& Benefits Ov	<u>erhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 3,683.96 63.20%	\$63.42	\$28.88	\$18.75	\$111.05
		Annual Salary + Benefits	\$114,160.54			
Step B						
1		\$6,120.64 /Month	\$40.80 /Hou	ır		
		φ 0,22000 1 /1/1011011	φ 10100 /1100	-		
	Total Benefits	\$3,801.94 62.12%	\$66.15 \$3	30.12	\$19.56	\$115.83
		Annual Salary + Benefits	\$119,070.91			
Step C						
		\$6,427.45 /Month	\$42.85 /Hou	ır		
	Total Benefits	•			¢20.42	\$120.0 <i>c</i>
	Total Benefits	\$3,934.55 61.21%	\$69.08 \$3	31.45	\$20.42	\$120.96
		Annual Salary + Benefits	\$124,344.01			
Step D						
	_	\$6,748.13 /Month	\$44.99 /Hou	ır		
	Total Benefits	\$4,073.16 60.36%	\$72.14 \$3	32.85	\$21.33	\$126.32
		Annual Salary + Benefits	\$129,855.50			
		v				
Step E						
		\$7,086.14 /Month	\$47.24 /Hou	ır		
	Total Benefits	\$4,219.26 59.54%	\$75.37 \$3	34.32	\$22.28	\$131.97
		Annual Salary + Benefits	\$135,664.84			

Police Records Clerk I **Department: Police**

Q. A			
Step A			
		\$3,446.00 /Month	\$22.97 /Hour
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>
PERS - Employee	0.080000	275.68	Office Employees
PERS - Employer	0.139750	481.58	
PERS Survivor		2.00	
Management Incentive		0.00	
EAP		3.92	
Health Insurance		936.30	
Dental Insurance		152.46	
LTD Insurance	0.009500	32.74	
Life Insurance		5.80	
Deferred Comp.		0.00	
Workers Comp.	0.030200	104.07	45.53% 29.57%
Vision Benefit		37.64	Hourly Rate Department City-Wide Total Hourl
Medicare	0.014500	49.97	& Benefits Overhead Overhead Rate
	Total Benefits	\$ 2,082.15 60.42%	\$36.85 \$16.78 \$10.90 \$64.53
		Annual Salary + Benefit	s <u>\$66,337.82</u>
Step B			
		\$3,617.61 /Month	\$24.12 /Hour
		·	
	Total Benefits	\$2,123.36 58.70%	\$38.27 \$17.43 \$11.32 \$67.02
		Annual Salary + Benefit	s \$68,891.69
		·	
Step C			
		\$3,797.88 /Month	\$25.32 /Hour
	T. (.1 D C.)	¢2 172 75 57 210	\$20.00 \$10.12 \$11.00 \$40.00
	Total Benefits	\$2,172.75 57.21%	\$39.80 \$18.12 \$11.77 \$69.70
		Annual Salary + Benefit	s <u>\$71,647.55</u>
Step D			
эсер Б		\$3,988.55 /Month	\$26.59 /Hour
	Total Benefits	\$2,224.98 55.78%	\$41.42 \$18.86 \$12.25 \$72.53
		Annual Salary + Benefit	s\$74,562.40_
		Annual Salat y + Delletti	φ/τ-5002-τυ
Step E			
		\$4,187.89 /Month	\$27.92 /Hour
	Total Benefits	\$2,279.59 54.43%	\$43.12 \$19.63 \$12.75 \$75.50
		Annual Salary + Benefit	s \$77,609.79

Police Records Clerk II Department: Police

Step A						
		\$3,797.88 /Month	\$25.32	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	303.83		Office Em	ployees	
PERS - Employer	0.139750	530.75				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance Dental Insurance		936.30 152.46				
LTD Insurance	0.009500	36.08				
Life Insurance	0.009300	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	114.70		45.53%	29.57%	
Vision Benefit	0.020200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	55.07	& Benefits	Overhead Overhead	Overhead	Rate
	Total Benefits	\$ 2,178.55 57.36%	\$39.84	\$18.14	\$11.78	\$69.76
	Total Belletits		φ 37.04	ф10.14	Д11./0	φυ9./υ
		Annual Salary + Benefits	\$71,717.15			
Step B						
		\$3,988.55 /Month	\$26.59	/Hour		
	Total Benefits	\$2,224.98 55.78%	\$41.42	\$18.86	\$12.25	\$72.53
		Annual Calany + Danafita	\$74.562.40			
		Annual Salary + Benefits	\$74,562.40			
Step C						
		\$4,187.89 /Month	\$27.92	/Hour		
	Total Benefits	\$2,279.59 54.43%	\$43.12	\$19.63	\$12.75	\$75.50
		Annual Salary + Benefits	\$77,609.79			
Step D		\$4,397.64 /Month	\$29.32	/Hour		
	Table C	•			412.25	ф 7 0 /1
	Total Benefits	\$2,337.05 53.14%	\$44.90	\$20.44	\$13.27	\$78.61
		Annual Salary + Benefits	\$80,816.32			
Step E						
		\$4,617.78 /Month	\$30.79	/Hour		
	Total Benefits	\$2,397.36 51.92%	\$46.77	\$21.29	\$13.83	\$81.89
		Annual Salary + Benefits	\$84,181.69			

Police Sergeant Department: Police

Step A						
		\$6,588.65 /Month	\$43.92	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.090000	592.98		Sworn	Police	
PERS - Employer	0.288040	1,897.79				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		960.33				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	62.59				
Life Insurance		7.90 0.00				
Deferred Comp. Workers Comp.	0.030200	198.98		45.53%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	95.54	& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	93.34	& Belletts	Overneau	Overneau	Kate
	Total Benefits	\$ 4,012.13 60.89%	\$70.67	\$32.18	\$20.89	\$123.74
		Annual Salary + Benefits	\$127,209.34			
Step B						
SOF -		\$6,918.00 /Month	\$46.12	/Hour		
		φ 0,710.00 /10101111	φ+0.12	/IIOui		
	Total Benefits	\$4,146.59 59.94%	\$73.76	\$33.59	\$21.81	\$129.16
		Annual Salary + Benefits	\$132,775.04			
		Annual Salary Denemes	ψ132,773.04			
Step C						
		\$7,264.68 /Month	\$48.43	/Hour		
		•	,			
	Total Benefits	\$4,296.44 59.14%	\$77.07	\$35.09	\$22.79	\$134.95
		Annual Salary + Benefits	\$138,733.38			
			+200,700.00			
Step D						
		\$7,628.69 /Month	\$50.86	/Hour		
	Total Benefits	\$4,453.77 58.38%	\$80.55	\$36.68	\$23.81	\$141.04
		Annual Calarre Danser	¢1// 000 50			
		Annual Salary + Benefits	\$144,989.58	:		
Step E						
		\$8,010.04 /Month	\$53.40	/Hour		
	Total Benefits	\$4,618.61 57.66%	\$84.19	\$38.33	\$24.89	\$147.42
		Annual Calamy Danafita	\$1 <i>E</i> 1 <i>EA</i> 2 00			
		Annual Salary + Benefits	\$151,543.80			

Principal Planner Department: Community Development

Step A							
500p 11		\$7,803.77	/Month	\$52.03	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.080000	624.30)	Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.139750	1,090.58					
PERS Survivor		2.00					
Management Incentive		0.00)				
EAP		3.92	2				
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	74.14	1				
Life Insurance	0.000255	35.82	2				
Deferred Comp.		110.00					
Workers Comp.	0.030200	235.67			50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	113.15		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,415.98	43.77%	\$74.80	\$37.80	\$22.11	\$134.72
	Total Beliefits	,			ψ37.00	Ψ22.11	ψ134.72
		Annual Sala	ary + Benefits	\$134,637.03	:		
Step B							
		\$8,193.78	/Month	\$54.63	/Hour		
	Total Benefits	\$3,524.62	43.02%	\$78.12	\$39.48	\$23.10	\$140.70
		Annual Sala	ary + Benefits	\$140,620.75	•		
Step C							
sup c		\$8,602.86	/Month	\$57.35	/Hour		
	Total Benefits	\$3,638.56	42.29%	\$81.61	\$41.25	\$24.13	\$146.98
			ary + Benefits				
		Ailliuai Sala	iry + Denents	\$140,077.03	=		
Step D		40.022.77					
		\$9,032.75	/Month	\$60.22	/Hour		
	Total Benefits	\$3,758.30	41.61%	\$85.27	\$43.10	\$25.21	\$153.58
		Annual Sala	ary + Benefits	\$153,492.63			
Step E							
		\$9,485.16	/Month	\$63.23	/Hour		
	Total Benefits	\$3,884.32	40.95%	\$89.13	\$45.05	\$26.35	\$160.53
		Annual Sala	ary + Benefits	\$160,433.72	:		

Project Manager - Economic Development Department: Community Development

		- P	Community		-		
Step A							
		\$7,077.47	/Month	\$47.18	/Hour		
75 04		•			~ .		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	566.20)	Non-Swe	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	989.08	1				
PERS Survivor		2.00)				
Management Incentive		0.00)				
EAP		3.92					
Health Insurance		936.30)				
Dental Insurance		152.46	i				
LTD Insurance	0.009500	67.24					
Life Insurance	0.000255	32.49)				
Deferred Comp.		110.00)				
Workers Comp.	0.030200	213.74			50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	102.62	<u>.</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,213.68	45.41%	\$68.61	\$34.68	\$20.28	\$123.57

		Annual Sala	ry + Benefits	\$123,493.78	i		
Step B							
		\$7,431.09	/Month	\$49.54	/Hour		
	Total Benefits	\$3,312.18	44.57%	\$71.62	\$36.20	\$21.18	\$129.00
			- a.	4440.040.40			
		Annual Sala	ry + Benefits	\$128,919.19	1		
~ ~							
Step C							
		\$7,802.03	/Month	\$52.01	/Hour		
				4-4-0	***		*****
	Total Benefits	\$3,415.50	43.78%	\$74.78	\$37.80	\$22.11	\$134.69
			. TD . 6*4	#124 (10 22			
		Annuai Sala	ry + Benefits	\$134,610.33	ı		
G. B.							
Step D							
		\$8,192.05	/Month	\$54.61	/Hour		
	T. 1D. ".	ф2 52 4 12	40.000/	0=0 4 4	#20.40	daa oo	4140.60
	Total Benefits	\$3,524.13	43.02%	\$78.11	\$39.48	\$23.09	\$140.68
		Annual Cala	ry + Benefits	\$170 504 30			
		Amuai Sala	n y + Denemis	\$140,594.20	•		
C. F							
Step E							
		\$8,601.13	/Month	\$57.34	/Hour		
	T.4.1D	#2 C20 00	40.0004	do =-	641.04	do 4 10	\$146.05
	Total Benefits	\$3,638.08	42.30%	\$81.59	\$41.24	\$24.12	\$146.96
		Annual Cala	mr Donofite	¢1/6 070 51			
		Annual Sala	ry + Benefits	\$146,870.51	•		

Project Services Specialist Department: Public Works

		Department. Tubb		
Step A				
		\$5,361.41 /Month	\$35.74 /Hour	
D 64	M14:1:		Cod	
<u>Benefit</u>	<u>Multiplier</u>		<u>Car</u>	egory
PERS - Employee	0.080000	428.91	Office I	Employees
PERS - Employer	0.139750	749.26		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	50.93		
Life Insurance		5.80		
Deferred Comp.		0.00		
Workers Comp.	0.030200	161.91	103.98%	29.57%
Vision Benefit	0.014500	37.64	Hourly Rate Departmen	
Medicare	0.014500	77.74	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,606.88 48.62%	\$53.12 \$55.23	3 \$15.71 \$124.06
		Annual Salary + Benefits	\$95,619.46	
Step B				
~~·F		\$5,630.08 /Month	\$37.53 /Hour	
		\$ 5,050.00 / Wolling	φ37.53 /110α1	
	Total Benefits	\$2,674.68 47.51%	\$55.37 \$57.57	\$16.37 \$129.30
		Annual Salary + Benefits	\$99,657.12	
Step C				
		\$5,910.89 /Month	\$39.41 /Hour	
	Total Benefits	\$2,751.61 46.55%	\$57.75 \$60.05	\$17.07 \$134.87
		Ammal Calamy Day of ta	¢102 040 00	
		Annual Salary + Benefits	\$103,949.98	
G. D.				
Step D				
		\$6,207.31 /Month	\$41.38 /Hour	
	Total Dan - Ct.	\$2.022.01 AE CAN	\$60.27 \$62.66	\$17.92 \$1.40.75
	Total Benefits	\$2,832.81 45.64%	\$60.27 \$62.66	\$17.82 \$140.75
		Annual Salary + Benefits	\$108,481.47	
		Annual Salat y T Delicitis	ψ100,τ01.τ/	
Stan E				
Step E		A C T 4 T T D C C C C		
		\$6,517.58 /Month	\$43.45 /Hour	
	Total Benefits	\$2,917.81 44.77%	\$62.90 \$65.40	\$18.60 \$146.90
	Total Delicitis	φ2,717.01 44.77%	φυ <i>2.7</i> V φυ <i>3.</i> 4V	φ10.00 φ140.30
		Annual Salary + Benefits	\$113,224.69	
			Ψ110,22 H07	

Purchasing Assistant Department: Public Works

G						
Step A						
		\$4,607.38 /Month	\$30.72	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	368.59		Public Works -	Maintenance	
PERS - Employer	0.139750	643.88				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	43.77				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	139.14		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	66.81	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,400.31 52.10%	\$46.72	\$48.58	\$13.81	\$109.11
		Annual Salary + Benefits	\$84,092.30			
		,	1 2 /2 2	:		
Step B						
_		\$4,837.92 /Month	\$32.25	/Hour		
		•				
	Total Benefits	\$2,457.67 50.80%	\$48.64	\$50.57	\$14.38	\$113.59
		Annual Salary + Benefits	\$87,547.06			
		·	· · · · · · · · · · · · · · · · · · ·	•		
Step C						
		\$5,080.60 /Month	\$33.87	/Hour		
			+= 0 =0		****	****
	Total Benefits	\$2,524.15 49.68%	\$50.70	\$52.71	\$14.99	\$118.40
		Annual Salary + Benefits	\$91,257.00	_		
				· · · · · · · · · · · · · · · · · · ·		
Step D						
		\$5,335.41 /Month	\$35.57	/Hour		
	Total Benefits	\$2,593.96 48.62%	\$52.86	\$54.96	\$15.63	\$123.46
		Annual Salary + Benefits	\$95,152.39			
		Annual Salary Beliefits	ΨΣΟ,102,03	•		
Step E						
		\$5,602.35 /Month	\$37.35	/Hour		
	Total Benefits	\$2,667.08 47.61%	\$55.13	\$57.32	\$16.30	\$128.75
				, 	, = 2.2 0	,
		Annual Salary + Benefits	\$99,233.21	:		

Purchasing Manager Department: Finance & Information Systems

Cton A	-			ormation Syst			
Step A		¢5 520 05	/N. // 1.	¢26.02	/II ·		
		\$5,539.95	/Month	\$36.93	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.080000	443.20		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	774.21					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	52.63					
Life Insurance	0.000255	25.43					
Deferred Comp.		110.00					
Workers Comp.	0.030200	167.31			37.73%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	80.33	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,785.42	50.28%	\$55.50	\$20.94	\$16.41	\$92.85
		Annual Sala	ry + Benefits	\$99,904.41			
Step B							
Step D		\$5,817.29	/Month	\$38.78	/Llour		
		φ3,017.29	/Wionth	φ30.70	/Houi		
	Total Benefits	\$2,862.67	49.21%	\$57.87	\$21.83	\$17.11	\$96.81
		Annual Sala	ry + Benefits	\$104,159.50			
~ ~							
Step C							
		\$6,108.50	/Month	\$40.72	/Hour		
	Total Benefits	\$2,943.78	48.19%	\$60.35	\$22.77	\$17.84	\$100.96
		Ammuel Colo	wy Donofita	¢100 /27 20			
		Amidai Sala	ry + Benefits	\$108,627.38	ı		
Step D					-		
		\$6,413.58	/Month	\$42.76	/Hour		
	Total Benefits	\$3,028.76	47.22%	\$62.95	\$23.75	\$18.61	\$105.31
		Annual Sala	ry + Benefits	\$113,308.06	_		
					•		
Step E		φ. 	0.5				
		\$6,734.26	/Month	\$44.90	/Hour		
	Total Benefits	\$3,118.08	46.30%	\$65.68	\$24.78	\$19.42	\$109.88
		Annual Sala	ry + Benefits	\$118,228.09			

Records Manager Department: Administration

		Department. Aum		
Step A				
		\$5,071.93 /Month	\$33.81 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Cat</u>	<u>egory</u>
PERS - Employee	0.080000	405.75	Non-Sworn Managem	ent & Mid-Management
PERS - Employer	0.139750	708.80	S	2
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	48.18		
Life Insurance	0.000255	23.28		
Deferred Comp.		110.00		
Workers Comp.	0.030200	153.17	44.84%	29.57%
Vision Benefit	0.014500	37.64	Hourly Rate Departmen	= = = = = = = = = = = = = = = = = = = =
Medicare	0.014500	73.54	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,655.06 52.35%	\$51.51 \$23.10	\$15.23 \$89.84
		Annual Salary + Benefits	\$92,723.82	
Step B				
Step B		\$5,325.00 /Month	\$35.50 /Hour	
		\$3,323.00 /William	\$33.30 /Houi	
	Total Benefits	\$2,725.55 51.18%	\$53.67 \$24.07	\$15.87 \$93.61
		Annual Salary + Benefits	\$96,606.55	
Step C				
•		\$5,591.95 /Month	\$37.28 /Hour	
		, - , - , - , - , - , - , - , - , - , -	777,120,120,12	
	Total Benefits	\$2,799.90 50.07%	\$55.95 \$25.09	\$16.54 \$97.57
		Ammol Colomy Donoffto	¢100 702 22	
		Annual Salary + Benefits	<u>\$100,702.22</u>	
Step D				
Sup 2		\$5,871.03 /Month	\$39.14 /Hour	
	Total Benefits	\$2,877.64 49.01%	\$58.32 \$26.16	\$17.24 \$101.72
		Annual Salary + Benefits	\$104,984.00	
Step E				
		\$6,163.97 /Month	\$41.09 /Hour	
	Total Benefits	\$2,959.23 48.01%	\$60.82 \$27.28	\$17.98 \$106.08
		,	τουνο- ψενιέυ	φ10000
		Annual Salary + Benefits	\$109,478.43	

Records Supervisor Department: Police

Step A						
		\$4,804.98 /Month	\$32.03	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>gory</u>	
PERS - Employee	0.080000	384.40		Office En	ployees	
PERS - Employer	0.139750	671.50				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance Dental Insurance		936.30 152.46				
LTD Insurance	0.009500	45.65				
Life Insurance	0.009300	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	145.11		45.53%	29.57%	
Vision Benefit	0.020200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	69.67	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,454.44 51.08%	\$48.40	\$22.04	\$14.31	\$84.74
		A IGI B et	#0■ 112.00			
		Annual Salary + Benefits	\$87,113.09	:		
Step B						
		\$5,045.93 /Month	\$33.64	/Hour		
	Total Benefits	\$2,514.65 49.84%	\$50.40	\$22.95	\$14.90	\$88.26
		Annual Salary + Benefits	\$90,726.99	:		
Chara C						
Step C		\$5,299.00 /Month	\$35.33	/Hour		
		\$3,433.00 /WOUL	\$55.55	/noui		
	Total Benefits	\$2,583.98 48.76%	\$52.55	\$23.93	\$15.54	\$92.02
		Annual Salary + Benefits	\$94,595.77	:		
Step D						
Step D		\$5,564.21 /Month	\$37.09	/Hour		
	Total Benefits	\$2,656.64 47.75%	\$54.81	\$24.95	\$16.20	\$95.96
		Annual Salary + Benefits	\$98,650.14			
				:		
Step E		ΦΕ 0.42.20 Ω.5				
		\$5,843.29 /Month	\$38.96			
	Total Benefits	\$2,733.09 46.77%	\$57.18	\$26.03	\$16.90	\$100.11
		Annual Salary + Benefits	\$102,916.55	:		

Recreation Coordinator Department: Parks and Recreation

		Department: Parks and	a recreation			
Step A						
		\$4,564.04 /Month	\$30.43 /H	Iour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	orv	
				· <u> </u>		
PERS - Employee	0.080000	365.12		Office Em	ıployees	
PERS - Employer	0.139750	637.82				
PERS Survivor		2.00				
Management Incentive EAP		0.00 3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	43.36				
Life Insurance	0.007300	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	137.83		110.54%	29.57%	
Vision Benefit		37.64	Hourly Rate Do	epartment	City-Wide	Total Hourly
Medicare	0.014500	66.18	-	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,388.44 52.33%	\$46.35	\$51.24	\$13.70	\$111.29
		Annual Salary + Benefits	\$93 <i>42</i> 0 75			
		Annual Salary + Delicitis	\$83,429.75			
Step B						
		\$4,792.85 /Month	\$31.95 /H	์ กม ะ		
		\$ 1,7210C /1110Hill	φ31.93 /11	our		
	Total Benefits	\$2,445.32 51.02%	\$48.25	\$53.34	\$14.27	\$115.86
		Annual Calamy Danasita	\$94 9 5 9 04			
		Annual Salary + Benefits	\$86,858.06			
Step C						
sup s		\$5,032.06 /Month	\$33.55 /H	our		
		\$ 2,022.00 /10101111	Ψ33.33 /11	our		
	Total Benefits	\$2,510.85 49.90%	\$50.29	\$55.59	\$14.87	\$120.74
		Amusal Calamy Danasta	¢00 514 05			
		Annual Salary + Benefits	\$90,514.95			
Step D						
		\$5,283.40 /Month	\$35.22 /H	our		
		•				
	Total Benefits	\$2,579.71 48.83%	\$52.42	\$57.95	\$15.50	\$125.86
		Annual Calamy Dansets	\$04.257.20			
		Annual Salary + Benefits	\$94,357.29			
Step E						
		\$5,546.88 /Month	\$36.98 /H	our		
		·				
	Total Benefits	\$2,651.89 47.81%	\$54.66	\$60.42	\$16.16	\$131.24
		Annual Salary + Benefits	\$98,385.21			
		Amiuai Saiary + Benefits	ФУ0,385.41			

Recreation Manager Department: Parks and Recreation

		Department: Parks an	u Recreation	
Step A				
		\$6,297.44 /Month	\$41.98 /Hour	
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>
PERS - Employee	0.080000	503.80	Non-Sworn Manag	gement & Mid-Management
PERS - Employer	0.139750	880.07		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	59.83		
Life Insurance	0.000255	28.91		
Deferred Comp.		110.00		
Workers Comp.	0.030200	190.18	110.54	
Vision Benefit	0.014500	37.64	Hourly Rate Departm	5
Medicare	0.014500	91.31	& Benefits Overho	ead Overhead Rate
	Total Benefits	\$ 2,996.41 47.58%	\$61.96 \$6	8.49 \$18.32 \$148.77
		Annual Salary + Benefits	\$111,526.19	
Step B				
		\$6,612.92 /Month	\$44.09 /Hour	
	Total Benefits	\$3,084.28 46.64%	\$64.65 \$71.4	6 \$19.11 \$155.22
		Annual Salary + Benefits	\$116,366.43	
Step C				
Step C		\$6,944.00 /Month	\$46.29 /Hour	
		ψ 0, 5-4-1.00 /10101111	ψ 4 0.27 / Hour	
	Total Benefits	\$3,176.50 45.74%	\$67.47 \$74.5	8 \$19.95 \$162.00
		Annual Salary + Benefits	\$121,446.02	
Step D		Φ 7 200 (0 / Δ / 1	0.40.40.77	
		\$7,290.68 /Month	\$48.60 /Hour	
	Total Benefits	\$3,273.07 44.89%	\$70.42 \$77.8	5 \$20.82 \$169.09
		Annual Salary + Benefits	\$126,764.95	
Step E				
		\$7,654.69 /Month	\$51.03 /Hour	
	Total Benefits	\$3,374.46 44.08%	\$73.53 \$81.2	8 \$21.74 \$176.54
		Annual Salary + Benefits	\$132,349.77	

