

City of BRENTWOOD



THE CITY OF
BRENTWOOD

HERITAGE ■ VISION ■ OPPORTUNITY



*Proposed City Park
Site Plan*

2008/09

COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES



Every year the City selects a theme for the covers of its major financial documents - the Capital Improvement Program Budget (CIP), the Operating Budget, the Cost Allocation Plan, the Fiscal Model and the Comprehensive Annual Financial Report (CAFR). This year each of the covers will portray an aspect of the new Civic Center, which is currently in the planning stages.

COVER: This year's cover shows the proposed site plan for the new City Park. The City Park will be redesigned as part of the Civic Center project, which includes a new City Hall, Parking Garage and Community Center. New proposed park features include: a soroptimist/children's garden, a rose garden, a gateway arbor, shaded picnic areas, a water play feature and an event plaza. The entire Civic Center complex is scheduled for completion in 2011.

List of Principal Officials

City Officials

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

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
Casey McCann	Director of Community Development

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

Indirect Cost Allocation: Methodology and Assumptions

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

- Department overhead
- City-wide overhead

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

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

- **Department Overhead** – To compute the department overhead factor, costs for department management salaries and benefits, plus the cost of associated operating and capital items to be included within overhead are identified. This cost is then divided by the salary and benefit cost of all non-management employees. The resulting computation is a multiplier that is applied to the hourly rate of a specific position within the department to compute the resulting department overhead associated with providing a designated service.
- **City-wide Overhead** – 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 Supporting Overhead Calculations		
Management Positions/Support		Non-Personnel Costs
Community Development		
Community Development Director Administrative Supervisor		Building Planning Housing Economic Development
Public Works		
Public Works Director / City Engineer Asst. Director of PW / Asst. City Engineer Deputy Public Works Director / Operations Administrative Supervisor – Engineering Administrative Supervisor – Public Works		Development Engineering Traffic and Transportation Construction Inspection Capital Improvement Program Streets Solid Waste Enterprise Water Enterprise Wastewater Enterprise
Parks & Recreation		
Parks & Recreation Director Landscape/Facilities Manager Administrative Supervisor		Administration Programs Landscape Community Center City Pool Sports Senior Center Senior Programs
Police		
Police Chief Police Captain Executive Assistant		Police
Redevelopment Agency		
Redevelopment Manager		Redevelopment
Other City-wide		
City Manager City Clerk Human Resources	City Attorney Non-Departmental	Community Facilities Finance & Information Systems

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

Exhibit B

Departmental and Other Overhead Factors	
Community Development	42.95%
Public Works	129.73%
Parks and Recreation	104.34%
Police	42.32%
Redevelopment	78.25%
Other City-wide	31.32%

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



Cost Allocation Plan for Fiscal Year 2008/09

City of Brentwood

<u>BARGAINING UNIT & POSITION</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>MANAGEMENT & MID-MANAGEMENT:</u>					
Accountant I	4,952.32	5,200.20	5,460.21	5,734.09	6,020.10
Accountant II	5,460.21	5,734.09	6,020.10	6,321.71	6,637.19
Accounting Manager	7,217.88	7,578.42	7,958.04	8,356.72	8,774.47
Assistant City Attorney	8,927.01	9,374.23	9,842.25	10,334.53	10,851.08
Assistant City Clerk	5,224.47	5,486.21	5,760.09	6,047.83	6,349.44
Assistant City Manager	11,145.76	11,703.92	12,289.81	12,905.16	13,549.99
Assistant Community Development Director	9,734.77	10,221.86	10,733.21	11,270.57	11,833.92
Assistant Dir of PW / Assistant City Engineer	10,005.18	10,506.14	11,031.36	11,582.58	12,161.53
Assistant Engineer	6,224.64	6,536.65	6,864.26	7,207.48	7,568.02
Assistant Finance Director	8,469.39	8,892.34	9,337.83	9,804.11	10,294.66
Assistant Parks & Recreation Director	8,081.11	8,484.99	8,909.68	9,355.16	9,823.18
Assistant Planner	5,749.69	6,037.43	6,339.04	6,656.26	6,989.07
Associate Engineer	6,864.26	7,207.48	7,568.02	7,945.91	8,342.85
Associate Planner	6,339.04	6,656.26	6,989.07	7,339.22	7,706.70
Chief Building Official	8,888.88	9,332.63	9,798.91	10,289.46	10,804.28
Chief Financial Operations Officer	7,940.71	8,337.65	8,755.40	9,193.95	9,653.30
Chief Information Systems Officer	8,875.01	9,318.76	9,785.04	10,273.86	10,786.95
City Attorney	14,706.17	15,441.13	16,212.49	17,023.72	17,874.82
City Clerk	7,743.10	8,129.65	8,537.00	8,963.41	9,412.36
City Manager					18,788.32
City Treasurer / Director of Finance and I.S.	11,145.76	11,703.92	12,289.81	12,905.16	13,549.99
Deputy City Attorney	7,438.02	7,810.70	8,200.72	8,611.53	9,041.41
Deputy Director of Public Works / Operations	9,098.62	9,552.77	10,031.19	10,532.14	11,059.09
Director of Community Development	10,833.75	11,376.30	11,944.86	12,542.88	13,170.37
Director of Parks and Recreation	10,833.75	11,376.30	11,944.86	12,542.88	13,170.37
Director of Public Works / City Engineer	11,506.31	12,081.80	12,686.75	13,321.18	13,986.80
Economic Development Manager	8,081.11	8,484.99	8,909.68	9,355.16	9,823.18
Engineering Manager	8,715.54	9,150.62	9,608.24	10,088.39	10,592.81
Fleet Manager	6,273.17	6,586.92	6,916.27	7,262.95	7,626.96
Geographic Info Systems Coordinator	7,202.28	7,562.82	7,940.71	8,337.65	8,755.40
Grants Program Manager	6,278.37	6,592.12	6,921.47	7,268.15	7,632.16
Housing Analyst	6,339.04	6,656.26	6,989.07	7,339.22	7,706.70
Human Resources Manager	7,743.10	8,129.65	8,537.00	8,963.41	9,412.36
Information Systems Specialist	6,462.12	6,784.53	7,124.27	7,481.35	7,855.77
Landscape / Facilities Manager	7,398.15	7,767.37	8,155.65	8,563.00	8,991.15
Landscape / Facilities Supervisor	5,422.08	5,692.49	5,976.76	6,274.91	6,588.65
Management Analyst	6,330.38	6,647.59	6,980.40	7,328.82	7,694.56
Parks Planner	6,339.04	6,656.26	6,989.07	7,339.22	7,706.70
Planning Manager	8,888.88	9,332.63	9,798.91	10,289.46	10,804.28
Police Captain	10,095.32	10,599.74	11,130.16	11,686.58	12,270.74
Police Chief	11,882.46	12,477.01	13,101.04	13,756.26	14,444.42
Police Lieutenant	8,920.08	9,365.56	9,833.58	10,325.86	10,842.42
Principal Planner	8,037.78	8,439.92	8,861.14	9,304.89	9,769.44
Project Manager - Economic Development	7,288.95	7,652.96	8,036.04	8,438.19	8,859.41
Purchasing Manager	5,706.35	5,992.36	6,292.24	6,607.72	6,938.80
Records Manager	5,224.47	5,486.21	5,760.09	6,047.83	6,349.44
Recreation Manager	6,486.38	6,810.53	7,150.28	7,507.36	7,883.50

Cost Allocation Plan for Fiscal Year 2008/09

City of Brentwood

<u>BARGAINING UNIT & POSITION</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>MANAGEMENT & MID-MANAGEMENT (CON'T):</u>					
Recreation Supervisor	5,404.74	5,675.15	5,959.43	6,257.57	6,571.32
Redevelopment Analyst	6,339.04	6,656.26	6,989.07	7,339.22	7,706.70
Redevelopment Manager	8,888.88	9,332.63	9,798.91	10,289.46	10,804.28
Regulatory Compliance Supervisor	6,295.71	6,611.19	6,942.27	7,288.95	7,652.96
Senior Accountant	6,321.71	6,637.19	6,968.27	7,316.68	7,682.43
Senior Associate Engineer	7,207.48	7,568.02	7,945.91	8,342.85	8,760.60
Senior Community Development Analyst	7,288.95	7,652.96	8,036.04	8,438.19	8,859.41
Senior Engineer	7,921.64	8,318.59	8,734.60	9,171.42	9,630.77
Senior Planner	7,288.95	7,652.96	8,036.04	8,438.19	8,859.41
Senior Redevelopment Analyst	7,288.95	7,652.96	8,036.04	8,438.19	8,859.41
Solid Waste Manager	7,172.81	7,531.62	7,907.77	8,302.99	8,719.00
Solid Waste Supervisor	5,978.50	6,276.64	6,590.39	6,919.73	7,266.41
Streets Manager	7,074.01	7,427.62	7,798.57	8,188.58	8,597.66
Streets Supervisor	6,153.57	6,462.12	6,784.53	7,124.27	7,481.35
Wastewater Maintenance Supervisor	5,723.69	6,009.70	6,309.58	6,625.05	6,956.13
Wastewater Operations Manager	7,236.95	7,599.23	7,978.84	8,377.52	8,797.01
Wastewater Treatment Plant Supervisor	6,295.71	6,611.19	6,942.27	7,288.95	7,652.96
Water Distribution Supervisor	6,295.71	6,611.19	6,942.27	7,288.95	7,652.96
Water Operations Manager	7,236.95	7,599.23	7,978.84	8,377.52	8,797.01
Water Production Supervisor	6,295.71	6,611.19	6,942.27	7,288.95	7,652.96
Webmaster	5,427.28	5,699.42	5,983.70	6,283.58	6,597.32
<u>OFFICE EMPLOYEES:</u>					
Accounting Assistant I	3,402.66	3,572.54	3,751.08	3,938.28	4,135.89
Accounting Assistant II	3,751.08	3,938.28	4,135.89	4,420.17	4,558.84
Accounting Specialist	4,960.99	5,208.87	5,468.88	5,742.75	6,030.50
Accounting Technician	4,316.17	4,531.11	4,758.18	4,995.66	5,245.27
Administrative Assistant I	3,222.39	3,383.60	3,553.47	3,730.28	3,917.48
Administrative Assistant II	3,553.47	3,730.28	3,917.48	4,113.36	4,319.63
Administrative Secretary	4,113.36	4,319.63	4,536.31	4,763.38	5,000.86
Administrative Supervisor	4,524.17	4,751.25	4,988.73	5,238.33	5,500.08
Building Inspector I	5,243.54	5,505.28	5,780.89	6,070.37	6,373.71
Building Inspector II	5,780.89	6,070.37	6,373.71	6,692.66	7,027.20
Code Enforcement Officer I	4,917.66	5,163.80	5,422.08	5,692.49	5,976.76
Code Enforcement Officer II	5,422.08	5,692.49	5,976.76	6,274.91	6,588.65
Community Development Specialist	5,725.42	6,011.43	6,311.31	6,626.79	6,957.87
Community Development Technician	4,732.18	4,969.66	5,217.53	5,479.28	5,753.15
Construction Inspector I	5,243.54	5,505.28	5,780.89	6,070.37	6,373.71
Construction Inspector II	5,780.89	6,070.37	6,373.71	6,692.66	7,027.20
Engineering Services Specialist	6,075.57	6,378.91	6,697.86	7,032.40	7,384.28
Engineering Technician	5,285.14	5,548.61	5,825.96	6,117.17	6,422.25
Executive Assistant	4,974.86	5,224.47	5,486.21	5,760.09	6,047.83
Finance / Special Projects Coordinator	5,276.47	5,539.95	5,817.29	6,108.50	6,413.58
Human Resources Assistant I	3,709.48	3,894.95	4,089.09	4,293.63	4,508.57
Human Resources Assistant II	4,089.09	4,293.63	4,508.57	4,733.92	4,971.39
Human Resources Specialist	5,276.47	5,539.95	5,817.29	6,108.50	6,413.58
Information Systems Technician	5,170.73	5,429.01	5,701.15	5,985.43	6,285.31
Parks Planning Technician	4,732.18	4,969.66	5,217.53	5,479.28	5,753.15

Cost Allocation Plan for Fiscal Year 2008/09

City of Brentwood

<u>BARGAINING UNIT & POSITION</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>OFFICE EMPLOYEES (CON'T.):</u>					
Permit Services Specialist	5,780.89	6,070.37	6,373.71	6,692.66	7,027.20
Plan Check Engineer	6,361.58	6,680.52	7,015.07	7,365.22	7,732.70
Police Records Clerk I	3,550.00	3,726.81	3,914.02	4,109.89	4,316.17
Police Records Clerk II	3,914.02	4,109.89	4,316.17	4,532.84	4,759.92
Project Services Specialist	5,524.35	5,799.96	6,089.43	6,394.51	6,713.46
Records Supervisor	4,952.32	5,200.20	5,460.21	5,734.09	6,020.10
Recreation Coordinator	4,700.98	4,936.72	5,182.87	5,442.88	5,715.02
Right-of-Way Specialist	5,725.42	6,011.43	6,311.31	6,626.79	6,957.87
Safety / Special Projects Coordinator	5,276.47	5,539.95	5,817.29	6,108.50	6,413.58
Senior Building Inspector	6,361.58	6,680.52	7,015.07	7,365.22	7,732.70
Senior Code Enforcement Officer	5,959.43	6,257.57	6,571.32	6,900.67	7,245.61
Senior Community Development Technician	5,203.67	5,463.68	5,737.55	6,025.30	6,326.91
Senior Construction Inspector	6,361.58	6,680.52	7,015.07	7,365.22	7,732.70
Senior Police Records Clerk	4,532.84	4,759.92	4,997.39	5,247.00	5,508.75
Technical Assistant I	3,894.95	4,089.09	4,293.63	4,508.57	4,733.92
Technical Assistant II	4,293.63	4,508.57	4,733.92	4,971.39	5,219.27
<u>PUBLIC WORKS-MAINTENANCE:</u>					
Collection System Worker I	4,198.29	4,408.04	4,628.18	4,858.72	5,101.40
Collection System Worker II	4,628.18	4,858.72	5,101.40	5,356.21	5,626.62
Cross-Connection Control Specialist	4,862.19	5,104.86	5,359.67	5,628.35	5,909.16
Electrician	5,049.39	5,302.47	5,567.68	5,846.76	6,139.70
Equipment Mechanic	4,752.98	4,990.46	5,240.07	5,501.81	5,777.42
Landscape / Facilities Worker I	3,726.81	3,914.02	4,109.89	4,316.17	4,532.84
Landscape / Facilities Worker II	4,109.89	4,316.17	4,532.84	4,759.92	4,997.39
Purchasing Assistant	4,746.05	4,983.53	5,233.13	5,494.88	5,770.49
Senior Equipment Mechanic	5,240.07	5,501.81	5,777.42	6,066.90	6,370.25
Senior Landscape / Facilities Worker	4,532.84	4,759.92	4,997.39	5,247.00	5,508.75
Senior Solid Waste Equipment Operator	4,990.46	5,240.07	5,501.81	5,777.42	6,066.90
Senior Street Maintenance Worker	4,723.52	4,959.26	5,207.13	5,467.14	5,741.02
Senior Water Distribution Worker	5,349.27	5,616.22	5,897.03	6,191.70	6,501.98
Senior Water Service Worker	4,860.45	5,103.13	5,357.94	5,626.62	5,907.43
Solid Waste Equipment Operator I	4,106.42	4,310.97	4,525.91	4,752.98	4,990.46
Solid Waste Equipment Operator II	4,525.91	4,752.98	4,990.46	5,240.07	5,501.81
Street Maintenance Worker I	3,726.81	3,914.02	4,109.89	4,316.17	4,532.84
Street Maintenance Worker II	4,109.89	4,316.17	4,532.84	4,759.92	4,997.39
Street Sweeper Operator	4,312.70	4,527.64	4,754.72	4,992.19	5,241.80
Wastewater Laboratory Technician I	4,576.18	4,804.98	5,045.93	5,299.00	5,564.21
Wastewater Laboratory Technician II	5,045.93	5,299.00	5,564.21	5,843.29	6,136.24
Wastewater Treatment Plant Operator Asst.	3,584.67	3,763.21	3,952.15	4,149.76	4,357.77
Wastewater Treatment Plant Operator I	4,357.77	4,576.18	4,804.98	5,045.93	5,299.00
Wastewater Treatment Plant Operator II	4,804.98	5,045.93	5,299.00	5,564.21	5,843.29
Wastewater Treatment Plant Operator III	5,299.00	5,564.21	5,843.29	6,136.24	6,443.05
Water Distribution Worker I	4,411.50	4,631.64	4,863.92	5,106.60	5,361.41
Water Distribution Worker II	4,863.92	5,106.60	5,361.41	5,630.08	5,910.89
Water Production Worker I	4,201.76	4,411.50	4,631.64	4,863.92	5,106.60
Water Production Worker II	4,631.64	4,863.92	5,106.60	5,361.41	5,630.08
Water Conservation Specialist	4,408.04	4,628.18	4,860.45	5,103.13	5,357.94
Water Service Worker I	3,998.95	4,198.29	4,408.04	4,628.18	4,860.45
Water Service Worker II	4,408.04	4,628.18	4,860.45	5,103.13	5,357.94

Cost Allocation Plan for Fiscal Year 2008/09

City of Brentwood

<u>BARGAINING UNIT & POSITION</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>POLICE:</u>					
Community Service Officer I	3,810.01	4,000.69	4,200.03	4,409.77	4,629.91
Community Service Officer II	4,200.03	4,409.77	4,629.91	4,862.19	5,104.86
Senior Community Service Officer	4,827.52	5,068.46	5,321.54	5,588.48	5,867.56
Police Officer	5,884.89	6,179.57	6,488.12	6,812.26	7,153.74
Police Officer - Special Assignment	6,179.57	6,488.12	6,812.26	7,153.74	7,510.82
Police Sergeant	6,983.87	7,332.28	7,699.76	8,084.58	8,488.46



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.
- **Economic Incentives/Disincentives:** In some cases it may be desirable to use fees as a means of encouraging or discouraging certain activities.
- **Competitive Restraints:** Subsidies are usually provided for 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 2008/09 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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City of Brentwood

Budget Assumptions for Computing Overhead Costs				
Department/Division	Personnel	Supplies & Services	Capital	Total
City-wide <i>(a) Factored into Other City-wide overhead</i>				
City Manager (a)	\$634,247	\$154,473	\$0	\$788,720
City Clerk (a)	\$391,663	\$149,386	\$0	\$541,049
Human Resources (a)	\$537,294	\$198,119	\$0	\$735,413
City Attorney (a)	\$642,573	\$203,810	\$500	\$846,883
Finance & Information Systems (a)	\$1,793,159	\$491,971	\$2,000	\$2,287,130
Community Facilities (a)	\$179,861	\$406,290	\$0	\$586,151
Non-Departmental (a)	\$0	\$3,295,848	\$0	\$3,295,848
Community Development				
Building	\$1,622,837	\$366,045	\$0	\$1,988,882
Planning	\$1,126,391	\$255,171	\$0	\$1,381,562
Economic Development	\$179,903	\$193,322	\$0	\$373,225
Housing	\$107,408	\$262,751	\$5,000	\$375,159
Police				
Police	\$11,389,926	\$3,578,864	\$27,902	\$14,996,692
Parks and Recreation				
Administration	\$1,416,718	\$269,732	\$0	\$1,686,450
City Pool	\$482,879	\$406,251	\$0	\$889,130
Sports	\$122,583	\$262,964	\$0	\$385,547
Programs	\$225,235	\$383,443	\$0	\$608,678
Community Center	\$15,364	\$119,487	\$0	\$134,851
Senior Programs	\$154,273	\$49,223	\$0	\$203,496
Senior Center	\$3,432	\$46,380	\$0	\$49,812
Landscape	\$443,209	\$799,345	\$0	\$1,242,554
Public Works				
Solid Waste Enterprise	\$2,566,710	\$5,052,293	\$7,366,606	\$14,985,609
Water Enterprise	\$2,824,922	\$13,473,028	\$3,405,194	\$19,703,144
Wastewater Enterprise	\$1,876,065	\$5,054,243	\$1,062,918	\$7,993,226
Streets	\$1,559,998	\$1,038,399	\$0	\$2,598,397
Engineering	\$734,826	\$467,390	\$3,500	\$1,205,716
Traffic and Transportation	\$325,147	\$155,685	\$12,000	\$492,832
Construction Inspection	\$416,989	\$118,732	\$2,000	\$537,721
Capital Improvement Program	\$601,086	\$227,703	\$13,000	\$841,789
Redevelopment Agency				
Redevelopment	\$795,560	\$2,982,276	\$21,941,750	\$25,719,586



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City of Brentwood

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

Step A							
			\$4,952.32 /Month	\$33.02 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	396.19	Non-Sworn Management & Mid-Management				
PERS - Employer	0.143660	711.45					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	45.56					
Life Insurance	0.000255	22.73					
Deferred Comp.		110.00					
Workers Comp.	0.026600	131.73					
Vision Benefit		37.67					
Medicare	0.014500	71.81	Hourly Rate & Benefits	27.55% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate	
Total Benefits		\$ 2,696.74	54.45%	\$50.99	\$14.05	\$15.97	\$81.01
			Annual Salary + Benefits		<u><u>\$91,788.70</u></u>		
Step B							
			\$5,200.20 /Month	\$34.67 /Hour			
Total Benefits		\$2,765.79	53.19%	\$53.11	\$14.63	\$16.63	\$84.37
			Annual Salary + Benefits		<u><u>\$95,591.83</u></u>		
Step C							
			\$5,460.21 /Month	\$36.40 /Hour			
Total Benefits		\$2,838.21	51.98%	\$55.32	\$15.24	\$17.33	\$87.89
			Annual Salary + Benefits		<u><u>\$99,581.06</u></u>		
Step D							
			\$5,734.09 /Month	\$38.23 /Hour			
Total Benefits		\$2,914.50	50.83%	\$57.66	\$15.88	\$18.06	\$91.60
			Annual Salary + Benefits		<u><u>\$103,783.09</u></u>		
Step E							
			\$6,020.10 /Month	\$40.13 /Hour			
Total Benefits		\$2,994.17	49.74%	\$60.10	\$16.55	\$18.82	\$95.47
			Annual Salary + Benefits		<u><u>\$108,171.23</u></u>		

City of Brentwood

Accountant I Department: Parks and Recreation

Step A		\$4,952.32 /Month		\$33.02 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	396.19		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	711.45					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	45.56					
Life Insurance	0.000255	22.73					
Deferred Comp.		110.00					
Workers Comp.	0.026600	131.73					
Vision Benefit		37.67					
Medicare	0.014500	71.81					
		Total Benefits	\$ 2,696.74 54.45%	\$50.99	\$53.21	\$15.97	\$120.17
		Annual Salary + Benefits		<u>\$91,788.70</u>			
Step B		\$5,200.20 /Month		\$34.67 /Hour			
		Total Benefits	\$2,765.79 53.19%	\$53.11	\$55.41	\$16.63	\$125.15
		Annual Salary + Benefits		<u>\$95,591.83</u>			
Step C		\$5,460.21 /Month		\$36.40 /Hour			
		Total Benefits	\$2,838.21 51.98%	\$55.32	\$57.72	\$17.33	\$130.38
		Annual Salary + Benefits		<u>\$99,581.06</u>			
Step D		\$5,734.09 /Month		\$38.23 /Hour			
		Total Benefits	\$2,914.50 50.83%	\$57.66	\$60.16	\$18.06	\$135.88
		Annual Salary + Benefits		<u>\$103,783.09</u>			
Step E		\$6,020.10 /Month		\$40.13 /Hour			
		Total Benefits	\$2,994.17 49.74%	\$60.10	\$62.70	\$18.82	\$141.62
		Annual Salary + Benefits		<u>\$108,171.23</u>			

City of Brentwood

Accountant II
Department: Finance & Information Systems

Step A							
			\$5,460.21 /Month	\$36.40 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	436.82	Non-Sworn Management & Mid-Management				
PERS - Employer	0.143660	784.41					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	50.23					
Life Insurance	0.000255	25.06					
Deferred Comp.		110.00					
Workers Comp.	0.026600	145.24					
Vision Benefit		37.67					
Medicare	0.014500	79.17					
Total Benefits		\$ 2,838.21					
Annual Salary + Benefits				<u>\$99,581.06</u>			
Step B							
			\$5,734.09 /Month	\$38.23 /Hour			
Total Benefits		\$2,914.50	50.83%	\$57.66	\$15.88	\$18.06	\$91.60
Annual Salary + Benefits				<u>\$103,783.09</u>			
Step C							
			\$6,020.10 /Month	\$40.13 /Hour			
Total Benefits		\$2,994.17	49.74%	\$60.10	\$16.55	\$18.82	\$95.47
Annual Salary + Benefits				<u>\$108,171.23</u>			
Step D							
			\$6,321.71 /Month	\$42.14 /Hour			
Total Benefits		\$3,078.18	48.69%	\$62.67	\$17.26	\$19.63	\$99.56
Annual Salary + Benefits				<u>\$112,798.71</u>			
Step E							
			\$6,637.19 /Month	\$44.25 /Hour			
Total Benefits		\$3,166.06	47.70%	\$65.35	\$18.00	\$20.47	\$103.83
Annual Salary + Benefits				<u>\$117,638.99</u>			

City of Brentwood

**Accountant II
Department: Parks and Recreation**

Step A		\$5,460.21 /Month		\$36.40 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>104.34% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	436.82			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	784.41					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	50.23					
Life Insurance	0.000255	25.06					
Deferred Comp.		110.00					
Workers Comp.	0.026600	145.24					
Vision Benefit		37.67					
Medicare	0.014500	79.17					
Total Benefits		\$ 2,838.21	51.98%	\$55.32	\$57.72	\$17.33	\$130.38
Annual Salary + Benefits				<u>\$99,581.06</u>			
Step B		\$5,734.09 /Month		\$38.23 /Hour			
Total Benefits		\$2,914.50	50.83%	\$57.66	\$60.16	\$18.06	\$135.88
Annual Salary + Benefits				<u>\$103,783.09</u>			
Step C		\$6,020.10 /Month		\$40.13 /Hour			
Total Benefits		\$2,994.17	49.74%	\$60.10	\$62.70	\$18.82	\$141.62
Annual Salary + Benefits				<u>\$108,171.23</u>			
Step D		\$6,321.71 /Month		\$42.14 /Hour			
Total Benefits		\$3,078.18	48.69%	\$62.67	\$65.39	\$19.63	\$147.68
Annual Salary + Benefits				<u>\$112,798.71</u>			
Step E		\$6,637.19 /Month		\$44.25 /Hour			
Total Benefits		\$3,166.06	47.70%	\$65.35	\$68.19	\$20.47	\$154.02
Annual Salary + Benefits				<u>\$117,638.99</u>			

City of Brentwood

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

Step A		\$3,402.66 /Month		\$22.68 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>27.55% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	272.21					
PERS - Employer	0.143660	488.83					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	31.30					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	90.51					
Vision Benefit		37.67					
Medicare	0.014500	49.34					
Total Benefits		\$ 2,145.26	63.05%	\$36.99	\$10.19	\$11.59	\$58.76
				Annual Salary + Benefits			<u>\$66,575.07</u>
Step B		\$3,572.54 /Month		\$23.82 /Hour			
Total Benefits		\$2,186.00	61.19%	\$38.39	\$10.58	\$12.03	\$60.99
				Annual Salary + Benefits			<u>\$69,102.52</u>
Step C		\$3,751.08 /Month		\$25.01 /Hour			
Total Benefits		\$2,234.92	59.58%	\$39.91	\$10.99	\$12.50	\$63.40
				Annual Salary + Benefits			<u>\$71,831.95</u>
Step D		\$3,938.28 /Month		\$26.26 /Hour			
Total Benefits		\$2,286.20	58.05%	\$41.50	\$11.43	\$13.00	\$65.93
				Annual Salary + Benefits			<u>\$74,693.77</u>
Step E		\$4,135.89 /Month		\$27.57 /Hour			
Total Benefits		\$2,340.34	56.59%	\$43.17	\$11.89	\$13.52	\$68.59
				Annual Salary + Benefits			<u>\$77,714.74</u>