Recreation Supervisor Department: Parks and Recreation

		Department: Parks an		
Step A				
		\$5,247.00 /Month	\$34.98 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Ca	tegory
		410.76		
PERS - Employee	0.080000	419.76	Non-Sworn Manager	nent & Mid-Management
PERS - Employer PERS Survivor	0.139750	733.27		
		2.00 0.00		
Management Incentive EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	49.85		
Life Insurance	0.000255	24.08		
Deferred Comp.	0.000233	110.00		
Workers Comp.	0.030200	158.46	110.54%	29.57%
Vision Benefit	0.030200	37.64	Hourly Rate Departmen	
Medicare	0.014500	76.08	& Benefits Overhead	-
Wiedicare	0.01 1500	76.00	<u> </u>	<u>Overneuu</u> <u>Nute</u>
	Total Benefits	\$ 2,703.82 51.53%	\$53.01 \$58.5	9 \$15.67 \$127.27
		Annual Salary + Benefits	\$95,409.83	
Step B				
		\$5,508.75 /Month	\$36.73 /Hour	
	Total Benefits	\$2,776.73 50.41%	\$55.24 \$61.06	\$16.33 \$132.63
		Annual Salary + Benefits	\$99,425.73	
Step C				
		\$5,784.36 /Month	\$38.56 /Hour	
		•		
	Total Benefits	\$2,853.50 49.33%	\$57.59 \$63.66	\$17.03 \$138.27
		Annual Salary + Benefits	\$103,654.27	
Step D				
		\$6,073.83 /Month	\$40.49 /Hour	
	Total Benefits	\$2,934.12 48.31%	\$60.05 \$66.38	\$17.75 \$144.19
		Annual Salary + Benefits	\$108,095.46	
Step E				
		\$6,377.18 /Month	\$42.51 /Hour	
	Total Benefits	\$3,018.62 47.33%	\$62.64 \$69.24	\$18.52 \$150.40
		Annual Salary + Benefits	\$112,749.60	
		,	. ,	

Redevelopment Analyst Department: Redevelopment Agency

		Department: Redeveloj	ment rigency	
Step A				
		\$6,153.57 /Month	\$41.02 /Hour	
D 64	N/14!1!		C	4
<u>Benefit</u>	<u>Multiplier</u>		<u>C</u> :	<u>ategory</u>
PERS - Employee	0.080000	492.29	Non-Sworn Manage	ment & Mid-Management
PERS - Employer	0.139750	859.96		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	58.46		
Life Insurance	0.000255	28.24		
Deferred Comp.		110.00		
Workers Comp.	0.030200	185.84	85.30%	29.57%
Vision Benefit		37.64	Hourly Rate Departme	-
Medicare	0.014500	89.23	& Benefits Overhea	d Overhead Rate
	Total Benefits	\$ 2,956.34 48.04%	\$60.73 \$51.	81 \$17.96 \$130.50
	Total Belletius	φ 2,550.51	φοινο φεικ	γιου
		Annual Salary + Benefits	\$109,318.86	
Step B				
		\$6,462.12 /Month	\$43.08 /Hour	
	Total Benefits	\$3,042.28 47.08%	\$63.36 \$54.05	\$18.73 \$136.15
	Total Beliefits	ψ3,0π2.20 π7.0070	φοσ.σο φσ4.σσ	ψ10.73 ψ130.13
		Annual Salary + Benefits	\$114,052.79	
Step C				
		\$6,784.53 /Month	\$45.23 /Hour	
		•		
	Total Benefits	\$3,132.08 46.17%	\$66.11 \$56.39	\$19.55 \$142.05
		Annual Salary + Benefits	¢110 000 27	
		Annual Salary + Delients	\$118,999.36	
Step D				
		\$7,124.27 /Month	\$47.50 /Hour	
		ψ <i>г</i> 9 ж.ш - 3 м.г. / 1 V1 ОПШ	ψ τ 7.30 /110u1	
	Total Benefits	\$3,226.71 45.29%	\$69.01 \$58.86	\$20.40 \$148.27

		Annual Salary + Benefits	<u>\$124,211.81</u>	
Step E				
		\$7,481.35 /Month	\$49.88 /Hour	
		Ψ19 TO1 •33 /WIOHHI	φ τ 7.00 /110u1	
	Total Benefits	\$3,326.18 44.46%	\$72.05 \$61.46	\$21.30 \$154.81

		Annual Salary + Benefits	\$129,690.30	

Redevelopment Manager Department: Redevelopment Agency

		Department:		0 1			
Step A							
_		\$8,630.60	/Month	\$57.54	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	690.45		Non-Sw	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.139750	1,206.13		110H BW	om wanageme	iii & iviid ividi	lugement
PERS Survivor	0.137730	2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	81.99					
Life Insurance	0.000255	39.61					
Deferred Comp.		110.00					
Workers Comp.	0.030200	260.64			85.30%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	125.14	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,646.29	42.25%	\$81.85	\$69.82	\$24.20	\$175.86
		Annual Sala	ry + Benefits	\$147,322.65			
~ 5							
Step B							
		\$9,062.22	/Month	\$60.41	/Hour		
	Total Benefits	\$3,766.51	41.56%	\$85.52	\$72.96	\$25.29	\$183.77
	Total Belieffts	ψ3,700.31	11.5070	Ψου.υ2	ψ.2.50	ΨΞΟΙΞ	Ψ100.
		Annual Sala	ry + Benefits	\$153,944.77	=		
Step C							
*		\$9,514.63	/Month	\$63.43	/Hour		
	Total Benefits	\$3,892.53	40.91%	\$89.38	\$76.24	\$26.43	\$192.05
		Annual Sala	ry + Benefits	\$160,885.86			
			,		=		
Step D							
		\$9,989.58	/Month	\$66.60	/Hour		
	Total Benefits	\$4,024.82	40.29%	\$93.43	\$79.70	\$27.62	\$200.75
		Annual Sala	ry + Benefits	\$168,172.77	•		
Step E							
		\$10,488.80	/Month	\$69.93	/Hour		
	Total Benefits	\$4,163.87	39.70%	\$97.68	\$83.33	\$28.88	\$209.89
		Annual Sala	rv + Renefits	\$175,832.04			
		Amuai Sala	ry + Delicities	φ113,032.04	•		
<u></u>							

Regulatory Compliance Supervisor Department: Public Works

G		-					
Step A		*		+ ==			
		\$6,111.97	/Month	\$40.75	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.080000	488.96	i	Non-Sw	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.139750	854.15					
PERS Survivor		2.00)				
Management Incentive		0.00)				
EAP		3.92					
Health Insurance		936.30)				
Dental Insurance		152.46					
LTD Insurance	0.009500	58.06					
Life Insurance	0.000255	28.05					
Deferred Comp.		110.00	1				
Workers Comp.	0.030200	184.58			103.98%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	88.62	<u>.</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,944.75	48.18%	\$60.38	\$62.78	\$17.85	\$141.01
		Annual Sala	ry + Benefits	\$108,680.62	=		
Step B							
		\$6,417.05	/Month	\$42.78	/Hour		
		ŕ					
	Total Benefits	\$3,029.73	47.21%	\$62.98	\$65.48	\$18.62	\$147.08
		. 101	D 64	ф112 2 <i>(</i> 1 20			
		Annual Sala	ry + Benefits	\$113,361.30	=		
C. C							
Step C		A <					
		\$6,737.73	/Month	\$44.92	/Hour		
	Total Benefits	\$3,119.05	46 200/	\$65.71	\$68.32	\$19.43	¢152 46
	Total Belletits	\$5,119.05	46.29%	\$05.71	\$00.32	\$19.43	\$153.46
		Annual Sala	ry + Benefits	\$118,281.33			
		. Imaa bala	zy i Denemo	Ψ110,201,03			
Step D							
		\$7,074.01	/Month	\$47.16	/Hour		
	Total Benefits	\$3,212.71	45.42%	\$68.58	\$71.30	\$20.28	\$160.16
		Annual Sala	ry + Benefits	\$123,440.70	•		
Step E							
		\$7,427.62	/Month	\$49.52	/Hour		
	Total Benefits	\$3,311.21	44.58%	\$71.59	\$74.44	\$21.17	\$167.20
		Annual Sala	ry + Benefits	\$128,865.95	∃		

Right-of-Way Specialist Department: Public Works

Step A					
•		\$5,557.28 /Month	\$37.05 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Category	
PERS - Employee	0.080000	444.58	Off	ice Employees	
PERS - Employer	0.139750	776.63			
PERS Survivor		2.00			
Management Incentive		0.00			
EAP Health Insurance		3.92 936.30			
Dental Insurance		152.46			
LTD Insurance	0.009500	52.79			
Life Insurance	0.007300	5.80			
Deferred Comp.		0.00			
Workers Comp.	0.030200	167.83	103.98	3% 29.57%	
Vision Benefit		37.64	Hourly Rate Departs	ment City-Wide	Total Hourly
Medicare	0.014500	80.58	& Benefits Overh	nead Overhead	Rate
	Total Benefits	\$ 2,660.54 47.87%	\$54.79 \$5	56.96 \$16.20	\$127.95
		Annual Salary + Benefits	\$98,613.80		
Stan D					
Step B		\$5.924.62 /Month	Ф20 00 /II		
		\$5,834.62 /Month	\$38.90 /Hour		
	Total Benefits	\$2,730.71 46.80%	\$57.10 \$59.3	\$16.88	\$133.36
		Annual Salary + Benefits	\$102,784.01		
Step C					
		\$6,125.84 /Month	\$40.84 /Hour		
		φομ 2010 1 /111011111	φ10.01 /110α1		
	Total Benefits	\$2,810.49 45.88%	\$59.58 \$61.9	94 \$17.61	\$139.13
		Annual Salary + Benefits	\$107,236.01		
Step D					
Step D		\$6,432.65 /Month	\$42.88 /Hour		
	Total Benefits	\$2,894.54 45.00%	\$62.18 \$64.6	55 \$18.38	\$145.22
		Annual Salary + Benefits	\$111,926.33		
		Amidai Saidi y Benefits	Ψ1119/ MU1000		
Step E					
		\$6,755.06 /Month	\$45.03 /Hour		
	Total Benefits	\$2,982.87 44.16%	\$64.92 \$67.5	\$19.19	\$151.61
		Annual Salary + Benefits	\$116,855.14		

Safety / Special Projects Coordinator Department: Public Works

~ .						
Step A						
		\$5,122.20 /Month	\$34.15	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	409.78		Office En	nlovees	
PERS - Employee	0.139750	715.83		Office En	iipioyees	
PERS Survivor	0.137730	2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	48.66				
Life Insurance	0.002300	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	154.69		103.98%	29.57%	
Vision Benefit	0.020200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	74.27	& Benefits	<u>Overhead</u>	Overhead	Rate
Modicare	0.01 1500	71.27	et Delicités	Overneud	Overneur	<u> </u>
	Total Benefits	\$ 2,541.35 49.61%	\$51.09	\$53.12	\$15.10	\$119.32
		Annual Salary + Benefits	\$91,962.56			
				•		
Step B						
ı		\$5,378.74 /Month	\$35.86	/Hour		
		φ 3,370.74 /Wollin	Ψ33.00	/Hour		
	Total Benefits	\$2,605.83 48.45%	\$53.23	\$55.35	\$15.74	\$124.31
		Annual Salary + Benefits	\$95,814.79	<u> </u>		
C. C						
Step C						
		\$5,647.42 /Month	\$37.65	/Hour		
	T. (.1 D C.	\$2.670.42 A7.450	655 51	ф <i>ЕП</i> ПО	\$1.6.41	\$120.C4
	Total Benefits	\$2,679.43 47.45%	\$55.51	\$57.72	\$16.41	\$129.64
		Annual Salary + Benefits	\$99,922.21			
		Allitual Salary + Delicitis	\$99,922,21	=		
Stop D						
Step D		Φ 5 0 3 0 0 6 7 5 1				
		\$5,929.96 /Month	\$39.53	/Hour		
	Total Benefits	\$2,756.83 46.49%	\$57.91	\$60.21	\$17.12	\$135.25
	Total Delicitis	φ <i>2</i> ,130.03 40.49%	ф37.91	φυυ.Δ1	φ1/.14	ф133.43
		Annual Salary + Benefits	\$104,241.51			
		Immun Sular y Denemes	Ψ10-192-11-3-1	=		
Stop E						
Step E		Φ 				
		\$6,226.37 /Month	\$41.51	/Hour		
	Total Danafita	¢2 929 02 45 590/	\$ <u> </u>	¢62 02	¢17 07	¢1/1 12
	Total Benefits	\$2,838.03 45.58%	\$60.43	\$62.83	\$17.87	\$141.13
		Annual Salary + Benefits	\$108 772 85			
		Amiuai Saiary + Denemis	\$108,772.85	=		

Senior Accountant Department: Finance & Information Systems

Ston A	-					
Step A		ΦC 004 C2 / 04 / 1	φ40. <i>C</i> 3	/T.T		
		\$6,094.63 /Month	\$40.63	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	487.57	Non-Swo	rn Managemer	nt & Mid-Mar	agement
PERS - Employer	0.139750	851.72				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	57.90				
Life Insurance	0.000255	27.97				
Deferred Comp.		110.00				
Workers Comp.	0.030200	184.06		37.73%	29.57%	
Vision Benefit		37.64		Department	City-Wide	Total Hourly
Medicare	0.014500	88.37	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,939.92 48.24%	\$60.23	\$22.72	\$17.81	\$100.76
		Annual Salary + Benefits	\$108,414.58			
Step B						
		\$6,399.71 /Month	\$42.66	/Hour		
	Total Benefits	\$3,024.90 47.27%	\$62.83	\$23.71	\$18.58	\$105.11
		Annual Salary + Benefits	\$113,095.26			
Step C						
		\$6,720.39 /Month	\$44.80	/Hour		
		•				
	Total Benefits	\$3,114.22 46.34%	\$65.56	\$24.74	\$19.38	\$109.69
		Annual Salary + Benefits	\$118,015.29			
Step D						
Step D		\$7,056.67 /Month	\$47.04	/Hour		
	Total Benefits	\$3,207.88 45.46%	\$68.43	\$25.82	\$20.23	\$114.48
	Total Denemis		φ υσ.4 3	φ 43.04	φ 4U.43	φ 117.40
		Annual Salary + Benefits	\$123,174.66			
Step E						
		\$7,410.29 /Month	\$49.40	/Hour		
	Total Benefits	\$3,306.38 44.62%	\$71.44	\$26.96	\$21.12	\$119.52
		Annual Salary + Benefits	\$128,600.07			

Senior Associate Engineer Department: Public Works

		Department: Publi		
Step A				
		\$6,994.27 /Month	\$46.63 /Hour	
<u>Benefit</u>	<u>Multiplier</u>			Category
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare	0.080000 0.139750 0.009500 0.000255 0.030200 0.014500	559.54 977.45 2.00 0.00 3.92 936.30 152.46 66.45 32.10 110.00 211.23 37.64 101.42	Non-Sworn Mana 103.9 Hourly Rate Depart & Benefits Overl	tment City-Wide Total Hourly
	Total Benefits	\$ 3,190.50 45.62%	\$67.90 \$′	70.60 \$20.07 \$158.57
	Total Belletits	Annual Salary + Benefits	\$122,217.29	70.00 \$20.07 \$136.37
Step B				
	Total Benefits	\$7,344.42 /Month \$3,288.03 44.77% Annual Salary + Benefits	\$48.96 /Hour \$70.88 \$73. \$127,589.46	70 \$20.96 \$165.54
Step C				
Sup C	Total Benefits	\$7,711.90 /Month \$3,390.39 43.96% Annual Salary + Benefits	\$51.41 /Hour \$74.02 \$76.5 \$133,227.51	96 \$21.88 \$172.86
Step D				
	Total Benefits	\$8,096.71 /Month \$3,497.58 43.20% Annual Salary + Benefits	\$53.98 /Hour \$77.30 \$80. <u>\$139,131.45</u>	37 \$22.85 \$180.52
Step E		40.500.00		
	Total Benefits	\$8,502.33 /Month \$3,610.56 42.47% Annual Salary + Benefits	\$56.68 /Hour \$80.75 \$83.5 \$145,354.67	96 \$23.87 \$188.59

Senior Building Inspector Department: Community Development

Step A						
		\$6,176.10 /Month	\$41.17	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	494.09		Office En	nployees	
PERS - Employer	0.139750	863.11				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	58.67				
Life Insurance		5.80 0.00				
Deferred Comp. Workers Comp.	0.030200	186.52		50.54%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	89.55	& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	67.33	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,830.06 45.82%	\$60.04	\$30.35	\$17.75	\$108.14
		Annual Salary + Benefits	\$108,073.95	:		
Step B						
, L		\$6,484.65 /Month	\$43.23	/Hour		
		φ 0, 10 1102 / 10101111	Ψ13.23	/11oui		
	Total Benefits	\$2,908.79 44.86%	\$62.62	\$31.65	\$18.51	\$112.79
		A ICI D M	ф11 2 Т21 2 0			
		Annual Salary + Benefits	\$112,721.28	:		
Step C						
		\$6,808.80 /Month	\$45.39	/Hour		
		•				
	Total Benefits	\$2,997.59 44.03%	\$65.38	\$33.04	\$19.33	\$117.75
		Annual Salary + Benefits	\$117,676.69			
			, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
Step D						
		\$7,148.54 /Month	\$47.66	/Hour		
	Total Benefits	\$3,090.66 43.23%	\$68.26	\$34.50	\$20.18	\$122.94
		Annual Salary + Benefits	\$122,870.43			
			Ψ122,070.43	:		
Step E						
	-	\$7,505.62 /Month	\$50.04	/Hour		
	Total Benefits	\$3,188.48 42.48%	\$71.29	\$36.03	\$21.08	\$128.41
		Annual Salary + Benefits	\$128,329.26			
		Amiuai Saiary + Denemis	φ140,349.40	:		
I .						

Senior Code Enforcement Officer Department: Community Development

Step A						
		\$5,784.36 /Month	\$38.56	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	gory	
PERS - Employee	0.080000	462.75		Office En	nployees	
PERS - Employer	0.139750	808.36				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	54.95				
Life Insurance		5.80 0.00				
Deferred Comp. Workers Comp.	0.030200	174.69		50.54%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	83.87	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	03.07	<u> a Denents</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,722.75 47.07%	\$56.71	\$28.66	\$16.77	\$102.15
		Annual Salary + Benefits	\$102,085.27	:		
Step B						
•		\$6,073.83 /Month	\$40.49	/Hour		
		•				
	Total Benefits	\$2,796.25 46.04%	\$59.13	\$29.89	\$17.48	\$106.50
		Annual Salary + Benefits	\$106,440.91			
		· · · · · · · · · · · · · · · · · · ·				
Step C						
		\$6,377.18 /Month	\$42.51	/Hour		
	T 15 0	***	h.a =a	424.40	440.44	****
	Total Benefits	\$2,879.35 45.15%	\$61.71	\$31.19	\$18.24	\$111.14
		Annual Salary + Benefits	\$111,078.34	_		
				•		
Step D						
		\$6,696.12 /Month	\$44.64	/Hour		
	Total Benefits	\$2,966.72 44.31%	\$64.42	\$32.56	\$19.05	\$116.02
		Annual Salary + Benefits	\$115,954.10			
			422770 1110	!		
Step E						
	_	\$7,030.67 /Month	\$46.87	/Hour		
	Total Benefits	\$3,058.37 43.50%	\$67.26	\$33.99	\$19.89	\$121.14
		Annual Salamy + Danafita	\$121 AKQ FA			
		Annual Salary + Benefits	\$121,068.50	ŧ		

Senior Community Development Technician Department: Community Development

Step A						
		\$5,051.13 /Month	\$33.67	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	404.09		Office En	nployees	
PERS - Employer	0.139750	705.90				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	47.99				
Life Insurance		5.80				
Deferred Comp.	0.00000	0.00				
Workers Comp.	0.030200	152.54		50.54%	29.57%	T
Vision Benefit	0.044500	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	73.24	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,521.88 49.93%	\$50.49	\$25.52	\$14.93	\$90.93
		Annual Salary + Benefits	\$90,876.08	:		
Step B						
*		\$5,304.20 /Month	\$35.36	/Hour		
		·				
	Total Benefits	\$2,585.41 48.74%	\$52.60	\$26.58	\$15.55	\$94.73
		Annual Salary + Benefits	\$94,675.27			
		·	-			
Step C						
		\$5,569.41 /Month	\$37.13	/Hour		
	Total Benefits	\$2,658.06 47.73%	\$54.85	\$27.72	\$16.22	\$98.79
				,	,	,
		Annual Salary + Benefits	\$98,729.64	:		
Step D						
		\$5,848.49 /Month	\$38.99	/Hour		
	Total Benefits	\$2,734.51 46.76%	\$57.22	\$28.92	\$16.92	\$103.06
		Annual Salary + Benefits	\$102,996.05			
			Ψ102,770,03	: 		
Step E						
		\$6,141.44 /Month	\$40.94	/Hour		
	Total Benefits	\$2,814.77 45.83%	\$59.71	\$30.18	\$17.65	\$107.54
		Annual Salary + Benefits	\$107,474.49			

Senior Community Service Officer Department: Police

Step A						
		\$4,572.71 /Month	\$30.48 /	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>gory</u>	
PERS - Employee	0.080000	365.82		Non-Swoi	rn Police	
PERS - Employer	0.139750	639.04				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	43.44				
Life Insurance		7.90				
Deferred Comp.		0.00				
Workers Comp.	0.030200	138.10		45.53%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	66.30	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,392.91 52.33%	\$46.44	\$21.14	\$13.73	\$81.31
		Annual Salary + Benefits	\$83,587.49			
Step B						
этер Б		\$4.001.53 /Manual	ф 22 01 /			
		\$4,801.52 /Month	\$32.01 /	Hour		
	Total Benefits	\$2,447.70 50.98%	\$48.33	\$22.00	\$14.29	\$84.62
		Annual Salary + Benefits	\$86,990.60			
Step C						
r		\$5,042.46 /Month	\$33.62 /	Hour		
	Total Benefits	\$2,513.70 49.85%		\$22.94	\$14.89	\$88.20
	Total Benefits	\$2,313.70 49.83%	\$50.37	\$ 22.94	Д14.0 У	φοο. 2 υ
		Annual Salary + Benefits	\$90,673.94			
Step D						
		\$5,293.80 /Month	\$35.29 /	Hour		
	Total Benefits	\$2,582.56 48.78%	\$52.51	\$23.91	\$15.52	\$91.94
		Annual Salary + Benefits	\$94,516.28			
Step E		ф г. г.г. о. о. т. т.				
		\$5,559.01 /Month	\$37.06 /	Hour		
	Total Benefits	\$2,655.21 47.76%	\$54.76	\$24.93	\$16.19	\$95.89
		Annual Salary + Benefits	\$98,570.65			

Senior Construction Inspector Department: Public Works

Step A						
•		\$6,176.10 /Month	\$41.17	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	494.09		Office En	nployees	
PERS - Employer	0.139750	863.11				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance LTD Insurance	0.000500	152.46				
Life Insurance	0.009500	58.67 5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	186.52		103.98%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	89.55	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	07.55	<u>a Denents</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,830.06 45.82%	\$60.04	\$62.43	\$17.75	\$140.22
		Annual Salary + Benefits	\$108,073.95	:		
Step B						
*		\$6,484.65 /Month	\$43.23	/Hour		
		\$ 0,10 1000 /1/101011	φ :0:20	,11001		
	Total Benefits	\$2,908.79 44.86%	\$62.62	\$65.11	\$18.51	\$146.25

		Annual Salary + Benefits	\$112,721.28	:		
Step C						
_		\$6,808.80 /Month	\$45.39	/Hour		
		,				
	Total Benefits	\$2,997.59 44.03%	\$65.38	\$67.97	\$19.33	\$152.68
		Annual Salary + Benefits	\$117,676.69			
				: 		
Step D						
		\$7,148.54 /Month	\$47.66	/Hour		
	Total Benefits	\$3,090.66 43.23%	\$68.26	\$70.97	\$20.18	\$159.42
		Annual Salary + Benefits	\$122,870.43			
		Aminum Salary T Delicitis	Ψ122,070.73	:		
Step E						
		\$7,505.62 /Month	\$50.04	/Hour		
	Total Benefits	\$3,188.48 42.48%	\$71.29	\$74.13	\$21.08	\$166.50
		Annual Salary + Benefits	\$128,329.26			
		Amuai Saiary + Denemis	φ140,349.40	:		
L						

Senior Engineer Department: Public Works

		Department. Tubii	e vvoris			
Step A						
		\$7,691.10 /Month	\$51.27	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	orv	
	· · · · · · · · · · · · · · · · · · ·	(15.00)	N. G			
PERS - Employee PERS - Employer	0.080000 0.139750	615.29 1,074.83	Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS Survivor	0.139730	2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	73.07				
Life Insurance	0.000255	35.30				
Deferred Comp.		110.00				
Workers Comp.	0.030200	232.27		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	111.52	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,384.60 44.01%	\$73.84	\$76.77	\$21.83	\$172.44
		Annual Salary + Benefits	\$132,908.39			
		Annual Salary Delicities	ψ132,700.37	!		
Step B						
*		\$8,075.91 /Month	\$53.84	/Hour		
		,			***	
	Total Benefits	\$3,491.78 43.24%	\$77.12	\$80.18	\$22.80	\$180.10
		Annual Salary + Benefits	\$138,812.33			
		·	. , ,	•		
Step C						
		\$8,479.79 /Month	\$56.53	/Hour		
	T 15 (42 504 20 42 500	400 = <	402 = 4	400.00	440044
	Total Benefits	\$3,604.28 42.50%	\$80.56	\$83.76	\$23.82	\$188.14
		Annual Salary + Benefits	\$145,008.85			
			,,-	I		
Step D						
		\$8,904.48 /Month	\$59.36	/Hour		
	Takal Domo Co.	•			\$24.00	\$10 <i>4</i> 5 0
	Total Benefits	\$3,722.57 41.81%	\$84.18	\$87.53	\$24.89	\$196.59
		Annual Salary + Benefits	\$151,524.65			
				·		
Step E						
		\$9,349.96 /Month	\$62.33	/Hour		
	Total Benefits	\$3,846.66 41.14%	\$87.98	\$91.47	\$26.01	\$205.46
	- our zonomo	45,0.0.00	ψ37.20	Ψ••1	Ψ=3.01	4_00.10
		Annual Salary + Benefits	\$158,359.41			
			·	•		

Senior Equipment Mechanic Department: Public Works

Step A						
_		\$5,077.13 /Month	\$33.85	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	406.17		Public Works -	Maintenance	
PERS - Employer	0.139750	709.53				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	48.23				
Life Insurance		5.80 0.00				
Deferred Comp. Workers Comp.	0.030200	153.33		103.98%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	29.57% City-Wide	Total Hourly
Medicare	0.014500	73.62	& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	73.02	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,529.00 49.81%	\$50.71	\$52.72	\$14.99	\$118.42
		Annual Salary + Benefits	\$91,273.56	:		
Step B						
		\$5,330.21 /Month	\$35.53	/Hour		
		•				
	Total Benefits	\$2,592.53 48.64%	\$52.82	\$54.92	\$15.62	\$123.35
		Annual Salary + Benefits	\$95,072.89			
		,	1)	•		
Step C						
		\$5,597.15 /Month	\$37.31	/Hour		
	T. 1D. C.	ΦΩ ((5, (), 47, ()))	455.00	φ 55.3 0	\$16.20	ф1 20 С Т
	Total Benefits	\$2,665.66 47.63%	\$55.09	\$57.28	\$16.29	\$128.65
		Annual Salary + Benefits	\$99,153.71	-		
Step D		ΦΕΩΕΚΑΑ 3.5 ·				
		\$5,876.23 /Month	\$39.17	/Hour		
	Total Benefits	\$2,742.11 46.66%	\$57.46	\$59.74	\$16.99	\$134.18
		Annual Salary + Benefits	\$103,420.12			
			,·			
Step E						
		\$6,170.90 /Month	\$41.14	/Hour		
	Total Benefits	\$2,822.84 45.74%	\$59.96	\$62.34	\$17.73	\$140.03
		Annual Calamy Danceta	¢107 024 07			
		Annual Salary + Benefits	\$107,924.86	į		

Senior Housing Analyst Department: Community Development

		1	•	Developmen			
Step A							
		\$7,077.47	/Month	\$47.18	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	TOPY	
	·						
PERS - Employee	0.080000	566.20		Non-Swo	orn Managemer	nt & Mid-Mar	nagement
PERS - Employer	0.139750	989.08					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	67.24					
Life Insurance	0.000255	32.49					
Deferred Comp.		110.00					
Workers Comp.	0.030200	213.74			50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	102.62	<u>.</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,213.68	45.41%	\$68.61	\$34.68	\$20.28	\$123.57
	Total Benefits	Ψ 3,213.00	13.1170	φοσιστ	φεσσ	Ψ20.20	φ120.07
		Annual Sala	ry + Benefits	\$123,493.78	:		
Step B							
_		\$7,431.09	/Month	\$49.54	/Hour		
	Total Benefits	\$3,312.18	44.57%	\$71.62	\$36.20	\$21.18	\$129.00
		Annual Sala	ry + Benefits	\$128,919.19			
					I		
Step C							
		\$7,802.03	/Month	\$52.01	/Hour		
	Total Benefits	\$3,415.50	43.78%	\$74.78	\$37.80	\$22.11	\$134.69
		Annual Sala	ry + Benefits	\$134,610.33			
				410.101010	:		
Step D							
		\$8,192.05	/Month	\$54.61	/Hour		
	Total Benefits	\$3,524.13	43.02%	\$78.11	\$39.48	\$23.09	\$140.68
		A 1 G 1	D 6°4	¢1.40 =0.4 20			
		Annual Sala	ry + Benefits	\$140,594.20	:		
Step E							
	<u></u>	\$8,601.13	/Month	\$57.34	/Hour		
	Total Benefits	\$3,638.08	42.30%	\$81.59	\$41.24	\$24.12	\$146.96
		Annual Sala	ry + Benefits	\$146,870.51			
				¥2.0,070101	!		

Senior Landscape / Facilities Worker Department: Parks & Recreation

		Department: Parks &	- Teer cutton			
Step A						
		\$4,395.90 /Month	\$29.31 /Ho	our		
<u>Benefit</u>	<u>Multiplier</u>			Catego	or <u>y</u>	
PERS - Employee	0.080000	351.67	Dubl	lia Warks I	Maintenance	
PERS - Employer	0.139750	614.33	1 uoi	iic works - i	Mannenance	
PERS Survivor	0.137730	2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	41.76				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	132.76	1	110.54%	29.57%	
Vision Benefit		37.64	Hourly Rate Dep	partment	City-Wide	Total Hourly
Medicare	0.014500	63.74	& Benefits O	verhead	Overhead	Rate
	Total Benefits	\$ 2,342.38 53.29%	\$44.92	\$49.66	\$13.28	\$107.86

		Annual Salary + Benefits	\$80,859.32			
Step B						
экер Б		\$4,616.04 /Month	\$30.77 /Ho	.114		
		φ , 010.0 /1ν1011111	\$30.77 /1100	oui		
	Total Benefits	\$2,396.88 51.93%	\$46.75	\$51.68	\$13.82	\$112.26
			40445500			
		Annual Salary + Benefits	\$84,155.09			
Step C						
		\$4,846.59 /Month	\$32.31 /Ho	our		
		\$ 1,0 10t0	φο Ξ ιοί /110			
	Total Benefits	\$2,460.04 50.76%	\$48.71	\$53.84	\$14.40	\$116.96
		Annual Salary + Benefits	¢97 (70 (0			
		Annual Salary + Delients	\$87,679.60			
Step D						
		\$5,089.26 /Month	\$33.93 /Ho	our		
		•			*	
	Total Benefits	\$2,526.52 49.64%	\$50.77	\$56.12	\$15.01	\$121.91
		Annual Salary + Benefits	\$91,389.39			
		Annual Salary F Delicities	ΨΣΣΙΟΣΙΟΣ			
Step E						
		\$5,344.07 /Month	\$35.63 /Hot	our		
		40.504.00	A 7 2 2 3 3 3 3 3 3 3 3 3 3	h=0=e	44 = -	4465 10
	Total Benefits	\$2,596.33 48.58%	\$52.94 \$	\$58.52	\$15.65	\$127.10
		Annual Salary + Benefits	\$95,284.78			
		Aimuai Saiai y + Denents	\$75,40 4. 70			

Senior Planner Department: Community Development

		1	•	Developmen			
Step A							
		\$7,077.47	/Month	\$47.18	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	TOPY	
	·						
PERS - Employee	0.080000	566.20		Non-Swo	orn Managemer	nt & Mid-Mar	nagement
PERS - Employer	0.139750	989.08					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	67.24					
Life Insurance	0.000255	32.49					
Deferred Comp.		110.00					
Workers Comp.	0.030200	213.74			50.54%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	102.62	<u>.</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,213.68	45.41%	\$68.61	\$34.68	\$20.28	\$123.57
	Total Benefits	Ψ 3,213.00	13.1170	φοσιστ	φεσσ	Ψ20.20	φ120.07
		Annual Sala	ry + Benefits	\$123,493.78	:		
Step B							
_		\$7,431.09	/Month	\$49.54	/Hour		
	Total Benefits	\$3,312.18	44.57%	\$71.62	\$36.20	\$21.18	\$129.00
		Annual Sala	ry + Benefits	\$128,919.19			
					I		
Step C							
		\$7,802.03	/Month	\$52.01	/Hour		
	Total Benefits	\$3,415.50	43.78%	\$74.78	\$37.80	\$22.11	\$134.69
		Annual Sala	ry + Benefits	\$134,610.33			
				410.101010	:		
Step D							
		\$8,192.05	/Month	\$54.61	/Hour		
	Total Benefits	\$3,524.13	43.02%	\$78.11	\$39.48	\$23.09	\$140.68
		A 1 G 1	D 6°4	¢1.40 =0.4 20			
		Annual Sala	ry + Benefits	\$140,594.20	:		
Step E							
	<u></u>	\$8,601.13	/Month	\$57.34	/Hour		
	Total Benefits	\$3,638.08	42.30%	\$81.59	\$41.24	\$24.12	\$146.96
		Annual Sala	ry + Benefits	\$146,870.51			
				¥2.0,070101	!		

Senior Police Records Clerk Department: Police

Step A						
		\$4,361.23 /Month	\$29.07	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	348.90		Office En	nployees	
PERS - Employer	0.139750	609.48				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance Dental Insurance		936.30 152.46				
LTD Insurance	0.009500	41.43				
Life Insurance	0.009300	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	131.71		45.53%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	63.24	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,332.88 53.49%	\$44.63	\$20.32	\$13.19	\$78.14
	Total Benefits	,		Ψ20.02	φιοιίς	Ψ70111
		Annual Salary + Benefits	\$80,329.31			
Step B						
		\$4,579.64 /Month	\$30.53	/Hour		
	Total Benefits	\$2,386.91 52.12%	\$46.44	\$21.15	\$13.73	\$81.32
		Annual Salary + Benefits	\$83,598.63			
Stan C						
Step C		\$4,808.45 /Month	\$32.06	/Hour		
		φ ,0003 /10101111	\$32.00	/110u1		
	Total Benefits	\$2,449.59 50.94%	\$48.39	\$22.03	\$14.31	\$84.72
		Annual Salary + Benefits	\$87,096.54			
Step D						
*		\$5,049.39 /Month	\$33.66	/Hour		
	Total Benefits	\$2,515.60 49.82%	\$50.43	\$22.96	\$14.91	\$88.31
		Annual Salary + Benefits	\$90,779.88			
			_			
Step E		\$5,302.47 /Month	\$35.35	/Hour		
	Total Danafite	·			¢1 <i>5 55</i>	¢02.07
	Total Benefits	\$2,584.93 48.75%	\$52.58	\$23.94	\$15.55	\$92.07
		Annual Salary + Benefits	\$94,648.82			

Senior Redevelopment Analyst Department: Redevelopment Agency

~ .				ment Agency			
Step A							
		\$7,077.47	/Month	\$47.18	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	566.20		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	989.08			C		
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	67.24					
Life Insurance	0.000255	32.49					
Deferred Comp.		110.00					
Workers Comp.	0.030200	213.74			85.30%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	102.62	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,213.68	45.41%	\$68.61	\$58.52	\$20.28	\$147.42
		Annual Sala	ry + Benefits	\$123,493.78	ı		
Step B							
Step B		\$7,431.09	/Month	\$49.54	/Hour		
		φ1,431.07	/Wionth	ψ 4 2.34	/Houl		
	Total Benefits	\$3,312.18	44.57%	\$71.62	\$61.10	\$21.18	\$153.89
		Annual Sala	ry + Benefits	\$128,919.19	ı		
Step C							
Step C		¢7 902 02	Month	¢52.01	/11		
		\$7,802.03	/MOIIII	\$52.01	/Hour		
	Total Benefits	\$3,415.50	43.78%	\$74.78	\$63.79	\$22.11	\$160.69
		Annual Sala	ry + Benefits	\$134,610.33			
Step D		φο 40 2 05	/N #1	*			
		\$8,192.05	/Month	\$54.61			
	Total Benefits	\$3,524.13	43.02%	\$78.11	\$66.63	\$23.09	\$167.83
		Annual Sala	ry + Benefits	\$140,594.20	ı		
Step E							
Step E		\$8,601.13	/Month	\$57.34	/Hour		
	Total Benefits	\$3,638.08	42.30%	\$81.59	\$69.60	\$24.12	\$175.32
	Total Donoins				Ψυν.	ψ = 0.12	Ψ Ξ1002
		Annual Sala	ry + Benefits	\$146,870.51	ı		

Senior Solid Waste Equipment Operator Department: Public Works

		Department. Tubii	• ((01115			
Step A						
		\$4,836.19 /Month	\$32.24	/Hour		
D 64	M14:1:			Cata		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	386.90]	Public Works -	Maintenance	
PERS - Employer	0.139750	675.86				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	45.94				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	146.05		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	70.12	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,462.99 50.93%	\$48.66	\$50.60	\$14.39	\$113.64
		, , ,	,	,	•	,
		Annual Salary + Benefits	\$87,590.21			
Step B						
Step 2		\$5,078.86 /Month	\$33.86	/Hour		
		\$5,070.00 /Wolldi	\$33.60	/110u1		
	Total Benefits	\$2,523.67 49.69%	\$50.68	\$52.70	\$14.98	\$118.37
		Annual Salary + Benefits	\$91,230.40			
Step C						
I.		\$5,333.67 /Month	\$35.56	/Hour		
		φ 3,333.07 / Wionαi	Ψ33.30	/110 u 1		
	Total Benefits	\$2,593.48 48.62%	\$52.85	\$54.95	\$15.62	\$123.42
		Annual Salary + Benefits	\$95,125.79			
Step D						
r		\$5,600.62 /Month	\$37.34	/Hour		
		φ Ժ,ՍՍՍ.Ս Δ /IVIUIIIII	\$57.34	/110u1		
	Total Benefits	\$2,666.61 47.61%	\$55.11	\$57.31	\$16.29	\$128.72
		. ,	,	,		,
		Annual Salary + Benefits	\$99,206.76			
		•				
Step E						
		\$5,881.43 /Month	\$39.21	/Hour		
		φ 3,001.43 /WIUIIIII	\$39.21	/HOUI		
	Total Benefits	\$2,743.54 46.65%	\$57.50	\$59.79	\$17.00	\$134.29
		,	42.120	+**	T	+ ··->
		Annual Salary + Benefits	\$103,499.61			
		•				

Senior Street Maintenance Worker Department: Public Works

		Department. Tubii				
Step A						
		\$4,586.58 /Month	\$30.58 /H	Hour		
Benefit	<u>Multiplier</u>			Categ	TO WE	
<u>benent</u>	Multiplier			Categ	<u>(01 y</u>	
PERS - Employee	0.080000	366.93	Pu	ıblic Works -	Maintenance	
PERS - Employer	0.139750	640.97				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	43.57				
Life Insurance		5.80				
Deferred Comp.	0.00000	0.00				
Workers Comp.	0.030200	138.51	II 1 D	103.98%	29.57%	m . 1 ** *
Vision Benefit	0.014500	37.64	-	Department	City-Wide	Total Hourly
Medicare	0.014500	66.51	& Benefits	<u>Overhead</u>	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,394.61 52.21%	\$46.54	\$48.39	\$13.76	\$108.69
		Annual Salary + Benefits	\$83,774.32			
Step B						
		\$4,815.39 /Month	\$32.10 /H	lour		
	T. (.1 D C.	¢2 451 50 50 010/	Φ40 4 5	φ 50.25	\$14.22	4112.14
	Total Benefits	\$2,451.50 50.91%	\$48.45	\$50.37	\$14.32	\$113.14
		Annual Salary + Benefits	\$87,202.63			
		Amidal Salary Delicites	φ07,202.03			
Step C						
Step C		\$5,056.33 /Month	¢22.71 /I	T		
		\$5,050.55 /Wolldi	\$33.71 /H	10ur		
	Total Benefits	\$2,517.50 49.79%	\$50.49	\$52.50	\$14.93	\$117.92
		. ,	·			·
		Annual Salary + Benefits	\$90,885.98			
Step D						
		\$5,309.40 /Month	\$35.40 /H	Hour		
		·				
	Total Benefits	\$2,586.83 48.72%	\$52.64	\$54.73	\$15.56	\$122.94
		Annual Salary + Benefits	\$94,754.76			
			_			
Step E						
		\$5,574.61 /Month	\$37.16 /H	Hour		
	m . 15 ~	Φα (50 10 :==:	A= 4.00	4== 40	h	d4.50.50
	Total Benefits	\$2,659.48 47.71%	\$54.89	\$57.08	\$16.23	\$128.20
		Annual Calaury Dansett	¢00 000 12			
		Annual Salary + Benefits	\$98,809.13			

Senior Water Distribution Worker Department: Public Works

Step A						
		\$5,193.27 /Month	\$34.62 /	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Categ</u>	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance	0.080000 0.139750	415.46 725.76 2.00 0.00 3.92 936.30	P	Public Works -	Maintenance	
Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit	0.009500	152.46 49.34 5.80 0.00 156.84 37.64	-	103.98% Department	29.57% City-Wide	Total Hourly
Medicare	0.014500	75.30	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,560.82 49.31%	\$51.69	\$53.75	\$15.28	\$120.73
		Annual Salary + Benefits	\$93,049.04			
Step B		47.470.0 0.07.1				
		\$5,453.28 /Month	\$36.36 /	Hour		
	Total Benefits	\$2,626.25 48.16%	\$53.86	\$56.00	\$15.92	\$125.79
		Annual Salary + Benefits	\$96,954.31			
Step C	Total Benefits	\$5,725.42 /Month \$2,700.80 47.17%	\$38.17 / \$56.17	/Hour \$58.41	\$16.61	\$131.19
		Annual Salary + Benefits	\$101,114.63			
Step D						
		\$6,011.43 /Month	\$40.08 /	Hour		
	Total Benefits	\$2,779.15 46.23%	\$58.60	\$60.93	\$17.33	\$136.86
		Annual Salary + Benefits	\$105,486.97			
Step E		\$6,311.31 /Month	¢40.00 /	/Hour		
		•	\$42.08 /		***	****
	Total Benefits	\$2,861.30 45.34%	\$61.15	\$63.58	\$18.08	\$142.81
		Annual Salary + Benefits	\$110,071.36			

Senior Water Service Worker Department: Public Works

Step A						
		\$4,709.65 /Month	\$31.40	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance	0.080000 0.139750	376.77 658.17 2.00 0.00 3.92 936.30	I	Public Works -	Maintenance	
Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare	0.009500	152.46 44.74 5.80 0.00 142.23 37.64	-	103.98% Department	29.57% City-Wide	Total Hourly
Medicare	0.014500	68.29	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,428.33 51.56%	\$47.59	\$49.48	\$14.07	\$111.13
		Annual Salary + Benefits	\$85,655.74			
Step B						
		\$4,945.39 /Month	\$32.97	/Hour		
	Total Benefits	\$2,487.11 50.29%	\$49.55	\$51.52	\$14.65	\$115.72
		Annual Salary + Benefits	\$89,190.00			
Step C	Total Benefits	\$5,193.27 /Month \$2,555.02 49.20%	\$34.62 \$51.66	/Hour \$53.71	\$15.27	\$120.64
		Annual Salary + Benefits	\$92,979.44			
Step D		\$5,453.28 /Month	\$36.36	/Hour		
	Total Benefits	\$2,626.25 48.16%	\$53.86	\$56.00	\$15.92	\$125.79
		Annual Salary + Benefits	\$96,954.31			
Step E		\$5,725.42 /Month	\$20.17	/Hour		
	Table C	•	\$38.17		\$1	6121 10
	Total Benefits	\$2,700.80 47.17% Annual Salary + Benefits	\$56.17 \$101,114.63	\$58.41	\$16.61	\$131.19

Solid Waste Equipment Operator I Department: Public Works

Step A						
		\$3,985.09 /Month	\$26.57 /He	our		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>ory</u>	
PERS - Employee	0.080000	318.81	Pub	olic Works -	Maintenance	
PERS - Employer	0.139750	556.92				
PERS Survivor		2.00				
Management Incentive EAP		0.00 3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	37.86				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	120.35		103.98%	29.57%	
Vision Benefit		37.64	-	epartment	City-Wide	Total Hourly
Medicare	0.014500	57.78	<u>& Benefits</u> O	<u>)verhead</u>	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,229.84 55.95%	\$41.43	\$43.08	\$12.25	\$96.76
		Annual Salary + Benefits	\$74,579.10			
~ 5						
Step B		*****				
		\$4,184.43 /Month	\$27.90 /Ho	our		
	Total Benefits	\$2,278.64 54.46%	\$43.09	\$44.80	\$12.74	\$100.63
		Annual Salary + Benefits	\$77,556.90			
Gran C						
Step C		Φ42041F 04 1	0.00.00.77			
		\$4,394.17 /Month	\$29.29 /Ho	our		
	Total Benefits	\$2,336.10 53.16%	\$44.87	\$46.65	\$13.27	\$104.79
		Annual Salary + Benefits	\$80,763.27			
Cton D						
Step D		\$4,614.31 /Month	\$30.76 /Ho	our		
	Total Benefits	\$2,396.41 51.93%		\$48.60	\$13.82	\$109.15
		Annual Salary + Benefits	\$84,128.64			
Step E						
		\$4,844.85 /Month	\$32.30 /Ho	our		
	Total Benefits	\$2,459.57 50.77%	\$48.70	\$50.63	\$14.40	\$113.72
		Annual Salary + Benefits	\$87,653.00			

Solid Waste Equipment Operator II Department: Public Works

Step A						
		\$4,394.17 /Month	\$29.29	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	351.53		Public Works -	- Maintenance	
PERS - Employer	0.139750	614.09				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	41.74				
Life Insurance Deferred Comp.		5.80 0.00				
Workers Comp.	0.030200	132.70		103.98%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	63.72	& Benefits	Overhead	Overhead	Rate
Modicare	0.014300	03.72	<u>a benefits</u>	Overneuu	Overneau	<u>ruic</u>
	Total Benefits	\$ 2,341.90 53.30%	\$44.91	\$46.69	\$13.28	\$104.88
		Annual Salary + Benefits	\$80,832.87	:		
Step B						
		\$4,614.31 /Month	\$30.76	/Hour		
		φ -,0151 /10101111	Ψ30.70	/Hour		
	Total Benefits	\$2,396.41 51.93%	\$46.74	\$48.60	\$13.82	\$109.15
		Annual Salary + Benefits	\$84,128.64	=		
Step C						
		\$4,844.85 /Month	\$32.30	/Hour		
	T 15 0	*** *** *** *** ***	4.0 - 0	450 60	44.40	\$442 7 2
	Total Benefits	\$2,459.57 50.77%	\$48.70	\$50.63	\$14.40	\$113.72
		Annual Salary + Benefits	\$87,653.00			
				<u> </u>		
Step D						
		\$5,087.53 /Month	\$33.92	/Hour		
	Total Benefits	\$2,526.05 49.65%	\$50.76	\$52.77	\$15.01	\$118.54
		Annual Salary + Benefits	\$91,362.95			
		Amidai Saidi y + Denemis	Ψ/1,302.73	=		
Step E				· ·		
		\$5,342.34 /Month	\$35.62	/Hour		
	Total Benefits	\$2,595.85 48.59%	\$52.92	\$55.02	\$15.65	\$123.59
		Annual Salary + Benefits	\$95,258.33			
				=		

Solid Waste Manager Department: Public Works

Step A						
1		\$6,963.07 /Month	\$46.42	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee PERS - Employer	0.080000 0.139750	557.05 973.09	Non-Swo	rn Managemei	nt & Mid-Mar	agement
PERS Survivor	0.137730	2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	66.15				
Life Insurance	0.000255	31.96				
Deferred Comp.	0.020200	110.00				
Workers Comp.	0.030200	210.28	IIl D - 4 -	103.98%	29.57%	T-4-1 II
Vision Benefit	0.014500	37.64	-	Department	City-Wide	Total Hourly
Medicare	0.014500	100.96	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 3,181.81 45.70%	\$67.63	\$70.32	\$20.00	\$157.95
		Annual Salary + Benefits	\$121,738.60			
Step B						
		\$7,311.48 /Month	\$48.74	/Hour		
		•				
	Total Benefits	\$3,278.86 44.85%	\$70.60	\$73.41	\$20.87	\$164.88
		Annual Salary + Benefits	\$127,084.08			
Step C						
1		\$7,677.23 /Month	\$51.18	/Hour		
	Total Benefits	\$3,380.74 44.04%	\$73.72	\$76.65	\$21.80	\$172.17
	Total Benefits	φ3,360.74 44.0470	\$13.12	φ/0.03	φ21.00	φ1/2.1/
		Annual Salary + Benefits	\$132,695.59			
Step D						
	<u></u>	\$8,060.31 /Month	\$53.74	/Hour		
	Total Benefits	\$3,487.44 43.27%	\$76.98	\$80.05	\$22.76	\$179.79
		Annual Salary + Benefits	\$138,572.98			
Step E						
		\$8,464.19 /Month	\$56.43	/Hour		
	Total Benefits	\$3,599.94 42.53%	\$80.43	\$83.62	\$23.78	\$187.83
		Annual Salary + Benefits	\$144,769.51			
			+2,.01			