City of Brentwood

**Accounting Assistant II
Department: Finance & Information Systems**

Step A		\$3,751.08 /Month		\$25.01 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>27.55% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	300.09					
PERS - Employer	0.143660	538.88					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	34.51					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	99.78					
Vision Benefit		37.67					
Medicare	0.014500	54.39					
Total Benefits		\$ 2,240.72	59.74%	\$39.95	\$11.00	\$12.51	\$63.46
		Annual Salary + Benefits		<u>\$71,901.55</u>			
Step B		\$3,938.28 /Month		\$26.26 /Hour			
Total Benefits		\$2,286.20	58.05%	\$41.50	\$11.43	\$13.00	\$65.93
		Annual Salary + Benefits		<u>\$74,693.77</u>			
Step C		\$4,135.89 /Month		\$27.57 /Hour			
Total Benefits		\$2,340.34	56.59%	\$43.17	\$11.89	\$13.52	\$68.59
		Annual Salary + Benefits		<u>\$77,714.74</u>			
Step D		\$4,420.17 /Month		\$29.47 /Hour			
Total Benefits		\$2,418.22	54.71%	\$45.59	\$12.56	\$14.28	\$72.43
		Annual Salary + Benefits		<u>\$82,060.68</u>			
Step E		\$4,558.84 /Month		\$30.39 /Hour			
Total Benefits		\$2,456.21	53.88%	\$46.77	\$12.88	\$14.65	\$74.30
		Annual Salary + Benefits		<u>\$84,180.60</u>			

City of Brentwood

**Accounting Manager
Department: Finance & Information Systems**

Step A		\$7,217.88 /Month		\$48.12 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	577.43			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	1,036.92					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	66.40					
Life Insurance	0.000255	33.13					
Deferred Comp.		110.00					
Workers Comp.	0.026600	192.00					
Vision Benefit		37.67					
Medicare	0.014500	<u>104.66</u>					
	Total Benefits	\$ 3,327.81	46.11%	\$70.30	\$19.37	\$22.02	\$111.69
	Annual Salary + Benefits			<u><u>\$126,548.29</u></u>			
Step B		\$7,578.42 /Month		\$50.52 /Hour			
	Total Benefits	\$3,428.24	45.24%	\$73.38	\$20.21	\$22.98	\$116.58
	Annual Salary + Benefits			<u><u>\$132,079.91</u></u>			
Step C		\$7,958.04 /Month		\$53.05 /Hour			
	Total Benefits	\$3,533.98	44.41%	\$76.61	\$21.11	\$24.00	\$121.72
	Annual Salary + Benefits			<u><u>\$137,904.26</u></u>			
Step D		\$8,356.72 /Month		\$55.71 /Hour			
	Total Benefits	\$3,645.03	43.62%	\$80.01	\$22.04	\$25.06	\$127.12
	Annual Salary + Benefits			<u><u>\$144,021.05</u></u>			
Step E		\$8,774.47 /Month		\$58.50 /Hour			
	Total Benefits	\$3,761.40	42.87%	\$83.57	\$23.02	\$26.18	\$132.77
	Annual Salary + Benefits			<u><u>\$150,430.42</u></u>			

City of Brentwood

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

Step A		\$4,960.99 /Month		\$33.07 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>27.55% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	396.88					
PERS - Employer	0.143660	712.70					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	45.64					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	131.96					
Vision Benefit		37.67					
Medicare	0.014500	<u>71.93</u>					
Total Benefits		\$ 2,572.18	51.85%	\$50.22	\$13.83	\$15.73	\$79.79
				<u>Annual Salary + Benefits</u>			<u>\$90,398.07</u>
Step B		\$5,208.87 /Month		\$34.73 /Hour			
Total Benefits		\$2,634.29	50.57%	\$52.29	\$14.40	\$16.38	\$83.07
				<u>Annual Salary + Benefits</u>			<u>\$94,117.94</u>
Step C		\$5,468.88 /Month		\$36.46 /Hour			
Total Benefits		\$2,705.52	49.47%	\$54.50	\$15.01	\$17.07	\$86.58
				<u>Annual Salary + Benefits</u>			<u>\$98,092.85</u>
Step D		\$5,742.75 /Month		\$38.29 /Hour			
Total Benefits		\$2,780.55	48.42%	\$56.82	\$15.65	\$17.80	\$90.27
				<u>Annual Salary + Benefits</u>			<u>\$102,279.65</u>
Step E		\$6,030.50 /Month		\$40.20 /Hour			
Total Benefits		\$2,859.39	47.42%	\$59.27	\$16.33	\$18.56	\$94.16
				<u>Annual Salary + Benefits</u>			<u>\$106,678.63</u>

City of Brentwood

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

Step A		\$4,316.17 /Month		\$28.77 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>27.55% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	345.29					
PERS - Employer	0.143660	620.06					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	39.71					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	114.81					
Vision Benefit		37.67					
Medicare	0.014500	<u>62.58</u>					
Total Benefits		\$ 2,395.53	55.50%	\$44.74	\$12.33	\$14.02	\$71.09
				<u>Annual Salary + Benefits</u>			<u>\$80,540.38</u>
Step B		\$4,531.11 /Month		\$30.21 /Hour			
Total Benefits		\$2,448.61	54.04%	\$46.53	\$12.82	\$14.58	\$73.93
				<u>Annual Salary + Benefits</u>			<u>\$83,756.67</u>
Step C		\$4,758.18 /Month		\$31.72 /Hour			
Total Benefits		\$2,510.82	52.77%	\$48.46	\$13.35	\$15.18	\$76.99
				<u>Annual Salary + Benefits</u>			<u>\$87,228.01</u>
Step D		\$4,995.66 /Month		\$33.30 /Hour			
Total Benefits		\$2,575.88	51.56%	\$50.48	\$13.91	\$15.81	\$80.19
				<u>Annual Salary + Benefits</u>			<u>\$90,858.49</u>
Step E		\$5,245.27 /Month		\$34.97 /Hour			
Total Benefits		\$2,644.26	50.41%	\$52.60	\$14.49	\$16.48	\$83.56
				<u>Annual Salary + Benefits</u>			<u>\$94,674.41</u>

City of Brentwood

**Accounting Technician
Department: Police**

Step A		\$4,316.17 /Month		\$28.77 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>42.32% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	345.29					
PERS - Employer	0.143660	620.06					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	39.71					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	114.81					
Vision Benefit		37.67					
Medicare	0.014500	<u>62.58</u>					
Total Benefits		\$ 2,395.53	55.50%	\$44.74	\$18.94	\$14.02	\$77.70
				<u>Annual Salary + Benefits</u>			<u>\$80,540.38</u>
Step B		\$4,531.11 /Month		\$30.21 /Hour			
Total Benefits		\$2,448.61	54.04%	\$46.53	\$19.69	\$14.58	\$80.80
				<u>Annual Salary + Benefits</u>			<u>\$83,756.67</u>
Step C		\$4,758.18 /Month		\$31.72 /Hour			
Total Benefits		\$2,510.82	52.77%	\$48.46	\$20.51	\$15.18	\$84.15
				<u>Annual Salary + Benefits</u>			<u>\$87,228.01</u>
Step D		\$4,995.66 /Month		\$33.30 /Hour			
Total Benefits		\$2,575.88	51.56%	\$50.48	\$21.36	\$15.81	\$87.65
				<u>Annual Salary + Benefits</u>			<u>\$90,858.49</u>
Step E		\$5,245.27 /Month		\$34.97 /Hour			
Total Benefits		\$2,644.26	50.41%	\$52.60	\$22.26	\$16.48	\$91.33
				<u>Annual Salary + Benefits</u>			<u>\$94,674.41</u>

City of Brentwood

Administrative Assistant I Department: Administration

Step A							
		\$3,222.39 /Month		\$21.48 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	257.79			Office Employees		
PERS - Employer	0.143660	462.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	29.65					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	85.72			32.11%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>46.72</u>			<u>Hourly Rate</u>	<u>Department</u>	<u>City-Wide</u>
					<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>
							<u>Total Hourly</u>
							<u>Rate</u>
	Total Benefits	\$ 2,095.88	65.04%	\$35.46	\$11.39	\$11.11	\$57.95
				Annual Salary + Benefits			
				<u>\$63,819.19</u>			
Step B							
		\$3,383.60 /Month		\$22.56 /Hour			
	Total Benefits	\$2,134.24	63.08%	\$36.79	\$11.81	\$11.52	\$60.12
				Annual Salary + Benefits			
				<u>\$66,214.09</u>			
Step C							
		\$3,553.47 /Month		\$23.69 /Hour			
	Total Benefits	\$2,180.78	61.37%	\$38.23	\$12.28	\$11.97	\$62.48
				Annual Salary + Benefits			
				<u>\$68,810.98</u>			
Step D							
		\$3,730.28 /Month		\$24.87 /Hour			
	Total Benefits	\$2,229.22	59.76%	\$39.73	\$12.76	\$12.44	\$64.93
				Annual Salary + Benefits			
				<u>\$71,513.97</u>			
Step E							
		\$3,917.48 /Month		\$26.12 /Hour			
	Total Benefits	\$2,280.50	58.21%	\$41.32	\$13.27	\$12.94	\$67.53
				Annual Salary + Benefits			
				<u>\$74,375.79</u>			

City of Brentwood

**Administrative Assistant I
Department: Community Development**

Step A		\$3,222.39 /Month		\$21.48 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	257.79					
PERS - Employer	0.143660	462.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	29.65					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	85.72			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>46.72</u>					
Total Benefits		\$ 2,095.88	65.04%	\$35.46	\$15.23	\$11.11	\$61.79
				<u>Annual Salary + Benefits</u>			<u>\$63,819.19</u>
Step B		\$3,383.60 /Month		\$22.56 /Hour			
Total Benefits		\$2,134.24	63.08%	\$36.79	\$15.80	\$11.52	\$64.11
				<u>Annual Salary + Benefits</u>			<u>\$66,214.09</u>
Step C		\$3,553.47 /Month		\$23.69 /Hour			
Total Benefits		\$2,180.78	61.37%	\$38.23	\$16.42	\$11.97	\$66.62
				<u>Annual Salary + Benefits</u>			<u>\$68,810.98</u>
Step D		\$3,730.28 /Month		\$24.87 /Hour			
Total Benefits		\$2,229.22	59.76%	\$39.73	\$17.06	\$12.44	\$69.24
				<u>Annual Salary + Benefits</u>			<u>\$71,513.97</u>
Step E		\$3,917.48 /Month		\$26.12 /Hour			
Total Benefits		\$2,280.50	58.21%	\$41.32	\$17.75	\$12.94	\$72.01
				<u>Annual Salary + Benefits</u>			<u>\$74,375.79</u>

City of Brentwood

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

Step A		\$3,222.39 /Month		\$21.48 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>27.55% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	257.79					
PERS - Employer	0.143660	462.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	29.65					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	85.72					
Vision Benefit		37.67					
Medicare	0.014500	46.72					
Total Benefits		\$ 2,095.88	65.04%	\$35.46	\$9.77	\$11.11	\$56.33
				Annual Salary + Benefits			<u>\$63,819.19</u>
Step B		\$3,383.60 /Month		\$22.56 /Hour			
Total Benefits		\$2,134.24	63.08%	\$36.79	\$10.13	\$11.52	\$58.44
				Annual Salary + Benefits			<u>\$66,214.09</u>
Step C		\$3,553.47 /Month		\$23.69 /Hour			
Total Benefits		\$2,180.78	61.37%	\$38.23	\$10.53	\$11.97	\$60.73
				Annual Salary + Benefits			<u>\$68,810.98</u>
Step D		\$3,730.28 /Month		\$24.87 /Hour			
Total Benefits		\$2,229.22	59.76%	\$39.73	\$10.94	\$12.44	\$63.12
				Annual Salary + Benefits			<u>\$71,513.97</u>
Step E		\$3,917.48 /Month		\$26.12 /Hour			
Total Benefits		\$2,280.50	58.21%	\$41.32	\$11.38	\$12.94	\$65.65
				Annual Salary + Benefits			<u>\$74,375.79</u>

City of Brentwood

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

Step A		\$3,222.39 /Month		\$21.48 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	257.79			Office Employees		
PERS - Employer	0.143660	462.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	29.65					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	85.72					
Vision Benefit		37.67					
Medicare	0.014500	<u>46.72</u>					
				Hourly Rate & Benefits	104.34% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,095.88	65.04%	\$35.46	\$36.99	\$11.11	\$83.55
				Annual Salary + Benefits <u>\$63,819.19</u>			
Step B		\$3,383.60 /Month		\$22.56 /Hour			
	Total Benefits	\$2,134.24	63.08%	\$36.79	\$38.38	\$11.52	\$86.69
				Annual Salary + Benefits <u>\$66,214.09</u>			
Step C		\$3,553.47 /Month		\$23.69 /Hour			
	Total Benefits	\$2,180.78	61.37%	\$38.23	\$39.89	\$11.97	\$90.09
				Annual Salary + Benefits <u>\$68,810.98</u>			
Step D		\$3,730.28 /Month		\$24.87 /Hour			
	Total Benefits	\$2,229.22	59.76%	\$39.73	\$41.45	\$12.44	\$93.63
				Annual Salary + Benefits <u>\$71,513.97</u>			
Step E		\$3,917.48 /Month		\$26.12 /Hour			
	Total Benefits	\$2,280.50	58.21%	\$41.32	\$43.11	\$12.94	\$97.38
				Annual Salary + Benefits <u>\$74,375.79</u>			

City of Brentwood

**Administrative Assistant I
Department: Public Works**

Step A							
		\$3,222.39 /Month		\$21.48 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	257.79		Office Employees			
PERS - Employer	0.143660	462.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	29.65					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	85.72					
Vision Benefit		37.67					
Medicare	0.014500	46.72					
Total Benefits		\$ 2,095.88	65.04%	\$35.46	\$46.00	\$11.11	\$92.56
				<u>Hourly Rate & Benefits</u>	<u>129.73% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
Annual Salary + Benefits				<u><u>\$63,819.19</u></u>			
Step B							
		\$3,383.60 /Month		\$22.56 /Hour			
Total Benefits		\$2,134.24	63.08%	\$36.79	\$47.72	\$11.52	\$96.03
Annual Salary + Benefits				<u><u>\$66,214.09</u></u>			
Step C							
		\$3,553.47 /Month		\$23.69 /Hour			
Total Benefits		\$2,180.78	61.37%	\$38.23	\$49.59	\$11.97	\$99.80
Annual Salary + Benefits				<u><u>\$68,810.98</u></u>			
Step D							
		\$3,730.28 /Month		\$24.87 /Hour			
Total Benefits		\$2,229.22	59.76%	\$39.73	\$51.54	\$12.44	\$103.72
Annual Salary + Benefits				<u><u>\$71,513.97</u></u>			
Step E							
		\$3,917.48 /Month		\$26.12 /Hour			
Total Benefits		\$2,280.50	58.21%	\$41.32	\$53.61	\$12.94	\$107.87
Annual Salary + Benefits				<u><u>\$74,375.79</u></u>			

City of Brentwood

Administrative Assistant II

Department: Administration

Step A		\$3,553.47 /Month		\$23.69 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	284.28					
PERS - Employer	0.143660	510.49					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	32.69					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	94.52			32.11%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>51.53</u>					
Total Benefits		\$ 2,186.58	61.53%	\$38.27	\$12.29	\$11.99	\$62.54
				<u>Annual Salary + Benefits</u>			<u>\$68,880.58</u>
Step B		\$3,730.28 /Month		\$24.87 /Hour			
Total Benefits		\$2,229.22	59.76%	\$39.73	\$12.76	\$12.44	\$64.93
				<u>Annual Salary + Benefits</u>			<u>\$71,513.97</u>
Step C		\$3,917.48 /Month		\$26.12 /Hour			
Total Benefits		\$2,280.50	58.21%	\$41.32	\$13.27	\$12.94	\$67.53
				<u>Annual Salary + Benefits</u>			<u>\$74,375.79</u>
Step D		\$4,113.36 /Month		\$27.42 /Hour			
Total Benefits		\$2,334.17	56.75%	\$42.98	\$13.80	\$13.46	\$70.25
				<u>Annual Salary + Benefits</u>			<u>\$77,370.31</u>
Step E		\$4,319.63 /Month		\$28.80 /Hour			
Total Benefits		\$2,390.68	55.34%	\$44.74	\$14.37	\$14.01	\$73.11
				<u>Annual Salary + Benefits</u>			<u>\$80,523.67</u>

City of Brentwood

Administrative Assistant II

Department: City Attorney

Step A							
		\$3,553.47 /Month		\$23.69 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	284.28					
PERS - Employer	0.143660	510.49					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	32.69					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	94.52					
Vision Benefit		37.67					
Medicare	0.014500	<u>51.53</u>					
	Total Benefits	\$ 2,186.58	61.53%	\$38.27	\$12.17	\$11.99	\$62.42
	Annual Salary + Benefits			<u>\$68,880.58</u>			
Step B							
		\$3,730.28 /Month		\$24.87 /Hour			
	Total Benefits	\$2,229.22	59.76%	\$39.73	\$12.63	\$12.44	\$64.81
	Annual Salary + Benefits			<u>\$71,513.97</u>			
Step C							
		\$3,917.48 /Month		\$26.12 /Hour			
	Total Benefits	\$2,280.50	58.21%	\$41.32	\$13.14	\$12.94	\$67.40
	Annual Salary + Benefits			<u>\$74,375.79</u>			
Step D							
		\$4,113.36 /Month		\$27.42 /Hour			
	Total Benefits	\$2,334.17	56.75%	\$42.98	\$13.67	\$13.46	\$70.11
	Annual Salary + Benefits			<u>\$77,370.31</u>			
Step E							
		\$4,319.63 /Month		\$28.80 /Hour			
	Total Benefits	\$2,390.68	55.34%	\$44.74	\$14.22	\$14.01	\$72.97
	Annual Salary + Benefits			<u>\$80,523.67</u>			

City of Brentwood

**Administrative Assistant II
Department: Community Development**

Step A		\$3,553.47 /Month		\$23.69 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	284.28			Office Employees		
PERS - Employer	0.143660	510.49					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	32.69					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	94.52					
Vision Benefit		37.67					
Medicare	0.014500	<u>51.53</u>					
				Hourly Rate & Benefits	42.95% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 2,186.58	61.53%	\$38.27	\$16.44	\$11.99	\$66.69
				Annual Salary + Benefits <u>\$68,880.58</u>			
Step B		\$3,730.28 /Month		\$24.87 /Hour			
Total Benefits		\$2,229.22	59.76%	\$39.73	\$17.06	\$12.44	\$69.24
				Annual Salary + Benefits <u>\$71,513.97</u>			
Step C		\$3,917.48 /Month		\$26.12 /Hour			
Total Benefits		\$2,280.50	58.21%	\$41.32	\$17.75	\$12.94	\$72.01
				Annual Salary + Benefits <u>\$74,375.79</u>			
Step D		\$4,113.36 /Month		\$27.42 /Hour			
Total Benefits		\$2,334.17	56.75%	\$42.98	\$18.46	\$13.46	\$74.91
				Annual Salary + Benefits <u>\$77,370.31</u>			
Step E		\$4,319.63 /Month		\$28.80 /Hour			
Total Benefits		\$2,390.68	55.34%	\$44.74	\$19.21	\$14.01	\$77.96
				Annual Salary + Benefits <u>\$80,523.67</u>			

City of Brentwood

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

Step A		\$3,553.47 /Month		\$23.69 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>27.55% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	284.28					
PERS - Employer	0.143660	510.49					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	32.69					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	94.52					
Vision Benefit		37.67					
Medicare	0.014500	<u>51.53</u>					
Total Benefits		\$ 2,186.58	61.53%	\$38.27	\$10.54	\$11.99	\$60.80
		Annual Salary + Benefits		<u>\$68,880.58</u>			
Step B		\$3,730.28 /Month		\$24.87 /Hour			
Total Benefits		\$2,229.22	59.76%	\$39.73	\$10.94	\$12.44	\$63.12
		Annual Salary + Benefits		<u>\$71,513.97</u>			
Step C		\$3,917.48 /Month		\$26.12 /Hour			
Total Benefits		\$2,280.50	58.21%	\$41.32	\$11.38	\$12.94	\$65.65
		Annual Salary + Benefits		<u>\$74,375.79</u>			
Step D		\$4,113.36 /Month		\$27.42 /Hour			
Total Benefits		\$2,334.17	56.75%	\$42.98	\$11.84	\$13.46	\$68.29
		Annual Salary + Benefits		<u>\$77,370.31</u>			
Step E		\$4,319.63 /Month		\$28.80 /Hour			
Total Benefits		\$2,390.68	55.34%	\$44.74	\$12.32	\$14.01	\$71.07
		Annual Salary + Benefits		<u>\$80,523.67</u>			

City of Brentwood

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

Step A		\$3,553.47 /Month		\$23.69 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>104.34% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	284.28					
PERS - Employer	0.143660	510.49					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	32.69					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	94.52					
Vision Benefit		37.67					
Medicare	0.014500	<u>51.53</u>					
Total Benefits		\$ 2,186.58	61.53%	\$38.27	\$39.93	\$11.99	\$90.18
		Annual Salary + Benefits		<u>\$68,880.58</u>			
Step B		\$3,730.28 /Month		\$24.87 /Hour			
Total Benefits		\$2,229.22	59.76%	\$39.73	\$41.45	\$12.44	\$93.63
		Annual Salary + Benefits		<u>\$71,513.97</u>			
Step C		\$3,917.48 /Month		\$26.12 /Hour			
Total Benefits		\$2,280.50	58.21%	\$41.32	\$43.11	\$12.94	\$97.38
		Annual Salary + Benefits		<u>\$74,375.79</u>			
Step D		\$4,113.36 /Month		\$27.42 /Hour			
Total Benefits		\$2,334.17	56.75%	\$42.98	\$44.85	\$13.46	\$101.30
		Annual Salary + Benefits		<u>\$77,370.31</u>			
Step E		\$4,319.63 /Month		\$28.80 /Hour			
Total Benefits		\$2,390.68	55.34%	\$44.74	\$46.68	\$14.01	\$105.43
		Annual Salary + Benefits		<u>\$80,523.67</u>			

City of Brentwood

**Administrative Assistant II
Department: Public Works**

Step A		\$3,553.47 /Month		\$23.69 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	284.28					Office Employees
PERS - Employer	0.143660	510.49					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	32.69					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	94.52					
Vision Benefit		37.67					
Medicare	0.014500	<u>51.53</u>					
	Total Benefits	\$ 2,186.58	61.53%	\$38.27	\$49.64	\$11.99	\$99.90
	Annual Salary + Benefits			<u>\$68,880.58</u>			
Step B		\$3,730.28 /Month		\$24.87 /Hour			
	Total Benefits	\$2,229.22	59.76%	\$39.73	\$51.54	\$12.44	\$103.72
	Annual Salary + Benefits			<u>\$71,513.97</u>			
Step C		\$3,917.48 /Month		\$26.12 /Hour			
	Total Benefits	\$2,280.50	58.21%	\$41.32	\$53.61	\$12.94	\$107.87
	Annual Salary + Benefits			<u>\$74,375.79</u>			
Step D		\$4,113.36 /Month		\$27.42 /Hour			
	Total Benefits	\$2,334.17	56.75%	\$42.98	\$55.76	\$13.46	\$112.21
	Annual Salary + Benefits			<u>\$77,370.31</u>			
Step E		\$4,319.63 /Month		\$28.80 /Hour			
	Total Benefits	\$2,390.68	55.34%	\$44.74	\$58.04	\$14.01	\$116.78
	Annual Salary + Benefits			<u>\$80,523.67</u>			

City of Brentwood

**Administrative Secretary
Department: Administration**

Step A		\$4,113.36 /Month		\$27.42 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	329.07					
PERS - Employer	0.143660	590.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	37.84					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	109.42					
Vision Benefit		37.67					
Medicare	0.014500	<u>59.64</u>					
	Total Benefits	\$ 2,339.97	56.89%	\$43.02	\$13.82	\$13.48	\$70.31
				<u>Annual Salary + Benefits</u>			<u>\$77,439.91</u>
Step B							
				\$4,319.63 /Month	\$28.80 /Hour		
	Total Benefits	\$2,390.68	55.34%	\$44.74	\$14.37	\$14.01	\$73.11
				<u>Annual Salary + Benefits</u>			<u>\$80,523.67</u>
Step C							
				\$4,536.31 /Month	\$30.24 /Hour		
	Total Benefits	\$2,450.04	54.01%	\$46.58	\$14.96	\$14.59	\$76.12
				<u>Annual Salary + Benefits</u>			<u>\$83,836.17</u>
Step D							
				\$4,763.38 /Month	\$31.76 /Hour		
	Total Benefits	\$2,512.25	52.74%	\$48.50	\$15.58	\$15.19	\$79.27
				<u>Annual Salary + Benefits</u>			<u>\$87,307.51</u>
Step E							
				\$5,000.86 /Month	\$33.34 /Hour		
	Total Benefits	\$2,577.31	51.54%	\$50.52	\$16.22	\$15.83	\$82.57
				<u>Annual Salary + Benefits</u>			<u>\$90,937.99</u>

City of Brentwood

**Administrative Secretary
Department: Community Development**

Step A		\$4,113.36 /Month		\$27.42 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	329.07					
PERS - Employer	0.143660	590.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	37.84					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	109.42			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>59.64</u>					
Total Benefits		\$ 2,339.97	56.89%	\$43.02	\$18.48	\$13.48	\$74.98
Annual Salary + Benefits				<u>\$77,439.91</u>			
Step B		\$4,319.63 /Month		\$28.80 /Hour			
Total Benefits		\$2,390.68	55.34%	\$44.74	\$19.21	\$14.01	\$77.96
Annual Salary + Benefits				<u>\$80,523.67</u>			
Step C		\$4,536.31 /Month		\$30.24 /Hour			
Total Benefits		\$2,450.04	54.01%	\$46.58	\$20.00	\$14.59	\$81.17
Annual Salary + Benefits				<u>\$83,836.17</u>			
Step D		\$4,763.38 /Month		\$31.76 /Hour			
Total Benefits		\$2,512.25	52.74%	\$48.50	\$20.83	\$15.19	\$84.53
Annual Salary + Benefits				<u>\$87,307.51</u>			
Step E		\$5,000.86 /Month		\$33.34 /Hour			
Total Benefits		\$2,577.31	51.54%	\$50.52	\$21.70	\$15.83	\$88.04
Annual Salary + Benefits				<u>\$90,937.99</u>			

City of Brentwood

**Administrative Secretary
Department: Finance & Information Systems**

Step A							
		\$4,113.36 /Month		\$27.42 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	329.07					Office Employees
PERS - Employer	0.143660	590.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	37.84					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	109.42					
Vision Benefit		37.67					
Medicare	0.014500	<u>59.64</u>					
				Hourly Rate	27.55%	31.32%	Total Hourly
				& Benefits	Department	City-Wide	Rate
					Overhead	Overhead	
Total Benefits		\$ 2,339.97	56.89%	\$43.02	\$11.85	\$13.48	\$68.35
				Annual Salary + Benefits <u>\$77,439.91</u>			
Step B							
		\$4,319.63 /Month		\$28.80 /Hour			
Total Benefits		\$2,390.68	55.34%	\$44.74	\$12.32	\$14.01	\$71.07
				Annual Salary + Benefits <u>\$80,523.67</u>			
Step C							
		\$4,536.31 /Month		\$30.24 /Hour			
Total Benefits		\$2,450.04	54.01%	\$46.58	\$12.83	\$14.59	\$74.00
				Annual Salary + Benefits <u>\$83,836.17</u>			
Step D							
		\$4,763.38 /Month		\$31.76 /Hour			
Total Benefits		\$2,512.25	52.74%	\$48.50	\$13.36	\$15.19	\$77.06
				Annual Salary + Benefits <u>\$87,307.51</u>			
Step E							
		\$5,000.86 /Month		\$33.34 /Hour			
Total Benefits		\$2,577.31	51.54%	\$50.52	\$13.92	\$15.83	\$80.26
				Annual Salary + Benefits <u>\$90,937.99</u>			

City of Brentwood

**Administrative Secretary
Department: Parks and Recreation**

Step A		\$4,113.36 /Month		\$27.42 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>104.34% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	329.07					Office Employees
PERS - Employer	0.143660	590.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	37.84					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	109.42					
Vision Benefit		37.67					
Medicare	0.014500	<u>59.64</u>					
Total Benefits		\$ 2,339.97	56.89%	\$43.02	\$44.89	\$13.48	\$101.39
		Annual Salary + Benefits		<u>\$77,439.91</u>			
Step B		\$4,319.63 /Month		\$28.80 /Hour			
Total Benefits		\$2,390.68	55.34%	\$44.74	\$46.68	\$14.01	\$105.43
		Annual Salary + Benefits		<u>\$80,523.67</u>			
Step C		\$4,536.31 /Month		\$30.24 /Hour			
Total Benefits		\$2,450.04	54.01%	\$46.58	\$48.60	\$14.59	\$109.76
		Annual Salary + Benefits		<u>\$83,836.17</u>			
Step D		\$4,763.38 /Month		\$31.76 /Hour			
Total Benefits		\$2,512.25	52.74%	\$48.50	\$50.61	\$15.19	\$114.31
		Annual Salary + Benefits		<u>\$87,307.51</u>			
Step E		\$5,000.86 /Month		\$33.34 /Hour			
Total Benefits		\$2,577.31	51.54%	\$50.52	\$52.71	\$15.83	\$119.06
		Annual Salary + Benefits		<u>\$90,937.99</u>			