Solid Waste Supervisor Department: Public Works

		Department. Tubi				
Step A						
		\$5,803.42 /Month	\$38.69 /Hour			
<u>Benefit</u>	<u>Multiplier</u>		0	<u>Category</u>		
<u> </u>			Category			
PERS - Employee	0.080000	464.27	Non-Sworn Manage	ement & Mid-Management		
PERS - Employer	0.139750	811.03				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP Health Insurance		3.92 936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	55.13				
Life Insurance	0.000255	26.64				
Deferred Comp.	0.000233	110.00				
Workers Comp.	0.030200	175.26	103.98%	29.57%		
Vision Benefit	0.030200	37.64	Hourly Rate Departm			
Medicare	0.014500	84.15	& Benefits Overhea			
				<u> </u>		
	Total Benefits	\$ 2,858.80 49.26%	\$57.75 \$60	.04 \$17.07 \$134.87		
		Annual Salary + Benefits	\$103,946.70			
Step B						
		\$6,092.90 /Month	\$40.62 /Hour			
	Total Benefits	\$2,939.44 48.24%	\$60.22 \$62.61	\$17.80 \$140.63		
		A 101 . Th @4	φ100 200 04			
		Annual Salary + Benefits	\$108,388.04			
Ct - C						
Step C		A C 20 T 00 D C 1				
		\$6,397.98 /Month	\$42.65 /Hour			
	Total Benefits	\$3,024.41 47.27%	\$62.82 \$65.31	\$18.57 \$146.70		
	Total Beliefits	\$3,024.41 47.2770	φυ2.02 φυ3.31	\$10.57 \$140.70		
		Annual Salary + Benefits	\$113,068.72			
			4220,000,72			
Step D						
		\$6,718.66 /Month	¢44.70 /II			
		φ υ, / 10.00 / WIOHHI	\$44.79 /Hour			
	Total Benefits	\$3,113.74 46.34%	\$65.55 \$68.15	\$19.38 \$153.08		
			, , , , , , , , , , , , , , , , , , , ,			
		Annual Salary + Benefits	\$117,988.75			
Step E						
		\$7,054.94 /Month	\$47.03 /Hour			
		4.900 iii / /////////	ψ17.05 /110u1			
	Total Benefits	\$3,207.40 45.46%	\$68.42 \$71.14	\$20.23 \$159.78		
		Annual Salary + Benefits	\$123,148.12			

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

Ct A						
Step A		Φ2 (17 (1 /M1	ф 24.12 /II.			
		\$3,617.61 /Month	\$24.12 /Ho	our		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ory</u>	
PERS - Employee	0.080000	289.41	Pub	lic Works - l	Maintenance	
PERS - Employer	0.139750	505.56				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	34.37				
Life Insurance		5.80				
Deferred Comp.	0.020200	0.00				
Workers Comp. Vision Benefit	0.030200	109.25 37.64		103.98%	29.57%	T-4-1 II
Medicare	0.014500		•	epartment	City-Wide	Total Hourly
Medicare	0.014500	52.46	& Benefits O	<u>verhead</u>	Overhead	Rate
	Total Benefits	\$ 2,129.16 58.86%	\$38.31	\$39.83	\$11.33	\$89.47
		Annual Salary + Benefits	\$68,961.29			
Step B						
		\$3,797.88 /Month	\$25.32 /Ho	our		
	T 1 D C	¢0 170 75 57 010/	¢20.00	¢41 20	011 FF	\$02.0 C
	Total Benefits	\$2,172.75 57.21%	\$39.80	\$41.39	\$11.77	\$92.96
		Annual Salary + Benefits	\$71,647.55			
Step C						
		\$3,988.55 /Month	\$26.59 /Ho	our		
	T 1 D C	¢2.224.00 55.700/	¢41.43	Φ 42.0 7	φ12.2E	\$07.74
	Total Benefits	\$2,224.98 55.78%	\$41.42	\$43.07	\$12.25	\$96.74
		Annual Salary + Benefits	\$74,562.40			
		•				
Step D						
•		\$4,187.89 /Month	\$27.92 /Ho	our		
	Total Benefits	\$2,279.59 54.43%	\$43.12	\$44.83	\$12.75	\$100.69
						
		Annual Salary + Benefits	\$77,609.79			
Step E						
	_	\$4,397.64 /Month	\$29.32 /Ho	our		
	Total Benefits	\$2,337.05 53.14%	\$44.90	\$46.68	\$13.27	\$104.85
		Annual Salary + Benefits	\$80,816.32			
		Aminual Salary + Delicities	ψ00,010.32			

Street Maintenance Worker II Department: Public Works

Step A						
•		\$3,988.55 /Month	\$26.59	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	319.08	I	Public Works -	Maintenance	
PERS - Employer	0.139750	557.40				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance Dental Insurance		936.30 152.46				
LTD Insurance	0.009500	37.89				
Life Insurance	0.009300	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	120.45		103.98%	29.57%	
Vision Benefit	0.020200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	57.83	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,230.78 55.93%	\$41.46	\$43.11	\$12.26	\$96.83
		Annual Salary + Benefits	\$74,632.00			
Step B						
		\$4,187.89 /Month	\$27.92	/Hour		
		•				
	Total Benefits	\$2,279.59 54.43%	\$43.12	\$44.83	\$12.75	\$100.69
		Annual Salary + Benefits	\$77,609.79			
		Amidal Salary + Denemis	\$77,009.79			
Step C						
		\$4,397.64 /Month	\$29.32	/Hour		
	Total Benefits	\$2,337.05 53.14%	\$44.90	\$46.68	\$13.27	\$104.85
		Annual Salary + Benefits	\$80,816.32			
Step D		A 44 = 0 = 1				
		\$4,617.78 /Month	\$30.79	/Hour		
	Total Benefits	\$2,397.36 51.92%	\$46.77	\$48.63	\$13.83	\$109.22
		Annual Salary + Benefits	\$84,181.69			
		Amidai Salai y + Denents	ψυτ,101.0/			
Step E						
		\$4,848.32 /Month	\$32.32	/Hour		
	Total Benefits	\$2,460.52 50.75%	\$48.73	\$50.66	\$14.41	\$113.79
		Amunal Cala D Press	\$97.707.AF			
		Annual Salary + Benefits	\$87,706.05			

Street Sweeper Operator Department: Public Works

Step A						
		\$4,186.16 /Month	\$27.91	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	334.89		Public Works -	Maintenance	
PERS - Employer	0.139750	585.02				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	39.77				
Life Insurance		5.80 0.00				
Deferred Comp. Workers Comp.	0.030200	126.42		103.98%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	60.70	& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	00.70	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,284.92 54.58%	\$43.14	\$44.86	\$12.75	\$100.75
		Annual Salary + Benefits	\$77,652.94	:		
Step B						
*		\$4,395.90 /Month	\$29.31	/Hour		
		\$ 1,65 Cts 0 7172011011	Ψ23.01	,11001		
	Total Benefits	\$2,336.58 53.15%	\$44.88	\$46.67	\$13.27	\$104.82
		A ICI TO MA	400 2 00 2 0			
		Annual Salary + Benefits	\$80,789.72	:		
Step C						
		\$4,616.04 /Month	\$30.77	/Hour		
	Total Benefits	\$2,396.88 51.93%	\$46.75	\$48.61	\$13.82	\$109.19
		Annual Salary + Benefits	\$84,155.09			
				:		
Step D						
		\$4,846.59 /Month	\$32.31	/Hour		
	Total Benefits	\$2,460.04 50.76%	\$48.71	\$50.65	\$14.40	\$113.76
		Annual Calamy Dana Plan	¢07			
		Annual Salary + Benefits	\$87,679.60	: 		
Step E						
		\$5,089.26 /Month	\$33.93	/Hour		
	Total Benefits	\$2,526.52 49.64%	\$50.77	\$52.79	\$15.01	\$118.57
		Annual Salary + Benefits	\$91,389.39			
			ψ2 <u>1</u> ,002 (0)	! 		

Streets Manager Department: Public Works

		Department. Tubi			
Step A					
		\$6,867.73 /Month	\$45.78 /Hou:	r	
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>		
PERS - Employee	0.080000	549.42	Non-Sworn Management & Mid-Management		
PERS - Employer	0.139750	959.77			
PERS Survivor		2.00			
Management Incentive		0.00			
EAP		3.92			
Health Insurance		936.30			
Dental Insurance		152.46			
LTD Insurance	0.009500	65.24			
Life Insurance	0.000255	31.52			
Deferred Comp.	0.020200	110.00			
Workers Comp. Vision Benefit	0.030200	207.41		.98% 29.57%	[a]
Medicare	0.014500	37.64 99.58		rtment City-Wide Total H <u>rhead Overhead Rat</u>	-
Wiedicare	0.014300	99.38	& Belletits Ove	rhead Overhead Rat	<u>te</u>
	Total Benefits	\$ 3,155.26 45.94%	\$66.82	\$69.48 \$19.76 \$156.	.05
		Annual Salary + Benefits	\$120,275.85		
Step B					
1		\$7,210.94 /Month	\$48.07 /Hour		
		+·,==···			
	Total Benefits	\$3,250.86 45.08%	\$69.75 \$72	2.52 \$20.62 \$162.	.88
		Annual Salary + Benefits	\$125 EA1 EA		
		Annual Salary + Delicitis	\$125,541.54		
Step C					
1		\$7,571.49 /Month	\$50.48 /Hour		
		φ <i>1</i> ,012013	φεσιτο /11σα1		
	Total Benefits	\$3,351.28 44.26%	\$72.82 \$75	5.71 \$21.53 \$170.	.06
		Ammal Calamy Day of ta	¢121 072 27		
		Annual Salary + Benefits	\$131,073.27		
Step D					
Step D		\$7,949.37 /Month	\$53.00 /Hour		
		•			
	Total Benefits	\$3,456.54 43.48%	\$76.04 \$79	9.06 \$22.48 \$177.	.58
		Annual Salary + Benefits	\$136,870.89		
Step E					
		\$8,346.32 /Month	\$55.64 /Hour		
	Total DanaSta	\$2.567.10 42.740/	\$70.42 ¢0) EQ	10
	Total Benefits	\$3,567.10 42.74%	\$79.42 \$82	2.58 \$23.48 \$185.	.40
		Annual Salary + Benefits	\$142,961.09		
		·			

Streets Supervisor Department: Public Works

		2	ient. I ubn	c vv or ms			
Step A							
		\$5,975.03	/Month	\$39.83	/Hour		
<u>Benefit</u>	Multiplier				Cate	gory	
PERS - Employee	0.080000	478.00)	Non-Sworn Management & Mid-Management			nagement
PERS - Employer	0.139750	835.01					
PERS Survivor		2.00)				
Management Incentive		0.00)				
EAP		3.92					
Health Insurance		936.30)				
Dental Insurance		152.46	j				
LTD Insurance	0.009500	56.76	,)				
Life Insurance	0.000255	27.43	;				
Deferred Comp.		110.00)				
Workers Comp.	0.030200	180.45			103.98%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	86.64	<u>.</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,906.60	48.65%	\$59.21	\$61.56	\$17.51	\$138.28
		Annual Sala	ry + Benefits	\$106,579.62			
			•	. ,	∃		
Step B							
		\$6,273.17	/Month	\$41.82	/Hour		
	Total Benefits	\$2,989.65	47.66%	\$61.75	\$64.21	\$18.26	\$144.22
	Total Belletits	\$2,969.03	47.00%	ф01./3	Φ U4.21	ф10.20	φ1 44. 22
		Annual Sala	ry + Benefits	\$111,153.83	=		
Step C							
Step C		\$6,586.92	/Month	\$43.91	/Hour		
		ψ0,500.72	/141011111	ψ+3.71	/110di		
	Total Benefits	\$3,077.04	46.71%	\$64.43	\$66.99	\$19.05	\$150.46
			D 61.	\$11 5 0 45 5 3			
		Annual Sala	ry + Benefits	\$115,967.53	=		
Step D							
Step D		\$6,916.27	/Month	\$46.11	/Hour		
		·					
	Total Benefits	\$3,168.78	45.82%	\$67.23	\$69.91	\$19.88	\$157.02
		Annual Sala	ry + Benefits	\$121,020.57			
			= 322220	Ţ,v 2 vi2	=		
Step E							
	_	\$7,262.95	/Month	\$48.42	/Hour		
		·					do
	Total Benefits	\$3,265.34	44.96%	\$70.19	\$72.98	\$20.75	\$163.92
		Annual Cala	ry + Benefits	\$126,339.51			
		Amuai Sala	ny + Denemis	φ140,337.31			

Technical Assistant I Department: Finance & Information Systems

Step A						
•		\$3,780.55 /Month	\$25.20 /H	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>ory</u>	
PERS - Employee	0.080000	302.44		Office Em	ployees	
PERS - Employer	0.139750	528.33				
PERS Survivor		2.00				
Management Incentive EAP		0.00 3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	35.92				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	114.17		103.98%	29.57%	
Vision Benefit		37.64	-	epartment	City-Wide	Total Hourly
Medicare	0.014500	54.82	& Benefits	<u>Overhead</u>	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,173.80 57.50%	\$39.70	\$41.27	\$11.74	\$92.71
		Annual Salary + Benefits	\$71,452.22			
Step B						
Step B		\$3,969.49 /Month	\$26.46 /H	lour		
		φο,σοσιτο /πιοπιπ	Ψ20.40 /11	ioui		
	Total Benefits	\$2,219.76 55.92%	\$41.26	\$42.90	\$12.20	\$96.36
		Annual Salary + Benefits	\$74,271.02			
		Amidal Salary + Delicities	φ/4,2/1.02			
Step C						
		\$4,168.83 /Month	\$27.79 /H	Iour		
	Total Benefits	\$2,274.37 54.56%	\$42.95	\$44.66	\$12.70	\$100.32
	Total Belletits	\$2,214.37 34.30%	Ф42.93	Φ44. 00	φ12./U	\$100.32
		Annual Salary + Benefits	\$77,318.41			
Step D						
1		\$4,376.84 /Month	\$29.18 /H	Iour		
	Total Benefits	\$2,331.36 53.27%	\$44.72	\$46.50	\$13.22	\$104.44
		Annual Salary + Benefits	\$80,498.34			
G, F						
Step E		\$4,595.24 /Month	\$30.63 /H	lour		
		·				
	Total Benefits	\$2,391.19 52.04%	\$46.58	\$48.43	\$13.77	\$108.77
		Annual Salary + Benefits	\$83,837.11			

Technical Assistant I Department: Public Works

Step A						
•		\$3,780.55 /Month	\$25.20	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>gory</u>	
PERS - Employee	0.080000	302.44		Office En	nployees	
PERS - Employer	0.139750	528.33				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP Health Insurance		3.92 936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	35.92				
Life Insurance	0.007500	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	114.17		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	54.82	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,173.80 57.50%	\$39.70	\$41.27	\$11.74	\$92.71
		Annual Salary + Benefits	\$71,452.22			
Step B						
		\$3,969.49 /Month	\$26.46 /	Hour		
	Total Benefits	\$2,219.76 55.92%	\$41.26	\$42.90	\$12.20	\$96.36
		Annual Salary + Benefits	\$74,271.02			
Step C						
Step C		\$4,168.83 /Month	\$27.79 /	Hour		
		φ+,100.05 /πιοπιπ	Ψ21.19 /	Tioui		
	Total Benefits	\$2,274.37 54.56%	\$42.95	\$44.66	\$12.70	\$100.32
		Annual Salary + Benefits	\$77,318.41			
Step D						
Step D		\$4,376.84 /Month	\$29.18 /	/Hour		
	Total Benefits	\$2,331.36 53.27%	\$44.72	\$46.50	\$13.22	\$104.44
		Annual Salary + Benefits	\$80,498.34			
Step E						
		\$4,595.24 /Month	\$30.63 /	Hour		
	Total Benefits	\$2,391.19 52.04%	\$46.58	\$48.43	\$13.77	\$108.77
		Annual Salary + Benefits	\$83,837.11			

Technical Assistant II Department: Public Works

		Department. Tubii	C WOINS			
Step A						
		\$4,168.83 /Month	\$27.79	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	orv	
	·	222.51				
PERS - Employee PERS - Employer	0.080000 0.139750	333.51 582.59		Office En	npioyees	
PERS Survivor	0.139730	2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	39.60				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	125.90		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	60.45	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,280.17 54.70%	\$42.99	\$44.70	\$12.71	\$100.41
		Annual Salary + Benefits	\$77,388.01			
Step B						
Step D		\$4,376.84 /Month	\$29.18	/11		
		р4,570.04 /1011111	\$29.18	/Hour		
	Total Benefits	\$2,331.36 53.27%	\$44.72	\$46.50	\$13.22	\$104.44
		Annual Salary + Benefits	\$80,498.34			
Step C						
Step C		\$4,595.24 /Month	\$30.63	/Hour		
		ψ - ,3/3.2 /1ν10πιπ	ψ30.03	/110u1		
	Total Benefits	\$2,391.19 52.04%	\$46.58	\$48.43	\$13.77	\$108.77
			402.027.11			
		Annual Salary + Benefits	\$83,837.11			
Step D						
Step D		\$4,825.79 /Month	\$32.17	/Hour		
		φ -1 ,023.79 /1011011	\$32.17	/HOUI		
	Total Benefits	\$2,454.35 50.86%	\$48.53	\$50.46	\$14.35	\$113.35
		4 101 B W	ΦΩ Π 3 2 4 2 5			
		Annual Salary + Benefits	\$87,361.62			
Step E						
		\$5,066.73 /Month	\$33.78	/Hour		
		•				
	Total Benefits	\$2,520.35 49.74%	\$50.58	\$52.59	\$14.95	\$118.13
		Annual Calamy Dancetta	¢01 044 07			
		Annual Salary + Benefits	\$91,044.97			

Wastewater Laboratory Technician I Department: Public Works

G. A						
Step A						
		\$4,442.70 /Month	\$29.62	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	355.42		Public Works -	Maintenance	
PERS - Employer	0.139750	620.87				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	42.21				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	134.17		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	64.42	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,355.20 53.01%	\$45.32	\$47.12	\$13.40	\$105.84
		Annual Salary + Benefits	\$81,574.77	:		
Step B						
*		\$4,664.58 /Month	\$31.10	/Hour		
		, , , , , , , , , , , , , , , , , , , ,	, , , ,			
	Total Benefits	\$2,410.18 51.67%	\$47.17	\$49.04	\$13.94	\$110.15
		Annual Salary + Benefits	\$84,897.14			
Step C		↑ • • • • • • • • • • • • • • • • • • •				
		\$4,898.59 /Month	\$32.66	/Hour		
	Total Benefits	\$2,474.29 50.51%	\$49.15	\$51.11	\$14.53	\$114.79
		A	φορ <i>454 54</i>			
		Annual Salary + Benefits	\$88,474.54	:		
Step D						
	<u></u>	\$5,143.00 /Month	\$34.29	/Hour		
	Total Benefits	\$2,541.24 49.41%	\$51.23	\$53.26	\$15.15	\$119.64
		Annual Salary + Benefits	\$92,210.94			
			¥,=10,74	<u> </u>		
Step E						
		\$5,399.54 /Month	\$36.00	/Hour		
	Total Benefits	\$2,611.52 48.37%	\$53.41	\$55.53	\$15.79	\$124.73
		Annual Salary + Benefits	\$96,132.77			
				•		

Wastewater Laboratory Technician II Department: Public Works

Step A						
		\$4,898.59 /Month	\$32.66	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP	0.080000 0.139750	391.89 684.58 2.00 0.00 3.92	F	Public Works -	Maintenance	
Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp.	0.009500	936.30 152.46 46.54 5.80 0.00				
Workers Comp. Vision Benefit Medicare	0.030200 0.014500	147.94 37.64 71.03	Hourly Rate <u>& Benefits</u>	103.98% Department Overhead	29.57% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,480.09 50.63%	\$49.19	\$51.15	\$14.54	\$114.88
		Annual Salary + Benefits	\$88,544.14			
Step B						
		\$5,143.00 /Month	\$34.29 /	/Hour		
	Total Benefits	\$2,541.24 49.41%	\$51.23	\$53.26	\$15.15	\$119.64
		Annual Salary + Benefits	\$92,210.94			
Step C		\$5,399.54 /Month	\$36.00 /	/Hour		
	Total Benefits	\$2,611.52 48.37%	\$53.41	\$55.53	\$15.79	\$124.73
		Annual Salary + Benefits	\$96,132.77			
Step D		\$5,669.95 /Month	\$37.80 /	/Hour		
	Total Benefits	\$2,685.60 47.37%	\$55.70	\$57.92	\$16.47	\$130.09
	Total Delicitis			ψω 1 • 2 Δ	Ψ±0•Τ/	Ψ1.50.07
		Annual Salary + Benefits	\$100,266.63			
Step E		\$5,954.23 /Month	\$39.69 /	/Hour		
	Total Benefits	\$2,763.48 46.41%	\$58.12	\$60.43	\$17.18	\$135.73
	2 = 0.10	Annual Salary + Benefits	\$104,612.54	+ ·	, .	7

Wastewater Maintenance Supervisor Department: Public Works

Step A					
		\$5,555.55 /Month	\$37.04 /Hour		
<u>Benefit</u>	<u>Multiplier</u>		<u>Ca</u>	<u>tegory</u>	
PERS - Employee	0.080000	444.44	Non-Sworn Manager	nent & Mid-Man	agement
PERS - Employer	0.139750	776.39			
PERS Survivor		2.00			
Management Incentive		0.00			
EAP		3.92			
Health Insurance		936.30			
Dental Insurance		152.46			
LTD Insurance	0.009500	52.78			
Life Insurance	0.000255	25.50			
Deferred Comp.		110.00			
Workers Comp.	0.030200	167.78	103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate Departmen	nt City-Wide	Total Hourly
Medicare	0.014500	80.56	& Benefits Overhead	Overhead	Rate
	Total Benefits	\$ 2,789.76 50.22%	\$55.64 \$57.8	5 \$16.45	\$129.93
		Annual Salary + Benefits	\$100,143.75		
Step B					
Stop 2		\$5,832.89 /Month	\$38.89 /Hour		
		\$5,032.07 /Wolldi	\$38.89 /110ui		
	Total Benefits	\$2,867.01 49.15%	\$58.00 \$60.30	\$17.15	\$135.45
		Annual Salary + Benefits	\$104,398.84		
Step C					
		\$6,124.10 /Month	\$40.83 /Hour		
	Total Benefits	\$2,948.13 48.14%	\$60.48 \$62.89	\$17.88	\$141.25
		Annual Salary + Benefits	\$108,866.72		
Step D					
		\$6,430.91 /Month	\$42.87 /Hour		
	Total Benefits	\$3,033.59 47.17%	\$63.10 \$65.60	\$18.65	\$147.36
		Annual Salary + Benefits	\$113,573.95		
		Amiuai Saiai y + Denems	Ψ113,313,73		
Step E					
		\$6,753.33 /Month	\$45.02 /Hour		
	Total Benefits	\$3,123.39 46.25%	\$65.84 \$68.46	\$19.47	\$153.77
		Annual Salary + Benefits	\$118,520.67		
			Ψ110902001		

Wastewater Operations Manager Department: Public Works

Step A						
		\$7,025.47 /Month	\$46.84	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	562.04	Non-Swo	orn Managemer	nt & Mid-Mar	nagement
PERS - Employer PERS Survivor	0.139750	981.81				
Management Incentive		2.00 0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	66.74				
Life Insurance	0.000255	32.25				
Deferred Comp.		110.00				
Workers Comp.	0.030200	212.17		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	101.87	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,199.19 45.54%	\$68.16	\$70.87	\$20.15	\$159.19
		Annual Salary + Benefits	\$122,695.97			
Step B						
		\$7,377.35 /Month	\$49.18	/Hour		
		•				
	Total Benefits	\$3,297.21 44.69%	\$71.16	\$73.99	\$21.04	\$166.20
		Annual Salary + Benefits	\$128,094.68			
Step C						
*		\$7,746.56 /Month	\$51.64	/Hour		
	Total Benefits	\$3,400.05 43.89%	\$74.31	\$77.26	\$21.97	\$173.55
	Total Bellettis			Ψ//•20	Ψ=1•>	ΨΙΛΟΙΟΟ
		Annual Salary + Benefits	\$133,759.28			
Step D						
		\$8,133.11 /Month	\$54.22	/Hour		
	Total Benefits	\$3,507.72 43.13%	\$77.61	\$80.69	\$22.94	\$181.24
		Annual Salary + Benefits	\$139,689.92			
		•	<u> </u>			
Step E		фо. Т . 40. 4.6. 3.5. 5.				
		\$8,540.46 /Month	\$56.94	/Hour		
	Total Benefits	\$3,621.18 42.40%	\$81.08	\$84.30	\$23.97	\$189.35
		Annual Salary + Benefits	\$145,939.68			