City of Brentwood

**Administrative Supervisor
Department: Community Development**

Step A		\$4,524.17 /Month		\$30.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	361.93					
PERS - Employer	0.143660	649.94					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	41.62					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	120.34			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>65.60</u>					
Total Benefits		\$ 2,452.51	54.21%	\$46.51	\$19.98	\$14.57	\$81.06
		Annual Salary + Benefits		<u>\$83,720.18</u>			
Step B		\$4,751.25 /Month		\$31.68 /Hour			
Total Benefits		\$2,508.92	52.81%	\$48.40	\$20.79	\$15.16	\$84.35
		Annual Salary + Benefits		<u>\$87,122.07</u>			
Step C		\$4,988.73 /Month		\$33.26 /Hour			
Total Benefits		\$2,573.98	51.60%	\$50.42	\$21.65	\$15.79	\$87.86
		Annual Salary + Benefits		<u>\$90,752.55</u>			
Step D		\$5,238.33 /Month		\$34.92 /Hour			
Total Benefits		\$2,642.36	50.44%	\$52.54	\$22.56	\$16.46	\$91.56
		Annual Salary + Benefits		<u>\$94,568.31</u>			
Step E		\$5,500.08 /Month		\$36.67 /Hour			
Total Benefits		\$2,714.07	49.35%	\$54.76	\$23.52	\$17.15	\$95.43
		Annual Salary + Benefits		<u>\$98,569.82</u>			

City of Brentwood

**Administrative Supervisor
Department: Finance and Information Systems**

Step A							
		\$4,524.17 /Month		\$30.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	361.93					Office Employees
PERS - Employer	0.143660	649.94					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	41.62					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	120.34					
Vision Benefit		37.67					
Medicare	0.014500	<u>65.60</u>					
				Hourly Rate & Benefits	27.55% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,452.51	54.21%	\$46.51	\$12.81	\$14.57	\$73.89
		Annual Salary + Benefits		<u>\$83,720.18</u>			
Step B							
		\$4,751.25 /Month		\$31.68 /Hour			
	Total Benefits	\$2,508.92	52.81%	\$48.40	\$13.33	\$15.16	\$76.90
		Annual Salary + Benefits		<u>\$87,122.07</u>			
Step C							
		\$4,988.73 /Month		\$33.26 /Hour			
	Total Benefits	\$2,573.98	51.60%	\$50.42	\$13.89	\$15.79	\$80.10
		Annual Salary + Benefits		<u>\$90,752.55</u>			
Step D							
		\$5,238.33 /Month		\$34.92 /Hour			
	Total Benefits	\$2,642.36	50.44%	\$52.54	\$14.47	\$16.46	\$83.47
		Annual Salary + Benefits		<u>\$94,568.31</u>			
Step E							
		\$5,500.08 /Month		\$36.67 /Hour			
	Total Benefits	\$2,714.07	49.35%	\$54.76	\$15.09	\$17.15	\$87.00
		Annual Salary + Benefits		<u>\$98,569.82</u>			

City of Brentwood

Administrative Supervisor Department: Parks and Recreation

Step A		\$4,524.17 /Month		\$30.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	361.93					
PERS - Employer	0.143660	649.94					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	41.62					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	120.34					
Vision Benefit		37.67					
Medicare	0.014500	<u>65.60</u>					
	Total Benefits	\$ 2,452.51	54.21%	\$46.51	\$48.53	\$14.57	\$109.61
		Annual Salary + Benefits		<u>\$83,720.18</u>			
Step B							
		\$4,751.25 /Month		\$31.68 /Hour			
	Total Benefits	\$2,508.92	52.81%	\$48.40	\$50.50	\$15.16	\$114.06
		Annual Salary + Benefits		<u>\$87,122.07</u>			
Step C							
		\$4,988.73 /Month		\$33.26 /Hour			
	Total Benefits	\$2,573.98	51.60%	\$50.42	\$52.61	\$15.79	\$118.82
		Annual Salary + Benefits		<u>\$90,752.55</u>			
Step D							
		\$5,238.33 /Month		\$34.92 /Hour			
	Total Benefits	\$2,642.36	50.44%	\$52.54	\$54.82	\$16.46	\$123.81
		Annual Salary + Benefits		<u>\$94,568.31</u>			
Step E							
		\$5,500.08 /Month		\$36.67 /Hour			
	Total Benefits	\$2,714.07	49.35%	\$54.76	\$57.14	\$17.15	\$129.05
		Annual Salary + Benefits		<u>\$98,569.82</u>			

City of Brentwood

**Administrative Supervisor
Department: Public Works**

Step A		\$4,524.17 /Month		\$30.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	361.93					
PERS - Employer	0.143660	649.94					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	41.62					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	120.34			129.73%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	65.60					
	Total Benefits	\$ 2,452.51	54.21%	\$46.51	\$60.34	\$14.57	\$121.42
		Annual Salary + Benefits		<u>\$83,720.18</u>			
Step B		\$4,751.25 /Month		\$31.68 /Hour			
	Total Benefits	\$2,508.92	52.81%	\$48.40	\$62.79	\$15.16	\$126.35
		Annual Salary + Benefits		<u>\$87,122.07</u>			
Step C		\$4,988.73 /Month		\$33.26 /Hour			
	Total Benefits	\$2,573.98	51.60%	\$50.42	\$65.41	\$15.79	\$131.62
		Annual Salary + Benefits		<u>\$90,752.55</u>			
Step D		\$5,238.33 /Month		\$34.92 /Hour			
	Total Benefits	\$2,642.36	50.44%	\$52.54	\$68.16	\$16.46	\$137.15
		Annual Salary + Benefits		<u>\$94,568.31</u>			
Step E		\$5,500.08 /Month		\$36.67 /Hour			
	Total Benefits	\$2,714.07	49.35%	\$54.76	\$71.04	\$17.15	\$142.96
		Annual Salary + Benefits		<u>\$98,569.82</u>			

City of Brentwood

Assistant City Attorney Department: City Attorney

Step A							
			\$8,927.01 /Month	\$59.51 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	714.16	Non-Sworn Assistant City Attorney				
PERS - Employer	0.143660	1,282.45					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	82.13					
Life Insurance	0.000255	40.97					
Deferred Comp.		110.00					
Workers Comp.	0.026600	237.46					
Vision Benefit		37.67	Hourly Rate	31.80%	31.32%		
Medicare	0.014500	129.44	& Benefits	Department	City-Wide		
			Overhead	Overhead	Total Hourly		
			Rate	Rate	Rate		
Total Benefits		\$ 3,803.89	42.61%	\$84.87	\$26.99	\$26.59	\$138.44
Annual Salary + Benefits			<u>\$152,770.78</u>				
Step B							
			\$9,374.23 /Month	\$62.49 /Hour			
Total Benefits		\$3,928.46	41.91%	\$88.68	\$28.20	\$27.78	\$144.66
Annual Salary + Benefits			<u>\$159,632.30</u>				
Step C							
			\$9,842.25 /Month	\$65.62 /Hour			
Total Benefits		\$4,058.83	41.24%	\$92.67	\$29.47	\$29.03	\$151.17
Annual Salary + Benefits			<u>\$166,812.94</u>				
Step D							
			\$10,334.53 /Month	\$68.90 /Hour			
Total Benefits		\$4,195.95	40.60%	\$96.87	\$30.80	\$30.34	\$158.01
Annual Salary + Benefits			<u>\$174,365.80</u>				
Step E							
			\$10,851.08 /Month	\$72.34 /Hour			
Total Benefits		\$4,339.84	39.99%	\$101.27	\$32.20	\$31.72	\$165.20
Annual Salary + Benefits			<u>\$182,291.02</u>				

City of Brentwood

**Assistant City Clerk
Department: Administration**

Step A		\$5,224.47 /Month		\$34.83 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	417.96			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	750.55					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	48.07					
Life Insurance	0.000255	23.98					
Deferred Comp.		110.00					
Workers Comp.	0.026600	138.97					
Vision Benefit		37.67					
Medicare	0.014500	<u>75.75</u>					
				Hourly Rate & Benefits	32.11% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,772.55	53.07%	\$53.31	\$17.12	\$16.70	\$87.13
				Annual Salary + Benefits <u>\$95,964.19</u>			
Step B		\$5,486.21 /Month		\$36.57 /Hour			
	Total Benefits	\$2,845.45	51.87%	\$55.54	\$17.84	\$17.40	\$90.78
				Annual Salary + Benefits <u>\$99,979.97</u>			
Step C		\$5,760.09 /Month		\$38.40 /Hour			
	Total Benefits	\$2,921.74	50.72%	\$57.88	\$18.59	\$18.13	\$94.59
				Annual Salary + Benefits <u>\$104,182.00</u>			
Step D		\$6,047.83 /Month		\$40.32 /Hour			
	Total Benefits	\$3,001.89	49.64%	\$60.33	\$19.37	\$18.90	\$98.60
				Annual Salary + Benefits <u>\$108,596.68</u>			
Step E		\$6,349.44 /Month		\$42.33 /Hour			
	Total Benefits	\$3,085.91	48.60%	\$62.90	\$20.20	\$19.70	\$102.80
				Annual Salary + Benefits <u>\$113,224.16</u>			

City of Brentwood

**Assistant City Manager
Department: Administration**

Step A		\$11,145.76 /Month		\$74.31 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	948.24					
PERS - Employer	0.143660	1,702.81					
PERS Survivor		2.00					
Management Incentive		707.30					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	102.54					
Life Insurance	0.000255	51.16					
Deferred Comp.		110.00					
Workers Comp.	0.026600	296.48			32.11%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	161.61					
Total Benefits		\$ 5,287.42	47.44%	\$109.55	\$35.18	\$34.32	\$179.05
				Annual Salary + Benefits	<u>\$197,198.11</u>		
Step B		\$11,703.92 /Month		\$78.03 /Hour			
Total Benefits		\$5,442.89	46.50%	\$114.31	\$36.71	\$35.81	\$186.83
				Annual Salary + Benefits	<u>\$205,761.74</u>		
Step C		\$12,289.81 /Month		\$81.93 /Hour			
Total Benefits		\$5,606.09	45.62%	\$119.31	\$38.31	\$37.37	\$194.99
				Annual Salary + Benefits	<u>\$214,750.81</u>		
Step D		\$12,905.16 /Month		\$86.03 /Hour			
Total Benefits		\$5,777.50	44.77%	\$124.55	\$40.00	\$39.01	\$203.56
				Annual Salary + Benefits	<u>\$224,191.88</u>		
Step E		\$13,549.99 /Month		\$90.33 /Hour			
Total Benefits		\$5,957.11	43.96%	\$130.05	\$41.76	\$40.74	\$212.54
				Annual Salary + Benefits	<u>\$234,085.25</u>		

City of Brentwood

**Assistant Community Development Director
Department: Community Development**

Step A		\$9,734.77 /Month		\$64.90 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	778.78		Non-Sworn Assistant Director			
PERS - Employer	0.143660	1,398.50					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	89.56					
Life Insurance	0.000255	44.68					
Deferred Comp.		110.00					
Workers Comp.	0.026600	258.94					
Vision Benefit		37.67					
Medicare	0.014500	<u>141.15</u>		Hourly Rate & Benefits	42.95% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 4,028.89	41.39%	\$91.76	\$39.41	\$28.74	\$159.91
Annual Salary + Benefits				<u>\$165,163.92</u>			
Step B		\$10,221.86 /Month		\$68.15 /Hour			
	Total Benefits	\$4,164.57	40.74%	\$95.91	\$41.19	\$30.04	\$167.14
Annual Salary + Benefits				<u>\$172,637.15</u>			
Step C		\$10,733.21 /Month		\$71.55 /Hour			
	Total Benefits	\$4,307.01	40.13%	\$100.27	\$43.06	\$31.41	\$174.74
Annual Salary + Benefits				<u>\$180,482.59</u>			
Step D		\$11,270.57 /Month		\$75.14 /Hour			
	Total Benefits	\$4,456.69	39.54%	\$104.85	\$45.03	\$32.84	\$182.72
Annual Salary + Benefits				<u>\$188,727.09</u>			
Step E		\$11,833.92 /Month		\$78.89 /Hour			
	Total Benefits	\$4,613.61	38.99%	\$109.65	\$47.09	\$34.35	\$191.09
Annual Salary + Benefits				<u>\$197,370.34</u>			

City of Brentwood

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

Step A		\$10,005.18 /Month		\$66.70 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	800.41					
PERS - Employer	0.143660	1,437.34					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	92.05					
Life Insurance	0.000255	45.92					
Deferred Comp.		110.00					
Workers Comp.	0.026600	266.14			129.73%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	145.08					
	Total Benefits	\$ 4,104.21	41.02%	\$94.06	\$122.03	\$29.46	\$245.56
				Annual Salary + Benefits	<u>\$169,312.71</u>		
Step B		\$10,506.14 /Month		\$70.04 /Hour			
	Total Benefits	\$4,243.76	40.39%	\$98.33	\$127.57	\$30.80	\$256.70
				Annual Salary + Benefits	<u>\$176,998.74</u>		
Step C		\$11,031.36 /Month		\$73.54 /Hour			
	Total Benefits	\$4,390.06	39.80%	\$102.81	\$133.38	\$32.20	\$268.39
				Annual Salary + Benefits	<u>\$185,056.98</u>		
Step D		\$11,582.58 /Month		\$77.22 /Hour			
	Total Benefits	\$4,543.60	39.23%	\$107.51	\$139.47	\$33.68	\$280.66
				Annual Salary + Benefits	<u>\$193,514.13</u>		
Step E		\$12,161.53 /Month		\$81.08 /Hour			
	Total Benefits	\$4,704.86	38.69%	\$112.44	\$145.88	\$35.22	\$293.54
				Annual Salary + Benefits	<u>\$202,396.73</u>		

City of Brentwood

**Assistant Engineer
Department: Public Works**

Step A		\$6,224.64 /Month		\$41.50 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	497.97			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	894.23					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	57.27					
Life Insurance	0.000255	28.57					
Deferred Comp.		110.00					
Workers Comp.	0.026600	165.58					
Vision Benefit		37.67					
Medicare	0.014500	<u>90.26</u>					
	Total Benefits	\$ 3,051.14	49.02%	\$61.84	129.73% \$80.22	31.32% \$19.37	\$161.43
		Annual Salary + Benefits		<u>\$111,309.40</u>			
Step B		\$6,536.65 /Month		\$43.58 /Hour			
	Total Benefits	\$3,138.05	48.01%	\$64.50	\$83.68	\$20.20	\$168.38
		Annual Salary + Benefits		<u>\$116,096.45</u>			
Step C		\$6,864.26 /Month		\$45.76 /Hour			
	Total Benefits	\$3,229.31	47.05%	\$67.29	\$87.30	\$21.08	\$175.67
		Annual Salary + Benefits		<u>\$121,122.84</u>			
Step D		\$7,207.48 /Month		\$48.05 /Hour			
	Total Benefits	\$3,324.91	46.13%	\$70.22	\$91.09	\$21.99	\$183.30
		Annual Salary + Benefits		<u>\$126,388.72</u>			
Step E		\$7,568.02 /Month		\$50.45 /Hour			
	Total Benefits	\$3,425.34	45.26%	\$73.29	\$95.08	\$22.96	\$191.33
		Annual Salary + Benefits		<u>\$131,920.34</u>			

City of Brentwood

Assistant Finance Director Department: Finance & Information Systems

Step A		\$8,469.39 /Month		\$56.46 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	677.55					
PERS - Employer	0.143660	1,216.71					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	77.92					
Life Insurance	0.000255	38.87					
Deferred Comp.		110.00					
Workers Comp.	0.026600	225.29					
Vision Benefit		37.67					
Medicare	0.014500	122.81					
Total Benefits		\$ 3,676.42	43.41%	\$80.97	\$22.31	\$25.36	\$128.64
Annual Salary + Benefits				<u>\$145,749.70</u>			
Step B		\$8,892.34 /Month		\$59.28 /Hour			
Total Benefits		\$3,794.23	42.67%	\$84.58	\$23.30	\$26.49	\$134.37
Annual Salary + Benefits				<u>\$152,238.86</u>			
Step C		\$9,337.83 /Month		\$62.25 /Hour			
Total Benefits		\$3,918.32	41.96%	\$88.37	\$24.34	\$27.68	\$140.40
Annual Salary + Benefits				<u>\$159,073.83</u>			
Step D		\$9,804.11 /Month		\$65.36 /Hour			
Total Benefits		\$4,048.20	41.29%	\$92.35	\$25.44	\$28.93	\$146.72
Annual Salary + Benefits				<u>\$166,227.78</u>			
Step E		\$10,294.66 /Month		\$68.63 /Hour			
Total Benefits		\$4,184.85	40.65%	\$96.53	\$26.59	\$30.24	\$153.36
Annual Salary + Benefits				<u>\$173,754.09</u>			

City of Brentwood

**Assistant Planner
Department: Community Development**

Step A		\$5,749.69 /Month		\$38.33 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	459.98		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	826.00					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	52.90					
Life Insurance	0.000255	26.39					
Deferred Comp.		110.00					
Workers Comp.	0.026600	152.94					
Vision Benefit		37.67					
Medicare	0.014500	<u>83.37</u>					
				Hourly Rate & Benefits	42.95% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,918.85	50.77%	\$57.79	\$24.82	\$18.10	\$100.71
				Annual Salary + Benefits <u>\$104,022.43</u>			
Step B		\$6,037.43 /Month		\$40.25 /Hour			
	Total Benefits	\$2,999.00	49.67%	\$60.24	\$25.87	\$18.87	\$104.99
				Annual Salary + Benefits <u>\$108,437.11</u>			
Step C		\$6,339.04 /Month		\$42.26 /Hour			
	Total Benefits	\$3,083.01	48.64%	\$62.81	\$26.98	\$19.68	\$109.47
				Annual Salary + Benefits <u>\$113,064.60</u>			
Step D		\$6,656.26 /Month		\$44.38 /Hour			
	Total Benefits	\$3,171.37	47.64%	\$65.52	\$28.14	\$20.52	\$114.18
				Annual Salary + Benefits <u>\$117,931.57</u>			
Step E		\$6,989.07 /Month		\$46.59 /Hour			
	Total Benefits	\$3,264.08	46.70%	\$68.35	\$29.36	\$21.41	\$119.12
				Annual Salary + Benefits <u>\$123,037.75</u>			

City of Brentwood

**Associate Engineer
Department: Public Works**

Step A		\$6,864.26 /Month		\$45.76 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	549.14			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	986.12					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	63.15					
Life Insurance	0.000255	31.51					
Deferred Comp.		110.00					
Workers Comp.	0.026600	182.59					
Vision Benefit		37.67					
Medicare	0.014500	<u>99.53</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 3,229.31	47.05%	\$67.29	\$87.30	\$21.08	\$175.67
		Annual Salary + Benefits		<u>\$121,122.84</u>			
Step B		\$7,207.48 /Month		\$48.05 /Hour			
Total Benefits		\$3,324.91	46.13%	\$70.22	\$91.09	\$21.99	\$183.30
		Annual Salary + Benefits		<u>\$126,388.72</u>			
Step C		\$7,568.02 /Month		\$50.45 /Hour			
Total Benefits		\$3,425.34	45.26%	\$73.29	\$95.08	\$22.96	\$191.33
		Annual Salary + Benefits		<u>\$131,920.34</u>			
Step D		\$7,945.91 /Month		\$52.97 /Hour			
Total Benefits		\$3,530.60	44.43%	\$76.51	\$99.26	\$23.97	\$199.73
		Annual Salary + Benefits		<u>\$137,718.16</u>			
Step E		\$8,342.85 /Month		\$55.62 /Hour			
Total Benefits		\$3,641.17	43.64%	\$79.89	\$103.65	\$25.03	\$208.57
		Annual Salary + Benefits		<u>\$143,808.25</u>			

City of Brentwood

**Associate Planner
Department: Community Development**

Step A							
		\$6,339.04 /Month		\$42.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	507.12		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	910.67					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	58.32					
Life Insurance	0.000255	29.10					
Deferred Comp.		110.00					
Workers Comp.	0.026600	168.62					
Vision Benefit		37.67					
Medicare	0.014500	<u>91.92</u>					
				Hourly Rate & Benefits	42.95% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,083.01	48.64%	\$62.81	\$26.98	\$19.68	\$109.47
		Annual Salary + Benefits		<u>\$113,064.60</u>			
Step B							
		\$6,656.26 /Month		\$44.38 /Hour			
	Total Benefits	\$3,171.37	47.64%	\$65.52	\$28.14	\$20.52	\$114.18
		Annual Salary + Benefits		<u>\$117,931.57</u>			
Step C							
		\$6,989.07 /Month		\$46.59 /Hour			
	Total Benefits	\$3,264.08	46.70%	\$68.35	\$29.36	\$21.41	\$119.12
		Annual Salary + Benefits		<u>\$123,037.75</u>			
Step D							
		\$7,339.22 /Month		\$48.93 /Hour			
	Total Benefits	\$3,361.61	45.80%	\$71.34	\$30.64	\$22.35	\$124.32
		Annual Salary + Benefits		<u>\$128,409.96</u>			
Step E							
		\$7,706.70 /Month		\$51.38 /Hour			
	Total Benefits	\$3,463.97	44.95%	\$74.47	\$31.98	\$23.33	\$129.78
		Annual Salary + Benefits		<u>\$134,048.06</u>			

City of Brentwood

**Building Inspector I
Department: Community Development**

Step A							
		\$5,243.54 /Month		\$34.96 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	419.48			Office Employees		
PERS - Employer	0.143660	753.29					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	48.24					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	139.48					
Vision Benefit		37.67					
Medicare	0.014500	<u>76.03</u>					
				<u>Hourly Rate & Benefits</u>	<u>42.95% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
	Total Benefits	\$ 2,649.59	50.53%	\$52.62	\$22.60	\$16.48	\$91.70
		Annual Salary + Benefits		<u>\$94,717.56</u>			
Step B							
		\$5,505.28 /Month		\$36.70 /Hour			
	Total Benefits	\$2,715.50	49.33%	\$54.81	\$23.54	\$17.17	\$95.51
		Annual Salary + Benefits		<u>\$98,649.32</u>			
Step C							
		\$5,780.89 /Month		\$38.54 /Hour			
	Total Benefits	\$2,791.00	48.28%	\$57.15	\$24.54	\$17.90	\$99.59
		Annual Salary + Benefits		<u>\$102,862.71</u>			
Step D							
		\$6,070.37 /Month		\$40.47 /Hour			
	Total Benefits	\$2,870.31	47.28%	\$59.60	\$25.60	\$18.67	\$103.87
		Annual Salary + Benefits		<u>\$107,288.14</u>			
Step E							
		\$6,373.71 /Month		\$42.49 /Hour			
	Total Benefits	\$2,953.41	46.34%	\$62.18	\$26.71	\$19.48	\$108.36
		Annual Salary + Benefits		<u>\$111,925.46</u>			

City of Brentwood

Building Inspector II
Department: Community Development

Step A							
		\$5,780.89 /Month		\$38.54 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>	
	PERS - Employee	0.080000	462.47			Office Employees	
	PERS - Employer	0.143660	830.48				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	53.18				
	Life Insurance		5.80				
	Deferred Comp.		0.00				
	Workers Comp.	0.026600	153.77				
	Vision Benefit		37.67				
	Medicare	0.014500	<u>83.82</u>				
				<u>Hourly Rate</u>	<u>Department</u>	<u>City-Wide</u>	<u>Total Hourly</u>
				<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
				42.95%	31.32%		
	Total Benefits		\$ 2,796.80 48.38%	\$57.18	\$24.56	\$17.91	\$99.66
			Annual Salary + Benefits	<u><u>\$102,932.31</u></u>			
Step B							
			\$6,070.37 /Month		\$40.47 /Hour		
	Total Benefits		\$2,870.31 47.28%	\$59.60	\$25.60	\$18.67	\$103.87
			Annual Salary + Benefits	<u><u>\$107,288.14</u></u>			
Step C							
			\$6,373.71 /Month		\$42.49 /Hour		
	Total Benefits		\$2,953.41 46.34%	\$62.18	\$26.71	\$19.48	\$108.36
			Annual Salary + Benefits	<u><u>\$111,925.46</u></u>			
Step D							
			\$6,692.66 /Month		\$44.62 /Hour		
	Total Benefits		\$3,040.79 45.43%	\$64.89	\$27.87	\$20.33	\$113.08
			Annual Salary + Benefits	<u><u>\$116,801.41</u></u>			
Step E							
			\$7,027.20 /Month		\$46.85 /Hour		
	Total Benefits		\$3,132.44 44.58%	\$67.73	\$29.09	\$21.22	\$118.04
			Annual Salary + Benefits	<u><u>\$121,915.70</u></u>			

City of Brentwood

**Chief Building Official
Department: Community Development**

Step A								
			\$8,888.88 /Month					\$59.26 /Hour
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>				
PERS - Employee	0.080000	711.11		Non-Sworn Management & Mid-Management				
PERS - Employer	0.143660	1,276.98						
PERS Survivor		2.00						
Management Incentive		0.00						
EAP		4.12						
Health Insurance		1,006.49						
Dental Insurance		156.99						
LTD Insurance	0.009200	81.78						
Life Insurance	0.000255	40.80						
Deferred Comp.		110.00						
Workers Comp.	0.026600	236.44		42.95%	31.32%			
Vision Benefit		37.67		<u>Hourly Rate</u>	<u>Department</u>	<u>City-Wide</u>	<u>Total Hourly</u>	
Medicare	0.014500	128.89		<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>	
Total Benefits		\$ 3,793.27	42.67%	\$84.55	\$36.31	\$26.48	\$147.34	
Annual Salary + Benefits				<u>\$152,185.77</u>				
Step B								
			\$9,332.63 /Month					\$62.22 /Hour
Total Benefits		\$3,916.87	41.97%	\$88.33	\$37.94	\$27.67	\$153.94	
Annual Salary + Benefits				<u>\$158,994.05</u>				
Step C								
			\$9,798.91 /Month					\$65.33 /Hour
Total Benefits		\$4,046.76	41.30%	\$92.30	\$39.64	\$28.91	\$160.86	
Annual Salary + Benefits				<u>\$166,148.00</u>				
Step D								
			\$10,289.46 /Month					\$68.60 /Hour
Total Benefits		\$4,183.40	40.66%	\$96.49	\$41.44	\$30.22	\$168.15	
Annual Salary + Benefits				<u>\$173,674.31</u>				
Step E								
			\$10,804.28 /Month					\$72.03 /Hour
Total Benefits		\$4,326.80	40.05%	\$100.87	\$43.32	\$31.60	\$175.80	
Annual Salary + Benefits				<u>\$181,572.99</u>				

City of Brentwood

**Chief Financial Operations Officer
Department: Finance & Information Systems**

Step A		\$7,940.71 /Month		\$52.94 /Hour			
Benefit	Multiplier			Category			
PERS - Employee	0.080000	635.26		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	1,140.76					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	73.05					
Life Insurance	0.000255	36.45					
Deferred Comp.		110.00					
Workers Comp.	0.026600	211.22					
Vision Benefit		37.67					
Medicare	0.014500	<u>115.14</u>		Hourly Rate & Benefits	27.55% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 3,529.15	44.44%	\$76.47	\$21.06	\$23.95	\$121.48
Annual Salary + Benefits				<u>\$137,638.38</u>			
Step B		\$8,337.65 /Month		\$55.58 /Hour			
Total Benefits		\$3,639.72	43.65%	\$79.85	\$22.00	\$25.01	\$126.86
Annual Salary + Benefits				<u>\$143,728.47</u>			
Step C		\$8,755.40 /Month		\$58.37 /Hour			
Total Benefits		\$3,756.09	42.90%	\$83.41	\$22.98	\$26.13	\$132.51
Annual Salary + Benefits				<u>\$150,137.84</u>			
Step D		\$9,193.95 /Month		\$61.29 /Hour			
Total Benefits		\$3,878.24	42.18%	\$87.15	\$24.01	\$27.30	\$138.45
Annual Salary + Benefits				<u>\$156,866.34</u>			
Step E		\$9,653.30 /Month		\$64.36 /Hour			
Total Benefits		\$4,006.20	41.50%	\$91.06	\$25.09	\$28.52	\$144.67
Annual Salary + Benefits				<u>\$163,913.96</u>			