Wastewater Treatment Plant Operator Asst. Department: Public Works

_							
		\$3,480.67	/Month	\$23.20	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	278.45			Public Works -	Maintenance	
PERS - Employer	0.139750	486.42					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance	0.000500	152.46					
LTD Insurance	0.009500	33.07 5.80					
Life Insurance Deferred Comp.		0.00					
Workers Comp.	0.030200	105.12			103.98%	29.57%	
Vision Benefit	0.030200	37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	50.47		& Benefits	Overhead	Overhead	Rate
Wicarcarc	0.014300	30.47	-	& Delicitis	Overneau	Overneau	Kate
,	Total Benefits	\$ 2,091.65	60.09%	\$37.15	\$38.63	\$10.98	\$86.76
		Annual Sala	ry + Benefits	\$66,867.83	:		
Step B							
*		\$3,654.01	/Month	\$24.36	/Hour		
		40,00	,1,1011011	ΨΞεσ	,11001		
,	Total Benefits	\$2,133.34	58.38%	\$38.58	\$40.12	\$11.41	\$90.11
				+ -0 - 1 - 0 - -			
		Annual Sala	ry + Benefits	\$69,448.15	:		
Step C							
		\$3,836.01	/Month	\$25.57	/Hour		
		•					
, and the second	Total Benefits	\$2,183.19	56.91%	\$40.13	\$41.72	\$11.86	\$93.72
		Annual Sala	ry + Benefits	\$72,230.46			
			-3 :	71-,			
Step D							
•		\$4,028.42	/Month	\$26.86	/Hour		
,	Total Benefits	\$2,235.91	55.50%	\$41.76	\$43.42	\$12.35	\$97.53
			. D. 64	ф яг 1 8 1 01			
		Annual Sala	ry + Benefits	\$75,171.91	:		
Step E							
		\$4,229.50	/Month	\$28.20	/Hour		
,	Total Benefits	\$2,290.99	54.17%	\$43.47	\$45.20	\$12.85	\$101.52
		Annual Sala	ry + Benefits	\$78,245.90			
			-j · Denemo	Ψ10,240,70	:		

Wastewater Treatment Plant Operator I Department: Public Works

		Department. Tubii	- 11 0			
Step A						
		\$4,229.50 /Month	\$28.20 /H	Hour		
Benefit	<u>Multiplier</u>			<u>Categ</u>	TOPW	
	<u> </u>					
PERS - Employee	0.080000	338.36	Pu	blic Works -	Maintenance	
PERS - Employer	0.139750	591.07				
PERS Survivor		2.00				
Management Incentive EAP		0.00 3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	40.18				
Life Insurance	0.002300	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	127.73		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate D) Department	City-Wide	Total Hourly
Medicare	0.014500	61.33	-	<u>Overhead</u>	Overhead	Rate
	Total Benefits	\$ 2,296.79 54.30%	\$43.51	\$45.24	\$12.86	\$101.61
			4=0.24==0			
		Annual Salary + Benefits	\$78,315.50			
Q. P.						
Step B		A				
		\$4,440.97 /Month	\$29.61 /H	Iour		
	Total Benefits	\$2,348.92 52.89%	\$45.27	\$47.07	\$13.38	\$105.71
	1000120110110	ψ <u>-</u> ,ε :οι> <u>-</u>	ψ 10121	Ψ • • • • • • • • • • • • • • • • • • •	\$20,00	Ψ1001/1
		Annual Salary + Benefits	\$81,478.72			
Step C						
		\$4,662.85 /Month	\$31.09 /H	Iour		
		•				
	Total Benefits	\$2,409.71 51.68%	\$47.15	\$49.02	\$13.94	\$110.12
		A	¢04.070.70			
		Annual Salary + Benefits	\$84,870.69			
Stop D						
Step D		\$4.00C.0C /N.F1	400	.		
		\$4,896.86 /Month	\$32.65 /H	iour		
	Total Benefits	\$2,473.81 50.52%	\$49.14	\$51.09	\$14.53	\$114.76
		. ,	•			
		Annual Salary + Benefits	\$88,448.10			
Step E						
	_	\$5,141.26 /Month	\$34.28 /H	Iour		
					***	***
	Total Benefits	\$2,540.77 49.42%	\$51.21	\$53.25	\$15.14	\$119.60
		Annual Colours Dans Colour	¢02 194 24			
		Annual Salary + Benefits	\$92,184.34			

Wastewater Treatment Plant Operator II Department: Public Works

		Department. Tubi				
Step A						
		\$4,662.85 /Month	\$31.09	/Hour		
D £4	M14:1:			Cata		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	373.03		Public Works -	Maintenance	
PERS - Employer	0.139750	651.63				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance Dental Insurance		936.30 152.46				
LTD Insurance	0.009500	44.30				
Life Insurance	0.009300	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	140.82		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	67.61	& Benefits	Overhead	Overhead	Rate
				·		
	Total Benefits	\$ 2,415.51 51.80%	\$47.19	\$49.06	\$13.95	\$110.21

		Annual Salary + Benefits	\$84,940.29	<u>.</u>		
~ -						
Step B						
		\$4,896.86 /Month	\$32.65	/Hour		
	Total Benefits	\$2,473.81 50.52%	\$49.14	\$51.09	\$14.53	\$114.76
	Total Belletits	\$2,473.01 30.32%	\$49.14	\$31.09	ф14.33	\$11 4. /0
		Annual Salary + Benefits	\$88,448.10			
		·		1		
Step C						
r		\$5,141.26 /Month	\$34.28	/Hour		
		φο,1 11.20 /1/10/10/1	Ψ34.20	/ Hour		
	Total Benefits	\$2,540.77 49.42%	\$51.21	\$53.25	\$15.14	\$119.60
		Annual Salary + Benefits	\$92,184.34	:		
Step D						
		\$5,397.81 /Month	\$35.99	/Hour		
	Total Benefits	\$2,611.05 48.37%	\$53.39	QEE 51	¢1 <i>5 7</i> 0	\$124.69
	Total Deliellts	\$2,611.05 48.37%	фээ.39	\$55.51	\$15.79	Ф1 24.0У
		Annual Salary + Benefits	\$96,106.32			
			+,=	:		
Step E						
Stop 2		\$5,668.22 /Month	\$37.79	/Hour		
		ψυουσια /IVIUIIIII	ψ31.17	/110u1		
	Total Benefits	\$2,685.13 47.37%	\$55.69	\$57.90	\$16.46	\$130.06
		Annual Salary + Benefits	\$100,240.19	:		

Wastewater Treatment Plant Operator III Department: Public Works

Step A						
		\$5,141.26 /Month	\$34.28	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	411.30		Public Works -	Maintenance	
PERS - Employer	0.139750	718.49				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance LTD Insurance	0.000500	152.46				
Life Insurance	0.009500	48.84 5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	155.27		103.98%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	74.55	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	14.55	<u>ce Benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,546.57 49.53%	\$51.25	\$53.29	\$15.15	\$119.69
		Annual Salary + Benefits	\$92,253.94	:		
Step B						
		\$5,397.81 /Month	\$35.99	/Hour		
		•				
	Total Benefits	\$2,611.05 48.37%	\$53.39	\$55.51	\$15.79	\$124.69
		Annual Salary + Benefits	\$96,106.32			
		rimidal balary i beliefts	ψ>0,100.52	1		
Step C						
		\$5,668.22 /Month	\$37.79	/Hour		
		•				
	Total Benefits	\$2,685.13 47.37%	\$55.69	\$57.90	\$16.46	\$130.06
		Annual Salary + Benefits	\$100,240.19			
			. ,	<u> </u>		
Step D						
_		\$5,952.50 /Month	\$39.68	/Hour		
	Total Benefits	\$2,763.01 46.42%	\$58.10	\$60.41	\$17.18	\$135.69
		Annual Calamy Danceta	\$104 5 94 00			
		Annual Salary + Benefits	\$104,586.09	: 		
Step E						
		\$6,250.64 /Month	\$41.67	/Hour		
	Total Benefits	\$2,844.68 45.51%	\$60.64	\$63.05	\$17.93	\$141.61
		Annual Salary + Benefits	\$109,143.87			
		Annual Salat y + Delicitis	φ107,1 4 3.07	I		

Wastewater Treatment Plant Supervisor Department: Public Works

Step A						
		\$6,111.97 /Month	\$40.75	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	488.96	Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	854.15				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance Dental Insurance		936.30				
LTD Insurance	0.009500	152.46 58.06				
Life Insurance	0.009300	28.05				
Deferred Comp.	0.000233	110.00				
Workers Comp.	0.030200	184.58		103.98%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	88.62	& Benefits	Overhead	Overhead	Rate
Wicalcule	0.014300	00.02	<u>a benefits</u>	Overneuu	Overneuu	<u>rtute</u>
	Total Benefits	\$ 2,944.75 48.18%	\$60.38	\$62.78	\$17.85	\$141.01
		Annual Salary + Benefits	\$108,680.62	i		
Step B						
•		\$6,417.05 /Month	\$42.78	/Hour		
		•				
	Total Benefits	\$3,029.73 47.21%	\$62.98	\$65.48	\$18.62	\$147.08
		Annual Salary + Benefits	\$113,361.30			
Step C						
		\$6,737.73 /Month	\$44.92	/Hour		
	Total Benefits	\$3,119.05 46.29%	\$65.71	\$68.32	\$19.43	\$153.46
	Total Belieffts	ψ5,119.05	φουντ	φοσισ 2	ΨΙΟ	ΨΙΟΟΙΙΟ
		Annual Salary + Benefits	\$118,281.33	:		
Step D						
		\$7,074.01 /Month	\$47.16	/Hour		
	Total Benefits	\$3,212.71 45.42%	\$68.58	\$71.30	\$20.28	\$160.16
		Annual Salary + Benefits	\$123,440.70			
		Aminai Saiai y + Denems	φ123, 11 0.70	! 		
Step E						
		\$7,427.62 /Month	\$49.52	/Hour		
	Total Benefits	\$3,311.21 44.58%	\$71.59	\$74.44	\$21.17	\$167.20
		Annual Salary + Benefits	\$128,865.95			
			7	i		

Water Conservation Specialist Department: Public Works

		Department. Tubb				
Step A						
		\$4,279.76 /Month	\$28.53	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	342.38	F	Public Works -	Maintenance	
PERS - Employer	0.139750	598.10				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	40.66				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	129.25		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	62.06	& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate
	Total Benefits	\$ 2,310.56 53.99%	\$43.94	\$45.68	\$12.99	\$102.61
		Annual Salary + Benefits	\$79,083.84			
Step B						
		\$4,492.97 /Month	\$29.95	/Hour		
		, , , , , , , , , , , , , , , , , , , ,				
	Total Benefits	\$2,363.17 52.60%	\$45.71	\$47.52	\$13.51	\$106.75
		Annual Salary + Benefits	\$82,273.67			
Step C						
		\$4,718.31 /Month	\$31.46	/Hour		
	Total Benefits	\$2,424.90 51.39%	\$47.62	\$49.51	\$14.08	\$111.22

		Annual Salary + Benefits	\$85,718.53			
Step D						
Бюр В		\$4,954.06 /Month	\$33.03 /	/Hour		
	Total Benefits	\$2,489.48 50.25%	\$49.62	\$51.60	\$14.67	\$115.89
	2011 20110110			45.2100	Ψ2.1107	¥ = 10,00
		Annual Salary + Benefits	\$89,322.54			
Step E						
		\$5,201.93 /Month	\$34.68	/Hour		
	Total Benefits	\$2,557.39 49.16%	\$51.73	\$53.79	\$15.29	\$120.81
			402 111 0 2			
		Annual Salary + Benefits	\$93,111.82			

Water Distribution Supervisor Department: Public Works

		Department. Tubi		
Step A				
		\$6,111.97 /Month	\$40.75 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Cat</u>	egory
PERS - Employee	0.080000	488.96	Non-Sworn Managem	ent & Mid-Management
PERS - Employer	0.139750	854.15		-
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance	0.000500	152.46		
LTD Insurance	0.009500	58.06		
Life Insurance	0.000255	28.05		
Deferred Comp. Workers Comp.	0.030200	110.00 184.58	103.98%	29.57%
Vision Benefit	0.030200	37.64	Hourly Rate Departmen	
Medicare	0.014500	88.62	& Benefits Overhead	
Wiedicare	0.014300	00.02	<u> </u>	Overneau <u>Rate</u>
	Total Benefits	\$ 2,944.75 48.18%	\$60.38 \$62.78	3 \$17.85 \$141.01
		Annual Salary + Benefits	\$108,680.62	
Step B				
		\$6,417.05 /Month	\$42.78 /Hour	
	Total Benefits	\$3,029.73 47.21%	\$62.98 \$65.48	\$18.62 \$147.08
		Annual Salary + Benefits	<u>\$113,361.30</u>	
Step C				
		\$6,737.73 /Month	\$44.92 /Hour	
	T ID C	Φ2 110 05 46 2 00/	φ <i>ζΕ.Ε.</i> 1 φ <i>ζ</i> 0.20	φ10.42
	Total Benefits	\$3,119.05 46.29%	\$65.71 \$68.32	\$19.43 \$153.46
		Annual Salary + Benefits	\$118,281.33	
Step D				
		\$7,074.01 /Month	\$47.16 /Hour	
	Total Benefits	\$3,212.71 45.42%	\$68.58 \$71.30	\$20.28 \$160.16
		Annual Salary + Benefits	\$123,440.70	
		Amiuai Saiai y + Denellis	Ψ123,ΤΤΟ./Ο	
Step E				
		\$7,427.62 /Month	\$49.52 /Hour	
	Total Benefits	\$3,311.21 44.58%	\$71.59 \$74.44	\$21.17 \$167.20
		Annual Salary + Benefits	\$128,865.95	
		•		

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

G						
Step A						
		\$4,281.50 /Month	\$28.54	/Hour		
Benefit	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	342.52		Public Works -	Maintenance	
PERS - Employer	0.139750	598.34		Tuone works	- Triannenance	
PERS Survivor	0.137730	2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	40.67				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	129.30		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	62.08	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,311.04 53.98%	\$43.95	\$45.70	\$12.99	\$102.64
		Annual Salary + Benefits	\$79,110.44			
		Amiuai Saiai y + Denemis	\$79,110.44	=		
Step B						
-		\$4,496.44 /Month	\$29.98	/Hour		
		ŕ				
	Total Benefits	\$2,364.12 52.58%	\$45.74	\$47.56	\$13.52	\$106.81
		Annual Salary + Benefits	\$82,326.72			
		Aimuai Salai y 1 Delicitis	ψ02,520.72	=		
Step C						
		\$4,721.78 /Month	\$31.48	/Hour		
	Total Benefits	\$2,425.85 51.38%	\$47.65	\$49.55	\$14.09	\$111.28
		Annual Salary + Benefits	\$85,771.58	_		
				-		
Step D		4.055 5.				
		\$4,957.52 /Month	\$33.05	/Hour		
	Total Benefits	\$2,490.43 50.24%	\$49.65	\$51.63	\$14.68	\$115.96
		Annual Salary + Benefits	\$89,375.43			
Step E						
		\$5,205.40 /Month	\$34.70	/Hour		
	Total Benefits	\$2,558.34 49.15%	\$51.76	\$53.82	\$15.30	\$120.88
		Annual Salary + Benefits	\$93,164.87			
		Amiuai Saiary + Denemis	φ25,104.67	=		

Water Distribution Worker II Department: Public Works

G. A						
Step A						
		\$4,721.78 /Month	\$31.48	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	377.74		Public Works -	Maintenance	
PERS - Employer	0.139750	659.87				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	44.86				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	142.60		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	68.47	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,431.65 51.50%	\$47.69	\$49.59	\$14.10	\$111.37
		Annual Salary + Benefits	\$85,841.18	:		
Step B						
ыср Б		\$4.057.52 /Month	¢22.05	/11		
		\$4,957.52 /Month	\$33.05	/Hour		
	Total Benefits	\$2,490.43 50.24%	\$49.65	\$51.63	\$14.68	\$115.96
		Annual Salary + Benefits	\$89,375.43			
		Amidal Salary + Delicitis	φοσ,575.45	:		
Step C						
		\$5,205.40 /Month	\$34.70	/Hour		
	Total Benefits	\$2,558.34 49.15%	\$51.76	\$53.82	\$15.30	\$120.88
	Total Bellettis			φεεισ2	φιοιου	Ψ120100
		Annual Salary + Benefits	\$93,164.87	:		
Step D						
		\$5,465.41 /Month	\$36.44	/Hour		
	Total Benefits	\$2,629.57 48.11%	\$53.97	\$56.11	\$15.96	\$126.03
		Annual Salary + Benefits	\$97,139.75			
				: 		
Step E		Φ 	,			
		\$5,739.29 /Month	\$38.26	/Hour		
	Total Benefits	\$2,704.60 47.12%	\$56.29	\$58.53	\$16.64	\$131.47
		Annual Salary + Benefits	\$101,326.66	:		

Water Operations Manager Department: Public Works

Ston A				
Step A		ФП 025 4П /M 1-	φ <i>ΔC</i> ΩΔ /II	
		\$7,025.47 /Month	\$46.84 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Cat</u>	<u>egory</u>
PERS - Employee	0.080000	562.04	Non-Sworn Managem	ent & Mid-Management
PERS - Employer	0.139750	981.81		<u> </u>
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	66.74		
Life Insurance	0.000255	32.25		
Deferred Comp.		110.00		
Workers Comp.	0.030200	212.17	103.98%	29.57%
Vision Benefit	0.044500	37.64	Hourly Rate Departmen	· ·
Medicare	0.014500	101.87	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 3,199.19 45.54%	\$68.16 \$70.87	\$20.15 \$159.19
		Annual Salary + Benefits	\$122,695.97	
Step B				
экер Б		\$7 277 25 /Month	¢40.10 /II	
		\$7,377.35 /Month	\$49.18 /Hour	
	Total Benefits	\$3,297.21 44.69%	\$71.16 \$73.99	\$21.04 \$166.20
		Annual Salary + Benefits	\$128,094.68	
		Aimuai Saiai y Benefits	Ψ120,094.00	
Step C				
		\$7,746.56 /Month	\$51.64 /Hour	
	Total Benefits	\$3,400.05 43.89%	\$74.31 \$77.26	\$21.97 \$173.55
				,
		Annual Salary + Benefits	\$133,759.28	
Step D				
		\$8,133.11 /Month	\$54.22 /Hour	
	Total Benefits	\$3,507.72 43.13%	\$77.61 \$80.69	\$22.94 \$181.24
		Annual Salary + Benefits	\$139,689.92	
			W-02300212#	
Step E				
		\$8,540.46 /Month	\$56.94 /Hour	
	Total Benefits	\$3,621.18 42.40%	\$81.08 \$84.30	\$23.97 \$189.35
		Annual Salary + Benefits	\$145,939.68	
		•	<u></u>	

Water Production Supervisor Department: Public Works

Chara A						
Step A		ΦC 111 07 /M1.	¢ 40. 74	- /II		
		\$6,111.97 /Month	\$40.7	5 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cate	<u>gory</u>	
PERS - Employee	0.080000	488.96	Non-Sv	worn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.139750	854.15				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	58.06				
Life Insurance	0.000255	28.05				
Deferred Comp.	0.020200	110.00				
Workers Comp.	0.030200	184.58	Hannly Data	103.98%	29.57%	Total Hannler
Vision Benefit Medicare	0.014500	37.64	Hourly Rate	_	City-Wide	Total Hourly
Medicare	0.014500	88.62	& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,944.75 48.1	8% \$60.38	\$62.78	\$17.85	\$141.01
		Annual Salary + Ben	fits \$108,680.62	<u>:</u>		
Step B						
ort –		\$6,417.05 /Month	\$42.7	8 /Hour		
		φυ, 417.05 /101011111	ψ+2.7	6 /110ui		
	Total Benefits	\$3,029.73 47.2	1% \$62.98	\$65.48	\$18.62	\$147.08
		A 1 C - 1 D	e4 \$112.2 <i>C</i> 1.20			
		Annual Salary + Bend	fits \$113,361.30	<u>'</u>		
Step C						
		\$6,737.73 /Month	\$44.9	2 /Hour		
		•				
	Total Benefits	\$3,119.05 46.2	9% \$65.71	\$68.32	\$19.43	\$153.46
		Annual Salary + Ben	fits \$118,281.33	<u>}</u>		
G. D						
Step D		\$7,074.01 /Month	φ <i>ለ</i> ሚ 1	6 /Ho		
		φ/, U/4.U1 /IVIONIN	\$47.1	6 /Hour		
	Total Benefits	\$3,212.71 45.4	2% \$68.58	\$71.30	\$20.28	\$160.16
		Annual Salary + Bend	fits \$123,440.70	<u>) </u>		
Step E						
Step E		\$7,427.62 /Month	\$49.5	2 /Hour		
	m . 1p ~				har 1=	44.6= 4 0
	Total Benefits	\$3,311.21 44.5	8% \$71.59	\$74.44	\$21.17	\$167.20
		Annual Salary + Bene	fits \$128,865.95	<u>; </u>		

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

Step A						
		\$4,076.96 /Month	\$27.18 /Hou	ur		
<u>Benefit</u>	<u>Multiplier</u>			Catego	ory	
PERS - Employee	0.080000	326.16	Public	c Works - N	Maintenance	
PERS - Employer	0.139750	569.76				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	38.73 5.80				
Life Insurance Deferred Comp.		0.00				
Workers Comp.	0.030200	123.12	10	03.98%	29.57%	
Vision Benefit	0.030200	37.64			City-Wide	Total Hourly
Medicare	0.014500	59.12			Overhead	Rate
Wicarcarc	0.014300	37.12	<u>a benefits</u>	criicau	Overneau	<u> Kate</u>
	Total Benefits	\$ 2,255.00 55.31%	\$42.21	\$43.89	\$12.48	\$98.58
		Annual Salary + Benefits	\$75,983.56			
Step B						
		\$4,281.50 /Month	\$28.54 /Hou	ır		
		·				
	Total Benefits	\$2,305.24 53.84%	\$43.91 \$ 4	45.66	\$12.98	\$102.55
		Annual Calamy Danafita	\$70,040,94			
		Annual Salary + Benefits	\$79,040.84			
Step C						
		\$4,496.44 /Month	\$29.98 /Hou	ır		
		·				
	Total Benefits	\$2,364.12 52.58%	\$45.74 \$ 4	47.56	\$13.52	\$106.81
		Annual Salary + Benefits	\$82,326.72			
Step D						
		\$4,721.78 /Month	\$31.48 /Hou	ır		
	Total Benefits	\$2,425.85 51.38%	\$47.65 \$ 4	49.55	\$14.09	\$111.28
		Annual Salary + Benefits	\$85,771.58			
		Immun Suidi y Delicitis	Ψου, 111100			
Step E						
		\$4,957.52 /Month	\$33.05 /Hou	ır		
	Total Benefits	\$2,490.43 50.24%	\$49.65 \$5	51.63	\$14.68	\$115.96
		Annual Salary + Benefits	\$89,375.43			
			407,0110			