City of Brentwood

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

Step A		\$8,875.01 /Month		\$59.17 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	710.00			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	1,274.98					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	81.65					
Life Insurance	0.000255	40.74					
Deferred Comp.		110.00					
Workers Comp.	0.026600	236.08					
Vision Benefit		37.67					
Medicare	0.014500	128.69					
				Hourly Rate & Benefits	27.55% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 3,789.40	42.70%	\$84.43	\$23.26	\$26.45	\$134.13
				Annual Salary + Benefits <u>\$151,972.97</u>			
Step B		\$9,318.76 /Month		\$62.13 /Hour			
Total Benefits		\$3,913.01	41.99%	\$88.21	\$24.30	\$27.63	\$140.14
				Annual Salary + Benefits <u>\$158,781.25</u>			
Step C		\$9,785.04 /Month		\$65.23 /Hour			
Total Benefits		\$4,042.89	41.32%	\$92.19	\$25.40	\$28.88	\$146.46
				Annual Salary + Benefits <u>\$165,935.19</u>			
Step D		\$10,273.86 /Month		\$68.49 /Hour			
Total Benefits		\$4,179.05	40.68%	\$96.35	\$26.54	\$30.18	\$153.08
				Annual Salary + Benefits <u>\$173,434.96</u>			
Step E		\$10,786.95 /Month		\$71.91 /Hour			
Total Benefits		\$4,321.97	40.07%	\$100.73	\$27.75	\$31.55	\$160.02
				Annual Salary + Benefits <u>\$181,307.10</u>			

City of Brentwood

**City Attorney
Department: City Attorney**

Step A		\$14,706.17 /Month		\$98.04 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	1,232.49					
PERS - Employer	0.143660	2,213.25					
PERS Survivor		2.00					
Management Incentive		700.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	135.30					
Life Insurance	0.000255	67.50					
Deferred Comp.		0.00					
Workers Comp.	0.026600	391.18					
Vision Benefit		37.67					
Medicare	0.014500	213.24					
Total Benefits		\$ 6,160.24	41.89%	\$139.11	\$44.23	\$43.57	\$226.91
Annual Salary + Benefits				<u>\$250,396.87</u>			
Step B							
		\$15,441.13 /Month		\$102.94 /Hour			
Total Benefits		\$6,364.96	41.22%	\$145.37	\$46.22	\$45.54	\$237.13
Annual Salary + Benefits				<u>\$261,673.07</u>			
Step C							
		\$16,212.49 /Month		\$108.08 /Hour			
Total Benefits		\$6,579.82	40.58%	\$151.95	\$48.31	\$47.60	\$247.86
Annual Salary + Benefits				<u>\$273,507.73</u>			
Step D							
		\$17,023.72 /Month		\$113.49 /Hour			
Total Benefits		\$6,805.79	39.98%	\$158.86	\$50.51	\$49.76	\$259.14
Annual Salary + Benefits				<u>\$285,954.11</u>			
Step E							
		\$17,874.82 /Month		\$119.17 /Hour			
Total Benefits		\$7,042.86	39.40%	\$166.12	\$52.82	\$52.03	\$270.97
Annual Salary + Benefits				<u>\$299,012.20</u>			

City of Brentwood

**City Clerk
Department: Administration**

Step A		\$7,743.10 /Month		\$51.62 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>32.11% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	619.45					
PERS - Employer	0.143660	1,112.37					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	71.24					
Life Insurance	0.000255	35.54					
Deferred Comp.		110.00					
Workers Comp.	0.026600	205.97					
Vision Benefit		37.67					
Medicare	0.014500	112.27					
Total Benefits		\$ 3,474.11	44.87%	\$74.78	\$24.01	\$23.42	\$122.22
				Annual Salary + Benefits <u>\$134,606.53</u>			
Step B							
				\$8,129.65 /Month		\$54.20 /Hour	
Total Benefits		\$3,581.78	44.06%	\$78.08	\$25.07	\$24.46	\$127.60
				Annual Salary + Benefits <u>\$140,537.21</u>			
Step C							
				\$8,537.00 /Month		\$56.91 /Hour	
Total Benefits		\$3,695.25	43.29%	\$81.55	\$26.19	\$25.54	\$133.28
				Annual Salary + Benefits <u>\$146,787.02</u>			
Step D							
				\$8,963.41 /Month		\$59.76 /Hour	
Total Benefits		\$3,814.03	42.55%	\$85.18	\$27.35	\$26.68	\$139.22
				Annual Salary + Benefits <u>\$153,329.25</u>			
Step E							
				\$9,412.36 /Month		\$62.75 /Hour	
Total Benefits		\$3,939.08	41.85%	\$89.01	\$28.58	\$27.88	\$145.47
				Annual Salary + Benefits <u>\$160,217.31</u>			

City of Brentwood

**City Manager
Department: Administration**

Step E		\$18,788.32 /Month		\$125.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	1,559.07					
PERS - Employer	0.143660	2,799.69					
PERS Survivor		2.00					
Management Incentive		700.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	172.85					
Life Insurance	0.000255	86.24					
Deferred Comp.		0.00					
Workers Comp.	0.026600	499.77					
Vision Benefit		37.67					
Medicare	0.014500	272.43					
				Benefits & Overhead	32.11% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 7,297.32	38.84%	\$173.90	\$55.84	\$54.47	\$284.22
				Annual Salary + Benefits	<u>\$313,027.66</u>		

City of Brentwood

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

Step A		\$11,145.76 /Month		\$74.31 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	948.24			Non-Sworn Director		
PERS - Employer	0.143660	1,702.81					
PERS Survivor		2.00					
Management Incentive		707.30					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	102.54					
Life Insurance	0.000255	51.16					
Deferred Comp.		110.00					
Workers Comp.	0.026600	296.48					
Vision Benefit		37.67					
Medicare	0.014500	161.61					
		<u>5,287.42</u>	<u>47.44%</u>	<u>\$109.55</u>	<u>\$30.18</u>	<u>\$34.32</u>	<u>\$174.05</u>
Total Benefits		\$ 5,287.42	47.44%	\$109.55	\$30.18	\$34.32	\$174.05
Annual Salary + Benefits				<u>\$197,198.11</u>			
Step B		\$11,703.92 /Month		\$78.03 /Hour			
Total Benefits		\$5,442.89	46.50%	\$114.31	\$31.49	\$35.81	\$181.61
Annual Salary + Benefits				<u>\$205,761.74</u>			
Step C		\$12,289.81 /Month		\$81.93 /Hour			
Total Benefits		\$5,606.09	45.62%	\$119.31	\$32.87	\$37.37	\$189.54
Annual Salary + Benefits				<u>\$214,750.81</u>			
Step D		\$12,905.16 /Month		\$86.03 /Hour			
Total Benefits		\$5,777.50	44.77%	\$124.55	\$34.31	\$39.01	\$197.88
Annual Salary + Benefits				<u>\$224,191.88</u>			
Step E		\$13,549.99 /Month		\$90.33 /Hour			
Total Benefits		\$5,957.11	43.96%	\$130.05	\$35.82	\$40.74	\$206.61
Annual Salary + Benefits				<u>\$234,085.25</u>			

City of Brentwood

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

Step A							
		\$4,917.66 /Month		\$32.78 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>	
	PERS - Employee	0.080000	393.41			Office Employees	
	PERS - Employer	0.143660	706.47				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	45.24				
	Life Insurance		5.80				
	Deferred Comp.		0.00				
	Workers Comp.	0.026600	130.81				
	Vision Benefit		37.67				
	Medicare	0.014500	<u>71.31</u>				
				Hourly Rate & Benefits	42.95% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits		\$ 2,560.31 52.06%	\$49.85	\$21.41	\$15.62	\$86.88
			Annual Salary + Benefits	<u>\$89,735.67</u>			
Step B							
			\$5,163.80 /Month		\$34.43 /Hour		
	Total Benefits		\$2,621.94 50.78%	\$51.90	\$22.29	\$16.26	\$90.46
			Annual Salary + Benefits	<u>\$93,428.94</u>			
Step C							
			\$5,422.08 /Month		\$36.15 /Hour		
	Total Benefits		\$2,692.70 49.66%	\$54.10	\$23.23	\$16.95	\$94.28
			Annual Salary + Benefits	<u>\$97,377.40</u>			
Step D							
			\$5,692.49 /Month		\$37.95 /Hour		
	Total Benefits		\$2,766.78 48.60%	\$56.40	\$24.22	\$17.67	\$98.28
			Annual Salary + Benefits	<u>\$101,511.29</u>			
Step E							
			\$5,976.76 /Month		\$39.85 /Hour		
	Total Benefits		\$2,844.66 47.60%	\$58.81	\$25.26	\$18.42	\$102.49
			Annual Salary + Benefits	<u>\$105,857.08</u>			

City of Brentwood

**Code Enforcement Officer II
Department: Community Development**

Step A		\$5,422.08 /Month		\$36.15 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	433.77					
PERS - Employer	0.143660	778.94					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	49.88					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	144.23			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>78.62</u>					
Total Benefits		\$ 2,698.50	49.77%	\$54.14	\$23.25	\$16.96	\$94.35
				Annual Salary + Benefits <u>\$97,447.00</u>			
Step B		\$5,692.49 /Month		\$37.95 /Hour			
Total Benefits		\$2,766.78	48.60%	\$56.40	\$24.22	\$17.67	\$98.28
				Annual Salary + Benefits <u>\$101,511.29</u>			
Step C		\$5,976.76 /Month		\$39.85 /Hour			
Total Benefits		\$2,844.66	47.60%	\$58.81	\$25.26	\$18.42	\$102.49
				Annual Salary + Benefits <u>\$105,857.08</u>			
Step D		\$6,274.91 /Month		\$41.83 /Hour			
Total Benefits		\$2,926.34	46.64%	\$61.34	\$26.35	\$19.21	\$106.90
				Annual Salary + Benefits <u>\$110,415.05</u>			
Step E		\$6,588.65 /Month		\$43.92 /Hour			
Total Benefits		\$3,012.30	45.72%	\$64.01	\$27.49	\$20.05	\$111.55
				Annual Salary + Benefits <u>\$115,211.36</u>			

City of Brentwood

**Collection System Worker I
Department: Public Works**

Step A			\$4,198.29 /Month		\$27.99 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>			
PERS - Employee	0.080000	335.86			Public Works - Maintenance			
PERS - Employer	0.143660	603.13						
PERS Survivor		2.00						
Management Incentive		0.00						
EAP		4.12						
Health Insurance		1,006.49						
Dental Insurance		156.99						
LTD Insurance	0.009200	38.62						
Life Insurance		5.80						
Deferred Comp.		0.00						
Workers Comp.	0.026600	111.67						
Vision Benefit		37.67						
Medicare	0.014500	<u>60.88</u>						
					Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 2,363.23	56.29%	\$43.74	\$56.75	\$13.70	\$114.20	
				Annual Salary + Benefits				
				<u>\$78,738.28</u>				

Step B			\$4,408.04 /Month		\$29.39 /Hour		
Total Benefits		\$2,414.90	54.78%	\$45.49	\$59.01	\$14.25	\$118.74
				Annual Salary + Benefits			
				<u>\$81,875.24</u>			

Step C			\$4,628.18 /Month		\$30.85 /Hour		
Total Benefits		\$2,475.21	53.48%	\$47.36	\$61.44	\$14.83	\$123.63
				Annual Salary + Benefits			
				<u>\$85,240.63</u>			

Step D			\$4,858.72 /Month		\$32.39 /Hour		
Total Benefits		\$2,538.36	52.24%	\$49.31	\$63.98	\$15.45	\$128.74
				Annual Salary + Benefits			
				<u>\$88,765.02</u>			

Step E			\$5,101.40 /Month		\$34.01 /Hour		
Total Benefits		\$2,604.85	51.06%	\$51.37	\$66.65	\$16.09	\$134.12
				Annual Salary + Benefits			
				<u>\$92,474.99</u>			

City of Brentwood

**Collection System Worker II
Department: Public Works**

Step A		\$4,628.18 /Month		\$30.85 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	370.25			Public Works - Maintenance		
PERS - Employer	0.143660	664.88					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	42.58					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	123.11					
Vision Benefit		37.67					
Medicare	0.014500	<u>67.11</u>					
				Hourly Rate	129.73%	31.32%	Total Hourly
				& Benefits	Department	City-Wide	Rate
					Overhead	Overhead	
	Total Benefits	\$ 2,481.01	53.61%	\$47.39	\$61.49	\$14.85	\$123.73
		Annual Salary + Benefits		<u>\$85,310.23</u>			
Step B		\$4,858.72 /Month		\$32.39 /Hour			
	Total Benefits	\$2,538.36	52.24%	\$49.31	\$63.98	\$15.45	\$128.74
		Annual Salary + Benefits		<u>\$88,765.02</u>			
Step C		\$5,101.40 /Month		\$34.01 /Hour			
	Total Benefits	\$2,604.85	51.06%	\$51.37	\$66.65	\$16.09	\$134.12
		Annual Salary + Benefits		<u>\$92,474.99</u>			
Step D		\$5,356.21 /Month		\$35.71 /Hour			
	Total Benefits	\$2,674.66	49.94%	\$53.54	\$69.46	\$16.77	\$139.77
		Annual Salary + Benefits		<u>\$96,370.41</u>			
Step E		\$5,626.62 /Month		\$37.51 /Hour			
	Total Benefits	\$2,748.74	48.85%	\$55.84	\$72.44	\$17.49	\$145.76
		Annual Salary + Benefits		<u>\$100,504.31</u>			

City of Brentwood

**Community Development Specialist
Department: Community Development**

Step A		\$5,725.42 /Month		\$38.17 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	458.03					
PERS - Employer	0.143660	822.51					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	52.67					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	152.30			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	83.02					
Total Benefits		\$ 2,781.61	48.58%	\$56.71	\$24.36	\$17.76	\$98.84
				Annual Salary + Benefits			
				<u>\$102,084.31</u>			
Step B		\$6,011.43 /Month		\$40.08 /Hour			
Total Benefits		\$2,854.16	47.48%	\$59.10	\$25.38	\$18.51	\$103.00
				Annual Salary + Benefits			
				<u>\$106,387.10</u>			
Step C		\$6,311.31 /Month		\$42.08 /Hour			
Total Benefits		\$2,936.32	46.52%	\$61.65	\$26.48	\$19.31	\$107.44
				Annual Salary + Benefits			
				<u>\$110,971.52</u>			
Step D		\$6,626.79 /Month		\$44.18 /Hour			
Total Benefits		\$3,022.75	45.61%	\$64.33	\$27.63	\$20.15	\$112.11
				Annual Salary + Benefits			
				<u>\$115,794.42</u>			
Step E		\$6,957.87 /Month		\$46.39 /Hour			
Total Benefits		\$3,113.45	44.75%	\$67.14	\$28.84	\$21.03	\$117.01
				Annual Salary + Benefits			
				<u>\$120,855.82</u>			

City of Brentwood

**Community Development Technician
Department: Community Development**

Step A		\$4,732.18 /Month		\$31.55 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	378.57					
PERS - Employer	0.143660	679.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	43.54					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	125.88			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>68.62</u>					
Total Benefits		\$ 2,509.50	53.03%	\$48.28	\$20.73	\$15.12	\$84.14
				Annual Salary + Benefits		<u>\$86,900.14</u>	
Step B		\$4,969.66 /Month		\$33.13 /Hour			
Total Benefits		\$2,568.76	51.69%	\$50.26	\$21.58	\$15.74	\$87.58
				Annual Salary + Benefits		<u>\$90,461.02</u>	
Step C		\$5,217.53 /Month		\$34.78 /Hour			
Total Benefits		\$2,636.66	50.53%	\$52.36	\$22.49	\$16.40	\$91.25
				Annual Salary + Benefits		<u>\$94,250.33</u>	
Step D		\$5,479.28 /Month		\$36.53 /Hour			
Total Benefits		\$2,708.37	49.43%	\$54.58	\$23.44	\$17.10	\$95.13
				Annual Salary + Benefits		<u>\$98,251.84</u>	
Step E		\$5,753.15 /Month		\$38.35 /Hour			
Total Benefits		\$2,783.40	48.38%	\$56.91	\$24.44	\$17.83	\$99.18
				Annual Salary + Benefits		<u>\$102,438.64</u>	

City of Brentwood

**Community Service Officer I
Department: Police**

Step A		\$3,810.01 /Month		\$25.40 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	304.80					
PERS - Employer	0.143660	547.35					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	35.05					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.026600	101.35			42.32%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>55.25</u>					
Total Benefits		\$ 2,258.96	59.29%	\$40.46	\$17.12	\$12.67	\$70.26
				Annual Salary + Benefits		<u>\$72,827.64</u>	
Step B		\$4,000.69 /Month		\$26.67 /Hour			
Total Benefits		\$2,303.30	57.57%	\$42.03	\$17.79	\$13.16	\$72.98
				Annual Salary + Benefits		<u>\$75,647.87</u>	
Step C		\$4,200.03 /Month		\$28.00 /Hour			
Total Benefits		\$2,357.91	56.14%	\$43.72	\$18.50	\$13.69	\$75.92
				Annual Salary + Benefits		<u>\$78,695.28</u>	
Step D		\$4,409.77 /Month		\$29.40 /Hour			
Total Benefits		\$2,415.37	54.77%	\$45.50	\$19.26	\$14.25	\$79.01
				Annual Salary + Benefits		<u>\$81,901.69</u>	
Step E		\$4,629.91 /Month		\$30.87 /Hour			
Total Benefits		\$2,475.68	53.47%	\$47.37	\$20.05	\$14.84	\$82.26
				Annual Salary + Benefits		<u>\$85,267.08</u>	

City of Brentwood

Community Service Officer II

Department: Police

Step A		\$4,200.03 /Month		\$28.00 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	336.00					Non-Sworn Police
PERS - Employer	0.143660	603.38					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	38.64					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.026600	111.72			42.32%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>60.90</u>					
Total Benefits		\$ 2,365.81	56.33%	\$43.77	\$18.53	\$13.71	\$76.01
				Annual Salary + Benefits		<u>\$78,790.08</u>	
Step B		\$4,409.77 /Month		\$29.40 /Hour			
Total Benefits		\$2,415.37	54.77%	\$45.50	\$19.26	\$14.25	\$79.01
				Annual Salary + Benefits		<u>\$81,901.69</u>	
Step C		\$4,629.91 /Month		\$30.87 /Hour			
Total Benefits		\$2,475.68	53.47%	\$47.37	\$20.05	\$14.84	\$82.26
				Annual Salary + Benefits		<u>\$85,267.08</u>	
Step D		\$4,862.19 /Month		\$32.41 /Hour			
Total Benefits		\$2,539.32	52.23%	\$49.34	\$20.88	\$15.46	\$85.68
				Annual Salary + Benefits		<u>\$88,818.07</u>	
Step E		\$5,104.86 /Month		\$34.03 /Hour			
Total Benefits		\$2,605.80	51.05%	\$51.40	\$21.76	\$16.10	\$89.26
				Annual Salary + Benefits		<u>\$92,527.89</u>	

City of Brentwood

**Construction Inspector I
Department: Parks and Recreation**

Step A		\$5,243.54 /Month		\$34.96 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	419.48					
PERS - Employer	0.143660	753.29					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	48.24					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	139.48					
Vision Benefit		37.67					
Medicare	0.014500	<u>76.03</u>					
	Total Benefits	\$ 2,649.59	50.53%	\$52.62	\$54.90	\$16.48	\$124.01
	Annual Salary + Benefits			<u>\$94,717.56</u>			
Step B		\$5,505.28 /Month		\$36.70 /Hour			
	Total Benefits	\$2,715.50	49.33%	\$54.81	\$57.18	\$17.17	\$129.16
	Annual Salary + Benefits			<u>\$98,649.32</u>			
Step C		\$5,780.89 /Month		\$38.54 /Hour			
	Total Benefits	\$2,791.00	48.28%	\$57.15	\$59.63	\$17.90	\$134.67
	Annual Salary + Benefits			<u>\$102,862.71</u>			
Step D		\$6,070.37 /Month		\$40.47 /Hour			
	Total Benefits	\$2,870.31	47.28%	\$59.60	\$62.19	\$18.67	\$140.47
	Annual Salary + Benefits			<u>\$107,288.14</u>			
Step E		\$6,373.71 /Month		\$42.49 /Hour			
	Total Benefits	\$2,953.41	46.34%	\$62.18	\$64.88	\$19.48	\$146.54
	Annual Salary + Benefits			<u>\$111,925.46</u>			

City of Brentwood

**Construction Inspector I
Department: Public Works**

Step A		\$5,243.54 /Month		\$34.96 /Hour			
<u>Benefit</u>	<u>Multiplier</u>					<u>Category</u>	
PERS - Employee	0.080000	419.48				Office Employees	
PERS - Employer	0.143660	753.29					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	48.24					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	139.48					
Vision Benefit		37.67					
Medicare	0.014500	76.03					
				<u>Hourly Rate & Benefits</u>	129.73% <u>Department Overhead</u>	31.32% <u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
	Total Benefits	\$ 2,649.59	50.53%	\$52.62	\$68.27	\$16.48	\$137.37
		Annual Salary + Benefits		<u>\$94,717.56</u>			
Step B		\$5,505.28 /Month		\$36.70 /Hour			
	Total Benefits	\$2,715.50	49.33%	\$54.81	\$71.10	\$17.17	\$143.07
		Annual Salary + Benefits		<u>\$98,649.32</u>			
Step C		\$5,780.89 /Month		\$38.54 /Hour			
	Total Benefits	\$2,791.00	48.28%	\$57.15	\$74.14	\$17.90	\$149.18
		Annual Salary + Benefits		<u>\$102,862.71</u>			
Step D		\$6,070.37 /Month		\$40.47 /Hour			
	Total Benefits	\$2,870.31	47.28%	\$59.60	\$77.33	\$18.67	\$155.60
		Annual Salary + Benefits		<u>\$107,288.14</u>			
Step E		\$6,373.71 /Month		\$42.49 /Hour			
	Total Benefits	\$2,953.41	46.34%	\$62.18	\$80.67	\$19.48	\$162.33
		Annual Salary + Benefits		<u>\$111,925.46</u>			

City of Brentwood

**Construction Inspector II
Department: Parks and Recreation**

Step A				\$5,780.89 /Month		\$38.54 /Hour			
<u>Benefit</u>	<u>Multiplier</u>								
									<u>Category</u>
PERS - Employee	0.080000	462.47							Office Employees
PERS - Employer	0.143660	830.48							
PERS Survivor		2.00							
Management Incentive		0.00							
EAP		4.12							
Health Insurance		1,006.49							
Dental Insurance		156.99							
LTD Insurance	0.009200	53.18							
Life Insurance		5.80							
Deferred Comp.		0.00							
Workers Comp.	0.026600	153.77							
Vision Benefit		37.67							
Medicare	0.014500	<u>83.82</u>							
	Total Benefits	\$ 2,796.80	48.38%						
					\$57.18	\$59.67	\$17.91	\$134.76	
									104.34%
									31.32%
					<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>	
					<u>Annual Salary + Benefits</u> <u>\$102,932.31</u>				

Step B				\$6,070.37 /Month		\$40.47 /Hour			
	Total Benefits	\$2,870.31	47.28%						
					\$59.60	\$62.19	\$18.67	\$140.47	
					<u>Annual Salary + Benefits</u> <u>\$107,288.14</u>				

Step C				\$6,373.71 /Month		\$42.49 /Hour			
	Total Benefits	\$2,953.41	46.34%						
					\$62.18	\$64.88	\$19.48	\$146.54	
					<u>Annual Salary + Benefits</u> <u>\$111,925.46</u>				

Step D				\$6,692.66 /Month		\$44.62 /Hour			
	Total Benefits	\$3,040.79	45.43%						
					\$64.89	\$67.71	\$20.33	\$152.92	
					<u>Annual Salary + Benefits</u> <u>\$116,801.41</u>				

Step E				\$7,027.20 /Month		\$46.85 /Hour			
	Total Benefits	\$3,132.44	44.58%						
					\$67.73	\$70.67	\$21.22	\$159.62	
					<u>Annual Salary + Benefits</u> <u>\$121,915.70</u>				

City of Brentwood

Construction Inspector II

Department: Public Works

Step A							
		\$5,780.89 /Month		\$38.54 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	462.47			129.73%	31.32%	
PERS - Employer	0.143660	830.48					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	53.18					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	153.77					
Vision Benefit		37.67					
Medicare	0.014500	<u>83.82</u>					
	Total Benefits	\$ 2,796.80	48.38%	\$57.18	\$74.19	\$17.91	\$149.28
		Annual Salary + Benefits		<u>\$102,932.31</u>			
Step B							
		\$6,070.37 /Month		\$40.47 /Hour			
	Total Benefits	\$2,870.31	47.28%	\$59.60	\$77.33	\$18.67	\$155.60
		Annual Salary + Benefits		<u>\$107,288.14</u>			
Step C							
		\$6,373.71 /Month		\$42.49 /Hour			
	Total Benefits	\$2,953.41	46.34%	\$62.18	\$80.67	\$19.48	\$162.33
		Annual Salary + Benefits		<u>\$111,925.46</u>			
Step D							
		\$6,692.66 /Month		\$44.62 /Hour			
	Total Benefits	\$3,040.79	45.43%	\$64.89	\$84.18	\$20.33	\$169.40
		Annual Salary + Benefits		<u>\$116,801.41</u>			
Step E							
		\$7,027.20 /Month		\$46.85 /Hour			
	Total Benefits	\$3,132.44	44.58%	\$67.73	\$87.87	\$21.22	\$176.82
		Annual Salary + Benefits		<u>\$121,915.70</u>			

City of Brentwood

**Cross-Connection Control Specialist
Department: Public Works**

Step A		\$4,862.19 /Month		\$32.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	388.98			Public Works - Maintenance		
PERS - Employer	0.143660	698.50					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	44.73					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	129.33					
Vision Benefit		37.67					
Medicare	0.014500	<u>70.50</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 2,545.12	52.35%	\$49.38	\$64.06	\$15.47	\$128.92
				Annual Salary + Benefits <u>\$88,887.67</u>			
Step B		\$5,104.86 /Month		\$34.03 /Hour			
Total Benefits		\$2,605.80	51.05%	\$51.40	\$66.69	\$16.10	\$134.19
				Annual Salary + Benefits <u>\$92,527.89</u>			
Step C		\$5,359.67 /Month		\$35.73 /Hour			
Total Benefits		\$2,675.61	49.92%	\$53.57	\$69.50	\$16.78	\$139.84
				Annual Salary + Benefits <u>\$96,423.30</u>			
Step D		\$5,628.35 /Month		\$37.52 /Hour			
Total Benefits		\$2,749.21	48.85%	\$55.85	\$72.46	\$17.49	\$145.80
				Annual Salary + Benefits <u>\$100,530.75</u>			
Step E		\$5,909.16 /Month		\$39.39 /Hour			
Total Benefits		\$2,826.14	47.83%	\$58.24	\$75.55	\$18.24	\$152.03
				Annual Salary + Benefits <u>\$104,823.64</u>			

City of Brentwood

**Deputy City Attorney
Department: City Attorney**

Step A		7,438.02 /Month		\$49.59 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	595.04			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	1,068.55					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	68.43					
Life Insurance	0.000255	34.14					
Deferred Comp.		110.00					
Workers Comp.	0.026600	197.85					
Vision Benefit		37.67					
Medicare	0.014500	<u>107.85</u>					
				Hourly Rate & Benefits	31.80% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits	\$	3,389.13	45.56%	\$72.18	\$22.95	\$22.61	\$117.74
Annual Salary + Benefits				<u>\$129,925.81</u>			
Step B		7,810.70 /Month		\$52.07 /Hour			
Total Benefits		\$3,492.94	44.72%	\$75.36	\$23.96	\$23.60	\$122.92
Annual Salary + Benefits				<u>\$135,643.69</u>			
Step C		8,200.72 /Month		\$54.67 /Hour			
Total Benefits		\$3,601.58	43.92%	\$78.68	\$25.02	\$24.65	\$128.35
Annual Salary + Benefits				<u>\$141,627.61</u>			
Step D		8,611.53 /Month		\$57.41 /Hour			
Total Benefits		\$3,716.01	43.15%	\$82.18	\$26.13	\$25.74	\$134.06
Annual Salary + Benefits				<u>\$147,930.50</u>			
Step E		9,041.41 /Month		\$60.28 /Hour			
Total Benefits		\$3,835.75	42.42%	\$85.85	\$27.30	\$26.89	\$140.03
Annual Salary + Benefits				<u>\$154,525.98</u>			

City of Brentwood

**Deputy Director of Public Works / Operations
Department: Public Works**

Step A		\$9,098.62 /Month		\$60.66 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	727.89					
PERS - Employer	0.143660	1,307.11					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	83.71					
Life Insurance	0.000255	41.76					
Deferred Comp.		110.00					
Workers Comp.	0.026600	242.02					
Vision Benefit		37.67					
Medicare	0.014500	<u>131.93</u>					
Total Benefits		\$ 3,851.69	42.33%	\$86.34	\$112.01	\$27.04	\$225.38
Annual Salary + Benefits				<u>\$155,403.73</u>			
Step B		\$9,552.77 /Month		\$63.69 /Hour			
Total Benefits		\$3,978.19	41.64%	\$90.21	\$117.03	\$28.26	\$235.49
Annual Salary + Benefits				<u>\$162,371.57</u>			
Step C		\$10,031.19 /Month		\$66.87 /Hour			
Total Benefits		\$4,111.46	40.99%	\$94.28	\$122.32	\$29.53	\$246.14
Annual Salary + Benefits				<u>\$169,711.78</u>			
Step D		\$10,532.14 /Month		\$70.21 /Hour			
Total Benefits		\$4,251.00	40.36%	\$98.55	\$127.86	\$30.87	\$257.28
Annual Salary + Benefits				<u>\$177,397.65</u>			
Step E		\$11,059.09 /Month		\$73.73 /Hour			
Total Benefits		\$4,397.78	39.77%	\$103.05	\$133.68	\$32.28	\$269.01
Annual Salary + Benefits				<u>\$185,482.43</u>			

City of Brentwood

**Director of Community Development
Department: Community Development**

Step A		\$10,833.75 /Month		\$72.23 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	921.70			Non-Sworn Director		
PERS - Employer	0.143660	1,655.14					
PERS Survivor		2.00					
Management Incentive		687.50					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	99.67					
Life Insurance	0.000255	49.73					
Deferred Comp.		110.00					
Workers Comp.	0.026600	288.18					
Vision Benefit		37.67					
Medicare	0.014500	<u>157.09</u>					
				Hourly Rate & Benefits	42.95% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 5,176.28	47.78%	\$106.73	\$45.84	\$33.43	\$186.01
				Annual Salary + Benefits		<u>\$192,120.33</u>	

Step B		\$11,376.30 /Month		\$75.84 /Hour			
Total Benefits		\$5,327.40	46.83%	\$111.36	\$47.83	\$34.88	\$194.07
				Annual Salary + Benefits		<u>\$200,444.46</u>	

Step C		\$11,944.86 /Month		\$79.63 /Hour			
Total Benefits		\$5,485.78	45.93%	\$116.20	\$49.91	\$36.40	\$202.51
				Annual Salary + Benefits		<u>\$209,167.64</u>	

Step D		\$12,542.88 /Month		\$83.62 /Hour			
Total Benefits		\$5,652.36	45.06%	\$121.30	\$52.10	\$38.00	\$211.40
				Annual Salary + Benefits		<u>\$218,342.83</u>	

Step E		\$13,170.37 /Month		\$87.80 /Hour			
Total Benefits		\$5,827.14	44.24%	\$126.65	\$54.39	\$39.67	\$220.72
				Annual Salary + Benefits		<u>\$227,970.15</u>	

City of Brentwood

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

Step A		\$10,833.75 /Month		\$72.23 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	921.70					Non-Sworn Director
PERS - Employer	0.143660	1,655.14					
PERS Survivor		2.00					
Management Incentive		687.50					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	99.67					
Life Insurance	0.000255	49.73					
Deferred Comp.		110.00					
Workers Comp.	0.026600	288.18			104.34%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>157.09</u>					
Total Benefits		\$ 5,176.28	47.78%	\$106.73	\$111.37	\$33.43	\$251.53
Annual Salary + Benefits				<u>\$192,120.33</u>			

Step B		\$11,376.30 /Month		\$75.84 /Hour			
Total Benefits		\$5,327.40	46.83%	\$111.36	\$116.19	\$34.88	\$262.43
Annual Salary + Benefits				<u>\$200,444.46</u>			

Step C		\$11,944.86 /Month		\$79.63 /Hour			
Total Benefits		\$5,485.78	45.93%	\$116.20	\$121.25	\$36.40	\$273.85
Annual Salary + Benefits				<u>\$209,167.64</u>			

Step D		\$12,542.88 /Month		\$83.62 /Hour			
Total Benefits		\$5,652.36	45.06%	\$121.30	\$126.57	\$38.00	\$285.86
Annual Salary + Benefits				<u>\$218,342.83</u>			

Step E		\$13,170.37 /Month		\$87.80 /Hour			
Total Benefits		\$5,827.14	44.24%	\$126.65	\$132.15	\$39.67	\$298.47
Annual Salary + Benefits				<u>\$227,970.15</u>			

City of Brentwood

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

Step A		11,506.31 /Month		\$76.71 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	978.92					
PERS - Employer	0.143660	1,757.89					
PERS Survivor		2.00					
Management Incentive		730.18					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	105.86					
Life Insurance	0.000255	52.81					
Deferred Comp.		110.00					
Workers Comp.	0.026600	306.07					
Vision Benefit		37.67					
Medicare	0.014500	<u>166.84</u>					
					129.73%	31.32%	
Total Benefits		\$ 5,415.84	47.07%	\$112.81	\$146.36	\$35.34	\$294.51
				Annual Salary + Benefits			
				<u>\$203,065.86</u>			
Step B		12,081.80 /Month		\$80.55 /Hour			
Total Benefits		\$5,576.15	46.15%	\$117.72	\$152.72	\$36.87	\$307.31
				Annual Salary + Benefits			
				<u>\$211,895.37</u>			
Step C		12,686.75 /Month		\$84.58 /Hour			
Total Benefits		\$5,744.66	45.28%	\$122.88	\$159.41	\$38.49	\$320.78
				Annual Salary + Benefits			
				<u>\$221,176.88</u>			
Step D		13,321.18 /Month		\$88.81 /Hour			
Total Benefits		\$5,921.38	44.45%	\$128.28	\$166.43	\$40.18	\$334.89
				Annual Salary + Benefits			
				<u>\$230,910.68</u>			
Step E		13,986.80 /Month		\$93.25 /Hour			
Total Benefits		\$6,106.79	43.66%	\$133.96	\$173.79	\$41.96	\$349.70
				Annual Salary + Benefits			
				<u>\$241,123.02</u>			

City of Brentwood

**Economic Development Manager
Department: Community Development**

Step A		8,081.11 /Month		\$53.87 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	646.49			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	1,160.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	74.35					
Life Insurance	0.000255	37.09					
Deferred Comp.		110.00					
Workers Comp.	0.026600	214.96			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	117.18					
		<u>117.18</u>					
	Total Benefits	\$ 3,568.26	44.16%	\$77.66	\$33.36	\$24.33	\$135.34
				Annual Salary + Benefits <u>\$139,792.48</u>			
Step B		8,484.99 /Month		\$56.57 /Hour			
	Total Benefits	\$3,680.76	43.38%	\$81.11	\$34.83	\$25.41	\$141.34
				Annual Salary + Benefits <u>\$145,989.05</u>			
Step C		8,909.68 /Month		\$59.40 /Hour			
	Total Benefits	\$3,799.06	42.64%	\$84.72	\$36.39	\$26.54	\$147.65
				Annual Salary + Benefits <u>\$152,504.90</u>			
Step D		9,355.16 /Month		\$62.37 /Hour			
	Total Benefits	\$3,923.15	41.94%	\$88.52	\$38.02	\$27.73	\$154.27
				Annual Salary + Benefits <u>\$159,339.72</u>			
Step E		9,823.18 /Month		\$65.49 /Hour			
	Total Benefits	\$4,053.52	41.26%	\$92.51	\$39.73	\$28.98	\$161.22
				Annual Salary + Benefits <u>\$166,520.36</u>			

City of Brentwood

**Electrician
Department: Public Works**

Step A		\$5,049.39 /Month		\$33.66 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	403.95			Public Works - Maintenance		
PERS - Employer	0.143660	725.40					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	46.45					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	134.31					
Vision Benefit		37.67					
Medicare	0.014500	<u>73.22</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,596.40	51.42%	\$50.97	\$66.13	\$15.97	\$133.07
		Annual Salary + Benefits		<u>\$91,749.49</u>			
Step B		\$5,302.47 /Month		\$35.35 /Hour			
	Total Benefits	\$2,659.93	50.16%	\$53.08	\$68.87	\$16.63	\$138.58
		Annual Salary + Benefits		<u>\$95,548.86</u>			
Step C		\$5,567.68 /Month		\$37.12 /Hour			
	Total Benefits	\$2,732.59	49.08%	\$55.34	\$71.79	\$17.33	\$144.46
		Annual Salary + Benefits		<u>\$99,603.26</u>			
Step D		\$5,846.76 /Month		\$38.98 /Hour			
	Total Benefits	\$2,809.05	48.04%	\$57.71	\$74.86	\$18.08	\$150.64
		Annual Salary + Benefits		<u>\$103,869.70</u>			
Step E		\$6,139.70 /Month		\$40.93 /Hour			
	Total Benefits	\$2,889.30	47.06%	\$60.19	\$78.09	\$18.85	\$157.14
		Annual Salary + Benefits		<u>\$108,348.03</u>			

City of Brentwood

**Engineering Manager
Department: Public Works**

Step A				\$8,715.54 /Month		\$58.10 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>			
PERS - Employee	0.080000	697.24			Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	1,252.07						
PERS Survivor		2.00						
Management Incentive		0.00						
EAP		4.12						
Health Insurance		1,006.49						
Dental Insurance		156.99						
LTD Insurance	0.009200	80.18						
Life Insurance	0.000255	40.00						
Deferred Comp.		110.00						
Workers Comp.	0.026600	231.83						
Vision Benefit		37.67						
Medicare	0.014500	<u>126.38</u>			Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,744.98	42.97%		\$83.07	\$107.77	\$26.02	\$216.86
	Annual Salary + Benefits				<u>\$149,526.28</u>			
Step B					\$9,150.62 /Month		\$61.00 /Hour	
	Total Benefits	\$3,866.18	42.25%		\$86.78	\$112.58	\$27.18	\$226.54
	Annual Salary + Benefits				<u>\$156,201.54</u>			
Step C					\$9,608.24 /Month		\$64.05 /Hour	
	Total Benefits	\$3,993.65	41.56%		\$90.68	\$117.64	\$28.40	\$236.72
	Annual Salary + Benefits				<u>\$163,222.62</u>			
Step D					\$10,088.39 /Month		\$67.26 /Hour	
	Total Benefits	\$4,127.39	40.91%		\$94.77	\$122.95	\$29.69	\$247.41
	Annual Salary + Benefits				<u>\$170,589.37</u>			
Step E					\$10,592.81 /Month		\$70.62 /Hour	
	Total Benefits	\$4,267.90	40.29%		\$99.07	\$128.53	\$31.03	\$258.63
	Annual Salary + Benefits				<u>\$178,328.49</u>			

City of Brentwood

**Engineering Services Specialist
Department: Public Works**

Step A		\$6,075.57 /Month		\$40.50 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	486.05			Office Employees		
PERS - Employer	0.143660	872.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	55.90					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	161.61					
Vision Benefit		37.67					
Medicare	0.014500	<u>88.10</u>					
				<u>Hourly Rate & Benefits</u>	<u>129.73% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
	Total Benefits	\$ 2,877.53	47.36%	\$59.69	\$77.43	\$18.70	\$155.82
		Annual Salary + Benefits		<u>\$107,437.24</u>			
Step B		\$6,378.91 /Month		\$42.53 /Hour			
	Total Benefits	\$2,954.84	46.32%	\$62.22	\$80.73	\$19.49	\$162.44
		Annual Salary + Benefits		<u>\$112,004.95</u>			
Step C		\$6,697.86 /Month		\$44.65 /Hour			
	Total Benefits	\$3,042.22	45.42%	\$64.93	\$84.24	\$20.34	\$169.51
		Annual Salary + Benefits		<u>\$116,880.91</u>			
Step D		\$7,032.40 /Month		\$46.88 /Hour			
	Total Benefits	\$3,133.87	44.56%	\$67.78	\$87.93	\$21.23	\$176.93
		Annual Salary + Benefits		<u>\$121,995.20</u>			
Step E		\$7,384.28 /Month		\$49.23 /Hour			
	Total Benefits	\$3,230.27	43.75%	\$70.76	\$91.80	\$22.17	\$184.73
		Annual Salary + Benefits		<u>\$127,374.57</u>			

City of Brentwood

**Engineering Technician
Department: Public Works**

Step A		\$5,285.14 /Month		\$35.23 /Hour			
Benefit	Multiplier						
				Office Employees			
PERS - Employee	0.080000	422.81					
PERS - Employer	0.143660	759.26					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	48.62					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	140.58					
Vision Benefit		37.67					
Medicare	0.014500	<u>76.63</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,660.99	50.35%	\$52.97	\$68.72	\$16.59	\$138.29
				Annual Salary + Benefits <u>\$95,353.52</u>			
Step B		\$5,548.61 /Month		\$36.99 /Hour			
	Total Benefits	\$2,727.37	49.15%	\$55.17	\$71.58	\$17.28	\$144.03
				Annual Salary + Benefits <u>\$99,311.73</u>			
Step C		\$5,825.96 /Month		\$38.84 /Hour			
	Total Benefits	\$2,803.35	48.12%	\$57.53	\$74.63	\$18.02	\$150.18
				Annual Salary + Benefits <u>\$103,551.72</u>			
Step D		\$6,117.17 /Month		\$40.78 /Hour			
	Total Benefits	\$2,883.13	47.13%	\$60.00	\$77.84	\$18.79	\$156.64
				Annual Salary + Benefits <u>\$108,003.60</u>			
Step E		\$6,422.25 /Month		\$42.82 /Hour			
	Total Benefits	\$2,966.71	46.19%	\$62.59	\$81.20	\$19.61	\$163.40
				Annual Salary + Benefits <u>\$112,667.52</u>			

City of Brentwood

**Equipment Mechanic
Department: Public Works**

Step A		\$4,752.98 /Month		\$31.69 /Hour			
Benefit	Multiplier			Category			
PERS - Employee	0.080000	380.24		Public Works - Maintenance			
PERS - Employer	0.143660	682.81					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	43.73					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	126.43					
Vision Benefit		37.67					
Medicare	0.014500	<u>68.92</u>		Hourly Rate	129.73%	31.32%	Total Hourly
				& Benefits	Department	City-Wide	Rate
					Overhead	Overhead	
	Total Benefits	\$ 2,515.20	52.92%	\$48.45	\$62.86	\$15.18	\$126.49
				Annual Salary + Benefits			
				<u><u>\$87,218.12</u></u>			
Step B		\$4,990.46 /Month		\$33.27 /Hour			
	Total Benefits	\$2,574.46	51.59%	\$50.43	\$65.43	\$15.80	\$131.66
				Annual Salary + Benefits			
				<u><u>\$90,779.00</u></u>			
Step C		\$5,240.07 /Month		\$34.93 /Hour			
	Total Benefits	\$2,642.84	50.44%	\$52.55	\$68.18	\$16.46	\$137.19
				Annual Salary + Benefits			
				<u><u>\$94,594.91</u></u>			
Step D		\$5,501.81 /Month		\$36.68 /Hour			
	Total Benefits	\$2,714.55	49.34%	\$54.78	\$71.06	\$17.16	\$143.00
				Annual Salary + Benefits			
				<u><u>\$98,596.27</u></u>			
Step E		\$5,777.42 /Month		\$38.52 /Hour			
	Total Benefits	\$2,790.05	48.29%	\$57.12	\$74.10	\$17.89	\$149.11
				Annual Salary + Benefits			
				<u><u>\$102,809.66</u></u>			

City of Brentwood

**Executive Assistant
Department: Administration**

Step A		\$4,974.86 /Month		\$33.17 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>32.11% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	397.99					
PERS - Employer	0.143660	714.69					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	45.77					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	132.33					
Vision Benefit		37.67					
Medicare	0.014500	<u>72.14</u>					
	Total Benefits	\$ 2,575.98	51.78%	\$50.34	\$16.16	\$15.77	\$82.27
				<u>Annual Salary + Benefits</u>			<u>\$90,610.11</u>
Step B		\$5,224.47 /Month		\$34.83 /Hour			
	Total Benefits	\$2,638.57	50.50%	\$52.42	\$16.83	\$16.42	\$85.67
				<u>Annual Salary + Benefits</u>			<u>\$94,356.43</u>
Step C		\$5,486.21 /Month		\$36.57 /Hour			
	Total Benefits	\$2,710.27	49.40%	\$54.64	\$17.55	\$17.12	\$89.31
				<u>Annual Salary + Benefits</u>			<u>\$98,357.79</u>
Step D		\$5,760.09 /Month		\$38.40 /Hour			
	Total Benefits	\$2,785.30	48.36%	\$56.97	\$18.29	\$17.84	\$93.11
				<u>Annual Salary + Benefits</u>			<u>\$102,544.73</u>
Step E		\$6,047.83 /Month		\$40.32 /Hour			
	Total Benefits	\$2,864.13	47.36%	\$59.41	\$19.08	\$18.61	\$97.10
				<u>Annual Salary + Benefits</u>			<u>\$106,943.56</u>

City of Brentwood

**Executive Assistant
Department: City Attorney**

Step A		\$4,974.86 /Month		\$33.17 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>31.80% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	397.99					
PERS - Employer	0.143660	714.69					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	45.77					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	132.33					
Vision Benefit		37.67					
Medicare	0.014500	<u>72.14</u>					
	Total Benefits	\$ 2,575.98	51.78%	\$50.34	\$16.01	\$15.77	\$82.11
				<u>Annual Salary + Benefits</u>			<u>\$90,610.11</u>
Step B		\$5,224.47 /Month		\$34.83 /Hour			
	Total Benefits	\$2,638.57	50.50%	\$52.42	\$16.67	\$16.42	\$85.51
				<u>Annual Salary + Benefits</u>			<u>\$94,356.43</u>
Step C		\$5,486.21 /Month		\$36.57 /Hour			
	Total Benefits	\$2,710.27	49.40%	\$54.64	\$17.37	\$17.12	\$89.13
				<u>Annual Salary + Benefits</u>			<u>\$98,357.79</u>
Step D		\$5,760.09 /Month		\$38.40 /Hour			
	Total Benefits	\$2,785.30	48.36%	\$56.97	\$18.11	\$17.84	\$92.93
				<u>Annual Salary + Benefits</u>			<u>\$102,544.73</u>
Step E		\$6,047.83 /Month		\$40.32 /Hour			
	Total Benefits	\$2,864.13	47.36%	\$59.41	\$18.89	\$18.61	\$96.91
				<u>Annual Salary + Benefits</u>			<u>\$106,943.56</u>

City of Brentwood

**Executive Assistant
Department: Police**

Step A		\$4,974.86 /Month		\$33.17 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>42.32% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	397.99					
PERS - Employer	0.143660	714.69					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	45.77					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	132.33					
Vision Benefit		37.67					
Medicare	0.014500	<u>72.14</u>					
	Total Benefits	\$ 2,575.98	51.78%	\$50.34	\$21.30	\$15.77	\$87.41
				<u>Annual Salary + Benefits</u>			<u>\$90,610.11</u>
Step B		\$5,224.47 /Month		\$34.83 /Hour			
	Total Benefits	\$2,638.57	50.50%	\$52.42	\$22.19	\$16.42	\$91.03
				<u>Annual Salary + Benefits</u>			<u>\$94,356.43</u>
Step C		\$5,486.21 /Month		\$36.57 /Hour			
	Total Benefits	\$2,710.27	49.40%	\$54.64	\$23.13	\$17.12	\$94.89
				<u>Annual Salary + Benefits</u>			<u>\$98,357.79</u>
Step D		\$5,760.09 /Month		\$38.40 /Hour			
	Total Benefits	\$2,785.30	48.36%	\$56.97	\$24.11	\$17.84	\$98.92
				<u>Annual Salary + Benefits</u>			<u>\$102,544.73</u>
Step E		\$6,047.83 /Month		\$40.32 /Hour			
	Total Benefits	\$2,864.13	47.36%	\$59.41	\$25.15	\$18.61	\$103.17
				<u>Annual Salary + Benefits</u>			<u>\$106,943.56</u>

City of Brentwood

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

Step A							
		\$5,276.47 /Month		\$35.18 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>	
	PERS - Employee	0.080000	422.12			Office Employees	
	PERS - Employer	0.143660	758.02				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	48.54				
	Life Insurance		5.80				
	Deferred Comp.		0.00				
	Workers Comp.	0.026600	140.35				
	Vision Benefit		37.67				
	Medicare	0.014500	<u>76.51</u>				
				Hourly Rate	27.55%	31.32%	Total Hourly
				& Benefits	Department	City-Wide	Rate
					Overhead	Overhead	
	Total Benefits		\$ 2,658.61 50.39%	\$52.90	\$14.57	\$16.57	\$84.04
			Annual Salary + Benefits	<u>\$95,220.98</u>			
Step B							
			\$5,539.95 /Month		\$36.93 /Hour		
	Total Benefits		\$2,724.99 49.19%	\$55.10	\$15.18	\$17.26	\$87.54
			Annual Salary + Benefits	<u>\$99,179.34</u>			
Step C							
			\$5,817.29 /Month		\$38.78 /Hour		
	Total Benefits		\$2,800.97 48.15%	\$57.46	\$15.83	\$18.00	\$91.28
			Annual Salary + Benefits	<u>\$103,419.18</u>			
Step D							
			\$6,108.50 /Month		\$40.72 /Hour		
	Total Benefits		\$2,880.75 47.16%	\$59.93	\$16.51	\$18.77	\$95.21
			Annual Salary + Benefits	<u>\$107,871.06</u>			
Step E							
			\$6,413.58 /Month		\$42.76 /Hour		
	Total Benefits		\$2,964.33 46.22%	\$62.52	\$17.22	\$19.58	\$99.33
			Annual Salary + Benefits	<u>\$112,534.97</u>			

City of Brentwood

**Fleet Manager
Department: Public Works**

Step A		\$6,273.17 /Month		\$41.82 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	501.85		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	901.20					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	57.71					
Life Insurance	0.000255	28.79					
Deferred Comp.		110.00					
Workers Comp.	0.026600	166.87					
Vision Benefit		37.67					
Medicare	0.014500	<u>90.96</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,064.66	48.85%	\$62.25	\$80.76	\$19.50	\$162.51
				Annual Salary + Benefits		<u>\$112,053.98</u>	
Step B		\$6,586.92 /Month		\$43.91 /Hour			
	Total Benefits	\$3,152.06	47.85%	\$64.93	\$84.23	\$20.34	\$169.49
				Annual Salary + Benefits		<u>\$116,867.72</u>	
Step C		\$6,916.27 /Month		\$46.11 /Hour			
	Total Benefits	\$3,243.80	46.90%	\$67.73	\$87.87	\$21.22	\$176.82
				Annual Salary + Benefits		<u>\$121,920.80</u>	
Step D		\$7,262.95 /Month		\$48.42 /Hour			
	Total Benefits	\$3,340.36	45.99%	\$70.69	\$91.71	\$22.14	\$184.54
				Annual Salary + Benefits		<u>\$127,239.78</u>	
Step E		\$7,626.96 /Month		\$50.85 /Hour			
	Total Benefits	\$3,441.76	45.13%	\$73.79	\$95.73	\$23.11	\$192.64
				Annual Salary + Benefits		<u>\$132,824.64</u>	

City of Brentwood

**Geographic Info. Systems Coordinator
Department: Public Works**

Step A		\$7,202.28 /Month		\$48.02 /Hour							
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>							
PERS - Employee	0.080000	576.18		Non-Sworn Management & Mid-Management							
PERS - Employer	0.143660	1,034.68									
PERS Survivor		2.00									
Management Incentive		0.00									
EAP		4.12									
Health Insurance		1,006.49									
Dental Insurance		156.99									
LTD Insurance	0.009200	66.26									
Life Insurance	0.000255	33.06									
Deferred Comp.		110.00									
Workers Comp.	0.026600	191.58									
Vision Benefit		37.67									
Medicare	0.014500	<u>104.43</u>									
Total Benefits		\$ 3,323.47	46.14%					\$70.17	\$91.04	\$21.98	\$183.19
Annual Salary + Benefits								<u>\$126,308.94</u>			
Step B		\$7,562.82 /Month		\$50.42 /Hour							
Total Benefits		\$3,423.89	45.27%	\$73.24	\$95.02	\$22.94	\$191.21				
Annual Salary + Benefits				<u>\$131,840.56</u>							
Step C		\$7,940.71 /Month		\$52.94 /Hour							
Total Benefits		\$3,529.15	44.44%	\$76.47	\$99.20	\$23.95	\$199.62				
Annual Salary + Benefits				<u>\$137,638.38</u>							
Step D		\$8,337.65 /Month		\$55.58 /Hour							
Total Benefits		\$3,639.72	43.65%	\$79.85	\$103.59	\$25.01	\$208.45				
Annual Salary + Benefits				<u>\$143,728.47</u>							
Step E		\$8,755.40 /Month		\$58.37 /Hour							
Total Benefits		\$3,756.09	42.90%	\$83.41	\$108.21	\$26.13	\$217.75				
Annual Salary + Benefits				<u>\$150,137.84</u>							

City of Brentwood

**Grants Program Manager
Department: Finance & Information Systems**

Step A							
		\$6,278.37 /Month		\$41.86 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>		
	PERS - Employee	0.080000	502.27		Non-Sworn Management & Mid-Management		
	PERS - Employer	0.143660	901.95				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	57.76				
	Life Insurance	0.000255	28.82				
	Deferred Comp.		110.00				
	Workers Comp.	0.026600	167.00				
	Vision Benefit		37.67				
	Medicare	0.014500	<u>91.04</u>				
					<u>Hourly Rate & Benefits</u>	<u>27.55% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>
							<u>Total Hourly Rate</u>
		Total Benefits	\$ 3,066.11	48.84%	\$62.30	\$17.16	\$19.51
							\$98.97
					Annual Salary + Benefits		
					<u>\$112,133.76</u>		
Step B							
			\$6,592.12 /Month		\$43.95 /Hour		
		Total Benefits	\$3,153.51	47.84%	\$64.97	\$17.90	\$20.35
							\$103.22
					Annual Salary + Benefits		
					<u>\$116,947.50</u>		
Step C							
			\$6,921.47 /Month		\$46.14 /Hour		
		Total Benefits	\$3,245.25	46.89%	\$67.78	\$18.67	\$21.23
							\$107.68
					Annual Salary + Benefits		
					<u>\$122,000.59</u>		
Step D							
			\$7,268.15 /Month		\$48.45 /Hour		
		Total Benefits	\$3,341.81	45.98%	\$70.73	\$19.49	\$22.16
							\$112.37
					Annual Salary + Benefits		
					<u>\$127,319.56</u>		
Step E							
			\$7,632.16 /Month		\$50.88 /Hour		
		Total Benefits	\$3,443.21	45.11%	\$73.84	\$20.34	\$23.13
							\$117.30
					Annual Salary + Benefits		
					<u>\$132,904.42</u>		

City of Brentwood

**Housing Analyst
Department: Community Development**

Step A		\$6,339.04 /Month		\$42.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	507.12					
PERS - Employer	0.143660	910.67					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	58.32					
Life Insurance	0.000255	29.10					
Deferred Comp.		110.00					
Workers Comp.	0.026600	168.62			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	91.92					
Total Benefits		\$ 3,083.01	48.64%	\$62.81	\$26.98	\$19.68	\$109.47
Annual Salary + Benefits				<u>\$113,064.60</u>			

Step B		\$6,656.26 /Month		\$44.38 /Hour			
Total Benefits		\$3,171.37	47.64%	\$65.52	\$28.14	\$20.52	\$114.18
Annual Salary + Benefits				<u>\$117,931.57</u>			

Step C		\$6,989.07 /Month		\$46.59 /Hour			
Total Benefits		\$3,264.08	46.70%	\$68.35	\$29.36	\$21.41	\$119.12
Annual Salary + Benefits				<u>\$123,037.75</u>			

Step D		\$7,339.22 /Month		\$48.93 /Hour			
Total Benefits		\$3,361.61	45.80%	\$71.34	\$30.64	\$22.35	\$124.32
Annual Salary + Benefits				<u>\$128,409.96</u>			

Step E		\$7,706.70 /Month		\$51.38 /Hour			
Total Benefits		\$3,463.97	44.95%	\$74.47	\$31.98	\$23.33	\$129.78
Annual Salary + Benefits				<u>\$134,048.06</u>			