Water Production Worker II Department: Public Works

G						
Step A						
		\$4,496.44 /Month	\$29.98	/Hour		
<u>Benefit</u>	Multiplier			Cates	gory	
PERS - Employee	0.080000	359.72		Public Works -	Maintenance	
PERS - Employer	0.139750	628.38				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance		152.46				
LTD Insurance	0.009500	42.72				
Life Insurance		5.80				
Deferred Comp.		0.00				
Workers Comp.	0.030200	135.79		103.98%	29.57%	
Vision Benefit		37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	65.20	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,369.92 52.71%	\$45.78	\$47.60	\$13.53	\$106.90
		Annual Salary + Benefits	\$82,396.32	:		
Step B						
		\$4,721.78 /Month	\$31.48	/Hour		
	Total Benefits	\$2,425.85 51.38%	\$47.65	\$49.55	\$14.09	\$111.28
		Ammal Calamy Danaffia	φο <i>ε 771 ε</i> ο			
		Annual Salary + Benefits	\$85,771.58	<u> </u>		
Step C						
		\$4,957.52 /Month	\$33.05	/Hour		
	T 1D 6	#2 400 42 50 240V	40.6	\$51.63	41460	011 7 0 6
	Total Benefits	\$2,490.43 50.24%	\$49.65	\$51.63	\$14.68	\$115.96
		Annual Salary + Benefits	\$89,375.43	:		
Step D						
		\$5,205.40 /Month	\$34.70	/Hour		
	Total Benefits	\$2,558.34 49.15%	\$51.76	\$53.82	\$15.30	\$120.88
		Annual Salary + Benefits	\$93,164.87			
			770,201107	: 		
Step E		Φ.Ε. 4.C.Ε. 44				
		\$5,465.41 /Month	\$36.44	/Hour		
	Total Benefits	\$2,629.57 48.11%	\$53.97	\$56.11	\$15.96	\$126.03
		Annual Salary + Benefits	\$97,139.75	:		

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

		Department. Tubil		
Step A				
		\$3,881.08 /Month	\$25.87 /Hour	
Benefit	<u>Multiplier</u>			<u>Category</u>
<u>Delient</u>	Multiplier		<u> </u>	zategoi y
PERS - Employee	0.080000	310.49	Public Wo	rks - Maintenance
PERS - Employer	0.139750	542.38		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.92		
Health Insurance		936.30		
Dental Insurance		152.46		
LTD Insurance	0.009500	36.87		
Life Insurance		5.80		
Deferred Comp.		0.00		
Workers Comp.	0.030200	117.21	103.98%	
Vision Benefit		37.64	Hourly Rate Departm	
Medicare	0.014500	56.28	& Benefits Overhea	ad Overhead Rate
	Total Benefits	\$ 2,201.34 56.72%	\$40.55 \$42.	.16 \$11.99 \$94.70
		Annual Salary + Benefits	\$72,989.06	
~ -				
Step B				
		\$4,075.22 /Month	\$27.17 /Hour	
	T ID C	ФО 040 70 — 55 100v	φ42.1 <i>C</i> φ42.04	ф1 2 4 <i>C</i>
	Total Benefits	\$2,248.73 55.18%	\$42.16 \$43.84	\$12.46 \$98.46
		Annual Salary + Benefits	\$75,887.36	
		Annual Salary + Denemis	\$75,007.50	
Stop C				
Step C		44.000 5 6.04.1		
		\$4,279.76 /Month	\$28.53 /Hour	
	Total Benefits	\$2,304.76 53.85%	\$43.90 \$45.64	\$12.98 \$102.52
	Total Delicitis	\$2,304.70	фтэ. Э О фтэ.От	\$12.76 \$102.32
		Annual Salary + Benefits	\$79,014.24	
		Junity Delicities	T - 7	
Step D				
		\$4,492.97 /Month	\$20.05 /II	
		φ +, +74,71 /1VIOIIIII	\$29.95 /Hour	
	Total Benefits	\$2,363.17 52.60%	\$45.71 \$47.52	\$13.51 \$106.75
		. ,		, , , , , , , , , , , , , , , , , , , ,
		Annual Salary + Benefits	\$82,273.67	
		•		
Step E				
		\$4,718.31 /Month	\$31.46 /Hour	
		7 19. 20101 / ITIOIIIII	φυι.πο /110μ1	
	Total Benefits	\$2,424.90 51.39%	\$47.62 \$49.51	\$14.08 \$111.22
		Annual Salary + Benefits	\$85,718.53	

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

Step A						
		\$4,279.76 /Month	\$28.53	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	342.38		Public Works -	Maintenance	
PERS - Employer	0.139750	598.10				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.92				
Health Insurance		936.30				
Dental Insurance	0.000500	152.46				
LTD Insurance	0.009500	40.66				
Life Insurance		5.80 0.00				
Deferred Comp. Workers Comp.	0.030200	129.25		103.98%	29.57%	
Vision Benefit	0.030200	37.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	62.06	& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	02.00	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,310.56 53.99%	\$43.94	\$45.68	\$12.99	\$102.61
		Annual Salary + Benefits	\$79,083.84	:		
Step B						
*		\$4,492.97 /Month	\$29.95	/Hour		
		φ 1, 1, 2, 2, 7, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Ψ=>.>0	,11001		
	Total Benefits	\$2,363.17 52.60%	\$45.71	\$47.52	\$13.51	\$106.75
			402 ATA (T			
		Annual Salary + Benefits	\$82,273.67	ŧ		
Step C						
		\$4,718.31 /Month	\$31.46	/Hour		
		•				
	Total Benefits	\$2,424.90 51.39%	\$47.62	\$49.51	\$14.08	\$111.22
		Annual Salary + Benefits	\$85,718.53			
				-		
Step D						
		\$4,954.06 /Month	\$33.03	/Hour		
	Total Benefits	\$2,489.48 50.25%	\$49.62	\$51.60	\$14.67	\$115.89
		Annual Salary + Benefits	¢80 222 <i>54</i>			
		Amuai Saiary + Benefits	\$89,322.54	.		
Step E						
		\$5,201.93 /Month	\$34.68	/Hour		
	Total Benefits	\$2,557.39 49.16%	\$51.73	\$53.79	\$15.29	\$120.81
		Amnual Calarres Dansett	¢02 111 02			
		Annual Salary + Benefits	\$93,111.82	=		

Webmaster **Department: Finance & Information Systems**

Stan A	•			ormation Syst			
Step A		¢5 267 90	/N / a m 4 la	¢25 12	/11		
		\$5,267.80	/Monu	\$35.12	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.080000	421.42		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.139750	736.18					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.92					
Health Insurance		936.30					
Dental Insurance		152.46					
LTD Insurance	0.009500	50.04					
Life Insurance	0.000255	24.18					
Deferred Comp.		110.00					
Workers Comp.	0.030200	159.09			37.73%	29.57%	
Vision Benefit		37.64		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	76.38		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,709.61	51.44%	\$53.18	\$20.07	\$15.72	\$88.97
		Annual Salar	ry + Benefits	\$95,728.96			
Ctan D							
Step B		¢5 521 20	Month	#26 QQ	/II.		
		\$5,531.28	/WOIIII	\$36.88	/Hour		
	Total Benefits	\$2,783.00	50.31%	\$55.43	\$20.91	\$16.39	\$92.73
		Annual Salar	wy Donofita	\$99,771.39			
		Alliluai Salai	y + Denemis	\$99,171.39	<u> </u>		
Step C							
		\$5,808.62	/Month	\$38.72	/Hour		
		·					
	Total Benefits	\$2,860.25	49.24%	\$57.79	\$21.81	\$17.09	\$96.68
		Annual Salar	ry + Benefits	\$104,026.48			
Step D							
5 top 2		\$6,099.83	/Month	\$40.67	/Hour		
	Total Benefits	\$2,941.37	48.22%	\$60.27	\$22.74	\$17.82	\$100.84
		A 2.0.1		\$100.404.3 5			
		Annual Salar	ry + Benefits	\$108,494.36	·		
Step E							
		\$6,404.91	/Month	\$42.70	/Hour		
	Total Benefits	\$3,026.34	47.25%	\$62.88	\$23.72	\$18.59	\$105.19
		Annual Salar	rv + Ronofite	\$113,175.04			
		Amuai Salai	y + Delicitis	φ113,173.04	!		



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Administration Fees

Fee Description	Fee
Agenda Packet Subscription	\$388.21/per year
Audio Tape	\$18.37
Candidate Filing Fee ¹	\$25.00
Document Certification	\$12.25
Municipal Code	Actua
Municipal Code Supplements	Actual
Notary Fee ²	\$10.00/per signature
Notice of Intent to Circulate Petition ³	\$200.00
Passport Execution Fee ⁴	\$30.00
Passport Photos	\$11.07
Photo Copies	\$0.22 per page
Political Reform Act Copies of Documents ⁵	\$0.10 per page
Political Reform Act Retrieval Fee ⁵	More Than Five Years Old: \$5.00
Voter Transcript	\$6.12
CIP Book	Actual Cos
Cost Allocation Plan	Actual Cost
CAFR	Actual Cos
Operating Budget	Actual Cost
General Plan	Actual Cost
Other Documents and Books	Actual Cos
Compact Disc	\$11.06

E.C.10228

G.C. 8211

E.C. 9202

U.S. Department of State

^{§ 81008} Political Reform Act

Community Development Building Fee Example

Fee Description	Fee
1. Single Family Dwelling ¹	\$4,053.87
2. Commercial Building ²	\$4,868.98
3. Swimming Pool	\$1,362.79
4. Permit Issuance	\$70.55
5. Inspector Hourly Rate ³	\$117.96

Based on a 2,500 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 \$190,375

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

³ Not less than the Building Inspector II Total Hourly Rate Step E per the Cost Allocation Plan

Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

TYPE OF BUILDING	VALUATION
APARTMENT HOUSES:	
Type I or II F.R.*	\$84.80 /sq.ft.
Type V - Masonry (or Type III)	\$68.30 /sq.ft.
Type V - Wood Frame	\$61.30 /sq.ft.
Type 1 - Basement Garage	\$32.00 /sq.ft.
1) po 1 Bussinous Guinge	φυ2100 / υμπι
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.
DANIZO	
BANKS:	¢120.40.7 °C
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 Type III- N	\$104.50 /sq.ft. \$99.80 /sq.ft.
Type V - 1 Hour	\$92.20 /sq.ft.
Type V-N	\$92.20 /sq.ft. \$87.70 /sq.ft.
Type V-IV	ψ67.70 /34.11.
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.
CHIDCHES.	
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.
->F- ·	φ30.70 /54.1ι.

Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

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.
71	. 1
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 s.f.)	
	\$74.00 /sq.ft.
BASEMENTS:	010.50 / 0
Finished	\$18.60 /sq.ft.
Unfinished	\$14.20 /sq.ft.
FIRE STATIONS:	
Type I or II F.R.	\$98.20 /sq.ft.
Type II - 1 Hour	\$63.70 /sq.ft.
Type II - N	\$60.50 /sq.ft.
Type III - 1 Hour	\$70.80 /sq.ft.
Type III - N	\$67.20 /sq.ft.
Type V - 1 Hour	\$63.30 /sq.ft.
Type V - N	\$60.10 /sq.ft.
71.	1
HOMES FOR THE ELDERLY:	
Type I or II F.R.	\$88.60 /sq.ft.
Type II - 1 Hour	\$71.00 /sq.ft.
Type II - N	\$67.60 /sq.ft.
Type III - 1 Hour	\$74.00 /sq.ft.
Type III - N	\$70.80 /sq.ft.
Type V -1 Hour	\$70.60 /sq.ft.
Type V - N	\$67.10 /sq.ft.
HOSPITALS:	
Type I or II F.R.*	\$140.70 /sq.ft.
Type III - 1 Hour	\$117.10 /sq.ft.
Type V - 1 Hour	\$108.60 /sq.ft.
Type V Thou	φ100.00 /3 q. 1ι.
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.

Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

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

Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

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.
-512	***************************************
PUBLIC GARAGES:	
Type I or II F.R.*	\$42.40 /sq.ft.
Type I or II Open Parking	\$33.20 /sq.ft.
Type II - N	\$24.80 /sq.ft.
Type III - 1 Hour	\$29.90 /sq.ft.
Type III - N	\$28.60 /sq.ft.
Type V - 1 Hour	\$24.70 /sq.ft.
Type v - 1 Hour	\$24.70 /sq.1t.
RESTAURANTS:	
Type III - 1 Hour	\$80.00 /sq.ft.
Type III - N	\$76.20 /sq.ft.
• •	
Type V - 1 Hour	\$70.90 /sq.ft.
Type V - N	\$67.50 /sq.ft.
SCHOOLS:	
Type I or II F.R.	\$96.30 /sq.ft.
Type II - 1 Hour	\$68.70 /sq.ft.
Type III - 1 Hour	\$69.20 /sq.ft.
Type III - N	
Type III - IV	\$65.60 /sq.ft.
Type V 1 Hours	
Type V - 1 Hour	\$63.30 /sq.ft.
Type V - 1 Hour Type V - N	\$69.90 /sq.ft.
Type V - N	
Type V - N SERVICE STATIONS:	\$69.90 /sq.ft.
Type V - N SERVICE STATIONS: Type II - N	\$69.90 /sq.ft. \$57.10 /sq.ft.
Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour	\$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft.
Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour	\$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft.
Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour	\$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft.
Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Canopies	\$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft.
Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Canopies STORES:	\$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft.
Type V - N SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Canopies STORES: Type I or II F.R.*	\$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft.
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	\$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 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	\$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 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 Type III - 1 Hour	\$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. \$42.60 /sq.ft. \$53.10 /sq.ft.
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 Type III - N Type III - N	\$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. \$42.60 /sq.ft. \$53.10 /sq.ft. \$50.10 /sq.ft.
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 Type III - 1 Hour	\$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. \$42.60 /sq.ft. \$53.10 /sq.ft.

Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

THEATERS:	
Type I or II F.R.	\$93.80 /sq.ft.
Type III - 1 Hour	\$68.10 /sq.ft.
Type III - N	\$64.80 /sq.ft.
Type V - 1 Hour	\$61.40 /sq.ft.
Type V - N	\$58.60 /sq.ft.
WAREHOUSES:	
Type I - II F.R.	\$42.70 /sq.ft.
Type II - 1 Hour	\$25.30 /sq.ft.
Type II - V - N	\$23.80 /sq.ft.
Type III - 1 Hour	\$29.00 /sq.ft.
Type III - N	\$27.70 /sq.ft.
EQUIPMENT:	
Air Conditioning:	
Commercial	\$3.70 /sq.ft.
Residential	\$3.00 /sq.ft.
SPRINKLER SYSTEMS:	
Commercial	\$1.90 /sq.ft.
Residential	\$1.25 /sq.ft.
PATIO STRUCTURES/STORAGE SHEDS	\$10.00 /sq.ft.
LATH STRUCTURES/DECKS	\$2.70 /sq.ft.
SWIMMING POOLS/SPAS	Contract Price
FENCES:	
Wood	\$6.50/lineal ft.
Masonry or concrete	\$8.00 /sq.ft.
Retaining walls	\$8.00 /sq.ft.
TENANT IMPROVEMENTS	Contract price
INTERIOR PARTITIONS:	
Wall not exceeding 8 ft. in height	\$27.00/lineal ft.
Wall exceeding 8 ft. in height	\$35.00/lineal ft.

Note: Add 0.5 percent to total cost for each story over three stories

Drop ceiling

\$2.00 /sq.ft.

Community Development Building Fees

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\$79.43/bldg

OFFICE AUTOMATION - PER PERMIT \$2.45 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 \$55.43/SFD Multi-Family Dwelling \$22.40/MFD Non-Residential \$2.85/sq.ft.

REROOF:

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

MOBILE HOME SET-UP

(Does not include plumbing, electrical and mechanical) 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. 1 1/2 hours * 5,001 sq. ft. and above 1 1/2 hours *



^{*} To be charged at not less than the Building Inspector II total hourly rate Step E per the Cost Allocation Plan

Community Development Building Fees

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)

S283.67/pool

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

Outdoor BBQ with Kitchen (no plan check fee)

S193.18/spa

Outdoor BBQ or Above Ground Doughboy Style Pool

Electrical Permit Only

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours

(Minimum charge - two hours) 1 hour *

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

Re-inspection 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 total hourly rate Step E per the 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.

Community Development Building Fees

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

PERMIT ISSUANCE:

For issuing each permit \$70.55 For issuing each supplemental permit \$12.60

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.45 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 \$0.0433 /sq. ft.

ALTERATIONS & ADDITIONS:

Alterations, additions and modifications to existing buildings

<500 sq.ft. \$0.1196 /sq. ft. * >500 and < 1,000 sq. ft \$0.0979 /sq. ft. *

SPA:

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

CARNIVALS AND CIRCUSES:

Carnivals, circuses and other traveling shows or exhibitions utilizing transportable type rides, booths, displays and attractions

Electric generators and electrically driven rides \$18.77 each

Mechanically driven rides and walk-through attractions

or displays having electrical lighting \$5.62 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 \$18.77 each



^{*} To be charged at not less than the Building Inspector II total hourly rate step E per the Cost Allocation Plan. Note: Option to Use Unit Fee Schedule

Community Development Building Fees

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 \$0.92 each Additional fixtures \$0.54 each

(Note: For multi-outlet 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 \$0.92 each Additional fixtures \$0.55 each

Pole or platform-mounted lighting fixtures \$0.88 each

Theatrical-type lighting fixtures or assemblies \$3.74 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

motor-operated appliances not exceeding one horsepower (HP) in rating \$3.74 each

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

SEE POWER APPARATUS

NON-RESIDENTIAL APPLIANCES:

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

\$3.74 each

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

SEE POWER APPARATUS



Community Development Building Fees

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	\$3.74 each
Over 1 and not over 10	\$9.38 each
Over 10 and not over 50	\$18.77 each
Over 50 and not over 100	\$37.57 each
Over 100	\$56.34 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 busway:

\$5.62 each 100 ft

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

SIGNS, OUTLINE LIGHTING AND MARQUEES:

Signs, outline lighting systems or marquees supplied from one branch circuit	\$18.77 each
Additional branch circuits within the sign, outline lighting system or marquee	\$3.74 each
SERVICES: Services of 600 volts or less and not over 200 amperes in rating Services of 600 volts or less and over 200 amperes to 1000 amperes in rating Services over 600 volts or over 1000 amperes in rating	\$23.16 each \$46.95 each \$93.91 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. \$13.77 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.

Community Development Building Fees

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 After hours, OT weekends, and 2 times for Holidays

Re-inspection 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 total hourly rate step E per the 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

Community Development Building Fees

CALCULATION - SCHEDULE C PLUMBING PERMIT FEES

PERMIT ISSUANCE:

For issuing each permit \$70.55 For issuing each supplemental permit \$12.60

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.45 or 1% whichever is greater

SYSTEM FEE SCHEDULE

NEW BUILDINGS:

New residential, non-residential buildings \$0.0433 /sq. ft.

SWIMMING POOLS:

Swimming pool or Spa \$56.34 /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 tra	ap	
(including water, drainage piping and backflow protection therefor	e) \$8.77	/each
2. For each building sewer and each trailer park sewer	\$18.77	/each
3. Rainwater systems - per drain (inside building)	\$8.77	/each
4. For each cesspool (where permitted)	\$31.30	/each
5. For each private sewage disposal system	\$50.09	/each
6. For each water heater and/or vent	\$8.77	/each
7. For each gas-piping system		
1 to 5	\$6.27	/each
over 5, each	\$1.26	/each
8. For each industrial waste pre-treatment interceptor including		
its trap and vent, excepting kitchen-type grease interceptors		
functioning as fixture traps	\$8.77	/each
9. For each installation, alteration or repair of water piping		
and/or water treating equipment, each	\$8.77	/each
10. For each repair or alteration of drainage or vent		
piping, each fixture	\$8.77	/each
11. For each lawn sprinkler system on any one meter including		
backflow protection devices therefore	\$8.77	/each
12. For atmospheric-type vacuum breakers:		
1 to 5	\$6.27	/each
over 5, each	\$1.26	/each

Community Development Building Fees

CALCULATION - SCHEDULE C PLUMBING PERMIT FEES

13. For each backflow protective device other than atmospheric type vacuum breakers:

2 inch diameter and smaller	\$8.77 /each
over 2 inch diameter	\$18.77 /each
14. Water Softener and/or RO system installation	\$8.77 /each

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 After hours, OT weekends, and 2 times for Holidays

Re-inspection 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

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

^{*} To be charged at not less than the Building Inspector II total hourly rate step E per the 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

Community Development Building Fees

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

PERMIT:

For issuing each permit \$70.55 For issuing each supplemental permit \$12.60

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.45 or 1% whichever is greater

NEW BUILDINGS:

New residential, non-residential buildings

\$0.0433 /sq. ft.

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

UNIT FEE SCHEDULE:

 For the installation or relocation of each forced-air or gravity-type furnace or burner, including ducts and vents attached to such appliance, up to and including 	
100,000 Btu/h	\$11.26
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	\$13.77
3. For the installation or relocation of each floor furnace, including vent	\$11.26
4. For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$11.26
5. For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$5.64
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	\$11.26
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	\$11.26
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	\$20.66
9. For the installation or relocation of each boiler or compressor over three-horsepower to and including 15 horsepower, or each absorption system over 100,000 Btu/h and including 500,000 Btu/h	\$28.19

Community Development Building Fees

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	\$41.95
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	\$70.12
12.	For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto (Note: This fee shall not apply to an air-handling unit which is a portion of a factory-assembled appliance, boiling unit, evaporative cooler or absorption unit for which a permit is required elsewhere in this code).	\$8.25
13.	For each air-handling unit over 10,000 cfm	\$13.77
14.	For each evaporative cooler other than portable type	\$8.16
15.	For each ventilation fan connected to a single duct	\$5.64
16.	For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$8.16
17.	For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$8.16
18.	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	\$8.16
19.	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	\$6.27 \$1.26
20.	When Chapter 24 is applicable (see Section 103), permit fees for process piping shall be as follows:	
	For each hazardous process piping system (HPP) of one to four outlets	\$6.27
	For each piping system of five or more outlets, per outlet	\$1.26
	For each nonhazardous process piping system (NPP) of 1 to 4 outlets	\$6.27
	For each piping system of five or more outlets, per outlet	\$1.26

Community Development Building Fees

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 After hours, OT weekends, and 2 times for Holidays

Re-inspection 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 *

^{*} To be charged at not less than the Building Inspector II total hourly rate step E per the 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

Community Development Building Fees

BUILDING PERMIT FEE RATE SCHEDULE

VALU	JATION		FEE
R	Range		Increment
Low	High	Base Fee	
\$1.00	\$500.00	\$68.63	NA
Low	High	Base Fee	per \$100
\$501.00	\$2,000.00	\$68.63	\$3.63
Low	High	Base Fee	per \$1000
\$2,001.00	\$25,000.00	\$123.08	\$16.34
\$25,001.00	\$50,000.00	\$498.90	\$11.80
\$50,001.00	\$100,000.00	\$793.90	\$8.19
\$100,001.00	\$500,000.00	\$1,203.40	\$6.37
\$500,001.00	\$1,000,000.00	\$3,751.40	\$5.33
\$1,000,001.00	\$99,999,999.00	\$6,416.40	\$3.55

Community Development 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	Fee
Abandoned Vehicles - Muni Code 10.20	Cost + \$50.00 City Admin

Community Development Regional Growth Management Program Fee

Fee Description	Fee
RGMP Allocation Fee, Per Application	\$2,555.00

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.

Community Development Planning Fees

	Fee Description F	ree .
1.	Annexations	
	0-5 ac.	\$2,120.00
	5.01-50 ac.	\$14,844.00
	50.01+ ac.	\$21,208.00
	Deposit*	\$3,000.00
	Application submittal for actual cost of legal review and consulting.	
2.	General/Specific Plan Amendment	
	0-5 ac.	\$3,127.00
	5.01-50 ac.	\$9,893.00
	50.01+ ac.	\$12,368.00
	Deposit*	\$3,000.00
	Application submittal for actual cost of legal review and consulting.	
3.	Rezoning/ZOA	
	0-5 ac.	\$3,851.00
	5.01-50 ac.	\$12,326.00
	50.01+ ac.	\$15,406.00
	Deposit*	\$3,000.00
_	Application submittal for actual cost of legal review and consulting.	
4.	Design Review	
	Residential	
	1-4 units	\$913.00 per unit
	5-15 units	\$6,586.00
	16+ units	\$7,317.00
	Residential Plan Check	\$731.00
	Residential Deposit*	\$3,000.00
	Deposit for 5 or more units only at the time of application submittal for actual	
	cost of legal review and consulting.	
	Non-residential	4.07. 00
	1-2,500 sq ft	\$4,051.00
	2,501-10,000 sq ft	\$6,078.00
	10,000+ sq ft	\$7,293.00
	Non-residential Plan Check	\$809.00
	Landscape Plan	\$677.00
	Landscape Plan Check	\$66.00
	Non-residential Deposit*	\$3,000.00
	Application submittal for actual cost of legal review and consulting.	

^{*}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



Community Development Planning Fees

	Fee Description	Fee
5.	Conditional Use Permit	
	Residential	
	1-4 units	\$627.00 per unit
	5-15 units	\$4,508.00
	16+ units	\$5,010.00
	Residential Plan Check	\$500.00
	Non-residential	
	1-2,500 sq ft	\$2,504.00
	2,501-10,000 sq ft	\$3,757.00
	10,000+ sq ft	\$4,508.00
	Non-residential Plan Check	\$500.00
	Daycare	\$122.00
	Daycare Plan Check	\$12.22
6.	Tentative Maps	
	1-4 lots	\$2,704.00
	5-50 lots	\$21,630.00
	51+ lots	\$27,039.00
	Final Map Plan Check	\$2,704.00
	Negative Declaration	\$1,913.00
	Mitigated Negative Declaration	
	Prepared by the City of Brentwood	\$3,064.00
	Prepared by City's Consultant	Consultant Cost + 25% for City Admin.
	Mitigation Monitoring	\$1,377.00
	Deposit*	\$3,000.00
	Application submittal for actual cost of legal review and of	consulting.
7.	Planned Development	
	Residential per Unit	
	0-5 ac.	\$7,702.00
	5.01-50 ac.	\$13,866.00
	50.01+ ac.	\$15,406.00
	Non-residential per Sq.ft.	
ĺ	0-5 ac.	\$8,150.00
ĺ	5.01-50 ac.	\$11,554.00
1	50.01+ ac.	\$13,866.00
1	Deposit*	\$3,000.00
	Application submittal for actual cost of legal review and of	consulting.

^{*}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



Community Development Planning Fees

	Fee Description	Fee
8.	Variance	
	Residential	
	1-4 units	\$2,504.00
	5-15 units	\$4,508.00
	16+ units	\$5,010.00
	Residential Plan Check	\$500.00
	Nonresidential	
	1-2,500 sq ft	\$2,504.00
	2,501-10,000 sq ft	\$3,757.00
	10,000+ sq ft	\$4,508.00
	Nonresidential Plan Check	\$500.00
	Admin Variance	\$654.00 per unit
	Admin Variance Plan Check	\$49.00 per unit
9.	Sign Permit/Review	
	Administrative	\$221.00
	Sign CUP	\$654.00
10.	Environmental Impact Report Consult	tant Cost + 25% for City Admin.
	Deposit*	\$3,000.00
	Application submittal for actual cost of legal review and consulting.	
11.	Admin Oil Permit	\$612.00
	Deposit*	\$3,000.00
	Application submittal for actual cost of legal review and consulting.	
12.	Development Agreement	\$4,257.00
	Deposit**	\$3,000.00
	Application submittal for actual cost of legal review and consulting.	
13.	Affordable Housing	
	Deposit*	\$3,000.00
	Application submittal for actual cost of legal review and consulting.	·
14.	Appeals	\$122.00
15.	Categorical Exemption	\$178.00
16.	Temporary Use Permit	\$474.00

^{*}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

Community Development 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)	\$93.00
20. Agricultural Mitigation Fee, per acre	\$5,792.00
21. Residential Street Addressing	\$286.00
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	\$2,769.00
25. Oversize Xerox	\$6.36
26. Color Maps	\$15.47

^{*} 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.

Community Development Downtown Parking In-Lieu Fees

Land Use	Fee	
Residential	One space shall be located on site and any additional space off site shall be \$2,904 per required parking space.	
Retail/Commercial/Office	\$2,904 per space	

When parking cannot be provided per Brentwood Municipal Code Chapter 17.620, these fees will apply in Downtown Brentwood.

Community Development 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	
	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
\$195,890 per low income unit not built *
\$261,558 per very low income unit not built

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

First Time Homebuyer Contribution
\$75,685 per moderate income unit not built **

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

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

Community Development Affordable Housing Monthly Rent

July 1, 2007 - June 30, 2008 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 ¹	1	2	3	4	5	6	7
Area Median Income (AMI) ²	\$58,700	\$67,000	\$75,400	\$83,800	\$90,500	\$97,200	\$103,900
Very Low Income Households: Maxim	mum Afford	lable Cost =	: 30% of 50%	% of AMI			
Annual Income @ 50% of AMI	\$29,350	\$33,500	\$37,700	\$41,900	\$45,250	\$48,600	\$51,950
Affordable Monthly Housing Cost	\$734	\$838	\$943	\$1,048	\$1,131	\$1,215	\$1,299
Less: Utility Allowance ³	<u>\$127</u>	<u>\$131</u>	<u>\$177</u>	<u>\$207</u>	<u>\$225</u>	<u>\$249</u>	<u>\$290</u>
Maximum Affordable Monthly Rent	\$607	\$707	\$766	\$841	\$906	\$966	\$1,009
Low Income Households: Maximum Affordable Cost = 30% of 60% of AMI							
Annual Income @ 60% of AMI	\$35,220	\$40,200	\$45,240	\$50,280	\$54,300	\$58,320	\$62,340
Affordable Monthly Housing Cost	\$880	\$1,005	\$1,130	\$1,256	\$1,358	\$1,458	\$1,558
Less: Utility Allowance ³	<u>\$127</u>	<u>\$131</u>	<u>\$177</u>	<u>\$207</u>	<u>\$225</u>	<u>\$249</u>	<u>\$290</u>
Maximum Affordable Monthly Rent	\$753	\$874	\$953	\$1,049	\$1,133	\$1,209	\$1,268
Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI							
Annual Income @ 110% of AMI	\$64,570	\$73,700	\$82,940	\$92,180	\$99,550	\$106,920	\$114,290
Affordable Monthly Housing Cost	\$1,615	\$1,843	\$2,073	\$2,305	\$2,490	\$2,673	\$2,858
Less: Utility Allowance ³	<u>\$127</u>	<u>\$131</u>	<u>\$177</u>	<u>\$207</u>	<u>\$225</u>	<u>\$249</u>	<u>\$290</u>
Maximum Affordable Monthly Rent	\$1,488	\$1,712	\$1,896	\$2,098	\$2,265	\$2,424	\$2,568

¹ 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).

² Based on annual income limits for Contra Costa County published by HCD and HUD, adjusted to CRL affordable housing cost income levels using HCD rounding methodology.

³ Includes gas heating, gas cooking, other electric, microwave, gas water heating, water, trash collection, and sewer. Gas, electric and water based on actual Brentwood bills for 3 and 4 bedroom units and adjusted by ratios derived from the 2007 Contra Costa Housing Authority Utility Allowances for other bedroom sizes. Sewer and garbage rates based on Brentwood Utility billing rates.

Finance & Information Systems Business License Tax and 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	\$34.18
Certificate Duplication Fee	\$22.79
Business License Listing	\$0.22 per page
Late Penalty	10% - \$30.00 Minimum
Home Occupation Permit	\$50.00

Finance & Information Systems Utility Billing Fees

Fee Description	Fee
Application Fee	\$30.65
Return Check Fee	\$12.25

Parks & Recreation Public Arts Fee

Fee Description

Public Developments 1 percent of Construction Costs

Residential Developments4/10ths 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

Fee

In-Lieu Contribution 125% of Approved Fee

Parks & Recreation Business & Technology Incubator

Fee Description	Fee
Rent	\$3.71 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

BOMA - Building Owners & Managers Association

Fee Description	Fee
Bingo Permit	\$52.99
Non-resident Fee (10% of Registration fee, minimum \$5)	\$5.00/10% Reg Fee
Non-resident Fee for Adult Sport Leagues (per person)	\$10.60
Late Fee for Youth Sport Leagues (per person)	\$21.20
Parks and Trails, Recreation Master Plan (Color)	\$56.71
Parks and Trails, Recreation Master Plan (Black/White)	\$15.47
Parks and Trails, Recreation Master Plan (Appendices)	\$288.68
Urban Forest Guideline	\$25.78
Arts Commission Program Fees	
Art, Wine, and Jazz Festival	
Art Vendor Booth 10 x 10	\$211.97
Art Vendor Booth 10 x 10 with Tent	\$317.96
Food Vendor Booth 10 x 10	\$317.96
Food Vendor Booth 10 x 10 with Tent	\$423.95
Art Walk	
Rental of 10' Linear Feet Space	\$10.60
Tech Center Gallery	
Per Quarter for Four Pieces of Artwork	\$26.50
Adult Sports	
Adult Basketball 3-Man League	\$184.96
Adult Basketball 30+ League	\$646.73
Adult Basketball Open League	\$646.73
Adult Soccer Spring League	\$678.32
Adult Soccer Fall League	\$678.32
Adult Football Spring League	\$592.23
Adult Football Fall League	\$592.23
Adult Softball Spring League	\$592.23
Adult Softball Summer League	\$592.23
Adult Softball Fall League	\$592.23
Adult Competitive Coed Softball League	\$537.14
Adult Recreational Coed Softball League	\$422.18
Adult One Pitch Softball Tournament	\$157.37
Adult Volleyball Coed League	\$309.63
Open Gym:	
Byron Gym (per person per day)	\$1.00

Fee Description	Fee
Youth Sports	
Pre-School Floor Hockey	\$54.19
Pre-School Basketball	\$58.81
Pre-School Soccer Indoor	\$58.81
Pre-School Soccer Outdoor	\$43.54
Pre-School Flag Tag	\$60.45
Pre-School Sandlot T-Ball	\$46.87
Youth Sports Golf	\$69.96
Youth Sports Development	\$69.96
Youth Baseball Pee Wee	\$70.04
Youth Fast Pitch Softball Girls U8	\$135.66
Youth Fast Pitch Softball Girls U10	\$158.98
Youth Fast Pitch Softball Girls U12	\$158.98
Youth Fast Pitch Softball Girls U14	\$158.98
Youth Flag Football	\$92.25
Youth Basketball	\$72.18
Kidz Love Socccer 4 Week Program	\$41.01
Kidz Love Soccer 8 Week Program	\$82.67
Kidz Love Soccer 1/2 Day Camp	\$98.00
Kidz Love Soccer Full Day Camp	\$168.00
Hershey Track and Field	\$15.00
Animal Activities Classes	
Puppy Training Class	\$59.67
Beginning Dog Obedience	\$59.67
Intermediate Dog Obedience	\$59.67
Family Dog Tricks	\$59.67
Pick the Perfect Pet for your Family	\$25.78
Back in the Saddle	\$169.58
Horsemanship Levels I & II	\$169.58
Horsemanship Toddler Time	\$132.48
Horsemanship Camp	\$186.00
Horse and Pony Camp	\$423.95
Synchronized Riding	\$132.48

Fee Description	Fee
Creative Activities Arts & Crafts Classes	
Acrylic Painting Ages 7-11	\$54.06
Advanced Painting & Drawing	\$95.39
Cartooning for Kids	\$80.53
Ceramics	\$79.49
Ceramics Camp	\$123.72
Ceramics for Tots	\$41.24
Clay Play	\$81.40
Drawing People and Animals	\$54.06
Exploring Art	\$81.40
Introductory Art Classes	\$81.40
Paint Plus Ages 7-14	\$95.39
Parent and Child Creative Crafts	\$54.06
Pre-K ART Days Ages 2-4	\$47.69
Realistic Drawing Class Ages 7-14	\$95.39
Super Hero Drawing Class	\$36.09
Creative Activities Play Classes	
Lego Camp	\$164.96
Mad Science	\$154.65
Adult Dance Classes	
Ballroom Dance & Swing	\$59.52
Belly Dance	\$70.54
Salsa Dance Beg/Int	\$59.52
Youth Dance Classes	
African Dance	\$67.02
Ballet Dance	\$42.27
Creative Dance Movement	\$40.00
Dancing Babies	\$40.00
Florckorico Dance	\$63.92
Hip Hop Dance	\$61.86
Jazz Dance	\$41.24
Tap Dance	\$42.27
Finance Classes	
Living Trusts & Estate Planning	\$44.52
Fitness Classes	
Fit to Deliver	\$128.88
Pilates Beg/Int	\$67.26
Sister City Walk	\$12.37
Stroller Strides	\$64.44
Trail Walking	\$61.86
Pre-Natal Yoga	\$90.48
Yoga Levels I & II	\$90.48
Yogilates	\$125.00

Fee Description	Fee
Golf & Tennis Classes	
Youth	\$46.43
Adult	\$46.43
Tennis Program	
Youth Ages 4-7	\$34.02
Youth Ages 8-12	\$47.43
Youth & Adult Ages 13+	\$47.43
Tennis Blast	\$25.78
Tennis Tournament Youth Single	\$23.00
Tennis Tournament Youth/Adult Doubles	\$45.00
Tennis Tournament Adult Single	\$28.00
Gymnastics	
Fitness and fun Preschool Camp	\$164.96
Gymnastics and More Summer Camp	\$158.98
Tiny Tumblers	\$47.69
Pre School	\$47.69
School Age	\$47.69
Health & Safety Classes	
CPR 4 Hour Class	\$41.24
CPR First Aid Combination	\$67.29
Child & Babysitting Safety Course	\$70.48
Feng Shui	\$43.30
First Aid 4 Hour Class	\$41.24
Great Expectation-Childbirth/Pre-natal	\$79.49
Pediatric Day Care CPR Certification & First Aid	\$67.29
Put Balance Into Your Life	\$41.76
Language Classes	
Baby Sign	\$61.86

Fee Description	Fee
Martial Arts	
Gracie Jiu-Jitsu (Ages 5 - 9)	\$60.00
Gracie Jiu-Jitsu (Ages 10-15)	\$80.00
Kidsafe Ages 5-7 & Ages 8-13	\$74.19
Okinawan Karate	\$55.12
Women's Self Defense Ages 13+	\$47.69
Performing Arts Classes	
Great Pretenders	\$140.00
Great Pretenders Additional Immediate Family Member	\$70.00
Musical Theatre Camp	\$140.00
Teen Programs	
Safety Drivers Ed On-line Course	\$77.31
Miscellaneous Classes	
Awesome Etiquette for Kids (Ages 8 - 12)	\$140.00
Skate Park	
Skateboarding Camp	\$113.41
Skateboarding Competition	\$26.29
Excursions	*
Oakland A's/Giants Game	\$42.00
Ski Trips	<u>\$</u> 21.20 - \$105.99
Vacaville Outlet Mall	\$31.00
Camps	¢202.11
Fall Day Camps	\$203.11
Spring Day Camps	\$203.11
Summer Day Camps	\$203.11
Extended Care Fee Per Day	\$15.90
Extended Care Fee Per Week	\$63.59
Spring Splash Camp	\$175.27
Summer Splash Camp	\$175.27
Wakeboarding Camp	\$335.08
Special Events	
Fun Run:	Φ26.00
Pre-Registration	\$26.00
Race Day Registration	\$31.00
Youth Under 12	\$16.00
5K/1 Mile Both Races Additional	\$11.00
Bike/Run Additional	\$11.00
Lunch with Bunny:	67. 40.
Adults	\$5.68
Children	\$3.41
Monster Mash:	A
Adults	\$5.68
Children	\$3.41

Fee Description	Fee
Special Events (con't):	
Breakfast with Santa:	
Adults	\$5.68
Children	\$3.41
Active Adults	
A Place to Paint Senior Club Member	\$13.77
A Place to Paint Non Senior Club Member	\$16.95
Bingo - Senior Club	\$1.03
Bocce League	\$79.49
Bocce Tournament	\$21.20
Duplicate Bridge	\$6.19
Excursions	\$5.16- <u>\$</u> 103.10
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
Private Swim Lessons	\$80.00
Open Water Diver Course	\$271.04
Water Fitness 2 Days Per Week	\$24.67
Water Fitness 3 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
Lap Swim 16 Swims	\$20.00
Season Pass	\$200.00
Water Polo	\$32.90

Fee Description	Fee
Aquatics (con't):	
Summer Water Polo 3rd - 7th Grade	\$27.00
Summer Water Polo 8th - 12th Grade	\$54.00
Winter Water Polo Practice	\$24.67
Doggie Dip	\$15.47
Pool Party Singe Entry	\$5.00
Pool Party Family up to 5 Entries	\$16.00
Lifeguard Certification	\$174.76
Lifeguard Recertification	\$134.03
Jr. Lifeguard Program	\$105.99
Facility Rentals	
Special Events Application Fee/Class 1 & 2 Events	\$111.78
Special Events Application Fee/Class 3 Events	\$33.37
Special Events Application Fee/Class 4 Events	\$67.55
Refundable Special Event Deposit Fee	\$515.50
Cancellation Fee on All Rentals if less than 14 days notice	\$26.50
Brentwood Family Aquatic Complex:	
Competitive Pool - 3 hrs	\$916.79
Picnic Tables - 2 hr (2 hr max)	\$26.50
Recreation/Slide Pools - 3 hrs	\$731.31
Aquatic Park - 3 hrs	\$1,642.80
Refundable Deposit Fee	\$750.00
Multi-purpose Room-Community Center:	
Resident	\$60.62/hr
Non-resident	\$66.69/hr
Commercial	\$78.81/hr
Non-profit	\$42.44/hr
Part-time Staff	\$15.90/hr
Set-up Package - (2 hr min)	\$31.80/hr
Cleaning Fee	\$81.40
Deposit Without Alcohol Permit	\$250.00
Deposit With Alcohol Permit	\$500.00
Rental Liability Insurance	\$98.00-\$700.00

Fee Description	Fee
Blue Room-Community Center:	
Resident	\$34.47/hr
Non-resident	\$37.91/hr
Commercial	\$44.81/hr
Non-profit	\$24.13/hr
Part-time Staff	\$15.90/hr
Set-up Package - (2 hr min)	\$15.90/hr
Cleaning Fee	\$21.70
Deposit Without Alcohol Permit	\$125.00
Deposit With Alcohol Permit	\$250.00
Rental Liability Insurance	\$98.00-\$700.00
Women's Club:	
Resident	\$34.47/hr
Non-resident	\$37.91/hr
Commercial	\$44.81/hr
Non-profit	\$24.13/hr
Part-time Staff	\$15.90/hr
Set-up Package - (2 hr min)	\$15.90/hr
Cleaning Fee	\$21.70
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	\$15.90/hr or \$74.19/day
Non-resident	\$17.49/hr or \$81.60/day
Commercial	\$20.66/hr or \$96.44/day
Non-profit	\$11.12/hr or \$51.93/day
Bocce Courts:	
Resident	\$10.60/hr
Non-resident	\$11.65/hr
Commercial	\$13.77/hr
Non-profit	\$7.41/hr
Two Hour Minimum Equipment Deposit	\$100.00

Fee Description	Fee
Apple Hill Park (con't.):	
Ball Field Rental:	
Resident	\$10.60/hr
Non-resident	\$11.65/hr
Commercial	\$13.77/hr
Non-profit	\$7.41/hr
Ball Field Prep Services	\$26.50/field
Ball Field Prep Without Lining	\$15.90/field
Scorekeeper Fee	\$11.29/hr
Part-time Staff Fee	\$15.90/hr
Refundable Field Deposit	\$500.00
Balfour Guthrie Park:	4200.00
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	\$15.90/hr or \$74.19/day
Non-resident	\$17.49/hr or \$81.60/day
Commercial	\$20.66/hr or \$96.44/day
Non-profit	\$11.12/hr or \$51.93/day
Group Picnic Shelter Rentals (51-100 Capacity):	ψ11.12/III of ψ31.93/day
Resident	\$31.80/hr or \$158.98/day
Non-resident	\$34.97/hr or \$174.88/day
Commercial	\$47.69/hr or \$238.47/day
Non-profit	\$22.25/hr or \$111.29/day
Ball Field/Soccer Field Rental:	φ22.23/III 01 φ111.25/day
Resident	\$10.60/hr
Non-resident	\$11.65/hr
Commercial	\$13.77/hr
Non-profit	\$7.41/hr
Ball Field Prep Services	\$26.50/field
Ball Field Prep Without Lining	\$15.90/field
Soccer Field Prep Services	\$79.49/field
Soccer Field Lining Repaint	\$26.50/field
Extra Mow	\$79.49/field
Ball Field/Soccer Field Lights	\$10.86/hr
Scorekeeper Fee	\$11.29/hr
Part-time Staff Fee	\$15.90/hr
Refundable Field Deposit	\$500.00
City Park:	4500100
Gazebo:	
Resident	\$79.49/2 hrs or\$ 264.97/day
Non-resident	\$87.44/2 hrs or \$291.46/day
Commercial	\$103.34/2 hrs or \$344.46/day
Non-profit	\$55.64/2 hrs or \$185.48/day
Deposit	\$33.04/2 his of \$183.46/day

Fee Description	Fee
City Park (con't):	
Entire Facility Rental:	
Resident	\$79.49/hr or \$529.93/day
Non-resident	\$87.44/hr or \$582.93/day
Commercial	\$103.34/hr or \$688.91/day
Non-profit	\$55.64/hr or \$370.95/day
Garin Park:	
Soccer Field Rental: (For the first field)	
Resident	\$10.60/hr/field
Non-resident	\$11.65/hr/field
Commercial	\$13.77/hr/field
Non-profit	\$7.41/hr/field
Soccer Field Prep Services	\$79.49/field
Soccer Field Lining Repaint	\$26.50/field
Refundable Field Deposit	\$500.00
Part-time Staff Fee for First Field	\$15.90/hr
Part-time Staff Fee for Additional Field	\$5.30/hr
Oak Meadow Park:	
Group Picnic Shelter Rentals (1-25 Capacity):	
Resident	\$7.95/hr or \$37.10/day
Non-resident	\$8.74/hr or \$40.80/day
Commercial	\$10.33/hr or \$48.22/day
Non-profit	\$5.56/hr or \$25.96/day

Fee Description	Fee
Oak Meadow Park (con't.)	
Ball Field/Soccer Field Rental: (For the first field)	
Resident	\$10.60/hr/field
Non-resident	\$11.65/hr/field
Commercial	\$13.77/hr/field
Non-profit	\$7.41/hr/field
Ball Field Prep Services	\$26.50/field
Ball Field Prep Without Lining	\$15.90/field
Soccer Field Prep Services	\$79.49/field
Soccer Field Lining Repaint	\$26.50/field
Extra Mow	\$79.49/field
Ball Field/Soccer Field Lights	\$10.86/hr/field
Scorekeeper Fee	\$11.29/hr
Part-time Staff Fee	\$15.90/hr
Additional Field Rental	\$15.90
Refundable Field Deposit	\$500.00
Sunset Park:	
Group Picnic Shelter Rentals (51-100 Capacity):	
Resident	\$31.80/hr or \$158.98/day
Non-resident	\$34.97/hr or \$174.88/day
Commercial	\$47.69/hr or \$238.47/day
Non-profit	\$22.25/hr or \$111.29/day
Ball Field Rental (for the First Field):	
Resident	\$20.67/hr
Non-resident	\$22.73/hr
Commercial	\$26.86/hr
Non-profit	\$15.90/hr
Additional Field Rental	\$5.30/hr/field
Ball Field Lights	\$10.86/hr/field
Ball Field Prep Services	\$26.50/field
Ball Field Prep without lining	\$15.90/field
Scorekeeper Fee	\$11.29/hr
Extra Mow	\$79.49

Fee Description	Fee
Facility Rentals - Sunset Park (con't)	
Soccer Field Rental (for the First Field):	
Resident	\$ 20.67/hr
Non-resident	\$22.73/hr
Commercial	\$26.86/hr
Non-profit	\$15.90/hr
Additional Field Rental	\$5.30/hr/field
Soccer Field Lights	\$10.86/hr/field
Competition Soccer Field Lights	\$20.38/hr/field
Soccer Field Prep Services	\$79.49/field
Soccer Field Lining Repaint	\$26.50/field
Extra Mow	\$79.49
Refundable Field Deposit	\$500.00
Entire Facility Rental:	
Resident	\$1,059.87/4 hrs
Non-resident	\$1,165.85/4 hrs
Commercial	\$1,377.42/4 hrs
Non-profit	\$742.32/4 hrs
Includes staff fee, but does not include lights, equipment, or prep fees.	
Veterans Park:	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	\$15.90/hr or \$74.19/day
Non-resident	\$17.49/hr or \$81.6/day
Commercial	\$20.66/hr or \$96.44/day
Non-profit	\$11.12/hr or \$51.93/day
Bocce Courts:	
Resident	\$10.60/hr
Non-resident	\$11.65/hr
Commercial	\$13.77/hr
Non-profit	\$7.42/hr
Two Hour Minimum Equipment Deposit	105.99
Horseshoes Court:	
Resident	\$10.60/hr
Non-resident	\$11.65/hr
Commercial	\$13.77/hr
Non-profit	\$7.42/hr
Two Hour Minimum Equipment Deposit	\$100.00
Play Pack (Balls, Bats, Frisbees, etc):	
Resident	\$42.39/24 hr
Non-resident	\$46.63/24 hr
Commercial	\$55.11/24 hr
Non-profit	\$29.67/24 hr
Equipment Deposit	\$100.00

Park & Recreation Fees

Fee Description	Fee
Mobile Stage/Portable Bleachers Rental:	
Available for Rent within the Brentwood City Limits	
Set up/Take Down (Resident)	\$217.06
Set up/Take Down (Non-profit)	\$189.93
Set up/Take Down (Commercial)	\$282.17
Weekend Set up/Take Down (Resident)	\$325.59
Weekend Set up/Take Down (Non-profit)	\$298.45
Weekend Set up/Take Down (Commercial)	\$423.27
Stage Rental per day (Resident)	\$162.79
Stage Rental per day (Non-profit)	\$81.40
Stage Rental per day (Commercial)	\$211.63
Portable Bleacher per day, per unit (Resident)	\$54.26
Portable Bleacher per day, per unit (Non-profit)	\$27.14
Portable Bleacher per day, per unit (Commercial)	\$70.54
Sound System on stage (Resident)	\$542.66
Sound System on stage (Non-profit)	\$271.33
Sound System on stage (Commercial)	\$705.45
Generator Rental (Resident)	\$54.26
Generator Rental (Non-profit)	\$27.14
Generator Rental (Commercial)	\$70.54
Sound Technician for stage (per hour)	\$27.14
Overtime beyond the 2 hours (per 30 minute increment)	\$141.09
Electrical Fee (per hour)	\$5.42
Generator Gas Fee (per gallon)	\$2.71
Refundable Deposit	\$500.00
Dedication Trees and Amenities:	
Tree & Donor Recognition Leaf	\$154.65
Recognition Memorial Bricks (Only available to honor Veterans)	\$103.10 per line
Bench w/plaque	\$1,546.50
Drinking Fountain w/plaque	\$2,577.50
Picnic Table	\$3,093.00

Any fees not shown above can be approved by the Director of Parks and Recreation based on the recovery rate set by City Council. Facility deposits for non-profits may be waived at the discretion of the Director of Parks and Recreation.