City of Brentwood

**Human Resources Assistant I
Department: Administration**

Step A		\$3,709.48 /Month		\$24.73 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	296.76					
PERS - Employer	0.143660	532.90					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	34.13					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	98.67			32.11%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>53.79</u>					
	Total Benefits	\$ 2,229.32	60.10%	\$39.59	\$12.71	\$12.40	\$64.71
				<u>Annual Salary + Benefits</u>			<u>\$71,265.59</u>
Step B		\$3,894.95 /Month		\$25.97 /Hour			
	Total Benefits	\$2,274.33	58.39%	\$41.13	\$13.21	\$12.88	\$67.22
				<u>Annual Salary + Benefits</u>			<u>\$74,031.37</u>
Step C		\$4,089.09 /Month		\$27.26 /Hour			
	Total Benefits	\$2,327.52	56.92%	\$42.78	\$13.74	\$13.40	\$69.91
				<u>Annual Salary + Benefits</u>			<u>\$76,999.29</u>
Step D		\$4,293.63 /Month		\$28.62 /Hour			
	Total Benefits	\$2,383.55	55.51%	\$44.51	\$14.29	\$13.94	\$72.75
				<u>Annual Salary + Benefits</u>			<u>\$80,126.19</u>
Step E		\$4,508.57 /Month		\$30.06 /Hour			
	Total Benefits	\$2,442.44	54.17%	\$46.34	\$14.88	\$14.52	\$75.74
				<u>Annual Salary + Benefits</u>			<u>\$83,412.09</u>

City of Brentwood

**Human Resources Assistant II
Department: Administration**

Step A		\$4,089.09 /Month		\$27.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>32.11% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	327.13					
PERS - Employer	0.143660	587.44					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	37.62					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	108.77					
Vision Benefit		37.67					
Medicare	0.014500	<u>59.29</u>					
Total Benefits		\$ 2,333.32	57.06%	\$42.82	\$13.75	\$13.41	\$69.98
				<u>Annual Salary + Benefits</u>			<u>\$77,068.89</u>
Step B		\$4,293.63 /Month		\$28.62 /Hour			
Total Benefits		\$2,383.55	55.51%	\$44.51	\$14.29	\$13.94	\$72.75
				<u>Annual Salary + Benefits</u>			<u>\$80,126.19</u>
Step C		\$4,508.57 /Month		\$30.06 /Hour			
Total Benefits		\$2,442.44	54.17%	\$46.34	\$14.88	\$14.52	\$75.74
				<u>Annual Salary + Benefits</u>			<u>\$83,412.09</u>
Step D		\$4,733.92 /Month		\$31.56 /Hour			
Total Benefits		\$2,504.17	52.90%	\$48.25	\$15.50	\$15.11	\$78.86
				<u>Annual Salary + Benefits</u>			<u>\$86,857.14</u>
Step E		\$4,971.39 /Month		\$33.14 /Hour			
Total Benefits		\$2,569.23	51.68%	\$50.27	\$16.14	\$15.75	\$82.16
				<u>Annual Salary + Benefits</u>			<u>\$90,487.46</u>

City of Brentwood

**Human Resources Manager
Department: Administration**

Step A		\$7,743.10 /Month		\$51.62 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>32.11% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	619.45					
PERS - Employer	0.143660	1,112.37					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	71.24					
Life Insurance	0.000255	35.54					
Deferred Comp.		110.00					
Workers Comp.	0.026600	205.97					
Vision Benefit		37.67					
Medicare	0.014500	<u>112.27</u>					
Total Benefits		\$ 3,474.11	44.87%	\$74.78	\$24.01	\$23.42	\$122.22
				<u>Annual Salary + Benefits</u>			<u>\$134,606.53</u>
Step B							
				\$8,129.65 /Month	\$54.20 /Hour		
Total Benefits		\$3,581.78	44.06%	\$78.08	\$25.07	\$24.46	\$127.60
				<u>Annual Salary + Benefits</u>			<u>\$140,537.21</u>
Step C							
				\$8,537.00 /Month	\$56.91 /Hour		
Total Benefits		\$3,695.25	43.29%	\$81.55	\$26.19	\$25.54	\$133.28
				<u>Annual Salary + Benefits</u>			<u>\$146,787.02</u>
Step D							
				\$8,963.41 /Month	\$59.76 /Hour		
Total Benefits		\$3,814.03	42.55%	\$85.18	\$27.35	\$26.68	\$139.22
				<u>Annual Salary + Benefits</u>			<u>\$153,329.25</u>
Step E							
				\$9,412.36 /Month	\$62.75 /Hour		
Total Benefits		\$3,939.08	41.85%	\$89.01	\$28.58	\$27.88	\$145.47
				<u>Annual Salary + Benefits</u>			<u>\$160,217.31</u>

City of Brentwood

**Human Resources Specialist
Department: Administration**

Step A		\$5,276.47 /Month		\$35.18 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>32.11% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	422.12					
PERS - Employer	0.143660	758.02					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	48.54					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	140.35					
Vision Benefit		37.67					
Medicare	0.014500	<u>76.51</u>					
Total Benefits		\$ 2,658.61	50.39%	\$52.90	\$16.99	\$16.57	\$86.46
Annual Salary + Benefits				<u>\$95,220.98</u>			
Step B		\$5,539.95 /Month		\$36.93 /Hour			
Total Benefits		\$2,724.99	49.19%	\$55.10	\$17.69	\$17.26	\$90.05
Annual Salary + Benefits				<u>\$99,179.34</u>			
Step C		\$5,817.29 /Month		\$38.78 /Hour			
Total Benefits		\$2,800.97	48.15%	\$57.46	\$18.45	\$18.00	\$93.90
Annual Salary + Benefits				<u>\$103,419.18</u>			
Step D		\$6,108.50 /Month		\$40.72 /Hour			
Total Benefits		\$2,880.75	47.16%	\$59.93	\$19.24	\$18.77	\$97.94
Annual Salary + Benefits				<u>\$107,871.06</u>			
Step E		\$6,413.58 /Month		\$42.76 /Hour			
Total Benefits		\$2,964.33	46.22%	\$62.52	\$20.08	\$19.58	\$102.18
Annual Salary + Benefits				<u>\$112,534.97</u>			

City of Brentwood

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

Step A		\$6,462.12 /Month		\$43.08 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	516.97			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	928.35					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	59.45					
Life Insurance	0.000255	29.66					
Deferred Comp.		110.00					
Workers Comp.	0.026600	171.89					
Vision Benefit		37.67					
Medicare	0.014500	<u>93.70</u>					
				Hourly Rate & Benefits	27.55% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,117.29	48.24%	\$63.86	\$17.59	\$20.00	\$101.46
				Annual Salary + Benefits <u>\$114,952.96</u>			
Step B		\$6,784.53 /Month		\$45.23 /Hour			
	Total Benefits	\$3,207.10	47.27%	\$66.61	\$18.35	\$20.86	\$105.83
				Annual Salary + Benefits <u>\$119,899.57</u>			
Step C		\$7,124.27 /Month		\$47.50 /Hour			
	Total Benefits	\$3,301.74	46.34%	\$69.51	\$19.15	\$21.77	\$110.43
				Annual Salary + Benefits <u>\$125,112.06</u>			
Step D		\$7,481.35 /Month		\$49.88 /Hour			
	Total Benefits	\$3,401.20	45.46%	\$72.55	\$19.99	\$22.73	\$115.26
				Annual Salary + Benefits <u>\$130,590.60</u>			
Step E		\$7,855.77 /Month		\$52.37 /Hour			
	Total Benefits	\$3,505.49	44.62%	\$75.74	\$20.86	\$23.73	\$120.33
				Annual Salary + Benefits <u>\$136,335.18</u>			

City of Brentwood

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

Step A							
		\$5,170.73 /Month		\$34.47 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	413.66					
PERS - Employer	0.143660	742.83					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	47.57					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	137.54			27.55%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>74.98</u>					
	Total Benefits	\$ 2,629.64	50.86%	\$52.00	\$14.33	\$16.29	\$82.62
		Annual Salary + Benefits		<u>\$93,604.48</u>			
Step B							
		\$5,429.01 /Month		\$36.19 /Hour			
	Total Benefits	\$2,694.60	49.63%	\$54.16	\$14.92	\$16.96	\$86.04
		Annual Salary + Benefits		<u>\$97,483.34</u>			
Step C							
		\$5,701.15 /Month		\$38.01 /Hour			
	Total Benefits	\$2,769.16	48.57%	\$56.47	\$15.56	\$17.69	\$89.71
		Annual Salary + Benefits		<u>\$101,643.68</u>			
Step D							
		\$5,985.43 /Month		\$39.90 /Hour			
	Total Benefits	\$2,847.04	47.57%	\$58.88	\$16.22	\$18.44	\$93.55
		Annual Salary + Benefits		<u>\$105,989.62</u>			
Step E							
		\$6,285.31 /Month		\$41.90 /Hour			
	Total Benefits	\$2,929.19	46.60%	\$61.43	\$16.92	\$19.24	\$97.59
		Annual Salary + Benefits		<u>\$110,574.04</u>			

City of Brentwood

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

Step A		\$7,398.15 /Month		\$49.32 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	591.85			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	1,062.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	68.06					
Life Insurance	0.000255	33.96					
Deferred Comp.		110.00					
Workers Comp.	0.026600	196.79			104.34%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>107.27</u>					
Total Benefits		\$ 3,378.02	45.66%	\$71.84	\$74.96	\$22.50	\$169.30
				Annual Salary + Benefits <u>\$129,314.10</u>			
Step B		\$7,767.37 /Month		\$51.78 /Hour			
Total Benefits		\$3,480.87	44.81%	\$74.99	\$78.24	\$23.49	\$176.72
				Annual Salary + Benefits <u>\$134,978.89</u>			
Step C		\$8,155.65 /Month		\$54.37 /Hour			
Total Benefits		\$3,589.03	44.01%	\$78.30	\$81.70	\$24.53	\$184.52
				Annual Salary + Benefits <u>\$140,936.12</u>			
Step D		\$8,563.00 /Month		\$57.09 /Hour			
Total Benefits		\$3,702.49	43.24%	\$81.77	\$85.32	\$25.61	\$192.70
				Annual Salary + Benefits <u>\$147,185.92</u>			
Step E		\$8,991.15 /Month		\$59.94 /Hour			
Total Benefits		\$3,821.75	42.51%	\$85.42	\$89.13	\$26.76	\$201.30
				Annual Salary + Benefits <u>\$153,754.86</u>			

City of Brentwood

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

Step A		\$5,422.08 /Month		\$36.15 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>104.34% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	433.77					Non-Sworn Management & Mid-Management
PERS - Employer	0.143660	778.94					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	49.88					
Life Insurance	0.000255	24.89					
Deferred Comp.		110.00					
Workers Comp.	0.026600	144.23					
Vision Benefit		37.67					
Medicare	0.014500	<u>78.62</u>					
Total Benefits		\$ 2,827.59	52.15%	\$55.00	\$57.38	\$17.23	\$129.61
		Annual Salary + Benefits		<u>\$98,996.04</u>			

Step B		\$5,692.49 /Month		\$37.95 /Hour			
Total Benefits		\$2,902.91	51.00%	\$57.30	\$59.79	\$17.95	\$135.04
		Annual Salary + Benefits		<u>\$103,144.84</u>			

Step C		\$5,976.76 /Month		\$39.85 /Hour			
Total Benefits		\$2,982.10	49.89%	\$59.73	\$62.32	\$18.71	\$140.75
		Annual Salary + Benefits		<u>\$107,506.28</u>			

Step D		\$6,274.91 /Month		\$41.83 /Hour			
Total Benefits		\$3,065.15	48.85%	\$62.27	\$64.97	\$19.50	\$146.74
		Annual Salary + Benefits		<u>\$112,080.67</u>			

Step E		\$6,588.65 /Month		\$43.92 /Hour			
Total Benefits		\$3,152.54	47.85%	\$64.94	\$67.76	\$20.34	\$153.04
		Annual Salary + Benefits		<u>\$116,894.26</u>			

City of Brentwood

**Landscape / Facilities Worker I
Department: Parks and Recreation**

Step A							
		\$3,726.81 /Month		\$24.85 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	298.14					Public Works - Maintenance
PERS - Employer	0.143660	535.39					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	34.29					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	99.13					
Vision Benefit		37.67					
Medicare	0.014500	<u>54.04</u>					
				Hourly Rate	104.34%	31.32%	
				& Benefits	Department	City-Wide	Total Hourly
					Overhead	Overhead	Rate
	Total Benefits	\$ 2,234.07	59.95%	\$39.74	\$41.46	\$12.45	\$93.65
		Annual Salary + Benefits		<u>\$71,530.52</u>			
Step B							
		\$3,914.02 /Month		\$26.09 /Hour			
	Total Benefits	\$2,279.55	58.24%	\$41.29	\$43.08	\$12.93	\$97.31
		Annual Salary + Benefits		<u>\$74,322.90</u>			
Step C							
		\$4,109.89 /Month		\$27.40 /Hour			
	Total Benefits	\$2,333.22	56.77%	\$42.95	\$44.82	\$13.45	\$101.23
		Annual Salary + Benefits		<u>\$77,317.27</u>			
Step D							
		\$4,316.17 /Month		\$28.77 /Hour			
	Total Benefits	\$2,389.73	55.37%	\$44.71	\$46.65	\$14.00	\$105.36
		Annual Salary + Benefits		<u>\$80,470.78</u>			
Step E							
		\$4,532.84 /Month		\$30.22 /Hour			
	Total Benefits	\$2,449.09	54.03%	\$46.55	\$48.57	\$14.58	\$109.69
		Annual Salary + Benefits		<u>\$83,783.12</u>			

City of Brentwood

**Landscape / Facilities Worker II
Department: Parks and Recreation**

Step A		\$4,109.89 /Month		\$27.40 /Hour			
Benefit	Multiplier				Category		
PERS - Employee	0.080000	328.79			Public Works - Maintenance		
PERS - Employer	0.143660	590.43					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	37.81					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	109.32					
Vision Benefit		37.67					
Medicare	0.014500	<u>59.59</u>					
				Hourly Rate & Benefits	104.34% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,339.02	56.91%	\$42.99	\$44.86	\$13.47	\$101.32
				Annual Salary + Benefits <u>\$77,386.87</u>			
Step B		\$4,316.17 /Month		\$28.77 /Hour			
	Total Benefits	\$2,389.73	55.37%	\$44.71	\$46.65	\$14.00	\$105.36
				Annual Salary + Benefits <u>\$80,470.78</u>			
Step C		\$4,532.84 /Month		\$30.22 /Hour			
	Total Benefits	\$2,449.09	54.03%	\$46.55	\$48.57	\$14.58	\$109.69
				Annual Salary + Benefits <u>\$83,783.12</u>			
Step D		\$4,759.92 /Month		\$31.73 /Hour			
	Total Benefits	\$2,511.30	52.76%	\$48.47	\$50.58	\$15.18	\$114.24
				Annual Salary + Benefits <u>\$87,254.61</u>			
Step E		\$4,997.39 /Month		\$33.32 /Hour			
	Total Benefits	\$2,576.35	51.55%	\$50.49	\$52.68	\$15.82	\$118.99
				Annual Salary + Benefits <u>\$90,884.94</u>			

City of Brentwood

**Management Analyst
Department: Administration**

Step A		\$6,330.38 /Month		\$42.20 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	506.43			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	909.42					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	58.24					
Life Insurance	0.000255	29.06					
Deferred Comp.		110.00					
Workers Comp.	0.026600	168.39					
Vision Benefit		37.67					
Medicare	0.014500	<u>91.79</u>					
				Hourly Rate & Benefits	32.11% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,080.60	48.66%	\$62.74	\$20.15	\$19.65	\$102.54
		Annual Salary + Benefits		<u>\$112,931.73</u>			
Step B		\$6,647.59 /Month		\$44.32 /Hour			
	Total Benefits	\$3,168.96	47.67%	\$65.44	\$21.02	\$20.50	\$106.96
		Annual Salary + Benefits		<u>\$117,798.55</u>			
Step C		\$6,980.40 /Month		\$46.54 /Hour			
	Total Benefits	\$3,261.66	46.73%	\$68.28	\$21.93	\$21.39	\$111.59
		Annual Salary + Benefits		<u>\$122,904.73</u>			
Step D		\$7,328.82 /Month		\$48.86 /Hour			
	Total Benefits	\$3,358.71	45.83%	\$71.25	\$22.88	\$22.32	\$116.45
		Annual Salary + Benefits		<u>\$128,250.39</u>			
Step E		\$7,694.56 /Month		\$51.30 /Hour			
	Total Benefits	\$3,460.59	44.97%	\$74.37	\$23.88	\$23.29	\$121.54
		Annual Salary + Benefits		<u>\$133,861.80</u>			

City of Brentwood

**Management Analyst
Department: Finance & Information Systems**

Step A		\$6,330.38 /Month		\$42.20 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	27.55% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
PERS - Employee	0.080000	506.43	Non-Sworn Management & Mid-Management				
PERS - Employer	0.143660	909.42					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	58.24					
Life Insurance	0.000255	29.06					
Deferred Comp.		110.00					
Workers Comp.	0.026600	168.39					
Vision Benefit		37.67					
Medicare	0.014500	91.79					
Total Benefits		\$ 3,080.60	48.66%	\$62.74	\$17.28	\$19.65	\$99.68
Annual Salary + Benefits				<u>\$112,931.73</u>			
Step B		\$6,647.59 /Month		\$44.32 /Hour			
Total Benefits		\$3,168.96	47.67%	\$65.44	\$18.03	\$20.50	\$103.97
Annual Salary + Benefits				<u>\$117,798.55</u>			
Step C		\$6,980.40 /Month		\$46.54 /Hour			
Total Benefits		\$3,261.66	46.73%	\$68.28	\$18.81	\$21.39	\$108.48
Annual Salary + Benefits				<u>\$122,904.73</u>			
Step D		\$7,328.82 /Month		\$48.86 /Hour			
Total Benefits		\$3,358.71	45.83%	\$71.25	\$19.63	\$22.32	\$113.20
Annual Salary + Benefits				<u>\$128,250.39</u>			
Step E		\$7,694.56 /Month		\$51.30 /Hour			
Total Benefits		\$3,460.59	44.97%	\$74.37	\$20.49	\$23.29	\$118.15
Annual Salary + Benefits				<u>\$133,861.80</u>			

City of Brentwood

**Management Analyst
Department: Parks and Recreation**

Step A		\$6,330.38 /Month		\$42.20 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>104.34% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	506.43					
PERS - Employer	0.143660	909.42					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	58.24					
Life Insurance	0.000255	29.06					
Deferred Comp.		110.00					
Workers Comp.	0.026600	168.39					
Vision Benefit		37.67					
Medicare	0.014500	91.79					
Total Benefits		\$ 3,080.60	48.66%	\$62.74	\$65.46	\$19.65	\$147.86
				Annual Salary + Benefits			<u>\$112,931.73</u>

Step B		\$6,647.59 /Month		\$44.32 /Hour			
Total Benefits		\$3,168.96	47.67%	\$65.44	\$68.28	\$20.50	\$154.23
				Annual Salary + Benefits			<u>\$117,798.55</u>

Step C		\$6,980.40 /Month		\$46.54 /Hour			
Total Benefits		\$3,261.66	46.73%	\$68.28	\$71.24	\$21.39	\$160.91
				Annual Salary + Benefits			<u>\$122,904.73</u>

Step D		\$7,328.82 /Month		\$48.86 /Hour			
Total Benefits		\$3,358.71	45.83%	\$71.25	\$74.34	\$22.32	\$167.91
				Annual Salary + Benefits			<u>\$128,250.39</u>

Step E		\$7,694.56 /Month		\$51.30 /Hour			
Total Benefits		\$3,460.59	44.97%	\$74.37	\$77.60	\$23.29	\$175.26
				Annual Salary + Benefits			<u>\$133,861.80</u>

City of Brentwood

**Management Analyst
Department: Public Works**

Step A							
			\$6,330.38 /Month	\$42.20 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	506.43	Non-Sworn Management & Mid-Management				
PERS - Employer	0.143660	909.42					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	58.24					
Life Insurance	0.000255	29.06					
Deferred Comp.		110.00					
Workers Comp.	0.026600	168.39					
Vision Benefit		37.67					
Medicare	0.014500	91.79	<u>Hourly Rate & Benefits</u>	129.73% <u>Department Overhead</u>	31.32% <u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>	
Total Benefits		\$ 3,080.60	48.66%	\$62.74	\$81.39	\$19.65	\$163.79
			Annual Salary + Benefits		<u>\$112,931.73</u>		
Step B							
			\$6,647.59 /Month	\$44.32 /Hour			
Total Benefits		\$3,168.96	47.67%	\$65.44	\$84.90	\$20.50	\$170.84
			Annual Salary + Benefits		<u>\$117,798.55</u>		
Step C							
			\$6,980.40 /Month	\$46.54 /Hour			
Total Benefits		\$3,261.66	46.73%	\$68.28	\$88.58	\$21.39	\$178.25
			Annual Salary + Benefits		<u>\$122,904.73</u>		
Step D							
			\$7,328.82 /Month	\$48.86 /Hour			
Total Benefits		\$3,358.71	45.83%	\$71.25	\$92.44	\$22.32	\$186.00
			Annual Salary + Benefits		<u>\$128,250.39</u>		
Step E							
			\$7,694.56 /Month	\$51.30 /Hour			
Total Benefits		\$3,460.59	44.97%	\$74.37	\$96.48	\$23.29	\$194.14
			Annual Salary + Benefits		<u>\$133,861.80</u>		

City of Brentwood

**Parks Planner
Department: Parks and Recreation**

Step A							
		\$6,339.04 /Month		\$42.26 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>		
	PERS - Employee	0.080000	507.12		Non-Sworn Management & Mid-Management		
	PERS - Employer	0.143660	910.67				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	58.32				
	Life Insurance	0.000255	29.10				
	Deferred Comp.		110.00				
	Workers Comp.	0.026600	168.62				
	Vision Benefit		37.67				
	Medicare	0.014500	<u>91.92</u>				
				<u>Hourly Rate & Benefits</u>	<u>104.34% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
	Total Benefits		\$ 3,083.01 48.64%	\$62.81	\$65.54	\$19.68	\$148.03
			Annual Salary + Benefits	<u>\$113,064.60</u>			
Step B							
			\$6,656.26 /Month		\$44.38 /Hour		
	Total Benefits		\$3,171.37 47.64%	\$65.52	\$68.36	\$20.52	\$154.40
			Annual Salary + Benefits	<u>\$117,931.57</u>			
Step C							
			\$6,989.07 /Month		\$46.59 /Hour		
	Total Benefits		\$3,264.08 46.70%	\$68.35	\$71.32	\$21.41	\$161.09
			Annual Salary + Benefits	<u>\$123,037.75</u>			
Step D							
			\$7,339.22 /Month		\$48.93 /Hour		
	Total Benefits		\$3,361.61 45.80%	\$71.34	\$74.44	\$22.35	\$168.12
			Annual Salary + Benefits	<u>\$128,409.96</u>			
Step E							
			\$7,706.70 /Month		\$51.38 /Hour		
	Total Benefits		\$3,463.97 44.95%	\$74.47	\$77.70	\$23.33	\$175.50
			Annual Salary + Benefits	<u>\$134,048.06</u>			

City of Brentwood

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

Step A		\$4,732.18 /Month		\$31.55 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	378.57					
PERS - Employer	0.143660	679.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	43.54					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	125.88					
Vision Benefit		37.67					
Medicare	0.014500	<u>68.62</u>					
	Total Benefits	\$ 2,509.50	53.03%	\$48.28	\$50.37	\$15.12	\$113.77
	Annual Salary + Benefits			<u>\$86,900.14</u>			
Step B		\$4,969.66 /Month		\$33.13 /Hour			
	Total Benefits	\$2,568.76	51.69%	\$50.26	\$52.44	\$15.74	\$118.44
	Annual Salary + Benefits			<u>\$90,461.02</u>			
Step C		\$5,217.53 /Month		\$34.78 /Hour			
	Total Benefits	\$2,636.66	50.53%	\$52.36	\$54.63	\$16.40	\$123.40
	Annual Salary + Benefits			<u>\$94,250.33</u>			
Step D		\$5,479.28 /Month		\$36.53 /Hour			
	Total Benefits	\$2,708.37	49.43%	\$54.58	\$56.95	\$17.10	\$128.64
	Annual Salary + Benefits			<u>\$98,251.84</u>			
Step E		\$5,753.15 /Month		\$38.35 /Hour			
	Total Benefits	\$2,783.40	48.38%	\$56.91	\$59.38	\$17.83	\$134.12
	Annual Salary + Benefits			<u>\$102,438.64</u>			

City of Brentwood

**Permit Services Specialist
Department: Community Development**

Step A							
		\$5,780.89 /Month		\$38.54 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	462.47					
PERS - Employer	0.143660	830.48					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	53.18					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	153.77			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>83.82</u>					
Total Benefits		\$ 2,796.80	48.38%	\$57.18	\$24.56	\$17.91	\$99.66
		Annual Salary + Benefits		<u>\$102,932.31</u>			
Step B							
		\$6,070.37 /Month		\$40.47 /Hour			
Total Benefits		\$2,870.31	47.28%	\$59.60	\$25.60	\$18.67	\$103.87
		Annual Salary + Benefits		<u>\$107,288.14</u>			
Step C							
		\$6,373.71 /Month		\$42.49 /Hour			
Total Benefits		\$2,953.41	46.34%	\$62.18	\$26.71	\$19.48	\$108.36
		Annual Salary + Benefits		<u>\$111,925.46</u>			
Step D							
		\$6,692.66 /Month		\$44.62 /Hour			
Total Benefits		\$3,040.79	45.43%	\$64.89	\$27.87	\$20.33	\$113.08
		Annual Salary + Benefits		<u>\$116,801.41</u>			
Step E							
		\$7,027.20 /Month		\$46.85 /Hour			
Total Benefits		\$3,132.44	44.58%	\$67.73	\$29.09	\$21.22	\$118.04
		Annual Salary + Benefits		<u>\$121,915.70</u>			

City of Brentwood

**Plan Check Engineer
Department: Community Development**

Step A							
		\$6,361.58 /Month		\$42.41 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>		
	PERS - Employee	0.080000	508.93		Office Employees		
	PERS - Employer	0.143660	913.90				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	58.53				
	Life Insurance		5.80				
	Deferred Comp.		0.00				
	Workers Comp.	0.026600	169.22		42.95%	31.32%	
	Vision Benefit		37.67		<u>Hourly Rate</u>	<u>Department</u>	<u>City-Wide</u>
	Medicare	0.014500	<u>92.24</u>		<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>
					<u>Total Hourly</u>		
							<u>Rate</u>
	Total Benefits		\$ 2,955.89	46.46%	\$62.12	\$26.68	\$19.46
							\$108.25
					<u>Annual Salary + Benefits</u>		
					<u>\$111,809.62</u>		
Step B							
			\$6,680.52 /Month		\$44.54 /Hour		
	Total Benefits		\$3,037.47	45.47%	\$64.79	\$27.83	\$20.29
							\$112.91
					<u>Annual Salary + Benefits</u>		
					<u>\$116,615.82</u>		
Step C							
			\$7,015.07 /Month		\$46.77 /Hour		
	Total Benefits		\$3,129.12	44.61%	\$67.63	\$29.05	\$21.18
							\$117.86
					<u>Annual Salary + Benefits</u>		
					<u>\$121,730.26</u>		
Step D							
			\$7,365.22 /Month		\$49.10 /Hour		
	Total Benefits		\$3,225.05	43.79%	\$70.60	\$30.32	\$22.12
							\$123.04
					<u>Annual Salary + Benefits</u>		
					<u>\$127,083.19</u>		
Step E							
			\$7,732.70 /Month		\$51.55 /Hour		
	Total Benefits		\$3,325.72	43.01%	\$73.72	\$31.66	\$23.09
							\$128.48
					<u>Annual Salary + Benefits</u>		
					<u>\$132,701.05</u>		

City of Brentwood

**Planning Manager
Department: Community Development**

Step A		\$8,888.88 /Month		\$59.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	711.11					
PERS - Employer	0.143660	1,276.98					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	81.78					
Life Insurance	0.000255	40.80					
Deferred Comp.		110.00					
Workers Comp.	0.026600	236.44			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	128.89					
	Total Benefits	\$ 3,793.27	42.67%	\$84.55	\$36.31	\$26.48	\$147.34
				Annual Salary + Benefits	<u>\$152,185.77</u>		
Step B		\$9,332.63 /Month		\$62.22 /Hour			
	Total Benefits	\$3,916.87	41.97%	\$88.33	\$37.94	\$27.67	\$153.94
				Annual Salary + Benefits	<u>\$158,994.05</u>		
Step C		\$9,798.91 /Month		\$65.33 /Hour			
	Total Benefits	\$4,046.76	41.30%	\$92.30	\$39.64	\$28.91	\$160.86
				Annual Salary + Benefits	<u>\$166,148.00</u>		
Step D		\$10,289.46 /Month		\$68.60 /Hour			
	Total Benefits	\$4,183.40	40.66%	\$96.49	\$41.44	\$30.22	\$168.15
				Annual Salary + Benefits	<u>\$173,674.31</u>		
Step E		\$10,804.28 /Month		\$72.03 /Hour			
	Total Benefits	\$4,326.80	40.05%	\$100.87	\$43.32	\$31.60	\$175.80
				Annual Salary + Benefits	<u>\$181,572.99</u>		