Facilities booked in hourly increments only

Parks & Recreation 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*	\$227.66 per permit	\$85.00
Theater	\$355.79 per 1,000 square ft	\$60.00
Bristow or Edna Hill School Gymnasium	\$254.20 per 1,000 square ft	\$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.

^{*}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.

Park & Recreation Park Planning Fees

Fee Description	Fee
Plan Check :	
Residential, Privately Maintained	\$3,721.96 per Plan Submittal
Public Right of Way	\$164.04 per 1,000 square ft
Commercial	\$152.87 per 1,000 square ft
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
Inspection:	
Residential, Privately Maintained	\$227.66 per permit
Public Right of Way	\$355.79 per 1,000 square ft
Commercial	\$254.20 per 1,000 square ft
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	

^{*}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

Police Department Fees

	Fee Description	Fee
1.	ABC Permit	\$25.50
2.	Record Review	\$36.50
3.	Visa Clearance	\$25.50
4.	Loss Verification Letter	\$23.25
5.	Restitution	Determined by Court
6.	Police & Accident Reports *	\$0.22/page
7.	VIN Verification	\$23.25
8a.	Citation Sign off - Residents	No Charge
8b.	Citation Sign off - Non-Residents	\$27.50
9.	Repossession Filing Fee **	\$15.00
10.	Stored Vehicle (22651(k)(o)(p); 14602.6 VC)	\$123.00
11.	Inoperative Vehicle (22669d VC)	\$121.50
12.	Special Event Permit (Class 1, 2, & 4)	\$111.75
13.	Block Party Permit	\$67.50
14.	Background Check ***	\$388.75
15.	Photos	\$33.00
16.	Audio/Video Tapes	\$45.25
17.	2nd Response Disturbance	Actual Cost
18.	False Alarm Response	\$44.75
19.	Civil Subpoena - 4 hour Minimum	Actual Cost
20.	Parking Permit	\$6.50
21.	Bicycle Registration	Free service for Brentwood Residents
22.	Finger Prints	\$34.75
23.	DOJ Fees	Determined by Department of Justice
24.	(Intentionally left blank)	
25.	Booking Fee ****	\$340.00

Other Services	
Special Event/Response	
a. Personnel ****	Actual Cost
b. Equipment *****	Caltrans Published Rates

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

^{******}Caltrans Published Rates, Labor Surcharge and Equipment Rental, in effect at the time of CAP



^{**}Repossession fee - Government Code Sec. 41612

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

^{****}Established by County, fee increases automatically when County's fee increases

^{*****}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)

Public Works Engineering

	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	\$7,135.87	\$5,794.77	\$5,600.14	\$2,800.07	\$1.5387	\$1.5387	\$0.8905			
Wastewater Facilities	\$4,260.78	\$2,817.98	\$3,240.62	\$1,620.31	\$1.2788	\$1.0394	\$0.5467			
Roadways	\$10,745.97	\$4,635.52	\$6,637.22	\$3,318.61	\$6.7043	\$4.3664	\$4.6300			
Parks & Trails	\$7,198.70	\$4,698.10	\$5,430.60	\$2,715.30	-	-	-			
Community Facilities	\$3,660.20	\$2,426.01	\$2,787.54	\$1,393.77	\$0.4935	\$0.4935	\$0.3427			
Administration EDFPD Fire Mitigation	\$574.71	\$354.78	\$412.66	\$206.33	\$0.1744	\$0.1295	\$0.1116			
Fee	\$780.98	\$780.98	\$780.98	\$780.98	\$0.1538	\$0.1538	\$0.1538			
Total Fees	\$34,357.21	\$21,508.14	\$24,889.76	\$12,835.37	\$10.34	\$7.72	\$6.68			
101111111111111111111111111111111111111	ψ31,337.21	Ψ21,300.14	Ψ21,002.70	Ψ12,000.01	Ψ10.54	Ψ1.12	ψ0.00			

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

Additional utility/infrastructure fees may apply dependant upon development location, see Development Fee Program for full details.

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.

Contra Costa Flood Control Fees, School Districts Fees and Regional Transportation Fees are not included in the above Development Program Fees.

Public Works Engineering Fees

	Fee Description	Fee
1.	Tentative Map Review	\$2,503.00
2.	Ind./Comm Map Review > 1 acre	\$1,838.00
3.	Ind./Comm Map Review < 1 acre	\$873.00
4.	Final Map Review	\$1,159.00
5.	Plan Check	Actual Cost
6.	Document Review	\$122.00
7a.	Encroachment Permit	\$61.00
7b.	EP-Subdivision/Development	\$123.00
7c.	EP-Utilities cost of work > \$10,000	\$321.00
7d.	EP-Utilities cost of work < \$10,000	\$121.00
8a.	Grading Permit < 10,000 CY	\$123.00
8b.	Grading Permit > 10,000 CY	\$623.00
9.	Transportation Permit Fee - Set by the State Vehicle Code	\$16.00
10.	Development Construction Inspection	% of Value for Improvement
11.	Misc. Construction Inspection/hourly	\$152.95
12.	Apportionment Processing Fee	\$242.00
13a.	Landscape and Lighting District Fee	\$200.00 + Consultant
13b.	Community Facilities District Fee	\$200.00 + Consultant
14.	Lot Line Adjustment	\$607.00
15.	Assessment District Formation	Actual Cost
16.	Traffic Signal Maintenance	\$4,794.00
17.	Disk Copies	\$7.22
18.	Compact Disk Copies	\$11.06
19.	Standard Paper Copies	\$0.22
20.	Oversize Xerox	\$6.36
21.	Thermoplastic Stencils - "No Dumping - Drains to Creek"	\$18.15
22.	Oversized Color Copies	\$15.47
23a.	Geo Photo on CD	\$52.00 ea
23b.	Ortho Photo on CD	\$103.00 per tile
24.	CIP Book	Actual Cost
25.	Development Fee Book	Actual Cost
26.	Engineering Procedures	Actual Cost
27.	Fiber Optic Design Guidelines	Actual Cost
28.	NPDES Stormwater Management Plan	Actual Cost
29.	Standard Plans and Specifications	Actual Cost
30.	Traffic Calming Manual	Actual Cost
31.	Street Index	Actual Cost
32.	Other Documents and Books	Actual Cost

Public Works Engineering Fees

	Fee Description	Fee
I.	ENGINEERING/INFRASTRUCTURE REVIEW FEE A. Tentative Map Review	\$2,503.00 + \$10/lot
	B. Industrial/Commercial (1 acre & above) Conditional Use Permit & Design Review	\$1,838.00 + \$1,000/acre
	C. Industrial/Commercial Map Review (under 1 acre) Conditional Use Permit & Design Review	\$873.00
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 	\$1,159.00 + \$30.00/lot
	2. Planning Department plan check fee	\$2,704.00
	 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 	\$122.00 /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, plus d. Additional deposit of ½% of construction cost if costs exceed fees collected e. Plan revisions after approval 	\$122.00 /sheet
	 3. Other On-Site Private Improvements - Deposit for Actual Cost a. 1% of construction cost at the time of first submittal. b. ¼% of construction cost additional deposit if costs exceed fees collected c. Plan revisions after approval 	\$122.00 /sheet
	C. Document Review	
	1. Legal description and plat for abandonment	\$122.00
	2. Certificate of Correction	\$122.00
	3. Dedication documents	\$122.00
	4. Legal description	\$122.00
	5. Miscellaneous document review	\$122.00
	D. Overhead Multiplier As shown in Cost Allocation Plan per Department and Position performing	

work (Step E including overhead)

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

Public Works Engineering Fees

	Fee Description	Fee
III.	PERMIT FEES	
111,	A. Encroachment Permit Processing Fee	
	1. Subdivision/Development	\$123.00
	2. General (All Other)	\$61.00
	3. EP – Utilities Cost of Work > \$10,000	\$321.00
	4. EP – Utilities Cost of Work < \$10,000	\$121.00
	B. Grading Permit Processing Fees	
	1. 10,000 cubic yards or less	\$123.00
	2. over 10,000 cubic yards	\$623.00
	C. Transportation Permit Processing Fee	\$16.00
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 Fees1. 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)	\$152.95 /hour
	E. Inspection Fees* - Miscellaneous	\$76.48 minimum
	1. Trenching for Utilities	\$152.95 /hour
	2. Curb Cut or Driveway	
	a. Commercial b. Residential	\$2.33 /LF
	3. Excavation	\$1.43 /LF
	a. Street Crossing	\$1.17 /LF
	b. Parallel to Street	\$0.11 /LF
	4. Paving	
	a. Conform Paving	\$1.43 /SF
	b. Minor Pavement Repair	\$76.48
	c. Street Lane	\$1.69 /SF x 3% cost
	5. Install Curb and Gutter	\$0.16 /LF \$12.24 /each
	6. Curb Drain 7. Install Sidewalk	\$12.24 /each \$0.27 /LF
	8. Install Access Ramp	\$42.83 /each
	9. Sewer Tap or Cap at Main	\$102.48 /each
	10. Sewer Cap at Property Line	\$32.12 /each
	11. Sewer Line Repair	\$152.95 /each

^{*}Prorated based on hourly inspection fee



Public Works Engineering Fees

Fee Description	Fee
IV. INSPECTION FEES* (cont.)	
12. Water Service Repair	\$152.95 /each
13. Water Service Abandonment	\$152.95 /each
14. Street Light	\$42.83 /each
15. Wells	
a. Drilling Permit	\$62.71 /each
b. Abandonment Inspections	\$32.12 /each
16. Miscellaneous Permit Inspections	\$152.95 /hour
F. Overtime Inspection - 1.5 Times Construction Inspector II Total Hour (including overhead)	ly RateStep E rate per CAP
V. MISCELLANEOUS FEES	
A. Apportionment Processing Fee	
1. Processing/Review	\$242.00
2. Consultant Fee	Per Contract
B. Contra Costa County Flood Control Area Drainage Fees As set forth in Contra Costa County Ordinance at the time of Final Map Approval	
C. Development Program Fees - As Calculated by City Engineer	
D. Lot Line Adjustment (Per Parcel)	\$607.00
E. Traffic Signal Maintenance - Deposit for actual cost Traffic signal maintenance once energized by PG&E until project acceptance	\$4,794.00
F. Landscape and Lighting District Formation/Annexation Initial Deposit for Actual Cost	Consultant Cost + \$200.00
G. Community Facilities District Formation/Annexation	
Initial Deposit for Actual Cost	Consultant Cost + \$200.00
H. Assessment District Formation Initial Depost for Actual Cost	Actual Cost
I. Copies Provided on Disk	\$11.06
J. Oversize Xerox Copies (Per Sheet)	\$6.36
K. Standard Size Copies (Per Sheet)	\$0.22
 L. Base Map Revision Fee - as set by Contra Costa County +2% for City administration. Prior to Final Map or Lot Line Adjustment Recordation 	
M. Thermoplastic Stencils - "No Dumping - Drains to Creek"	\$18.15
N. Oversized Color Copies	\$15.47
*Prorated based on hourly inspection fees	



Public Works Engineering Fees

Fee Description

Fee

V. MISCELLANEOUS FEES (cont.)

O. Aerial Photo on CD only

Geo Photo
 Ortho Photo
 \$52.00 each
 \$103.00 per tile

P. Manuals

1. CIP Book	\$35.00 or \$40.00 if Mailed
2. Development Fee Book	\$25.00 or \$29.00 if Mailed
3. Engineering Procedures	\$25.00 or \$30.00 if Mailed
4. Fiber Optic Design Guidelines	\$20.00 or \$22.00 if Mailed
5. NPDES Stormwater Management Plan	\$35.00 or \$40.00 if Mailed
6. Standard Plans and Specifications	\$35.00 or \$40.00 if Mailed
7. Traffic Calming Manual	\$7.00 or \$9.00 if Mailed
8. Street Index	\$12.00 or \$17.00 if Mailed

Public Works Engineering

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	\$16,667.37
Multiple family residential	Per dwelling unit	\$10,231.54
Commercial	Per square foot of gross floor area	\$1.3889
Office	Per square foot of gross floor area	\$1.2223
Industrial	Per square foot of gross floor area	\$1.2223
Other	Per peak hour trips as determined	As Calculated

Fee Amount includes:

1% ECCRFFA Program Admin Charge

Fee increase per Engineering News Record (ENR) January 1 - Annually

Public Works

Special Event/Response						
	Description	Fee				
Personnel		Actual Cost City Staff, Total Hourly Rate Step E				
Equipment		Caltrans Published Rates*				

^{*} Caltrans Published Rates, Labor Surcharge and Equipment Rental, in effect at the time of Cost Allocation Plan adoption.

Public Works

Water Enterprise Rates

	1999/00	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08
Consumption Charge					see	see	see	see	see
Per 1,000 gallons	\$1.63	\$1.68	\$1.81	\$1.89	Tiers	Tiers	Tiers	Tiers	Tiers
Residential Tiers									
Tier 1: Units 1-10	n/a	n/a	n/a	n/a	\$2.19	\$2.28	\$2.38	\$2.50	\$2.50
Tier 2: Units 11-20	n/a	n/a	n/a	n/a	\$2.61	\$2.72	\$2.84	\$2.98	\$2.98
Tier 3: Units 21-30	n/a	n/a	n/a	n/a	\$3.13	\$3.26	\$3.41	\$3.57	\$3.57
Tier 4: Units 31 and over	n/a	n/a	n/a	n/a	\$3.65	\$3.80	\$3.97	\$4.16	\$4.16
Commercial Tiers									
Tier 1: Units 1-10	n/a	n/a	n/a	n/a	\$2.19	\$2.28	\$2.38	\$2.50	\$2.50
Tier 2: Units 11 and over	n/a	n/a	n/a	n/a	\$2.61	\$2.72	\$2.84	\$2.98	\$2.98
Base Rate Charge:									
5/8" or 3/4 Meter	\$10.50	\$10.76	\$11.66	\$12.20	\$14.00	\$14.59	\$15.24	\$15.98	\$15.98
1" Meter	\$15.82	\$16.21	\$17.57	\$18.38	\$21.09	\$21.98	\$22.96	\$24.07	\$24.07
1-1/2" Meter	\$31.43	\$32.20	\$34.90	\$36.51	\$41.90	\$43.68	\$45.62	\$47.84	\$47.84
2" Meter	\$52.42	\$53.72	\$58.21	\$60.89	\$69.89	\$72.85	\$76.09	\$79.79	\$79.79
3" Meter	\$87.37	\$89.54	\$97.03	\$101.50	\$116.50	\$120.60	\$125.96	\$132.08	\$132.08
4" Meter	\$139.79	\$143.25	\$155.24	\$162.39	\$186.39	\$194.30	\$202.94	\$212.80	\$212.80
6" Meter	\$279.65	\$286.58	\$310.57	\$324.86	\$372.87	\$388.70	\$405.99	\$425.70	\$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

Waterwise Gardening CD \$3.79 per CD or \$4.37 by mail Irrigation Sign (Non-potable) Actual Cost Per (12" x 18") Sign

Public Works

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

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

Public Works

			So	lic	l Waste	E	nterpris	e l	Monthly	R	ates					
					SCHE	D۱	ULED S	E	RVICES	5						
					R	esi	dential Cart	Se	rvice							
ıe		*Senio	r 32 Gal.		32 Gal.		64 Gal.		96 Gal.							
Service Per Week	1 2 3	\$	15.23	\$ 22.71		\$ 33.76		\$			The rate is based on the garbage cart size and may include up to two each of the recycling/yard waste car serviced every other week at no additional charge. Rate for the 3rd cart is \$11.41/month per cart.**					
					Co	m	mercial Car	t Se	ervice							
H					32 Gal.		64 Gal.		96 Gal.							
e Pe ek	1			\$	25.78	\$	29.47	\$	47.88				e garbage cart		•	
Service Per Week	2			\$	49.28	\$	56.66	\$	93.47				of the recycling eek at no addit			
Se	3			\$	72.78	\$	83.85	\$	139.07		•		\$11.41/month			
					Commo		al Front-Lo		Din Convice							
Carbaga					Comme	rei	ai Front-Lo	au .	bili Service							
Garbage Non-compacted		(****)				C	ontainer Size									
•	Kaics (),	ì	Yard	l	2 Yard		3 Yard		4 Yard		5 Yard	l	6 Yard		8 Yard	
Service Per Week	1	\$	103.76	\$	207.52	\$	288.54	\$	374.51	\$	448.19	\$	536.58	\$	712.17	
ľ.	2	\$	190.33	\$	380.64	\$	540.26	\$	724.45	\$	874.25	\$	1,048.61	\$	1,399.79	
e Pe	3	\$		\$		\$		\$	1,080.54	\$		\$		\$		
rvic	4	\$	276.28 380.64	\$	552.55 761.28	\$	825.13 1,080.54	\$	1,448.90	\$	1,311.39	\$	1,572.92 2,097.23	\$	2,097.23 2,799.56	
Se	5	\$	466.59	\$	933.19	\$	1,365.41	\$	1,804.98	\$	2,185.64	\$	2,621.53	\$	3,497.02	
Mixed R	ecyclab	oles		<u> </u>							·	<u> </u>	·			
Non-compacted	•					C	ontainer Size									
Ä		1 1	Yard		2 Yard		3 Yard		4 Yard		5 Yard		6 Yard		8 Yard	
Wee	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	
ice I	3		N/A		N/A		N/A	\$	876.78		N/A		N/A	\$	1,621.31	
ervi	4		N/A		N/A		N/A		N/A		N/A		N/A		N/A	
Sa	5		N/A		N/A		N/A		N/A		N/A		N/A		N/A	
Cardboa	rd Only	y														
Non-compacted	Rates (***),	, (****)				C	ontainer Size									
¥		1 7	Yard		2 Yard		3 Yard		4 Yard		5 Yard		6 Yard		8 Yard	
Service Per Week	1		N/A	\$	36.83	\$	53.24	\$	67.53	\$	80.47	\$	98.23	\$	122.79	
Per	2		N/A	\$	67.53	\$	81.42	\$	122.79	\$	143.06	\$	171.90	\$	221.02	
ice]	3		N/A		N/A		N/A		N/A		N/A		N/A		N/A	
Serv	4		N/A		N/A	L	N/A		N/A		N/A		N/A		N/A	
3 2	5		N/A		N/A		N/A		N/A		N/A		N/A		N/A	

^{*}Subject to qualification.

^{**}The only exception is if a property manager chooses to use an unused tenant's second blue or green cart which would become the responsibility of the property manager and allowed at no additional cost.

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

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

Public Works

Solid Waste Enterprise Monthly Rates NON-SCHEDULED SERVICES

Dumpster Service										
DEPOSIT (Required on all dumpster rentals)	\$	613.94	per bin							
CONTAINER PICK UP & DELIVERY CHARGE										
2 to 8 Cubic Yards (frontload)	\$	92.10	per haul*							
10 to 40 Cubic Yards (roll-off)	\$	184.17	per haul*							
PROCESSING CHARGE (added to Roll-off Pick-up Charges)										
Garbage Only	\$	61.39	per ton							
Clean Wood, Yard, Metals Only	\$	34.38	per ton							
Mixed Recyclables / C&D Only	\$	49.12	per ton							
OTHER DUMPSTER CHARGES										
Daily Rental (Required on dumpster rentals)	\$	30.69	per day							
40 Yard Compactor Rental	\$	57.90	per month							
Haul Shavings Bin Outside City Limits	\$	210.53	per haul							
Drop-box Compactor Special Handling Charge	\$	27.64	per haul							

						rvice Charges **				
			Bags	3:	2 Gal.	6	4 Gal.	9	6 Gal.	Additional Bags/Material
>	1	\$	11.04	\$	11.04	\$	11.04	\$	14.71	Each additional bag or 32-gallon equivalent of material
QTY	2	\$	11.04	\$	11.04	\$	18.38	\$	18.38	collected = \$3.67
	3	\$	14.71	\$	14.71	\$	25.72	\$	22.05	

Dumpster (Front-load)	1 yd.	2 yd.	3 yd.	4 yd.	5 yd.	6 yd.	8 yd.	
QTY	1	\$ 25.94	\$ 51.88	\$ 72.14	\$ 93.62	\$ 112.05	\$ 134.14	\$ 178.05	

	I	ulky Item Charges **	
LEVEL 1 (examples listed)	\$18.42	LEVEL 4 (examples li	isted) \$49.12
All passenger/truck tires (rims OK)	•	TV w/console or 42"+ screen	<u> </u>
Mattresses/box springs (any size)			
Chair/recliners/table/bicycle/stroller/play pool		LEVEL 5 (examples li	(sted) \$61.39
Printers/CPU's/VCR's/stereos/faxes		Refrigerator w/CFC	
LEVEL 2 (examples listed)	\$24.55	TIRES	
-couch, large BBQ		Passenger tires (16" or less)	\$4.90
		Passenger tires (16" or less) w/ri	ims \$7.37
LEVEL 3 (examples listed)	\$30.70	Truck tires (16" or more)	\$8.60
Appliances (non-hazardous) lawn mower		Truck tires (16" or more) w/rims	s \$12.27
small BBQ's,water heater,stove, washer, dryer		Tractor tires	\$30.68-\$244.90
Refrigerator w/o CFC			
TV's (less than 42")/monitors/CRT's			

	Special Cha	rges **		
		Carts	FL Bins	Roll-off Boxes
Container Exchange	\$	29.93	\$ 92.10	\$ 184.17
Container Wash	\$	30.70	\$ 92.10	\$ 184.17
Container Replacement	\$	61.39	Act. Cost/Varies by size	Act. Cost/Varies by size
Container Relocation		N/A	\$ 92.10	\$ 92.10
Call Back Fee		N/A	N/A	\$ 92.10
Stand-by Time (per hour)	\$	92.10	\$ 92.10	\$ 92.10
Lock (replacement)		N/A	\$ 36.83	\$ 36.83

^{*}Minimum of two pull charges per month



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

RESOLUTION NO. 2007-197

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE 2007/08 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, November 14, 2000, by Resolution No. 2198 the City Council adopted the DMG-Maximus Report for computing fees for City services and revising the City services fees; and

WHEREAS, the City has compiled certain Cost Allocation Plans, the most recent of which was adopted August 22, 2006, 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 June 12, 2007, the City Council adopted the 2007/08 – 2011/12 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 2007/08 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:
 - 1. The fees established by this Resolution will be collected for the purposes of meeting operational expenses and maintaining service to those that request it; and
 - 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 2007/08 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
 - 2. That there is a reasonable relationship between the amount of the fee and the estimated reasonable cost of providing the type of service for which the fee is imposed; and
 - 3. The amount of service provided does not exceed what is reasonably necessary in order to process the requested service; and
 - 4. That the cost estimates set forth in the 2007/08 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 and/or requirement 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 ten (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 2007/2008 Cost Allocation Plan were increased by the CPI, appropriate index as identified or appropriate percentage on July 1, 2007 per Resolution 2006-198. Newly established fees in the 2007/2008 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. 2006-198 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 28, 2007 by the following vote:

AYES: Becnel, Brockman, Stonebarger, Taylor

NOES: None ABSENT: Richey ABSTAIN: None

____Robert 7aylor_

Robert Taylor Mayor

ATTEST:

____Margaret Wimberly_

Margaret Wimberly, CMC City Clerk



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