City of Brentwood

**Police Captain
Department: Police**

Step A		\$10,095.32 /Month		\$67.30 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.090000	908.58					
PERS - Employer	0.283260	2,859.60					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,030.52					
Dental Insurance		156.99					
LTD Insurance	0.009200	92.88					
Life Insurance	0.000255	46.34					
Deferred Comp.		110.00					
Workers Comp.	0.026600	268.54			42.32%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	146.38					
Total Benefits		\$ 5,663.61	56.10%	\$105.06	\$44.46	\$32.91	\$182.43
Annual Salary + Benefits				<u>\$189,107.18</u>			
Step B		\$10,599.74 /Month		\$70.66 /Hour			
Total Benefits		\$5,879.58	55.47%	\$109.86	\$46.50	\$34.41	\$190.77
Annual Salary + Benefits				<u>\$197,751.82</u>			
Step C		\$11,130.16 /Month		\$74.20 /Hour			
Total Benefits		\$6,106.68	54.87%	\$114.91	\$48.63	\$35.99	\$199.54
Annual Salary + Benefits				<u>\$206,842.06</u>			
Step D		\$11,686.58 /Month		\$77.91 /Hour			
Total Benefits		\$6,344.91	54.29%	\$120.21	\$50.88	\$37.65	\$208.74
Annual Salary + Benefits				<u>\$216,377.87</u>			
Step E		\$12,270.74 /Month		\$81.80 /Hour			
Total Benefits		\$6,595.02	53.75%	\$125.77	\$53.23	\$39.40	\$218.40
Annual Salary + Benefits				<u>\$226,389.09</u>			

City of Brentwood

**Police Chief
Department: Police**

Step A		\$11,882.46 /Month		\$79.22 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.090000	1,137.29					
PERS - Employer	0.283260	3,579.42					
PERS Survivor		2.00					
Management Incentive		754.05					
EAP		4.12					
Health Insurance		1,030.52					
Dental Insurance		156.99					
LTD Insurance	0.009200	109.32					
Life Insurance	0.000255	54.54					
Deferred Comp.		110.00					
Workers Comp.	0.026600	316.07			42.32%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	172.30					
Total Benefits		\$ 7,464.28	62.82%	\$128.98	\$54.59	\$40.40	\$223.97
Annual Salary + Benefits				<u>\$232,160.91</u>			
Step B		\$12,477.01 /Month		\$83.18 /Hour			
Total Benefits		\$7,718.84	61.86%	\$134.64	\$56.98	\$42.17	\$233.80
Annual Salary + Benefits				<u>\$242,350.19</u>			
Step C		\$13,101.04 /Month		\$87.34 /Hour			
Total Benefits		\$7,986.02	60.96%	\$140.58	\$59.50	\$44.03	\$244.11
Annual Salary + Benefits				<u>\$253,044.69</u>			
Step D		\$13,756.26 /Month		\$91.71 /Hour			
Total Benefits		\$8,266.55	60.09%	\$146.82	\$62.14	\$45.99	\$254.95
Annual Salary + Benefits				<u>\$264,273.72</u>			
Step E		\$14,444.42 /Month		\$96.30 /Hour			
Total Benefits		\$8,561.19	59.27%	\$153.37	\$64.91	\$48.04	\$266.32
Annual Salary + Benefits				<u>\$276,067.26</u>			

City of Brentwood

**Police Lieutenant
Department: Police**

Step A		\$8,920.08 /Month		\$59.47 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.090000	802.81			Sworn Management & Mid-Management		
PERS - Employer	0.283260	2,526.70					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,030.52					
Dental Insurance		156.99					
LTD Insurance	0.009200	82.06					
Life Insurance	0.000255	40.94					
Deferred Comp.		110.00					
Workers Comp.	0.026600	237.27					
Vision Benefit		37.67					
Medicare	0.014500	129.34					
		<u>5,160.43</u>					
Total Benefits		\$ 5,160.43	57.85%	\$93.87	42.32% \$39.73	31.32% \$29.40	\$163.00
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
				Annual Salary + Benefits <u>\$168,966.15</u>			
Step B		\$9,365.56 /Month		\$62.44 /Hour			
Total Benefits		\$5,351.16	57.14%	\$98.11	\$41.52	\$30.73	\$170.37
				Annual Salary + Benefits <u>\$176,600.69</u>			
Step C		\$9,833.58 /Month		\$65.56 /Hour			
Total Benefits		\$5,551.55	56.45%	\$102.57	\$43.41	\$32.13	\$178.10
				Annual Salary + Benefits <u>\$184,621.53</u>			
Step D		\$10,325.86 /Month		\$68.84 /Hour			
Total Benefits		\$5,762.32	55.80%	\$107.25	\$45.39	\$33.60	\$186.24
				Annual Salary + Benefits <u>\$193,058.12</u>			
Step E		\$10,842.42 /Month		\$72.28 /Hour			
Total Benefits		\$5,983.48	55.19%	\$112.17	\$47.47	\$35.14	\$194.78
				Annual Salary + Benefits <u>\$201,910.83</u>			

City of Brentwood

**Police Officer
Department: Police**

Step A		\$5,884.89 /Month		\$39.23 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.090000	529.64					
PERS - Employer	0.283260	1,666.95					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,030.52					
Dental Insurance		156.99					
LTD Insurance	0.009200	54.14					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.026600	156.54			42.32%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>85.33</u>					
Total Benefits		\$ 3,731.80	63.41%	\$64.11	\$27.13	\$20.08	\$111.33
				Annual Salary + Benefits			<u>\$115,400.33</u>
Step B		\$6,179.57 /Month		\$41.20 /Hour			
Total Benefits		\$3,848.72	62.28%	\$66.86	\$28.29	\$20.94	\$116.09
				Annual Salary + Benefits			<u>\$120,339.46</u>
Step C		\$6,488.12 /Month		\$43.25 /Hour			
Total Benefits		\$3,979.41	61.33%	\$69.78	\$29.53	\$21.86	\$121.18
				Annual Salary + Benefits			<u>\$125,610.34</u>
Step D		\$6,812.26 /Month		\$45.42 /Hour			
Total Benefits		\$4,116.70	60.43%	\$72.86	\$30.84	\$22.82	\$126.52
				Annual Salary + Benefits			<u>\$131,147.53</u>
Step E		\$7,153.74 /Month		\$47.69 /Hour			
Total Benefits		\$4,261.34	59.57%	\$76.10	\$32.21	\$23.84	\$132.15
				Annual Salary + Benefits			<u>\$136,980.94</u>

City of Brentwood

**Police Officer - Special Assignment
Department: Police**

Step A		\$6,179.57 /Month		\$41.20 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.090000	556.16					Sworn Police
PERS - Employer	0.283260	1,750.42					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,030.52					
Dental Insurance		156.99					
LTD Insurance	0.009200	56.85					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.026600	164.38					
Vision Benefit		37.67					
Medicare	0.014500	<u>89.60</u>					
				Hourly Rate & Benefits	42.32% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,856.62	62.41%	\$66.91	\$28.32	\$20.96	\$116.18
				Annual Salary + Benefits <u>\$120,434.26</u>			
Step B		\$6,488.12 /Month		\$43.25 /Hour			
	Total Benefits	\$3,979.41	61.33%	\$69.78	\$29.53	\$21.86	\$121.18
				Annual Salary + Benefits <u>\$125,610.34</u>			
Step C		\$6,812.26 /Month		\$45.42 /Hour			
	Total Benefits	\$4,116.70	60.43%	\$72.86	\$30.84	\$22.82	\$126.52
				Annual Salary + Benefits <u>\$131,147.53</u>			
Step D		\$7,153.74 /Month		\$47.69 /Hour			
	Total Benefits	\$4,261.34	59.57%	\$76.10	\$32.21	\$23.84	\$132.15
				Annual Salary + Benefits <u>\$136,980.94</u>			
Step E		\$7,510.82 /Month		\$50.07 /Hour			
	Total Benefits	\$4,412.58	58.75%	\$79.49	\$33.64	\$24.90	\$138.03
				Annual Salary + Benefits <u>\$143,080.84</u>			

City of Brentwood

**Police Records Clerk I
Department: Police**

Step A							
		\$3,550.00 /Month		\$23.67 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	284.00					
PERS - Employer	0.143660	509.99					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	32.66					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	94.43			42.32%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>51.48</u>					
	Total Benefits	\$ 2,185.63	61.57%	\$38.24	\$16.18	\$11.98	\$66.40
		Annual Salary + Benefits		<u>\$68,827.54</u>			
Step B							
		\$3,726.81 /Month		\$24.85 /Hour			
	Total Benefits	\$2,228.27	59.79%	\$39.70	\$16.80	\$12.44	\$68.94
		Annual Salary + Benefits		<u>\$71,460.92</u>			
Step C							
		\$3,914.02 /Month		\$26.09 /Hour			
	Total Benefits	\$2,279.55	58.24%	\$41.29	\$17.48	\$12.93	\$71.70
		Annual Salary + Benefits		<u>\$74,322.90</u>			
Step D							
		\$4,109.89 /Month		\$27.40 /Hour			
	Total Benefits	\$2,333.22	56.77%	\$42.95	\$18.18	\$13.45	\$74.59
		Annual Salary + Benefits		<u>\$77,317.27</u>			
Step E							
		\$4,316.17 /Month		\$28.77 /Hour			
	Total Benefits	\$2,389.73	55.37%	\$44.71	\$18.92	\$14.00	\$77.63
		Annual Salary + Benefits		<u>\$80,470.78</u>			

City of Brentwood

**Police Records Clerk II
Department: Police**

Step A							
		\$3,914.02 /Month		\$26.09 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>	
	PERS - Employee	0.080000	313.12			Office Employees	
	PERS - Employer	0.143660	562.29				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	36.01				
	Life Insurance		5.80				
	Deferred Comp.		0.00				
	Workers Comp.	0.026600	104.11				
	Vision Benefit		37.67				
	Medicare	0.014500	<u>56.75</u>				
				<u>Hourly Rate</u>	<u>Department</u>	<u>City-Wide</u>	<u>Total Hourly</u>
				<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits		\$ 2,285.35 58.39%	\$41.33	\$17.49	\$12.95	\$71.77
			Annual Salary + Benefits	<u><u>\$74,392.50</u></u>			
Step B							
			\$4,109.89 /Month		\$27.40 /Hour		
	Total Benefits		\$2,333.22 56.77%	\$42.95	\$18.18	\$13.45	\$74.59
			Annual Salary + Benefits	<u><u>\$77,317.27</u></u>			
Step C							
			\$4,316.17 /Month		\$28.77 /Hour		
	Total Benefits		\$2,389.73 55.37%	\$44.71	\$18.92	\$14.00	\$77.63
			Annual Salary + Benefits	<u><u>\$80,470.78</u></u>			
Step D							
			\$4,532.84 /Month		\$30.22 /Hour		
	Total Benefits		\$2,449.09 54.03%	\$46.55	\$19.70	\$14.58	\$80.83
			Annual Salary + Benefits	<u><u>\$83,783.12</u></u>			
Step E							
			\$4,759.92 /Month		\$31.73 /Hour		
	Total Benefits		\$2,511.30 52.76%	\$48.47	\$20.52	\$15.18	\$84.17
			Annual Salary + Benefits	<u><u>\$87,254.61</u></u>			

City of Brentwood

**Police Sergeant
Department: Police**

Step A		\$6,983.87 /Month		\$46.56 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.090000	628.55					
PERS - Employer	0.283260	1,978.25					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,030.52					
Dental Insurance		156.99					
LTD Insurance	0.009200	64.25					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.026600	185.77			42.32%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>101.27</u>					
Total Benefits		\$ 4,197.29	60.10%	\$74.54	\$31.55	\$23.35	\$129.44
				Annual Salary + Benefits		<u>\$134,173.90</u>	
Step B		\$7,332.28 /Month		\$48.88 /Hour			
Total Benefits		\$4,336.96	59.15%	\$77.79	\$32.92	\$24.37	\$135.09
				Annual Salary + Benefits		<u>\$140,030.89</u>	
Step C		\$7,699.76 /Month		\$51.33 /Hour			
Total Benefits		\$4,492.61	58.35%	\$81.28	\$34.40	\$25.46	\$141.14
				Annual Salary + Benefits		<u>\$146,308.44</u>	
Step D		\$8,084.58 /Month		\$53.90 /Hour			
Total Benefits		\$4,655.60	57.59%	\$84.93	\$35.95	\$26.60	\$147.49
				Annual Salary + Benefits		<u>\$152,882.22</u>	
Step E		\$8,488.46 /Month		\$56.59 /Hour			
Total Benefits		\$4,826.67	56.86%	\$88.77	\$37.57	\$27.81	\$154.14
				Annual Salary + Benefits		<u>\$159,781.59</u>	

City of Brentwood

**Principal Planner
Department: Community Development**

Step A							
		\$8,037.78 /Month		\$53.59 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>		
	PERS - Employee	0.080000	643.02		Non-Sworn Management & Mid-Management		
	PERS - Employer	0.143660	1,154.71				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	73.95				
	Life Insurance	0.000255	36.89				
	Deferred Comp.		110.00				
	Workers Comp.	0.026600	213.80		42.95%	31.32%	
	Vision Benefit		37.67		Hourly Rate	Department	City-Wide
	Medicare	0.014500	<u>116.55</u>		& Benefits	Overhead	Overhead
					Total Hourly		Rate
	Total Benefits	\$	3,556.19	44.24%	\$77.29	\$33.20	\$24.21
							\$134.70
			Annual Salary + Benefits		<u>\$139,127.68</u>		
Step B							
			\$8,439.92 /Month		\$56.27 /Hour		
	Total Benefits		\$3,668.21	43.46%	\$80.72	\$34.67	\$25.28
							\$140.67
			Annual Salary + Benefits		<u>\$145,297.56</u>		
Step C							
			\$8,861.14 /Month		\$59.07 /Hour		
	Total Benefits		\$3,785.54	42.72%	\$84.31	\$36.21	\$26.41
							\$146.93
			Annual Salary + Benefits		<u>\$151,760.17</u>		
Step D							
			\$9,304.89 /Month		\$62.03 /Hour		
	Total Benefits		\$3,909.15	42.01%	\$88.09	\$37.84	\$27.59
							\$153.52
			Annual Salary + Benefits		<u>\$158,568.45</u>		
Step E							
			\$9,769.44 /Month		\$65.13 /Hour		
	Total Benefits		\$4,038.55	41.34%	\$92.05	\$39.54	\$28.83
							\$160.42
			Annual Salary + Benefits		<u>\$165,695.85</u>		

City of Brentwood

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

Step A							
		\$7,288.95 /Month		\$48.59 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>		
	PERS - Employee	0.080000	583.12		Non-Sworn Management & Mid-Management		
	PERS - Employer	0.143660	1,047.13				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	67.06				
	Life Insurance	0.000255	33.46				
	Deferred Comp.		110.00				
	Workers Comp.	0.026600	193.89		42.95%	31.32%	
	Vision Benefit		37.67		<u>Hourly Rate</u>	<u>Department</u>	<u>City-Wide</u>
	Medicare	0.014500	<u>105.69</u>		<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>
							<u>Total Hourly</u>
	Total Benefits		\$ 3,347.61	45.93%	\$70.91	\$30.46	\$22.21
					<u>\$123.58</u>		
			Annual Salary + Benefits		<u>\$127,638.68</u>		
Step B							
			\$7,652.96 /Month		\$51.02 /Hour		
	Total Benefits		\$3,449.00	45.07%	\$74.01	\$31.79	\$23.18
					<u>\$128.98</u>		
			Annual Salary + Benefits		<u>\$133,223.54</u>		
Step C							
			\$8,036.04 /Month		\$53.57 /Hour		
	Total Benefits		\$3,555.71	44.25%	\$77.28	\$33.19	\$24.21
					<u>\$134.68</u>		
			Annual Salary + Benefits		<u>\$139,100.99</u>		
Step D							
			\$8,438.19 /Month		\$56.25 /Hour		
	Total Benefits		\$3,667.73	43.47%	\$80.71	\$34.66	\$25.28
					<u>\$140.65</u>		
			Annual Salary + Benefits		<u>\$145,271.01</u>		
Step E							
			\$8,859.41 /Month		\$59.06 /Hour		
	Total Benefits		\$3,785.06	42.72%	\$84.30	\$36.20	\$26.40
					<u>\$146.91</u>		
			Annual Salary + Benefits		<u>\$151,733.62</u>		

City of Brentwood

**Project Services Specialist
Department: Public Works**

Step A		\$5,524.35 /Month		\$36.83 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>129.73% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	441.95					
PERS - Employer	0.143660	793.63					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	50.82					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	146.95					
Vision Benefit		37.67					
Medicare	0.014500	<u>80.10</u>					
Total Benefits		\$ 2,726.52	49.35%	\$55.01	\$71.36	\$17.23	\$143.60
				<u>Annual Salary + Benefits</u>			<u>\$99,010.45</u>
Step B		\$5,799.96 /Month		\$38.67 /Hour			
Total Benefits		\$2,796.23	48.21%	\$57.31	\$74.35	\$17.95	\$149.61
				<u>Annual Salary + Benefits</u>			<u>\$103,154.24</u>
Step C		\$6,089.43 /Month		\$40.60 /Hour			
Total Benefits		\$2,875.53	47.22%	\$59.77	\$77.54	\$18.72	\$156.02
				<u>Annual Salary + Benefits</u>			<u>\$107,579.52</u>
Step D		\$6,394.51 /Month		\$42.63 /Hour			
Total Benefits		\$2,959.11	46.28%	\$62.36	\$80.90	\$19.53	\$162.79
				<u>Annual Salary + Benefits</u>			<u>\$112,243.44</u>
Step E		\$6,713.46 /Month		\$44.76 /Hour			
Total Benefits		\$3,046.49	45.38%	\$65.07	\$84.41	\$20.38	\$169.86
				<u>Annual Salary + Benefits</u>			<u>\$117,119.39</u>

City of Brentwood

**Purchasing Assistant
Department: Public Works**

Step A							
		\$4,746.05 /Month		\$31.64 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>		
	PERS - Employee	0.080000	379.68		Public Works - Maintenance		
	PERS - Employer	0.143660	681.82				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	43.66				
	Life Insurance		5.80				
	Deferred Comp.		0.00				
	Workers Comp.	0.026600	126.24				
	Vision Benefit		37.67				
	Medicare	0.014500	<u>68.82</u>				
				<u>Hourly Rate & Benefits</u>	<u>129.73% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
	Total Benefits		\$ 2,513.30 52.96%	\$48.40	\$62.79	\$15.16	\$126.34
			Annual Salary + Benefits	<u>\$87,112.17</u>			
Step B							
		\$4,983.53 /Month		\$33.22 /Hour			
	Total Benefits		\$2,572.56 51.62%	\$50.37	\$65.35	\$15.78	\$131.50
			Annual Salary + Benefits	<u>\$90,673.05</u>			
Step C							
		\$5,233.13 /Month		\$34.89 /Hour			
	Total Benefits		\$2,640.94 50.47%	\$52.49	\$68.10	\$16.44	\$137.04
			Annual Salary + Benefits	<u>\$94,488.82</u>			
Step D							
		\$5,494.88 /Month		\$36.63 /Hour			
	Total Benefits		\$2,712.65 49.37%	\$54.72	\$70.99	\$17.14	\$142.84
			Annual Salary + Benefits	<u>\$98,490.33</u>			
Step E							
		\$5,770.49 /Month		\$38.47 /Hour			
	Total Benefits		\$2,788.15 48.32%	\$57.06	\$74.02	\$17.87	\$148.95
			Annual Salary + Benefits	<u>\$102,703.72</u>			

City of Brentwood

**Purchasing Manager
Department: Finance & Information Systems**

Step A		\$5,706.35 /Month		\$38.04 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>27.55% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	456.51			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	819.77					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	52.50					
Life Insurance	0.000255	26.19					
Deferred Comp.		110.00					
Workers Comp.	0.026600	151.79					
Vision Benefit		37.67					
Medicare	0.014500	<u>82.74</u>					
Total Benefits		\$ 2,906.77	50.94%	\$57.42	\$15.82	\$17.99	\$91.23
				<u>Annual Salary + Benefits</u>	<u>\$103,357.49</u>		
Step B		\$5,992.36 /Month		\$39.95 /Hour			
Total Benefits		\$2,986.44	49.84%	\$59.86	\$16.49	\$18.75	\$95.10
				<u>Annual Salary + Benefits</u>	<u>\$107,745.62</u>		
Step C		\$6,292.24 /Month		\$41.95 /Hour			
Total Benefits		\$3,069.97	48.79%	\$62.41	\$17.19	\$19.55	\$99.16
				<u>Annual Salary + Benefits</u>	<u>\$112,346.56</u>		
Step D		\$6,607.72 /Month		\$44.05 /Hour			
Total Benefits		\$3,157.85	47.79%	\$65.10	\$17.93	\$20.39	\$103.43
				<u>Annual Salary + Benefits</u>	<u>\$117,186.84</u>		
Step E		\$6,938.80 /Month		\$46.26 /Hour			
Total Benefits		\$3,250.07	46.84%	\$67.93	\$18.71	\$21.28	\$107.91
				<u>Annual Salary + Benefits</u>	<u>\$122,266.47</u>		

City of Brentwood

**Records Manager
Department: Administration**

Step A		\$5,224.47 /Month		\$34.83 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	417.96			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	750.55					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	48.07					
Life Insurance	0.000255	23.98					
Deferred Comp.		110.00					
Workers Comp.	0.026600	138.97					
Vision Benefit		37.67					
Medicare	0.014500	<u>75.75</u>					
				Hourly Rate & Benefits	32.11% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,772.55	53.07%	\$53.31	\$17.12	\$16.70	\$87.13
				Annual Salary + Benefits <u>\$95,964.19</u>			
Step B		\$5,486.21 /Month		\$36.57 /Hour			
	Total Benefits	\$2,845.45	51.87%	\$55.54	\$17.84	\$17.40	\$90.78
				Annual Salary + Benefits <u>\$99,979.97</u>			
Step C		\$5,760.09 /Month		\$38.40 /Hour			
	Total Benefits	\$2,921.74	50.72%	\$57.88	\$18.59	\$18.13	\$94.59
				Annual Salary + Benefits <u>\$104,182.00</u>			
Step D		\$6,047.83 /Month		\$40.32 /Hour			
	Total Benefits	\$3,001.89	49.64%	\$60.33	\$19.37	\$18.90	\$98.60
				Annual Salary + Benefits <u>\$108,596.68</u>			
Step E		\$6,349.44 /Month		\$42.33 /Hour			
	Total Benefits	\$3,085.91	48.60%	\$62.90	\$20.20	\$19.70	\$102.80
				Annual Salary + Benefits <u>\$113,224.16</u>			

City of Brentwood

**Records Supervisor
Department: Police**

Step A		\$4,952.32 /Month		\$33.02 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	396.19			Office Employees		
PERS - Employer	0.143660	711.45					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	45.56					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	131.73					
Vision Benefit		37.67					
Medicare	0.014500	<u>71.81</u>					
				Hourly Rate & Benefits	42.32% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 2,569.81	51.89%	\$50.15	\$21.22	\$15.71	\$87.08
				Annual Salary + Benefits <u>\$90,265.53</u>			
Step B		\$5,200.20 /Month		\$34.67 /Hour			
Total Benefits		\$2,631.92	50.61%	\$52.21	\$22.10	\$16.36	\$90.67
				Annual Salary + Benefits <u>\$93,985.40</u>			
Step C		\$5,460.21 /Month		\$36.40 /Hour			
Total Benefits		\$2,703.15	49.51%	\$54.42	\$23.03	\$17.05	\$94.50
				Annual Salary + Benefits <u>\$97,960.31</u>			
Step D		\$5,734.09 /Month		\$38.23 /Hour			
Total Benefits		\$2,778.18	48.45%	\$56.75	\$24.02	\$17.78	\$98.54
				Annual Salary + Benefits <u>\$102,147.26</u>			
Step E		\$6,020.10 /Month		\$40.13 /Hour			
Total Benefits		\$2,856.54	47.45%	\$59.18	\$25.05	\$18.54	\$102.76
				Annual Salary + Benefits <u>\$106,519.64</u>			

City of Brentwood

Recreation Coordinator Department: Parks and Recreation

Step A		\$4,700.98 /Month		\$31.34 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	376.08					
PERS - Employer	0.143660	675.34					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	43.25					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	125.05			104.34%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	68.16					
Total Benefits		\$ 2,500.95	53.20%	\$48.01	\$50.10	\$15.04	\$113.15
Annual Salary + Benefits				<u>\$86,423.17</u>			
Step B		\$4,936.72 /Month		\$32.91 /Hour			
Total Benefits		\$2,559.73	51.85%	\$49.98	\$52.15	\$15.65	\$117.78
Annual Salary + Benefits				<u>\$89,957.45</u>			
Step C		\$5,182.87 /Month		\$34.55 /Hour			
Total Benefits		\$2,627.17	50.69%	\$52.07	\$54.33	\$16.31	\$122.70
Annual Salary + Benefits				<u>\$93,720.47</u>			
Step D		\$5,442.88 /Month		\$36.29 /Hour			
Total Benefits		\$2,698.40	49.58%	\$54.28	\$56.63	\$17.00	\$127.91
Annual Salary + Benefits				<u>\$97,695.38</u>			
Step E		\$5,715.02 /Month		\$38.10 /Hour			
Total Benefits		\$2,772.96	48.52%	\$56.59	\$59.04	\$17.72	\$133.35
Annual Salary + Benefits				<u>\$101,855.72</u>			

City of Brentwood

**Recreation Manager
Department: Parks and Recreation**

Step A		\$6,486.38 /Month		\$43.24 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	518.91			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	931.83					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	59.67					
Life Insurance	0.000255	29.77					
Deferred Comp.		110.00					
Workers Comp.	0.026600	172.54					
Vision Benefit		37.67					
Medicare	0.014500	<u>94.05</u>					
				Hourly Rate & Benefits	104.34% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,124.05	48.16%	\$64.07	\$66.85	\$20.07	\$150.99
				Annual Salary + Benefits <u>\$115,325.17</u>			
Step B		\$6,810.53 /Month		\$45.40 /Hour			
	Total Benefits	\$3,214.34	47.20%	\$66.83	\$69.73	\$20.93	\$157.50
				Annual Salary + Benefits <u>\$120,298.48</u>			
Step C		\$7,150.28 /Month		\$47.67 /Hour			
	Total Benefits	\$3,308.98	46.28%	\$69.73	\$72.75	\$21.84	\$164.32
				Annual Salary + Benefits <u>\$125,511.13</u>			
Step D		\$7,507.36 /Month		\$50.05 /Hour			
	Total Benefits	\$3,408.45	45.40%	\$72.77	\$75.93	\$22.79	\$171.50
				Annual Salary + Benefits <u>\$130,989.66</u>			
Step E		\$7,883.50 /Month		\$52.56 /Hour			
	Total Benefits	\$3,513.22	44.56%	\$75.98	\$79.28	\$23.80	\$179.05
				Annual Salary + Benefits <u>\$136,760.63</u>			

City of Brentwood

**Recreation Supervisor
Department: Parks and Recreation**

Step A		\$5,404.74 /Month		\$36.03 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>104.34% Department Overhead</u>	<u>31.32% City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	432.38					Non-Sworn Management & Mid-Management
PERS - Employer	0.143660	776.44					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	49.72					
Life Insurance	0.000255	24.81					
Deferred Comp.		110.00					
Workers Comp.	0.026600	143.77					
Vision Benefit		37.67					
Medicare	0.014500	<u>78.37</u>					
Total Benefits		\$ 2,822.76	52.23%	\$54.85	\$57.23	\$17.18	\$129.26
				Annual Salary + Benefits <u>\$98,730.00</u>			
Step B		\$5,675.15 /Month		\$37.83 /Hour			
Total Benefits		\$2,898.08	51.07%	\$57.15	\$59.64	\$17.90	\$134.69
				Annual Salary + Benefits <u>\$102,878.80</u>			
Step C		\$5,959.43 /Month		\$39.73 /Hour			
Total Benefits		\$2,977.27	49.96%	\$59.58	\$62.16	\$18.66	\$140.40
				Annual Salary + Benefits <u>\$107,240.39</u>			
Step D		\$6,257.57 /Month		\$41.72 /Hour			
Total Benefits		\$3,060.32	48.91%	\$62.12	\$64.82	\$19.46	\$146.39
				Annual Salary + Benefits <u>\$111,814.63</u>			
Step E		\$6,571.32 /Month		\$43.81 /Hour			
Total Benefits		\$3,147.71	47.90%	\$64.79	\$67.61	\$20.30	\$152.69
				Annual Salary + Benefits <u>\$116,628.37</u>			

City of Brentwood

**Redevelopment Analyst
Department: Redevelopment Agency**

Step A							
		\$6,339.04 /Month		\$42.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	507.12		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	910.67					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	58.32					
Life Insurance	0.000255	29.10					
Deferred Comp.		110.00					
Workers Comp.	0.026600	168.62					
Vision Benefit		37.67					
Medicare	0.014500	91.92					
Total Benefits		\$ 3,083.01	48.64%	\$62.81	\$49.15	\$19.68	\$131.64
		Annual Salary + Benefits		<u>\$113,064.60</u>			
Step B							
		\$6,656.26 /Month		\$44.38 /Hour			
Total Benefits		\$3,171.37	47.64%	\$65.52	\$51.27	\$20.52	\$137.31
		Annual Salary + Benefits		<u>\$117,931.57</u>			
Step C							
		\$6,989.07 /Month		\$46.59 /Hour			
Total Benefits		\$3,264.08	46.70%	\$68.35	\$53.49	\$21.41	\$143.25
		Annual Salary + Benefits		<u>\$123,037.75</u>			
Step D							
		\$7,339.22 /Month		\$48.93 /Hour			
Total Benefits		\$3,361.61	45.80%	\$71.34	\$55.82	\$22.35	\$149.51
		Annual Salary + Benefits		<u>\$128,409.96</u>			
Step E							
		\$7,706.70 /Month		\$51.38 /Hour			
Total Benefits		\$3,463.97	44.95%	\$74.47	\$58.27	\$23.33	\$156.07
		Annual Salary + Benefits		<u>\$134,048.06</u>			

City of Brentwood

**Redevelopment Manager
Department: Redevelopment Agency**

Step A		\$8,888.88 /Month		\$59.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	711.11			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	1,276.98					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	81.78					
Life Insurance	0.000255	40.80					
Deferred Comp.		110.00					
Workers Comp.	0.026600	236.44					
Vision Benefit		37.67					
Medicare	0.014500	128.89					
				Hourly Rate & Benefits	78.25% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 3,793.27	42.67%	\$84.55	\$66.16	\$26.48	\$177.19
				Annual Salary + Benefits <u>\$152,185.77</u>			
Step B		\$9,332.63 /Month		\$62.22 /Hour			
Total Benefits		\$3,916.87	41.97%	\$88.33	\$69.12	\$27.67	\$185.11
				Annual Salary + Benefits <u>\$158,994.05</u>			
Step C		\$9,798.91 /Month		\$65.33 /Hour			
Total Benefits		\$4,046.76	41.30%	\$92.30	\$72.23	\$28.91	\$193.44
				Annual Salary + Benefits <u>\$166,148.00</u>			
Step D		\$10,289.46 /Month		\$68.60 /Hour			
Total Benefits		\$4,183.40	40.66%	\$96.49	\$75.50	\$30.22	\$202.21
				Annual Salary + Benefits <u>\$173,674.31</u>			
Step E		\$10,804.28 /Month		\$72.03 /Hour			
Total Benefits		\$4,326.80	40.05%	\$100.87	\$78.93	\$31.60	\$211.40
				Annual Salary + Benefits <u>\$181,572.99</u>			

City of Brentwood

**Regulatory Compliance Supervisor
Department: Public Works**

Step A		\$6,295.71 /Month		\$41.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	503.66		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	904.44					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	57.92					
Life Insurance	0.000255	28.90					
Deferred Comp.		110.00					
Workers Comp.	0.026600	167.47					
Vision Benefit		37.67					
Medicare	0.014500	91.29					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 3,070.94	48.78%	\$62.44	\$81.01	\$19.56	\$163.02
				Annual Salary + Benefits <u>\$112,399.80</u>			
Step B		\$6,611.19 /Month		\$44.07 /Hour			
Total Benefits		\$3,158.82	47.78%	\$65.13	\$84.50	\$20.40	\$170.04
				Annual Salary + Benefits <u>\$117,240.08</u>			
Step C		\$6,942.27 /Month		\$46.28 /Hour			
Total Benefits		\$3,251.04	46.83%	\$67.96	\$88.16	\$21.29	\$177.40
				Annual Salary + Benefits <u>\$122,319.71</u>			
Step D		\$7,288.95 /Month		\$48.59 /Hour			
Total Benefits		\$3,347.61	45.93%	\$70.91	\$91.99	\$22.21	\$185.12
				Annual Salary + Benefits <u>\$127,638.68</u>			
Step E		\$7,652.96 /Month		\$51.02 /Hour			
Total Benefits		\$3,449.00	45.07%	\$74.01	\$96.02	\$23.18	\$193.22
				Annual Salary + Benefits <u>\$133,223.54</u>			

City of Brentwood

**Right-of-Way Specialist
Department: Public Works**

Step A							
		\$5,725.42 /Month		\$38.17 /Hour			
Benefit	Multiplier				Category		
PERS - Employee	0.080000	458.03			Office Employees		
PERS - Employer	0.143660	822.51					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	52.67					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	152.30					
Vision Benefit		37.67					
Medicare	0.014500	<u>83.02</u>					
				Hourly Rate	129.73%	31.32%	Total Hourly
				& Benefits	Department	City-Wide	Rate
					Overhead	Overhead	
Total Benefits		\$ 2,781.61	48.58%	\$56.71	\$73.58	\$17.76	\$148.05
				Annual Salary + Benefits <u>\$102,084.31</u>			

Step B							
		\$6,011.43 /Month		\$40.08 /Hour			
Total Benefits		\$2,854.16	47.48%	\$59.10	\$76.68	\$18.51	\$154.29
				Annual Salary + Benefits <u>\$106,387.10</u>			

Step C							
		\$6,311.31 /Month		\$42.08 /Hour			
Total Benefits		\$2,936.32	46.52%	\$61.65	\$79.98	\$19.31	\$160.94
				Annual Salary + Benefits <u>\$110,971.52</u>			

Step D							
		\$6,626.79 /Month		\$44.18 /Hour			
Total Benefits		\$3,022.75	45.61%	\$64.33	\$83.46	\$20.15	\$167.94
				Annual Salary + Benefits <u>\$115,794.42</u>			

Step E							
		\$6,957.87 /Month		\$46.39 /Hour			
Total Benefits		\$3,113.45	44.75%	\$67.14	\$87.11	\$21.03	\$175.28
				Annual Salary + Benefits <u>\$120,855.82</u>			

City of Brentwood

**Safety / Special Projects Coordinator
Department: Public Works**

Step A							
		\$5,276.47 /Month		\$35.18 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	422.12		Office Employees			
PERS - Employer	0.143660	758.02					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	48.54					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	140.35					
Vision Benefit		37.67					
Medicare	0.014500	<u>76.51</u>					
					Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead
	Total Benefits	\$ 2,658.61	50.39%	\$52.90	\$68.63	\$16.57	\$138.10
		Annual Salary + Benefits		<u>\$95,220.98</u>			
Step B							
		\$5,539.95 /Month		\$36.93 /Hour			
	Total Benefits	\$2,724.99	49.19%	\$55.10	\$71.48	\$17.26	\$143.84
		Annual Salary + Benefits		<u>\$99,179.34</u>			
Step C							
		\$5,817.29 /Month		\$38.78 /Hour			
	Total Benefits	\$2,800.97	48.15%	\$57.46	\$74.54	\$18.00	\$149.99
		Annual Salary + Benefits		<u>\$103,419.18</u>			
Step D							
		\$6,108.50 /Month		\$40.72 /Hour			
	Total Benefits	\$2,880.75	47.16%	\$59.93	\$77.75	\$18.77	\$156.45
		Annual Salary + Benefits		<u>\$107,871.06</u>			
Step E							
		\$6,413.58 /Month		\$42.76 /Hour			
	Total Benefits	\$2,964.33	46.22%	\$62.52	\$81.11	\$19.58	\$163.21
		Annual Salary + Benefits		<u>\$112,534.97</u>			

City of Brentwood

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

Step A							
		\$6,321.71 /Month		\$42.14 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	505.74		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	908.18					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	58.16					
Life Insurance	0.000255	29.02					
Deferred Comp.		110.00					
Workers Comp.	0.026600	168.16					
Vision Benefit		37.67					
Medicare	0.014500	<u>91.66</u>		Hourly Rate & Benefits	27.55% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,078.18	48.69%	\$62.67	\$17.26	\$19.63	\$99.56
				Annual Salary + Benefits			
				<u>\$112,798.71</u>			
Step B							
		\$6,637.19 /Month		\$44.25 /Hour			
	Total Benefits	\$3,166.06	47.70%	\$65.35	\$18.00	\$20.47	\$103.83
				Annual Salary + Benefits			
				<u>\$117,638.99</u>			
Step C							
		\$6,968.27 /Month		\$46.46 /Hour			
	Total Benefits	\$3,258.28	46.76%	\$68.18	\$18.78	\$21.36	\$108.31
				Annual Salary + Benefits			
				<u>\$122,718.62</u>			
Step D							
		\$7,316.68 /Month		\$48.78 /Hour			
	Total Benefits	\$3,355.33	45.86%	\$71.15	\$19.60	\$22.29	\$113.03
				Annual Salary + Benefits			
				<u>\$128,064.13</u>			
Step E							
		\$7,682.43 /Month		\$51.22 /Hour			
	Total Benefits	\$3,457.21	45.00%	\$74.26	\$20.46	\$23.26	\$117.98
				Annual Salary + Benefits			
				<u>\$133,675.69</u>			

City of Brentwood

**Senior Associate Engineer
Department: Public Works**

Step A							
		\$7,207.48 /Month		\$48.05 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	576.60		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	1,035.43					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	66.31					
Life Insurance	0.000255	33.08					
Deferred Comp.		110.00					
Workers Comp.	0.026600	191.72					
Vision Benefit		37.67					
Medicare	0.014500	<u>104.51</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,324.91	46.13%	\$70.22	\$91.09	\$21.99	\$183.30
		Annual Salary + Benefits		<u>\$126,388.72</u>			
Step B							
		\$7,568.02 /Month		\$50.45 /Hour			
	Total Benefits	\$3,425.34	45.26%	\$73.29	\$95.08	\$22.96	\$191.33
		Annual Salary + Benefits		<u>\$131,920.34</u>			
Step C							
		\$7,945.91 /Month		\$52.97 /Hour			
	Total Benefits	\$3,530.60	44.43%	\$76.51	\$99.26	\$23.97	\$199.73
		Annual Salary + Benefits		<u>\$137,718.16</u>			
Step D							
		\$8,342.85 /Month		\$55.62 /Hour			
	Total Benefits	\$3,641.17	43.64%	\$79.89	\$103.65	\$25.03	\$208.57
		Annual Salary + Benefits		<u>\$143,808.25</u>			
Step E							
		\$8,760.60 /Month		\$58.40 /Hour			
	Total Benefits	\$3,757.54	42.89%	\$83.45	\$108.27	\$26.14	\$217.86
		Annual Salary + Benefits		<u>\$150,217.62</u>			

City of Brentwood

**Senior Building Inspector
Department: Community Development**

Step A							
		\$6,361.58 /Month		\$42.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	508.93					Office Employees
PERS - Employer	0.143660	913.90					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	58.53					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	169.22					
Vision Benefit		37.67					
Medicare	0.014500	<u>92.24</u>					
				Hourly Rate & Benefits	42.95% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,955.89	46.46%	\$62.12	\$26.68	\$19.46	\$108.25
				Annual Salary + Benefits <u>\$111,809.62</u>			
Step B							
		\$6,680.52 /Month		\$44.54 /Hour			
	Total Benefits	\$3,037.47	45.47%	\$64.79	\$27.83	\$20.29	\$112.91
				Annual Salary + Benefits <u>\$116,615.82</u>			
Step C							
		\$7,015.07 /Month		\$46.77 /Hour			
	Total Benefits	\$3,129.12	44.61%	\$67.63	\$29.05	\$21.18	\$117.86
				Annual Salary + Benefits <u>\$121,730.26</u>			
Step D							
		\$7,365.22 /Month		\$49.10 /Hour			
	Total Benefits	\$3,225.05	43.79%	\$70.60	\$30.32	\$22.12	\$123.04
				Annual Salary + Benefits <u>\$127,083.19</u>			
Step E							
		\$7,732.70 /Month		\$51.55 /Hour			
	Total Benefits	\$3,325.72	43.01%	\$73.72	\$31.66	\$23.09	\$128.48
				Annual Salary + Benefits <u>\$132,701.05</u>			

City of Brentwood

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

Step A							
		\$5,959.43 /Month		\$39.73 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	476.75		Office Employees			
PERS - Employer	0.143660	856.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	54.83					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	158.52					
Vision Benefit		37.67					
Medicare	0.014500	<u>86.41</u>					
				Hourly Rate & Benefits	42.95% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,845.72	47.75%	\$58.70	\$25.21	\$18.39	\$102.30
				Annual Salary + Benefits			
				<u>\$105,661.75</u>			
Step B							
		\$6,257.57 /Month		\$41.72 /Hour			
	Total Benefits	\$2,921.59	46.69%	\$61.19	\$26.28	\$19.17	\$106.65
				Annual Salary + Benefits			
				<u>\$110,149.97</u>			
Step C							
		\$6,571.32 /Month		\$43.81 /Hour			
	Total Benefits	\$3,007.55	45.77%	\$63.86	\$27.43	\$20.00	\$111.29
				Annual Salary + Benefits			
				<u>\$114,946.43</u>			
Step D							
		\$6,900.67 /Month		\$46.00 /Hour			
	Total Benefits	\$3,097.78	44.89%	\$66.66	\$28.63	\$20.88	\$116.16
				Annual Salary + Benefits			
				<u>\$119,981.37</u>			
Step E							
		\$7,245.61 /Month		\$48.30 /Hour			
	Total Benefits	\$3,192.28	44.06%	\$69.59	\$29.89	\$21.80	\$121.27
				Annual Salary + Benefits			
				<u>\$125,254.65</u>			

City of Brentwood

**Senior Community Development Technician
Department: Community Development**

Step A							
		\$5,203.67 /Month		\$34.69 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.080000	416.29					
PERS - Employer	0.143660	747.56					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	47.87					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	138.42			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>75.45</u>					
	Total Benefits	\$ 2,638.67	50.71%	\$52.28	\$22.45	\$16.38	\$91.11
		Annual Salary + Benefits		<u>\$94,108.05</u>			
Step B							
		\$5,463.68 /Month		\$36.42 /Hour			
	Total Benefits	\$2,704.10	49.49%	\$54.45	\$23.39	\$17.06	\$94.89
		Annual Salary + Benefits		<u>\$98,013.36</u>			
Step C							
		\$5,737.55 /Month		\$38.25 /Hour			
	Total Benefits	\$2,779.13	48.44%	\$56.78	\$24.39	\$17.78	\$98.95
		Annual Salary + Benefits		<u>\$102,200.15</u>			
Step D							
		\$6,025.30 /Month		\$40.17 /Hour			
	Total Benefits	\$2,857.96	47.43%	\$59.22	\$25.44	\$18.55	\$103.21
		Annual Salary + Benefits		<u>\$106,599.13</u>			
Step E							
		\$6,326.91 /Month		\$42.18 /Hour			
	Total Benefits	\$2,940.59	46.48%	\$61.78	\$26.54	\$19.35	\$107.67
		Annual Salary + Benefits		<u>\$111,210.00</u>			

City of Brentwood

**Senior Community Service Officer
Department: Police**

Step A							
		\$4,827.52 /Month		\$32.18 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	386.20		Non-Sworn Police			
PERS - Employer	0.143660	693.52					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	44.41					
Life Insurance		7.90					
Deferred Comp.		0.00					
Workers Comp.	0.026600	128.41					
Vision Benefit		37.67					
Medicare	0.014500	<u>70.00</u>					
				Hourly Rate & Benefits	42.32% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,537.72	52.57%	\$49.10	\$20.78	\$15.38	\$85.26
		Annual Salary + Benefits		<u>\$88,382.85</u>			
Step B							
		\$5,068.46 /Month		\$33.79 /Hour			
	Total Benefits	\$2,595.83	51.22%	\$51.10	\$21.62	\$16.00	\$88.72
		Annual Salary + Benefits		<u>\$91,971.42</u>			
Step C							
		\$5,321.54 /Month		\$35.48 /Hour			
	Total Benefits	\$2,665.16	50.08%	\$53.24	\$22.53	\$16.68	\$92.46
		Annual Salary + Benefits		<u>\$95,840.39</u>			
Step D							
		\$5,588.48 /Month		\$37.26 /Hour			
	Total Benefits	\$2,738.29	49.00%	\$55.51	\$23.49	\$17.39	\$96.39
		Annual Salary + Benefits		<u>\$99,921.24</u>			
Step E							
		\$5,867.56 /Month		\$39.12 /Hour			
	Total Benefits	\$2,814.75	47.97%	\$57.88	\$24.50	\$18.13	\$100.51
		Annual Salary + Benefits		<u>\$104,187.68</u>			

City of Brentwood

**Senior Construction Inspector
Department: Public Works**

Step A							
		\$6,361.58 /Month		\$42.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	508.93		Office Employees			
PERS - Employer	0.143660	913.90					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	58.53					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	169.22					
Vision Benefit		37.67					
Medicare	0.014500	<u>92.24</u>					
					Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead
	Total Benefits	\$ 2,955.89	46.46%	\$62.12	\$80.59	\$19.46	\$162.16
		Annual Salary + Benefits		<u>\$111,809.62</u>			
Step B							
		\$6,680.52 /Month		\$44.54 /Hour			
	Total Benefits	\$3,037.47	45.47%	\$64.79	\$84.05	\$20.29	\$169.13
		Annual Salary + Benefits		<u>\$116,615.82</u>			
Step C							
		\$7,015.07 /Month		\$46.77 /Hour			
	Total Benefits	\$3,129.12	44.61%	\$67.63	\$87.74	\$21.18	\$176.55
		Annual Salary + Benefits		<u>\$121,730.26</u>			
Step D							
		\$7,365.22 /Month		\$49.10 /Hour			
	Total Benefits	\$3,225.05	43.79%	\$70.60	\$91.59	\$22.12	\$184.31
		Annual Salary + Benefits		<u>\$127,083.19</u>			
Step E							
		\$7,732.70 /Month		\$51.55 /Hour			
	Total Benefits	\$3,325.72	43.01%	\$73.72	\$95.64	\$23.09	\$192.46
		Annual Salary + Benefits		<u>\$132,701.05</u>			

City of Brentwood

**Senior Engineer
Department: Public Works**

Step A		\$7,921.64 /Month		\$52.81 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	633.73			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	1,138.02					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	72.88					
Life Insurance	0.000255	36.36					
Deferred Comp.		110.00					
Workers Comp.	0.026600	210.72					
Vision Benefit		37.67					
Medicare	0.014500	<u>114.86</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 3,523.84	44.48%	\$76.30	\$98.99	\$23.90	\$199.19
				Annual Salary + Benefits <u>\$137,345.79</u>			
Step B		\$8,318.59 /Month		\$55.46 /Hour			
Total Benefits		\$3,634.41	43.69%	\$79.69	\$103.38	\$24.96	\$208.03
				Annual Salary + Benefits <u>\$143,436.04</u>			
Step C		\$8,734.60 /Month		\$58.23 /Hour			
Total Benefits		\$3,750.29	42.94%	\$83.23	\$107.98	\$26.07	\$217.28
				Annual Salary + Benefits <u>\$149,818.71</u>			
Step D		\$9,171.42 /Month		\$61.14 /Hour			
Total Benefits		\$3,871.97	42.22%	\$86.96	\$112.81	\$27.24	\$227.00
				Annual Salary + Benefits <u>\$156,520.67</u>			
Step E		\$9,630.77 /Month		\$64.21 /Hour			
Total Benefits		\$3,999.92	41.53%	\$90.87	\$117.89	\$28.46	\$237.23
				Annual Salary + Benefits <u>\$163,568.29</u>			

City of Brentwood

**Senior Equipment Mechanic
Department: Public Works**

Step A							
		\$5,240.07 /Month		\$34.93 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	419.21		Public Works - Maintenance			
PERS - Employer	0.143660	752.79					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	48.21					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	139.39					
Vision Benefit		37.67					
Medicare	0.014500	<u>75.98</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,648.64	50.55%	\$52.59	\$68.23	\$16.47	\$137.29
		Annual Salary + Benefits		<u>\$94,664.51</u>			
Step B							
		\$5,501.81 /Month		\$36.68 /Hour			
	Total Benefits	\$2,714.55	49.34%	\$54.78	\$71.06	\$17.16	\$143.00
		Annual Salary + Benefits		<u>\$98,596.27</u>			
Step C							
		\$5,777.42 /Month		\$38.52 /Hour			
	Total Benefits	\$2,790.05	48.29%	\$57.12	\$74.10	\$17.89	\$149.11
		Annual Salary + Benefits		<u>\$102,809.66</u>			
Step D							
		\$6,066.90 /Month		\$40.45 /Hour			
	Total Benefits	\$2,869.36	47.30%	\$59.58	\$77.29	\$18.66	\$155.52
		Annual Salary + Benefits		<u>\$107,235.10</u>			
Step E							
		\$6,370.25 /Month		\$42.47 /Hour			
	Total Benefits	\$2,952.46	46.35%	\$62.15	\$80.63	\$19.47	\$162.25
		Annual Salary + Benefits		<u>\$111,872.56</u>			

City of Brentwood

**Senior Community Development Analyst
Department: Community Development**

Step A							
		\$7,288.95 /Month		\$48.59 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	583.12			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	1,047.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	67.06					
Life Insurance	0.000255	33.46					
Deferred Comp.		110.00					
Workers Comp.	0.026600	193.89			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>105.69</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>
							<u>Total Hourly Rate</u>
	Total Benefits	\$ 3,347.61	45.93%	\$70.91	\$30.46	\$22.21	\$123.58
				Annual Salary + Benefits			
				<u>\$127,638.68</u>			
Step B							
		\$7,652.96 /Month		\$51.02 /Hour			
	Total Benefits	\$3,449.00	45.07%	\$74.01	\$31.79	\$23.18	\$128.98
				Annual Salary + Benefits			
				<u>\$133,223.54</u>			
Step C							
		\$8,036.04 /Month		\$53.57 /Hour			
	Total Benefits	\$3,555.71	44.25%	\$77.28	\$33.19	\$24.21	\$134.68
				Annual Salary + Benefits			
				<u>\$139,100.99</u>			
Step D							
		\$8,438.19 /Month		\$56.25 /Hour			
	Total Benefits	\$3,667.73	43.47%	\$80.71	\$34.66	\$25.28	\$140.65
				Annual Salary + Benefits			
				<u>\$145,271.01</u>			
Step E							
		\$8,859.41 /Month		\$59.06 /Hour			
	Total Benefits	\$3,785.06	42.72%	\$84.30	\$36.20	\$26.40	\$146.91
				Annual Salary + Benefits			
				<u>\$151,733.62</u>			

City of Brentwood

**Senior Landscape / Facilities Worker
Department: Parks & Recreation**

Step A							
		\$4,532.84 /Month		\$30.22 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	362.63			Public Works - Maintenance		
PERS - Employer	0.143660	651.19					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	41.70					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	120.57					
Vision Benefit		37.67					
Medicare	0.014500	<u>65.73</u>					
				Hourly Rate & Benefits	104.34% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 2,454.89	54.16%	\$46.58	\$48.61	\$14.59	\$109.78
				Annual Salary + Benefits			
				<u>\$83,852.72</u>			
Step B							
		\$4,759.92 /Month		\$31.73 /Hour			
Total Benefits		\$2,511.30	52.76%	\$48.47	\$50.58	\$15.18	\$114.24
				Annual Salary + Benefits			
				<u>\$87,254.61</u>			
Step C							
		\$4,997.39 /Month		\$33.32 /Hour			
Total Benefits		\$2,576.35	51.55%	\$50.49	\$52.68	\$15.82	\$118.99
				Annual Salary + Benefits			
				<u>\$90,884.94</u>			
Step D							
		\$5,247.00 /Month		\$34.98 /Hour			
Total Benefits		\$2,644.74	50.40%	\$52.61	\$54.90	\$16.48	\$123.99
				Annual Salary + Benefits			
				<u>\$94,700.86</u>			
Step E							
		\$5,508.75 /Month		\$36.73 /Hour			
Total Benefits		\$2,716.45	49.31%	\$54.83	\$57.21	\$17.18	\$129.23
				Annual Salary + Benefits			
				<u>\$98,702.37</u>			

City of Brentwood

**Senior Planner
Department: Community Development**

Step A		\$7,288.95 /Month		\$48.59 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	583.12			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	1,047.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	67.06					
Life Insurance	0.000255	33.46					
Deferred Comp.		110.00					
Workers Comp.	0.026600	193.89			42.95%	31.32%	
Vision Benefit		37.67					
Medicare	0.014500	<u>105.69</u>					
				<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
Total Benefits		\$ 3,347.61	45.93%	\$70.91	\$30.46	\$22.21	\$123.58
				Annual Salary + Benefits <u>\$127,638.68</u>			
Step B		\$7,652.96 /Month		\$51.02 /Hour			
Total Benefits		\$3,449.00	45.07%	\$74.01	\$31.79	\$23.18	\$128.98
				Annual Salary + Benefits <u>\$133,223.54</u>			
Step C		\$8,036.04 /Month		\$53.57 /Hour			
Total Benefits		\$3,555.71	44.25%	\$77.28	\$33.19	\$24.21	\$134.68
				Annual Salary + Benefits <u>\$139,100.99</u>			
Step D		\$8,438.19 /Month		\$56.25 /Hour			
Total Benefits		\$3,667.73	43.47%	\$80.71	\$34.66	\$25.28	\$140.65
				Annual Salary + Benefits <u>\$145,271.01</u>			
Step E		\$8,859.41 /Month		\$59.06 /Hour			
Total Benefits		\$3,785.06	42.72%	\$84.30	\$36.20	\$26.40	\$146.91
				Annual Salary + Benefits <u>\$151,733.62</u>			

City of Brentwood

**Senior Police Records Clerk
Department: Police**

Step A							
		\$4,532.84 /Month		\$30.22 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	362.63		Office Employees			
PERS - Employer	0.143660	651.19					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	41.70					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	120.57					
Vision Benefit		37.67					
Medicare	0.014500	<u>65.73</u>					
					Hourly Rate & Benefits	42.32% Department Overhead	31.32% City-Wide Overhead
	Total Benefits	\$ 2,454.89	54.16%	\$46.58	\$19.72	\$14.59	\$80.89
		Annual Salary + Benefits		<u>\$83,852.72</u>			
Step B							
		\$4,759.92 /Month		\$31.73 /Hour			
	Total Benefits	\$2,511.30	52.76%	\$48.47	\$20.52	\$15.18	\$84.17
		Annual Salary + Benefits		<u>\$87,254.61</u>			
Step C							
		\$4,997.39 /Month		\$33.32 /Hour			
	Total Benefits	\$2,576.35	51.55%	\$50.49	\$21.37	\$15.82	\$87.68
		Annual Salary + Benefits		<u>\$90,884.94</u>			
Step D							
		\$5,247.00 /Month		\$34.98 /Hour			
	Total Benefits	\$2,644.74	50.40%	\$52.61	\$22.27	\$16.48	\$91.36
		Annual Salary + Benefits		<u>\$94,700.86</u>			
Step E							
		\$5,508.75 /Month		\$36.73 /Hour			
	Total Benefits	\$2,716.45	49.31%	\$54.83	\$23.21	\$17.18	\$95.22
		Annual Salary + Benefits		<u>\$98,702.37</u>			

City of Brentwood

**Senior Redevelopment Analyst
Department: Redevelopment Agency**

Step A							
		\$7,288.95 /Month		\$48.59 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	583.12		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	1,047.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	67.06					
Life Insurance	0.000255	33.46					
Deferred Comp.		110.00					
Workers Comp.	0.026600	193.89			78.25%	31.32%	
Vision Benefit		37.67		<u>Hourly Rate</u>	<u>Department</u>	<u>City-Wide</u>	<u>Total Hourly</u>
Medicare	0.014500	<u>105.69</u>		<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
Total Benefits		\$ 3,347.61	45.93%	\$70.91	\$55.49	\$22.21	\$148.61
				<u>Annual Salary + Benefits</u>			
				<u>\$127,638.68</u>			
Step B							
		\$7,652.96 /Month		\$51.02 /Hour			
Total Benefits		\$3,449.00	45.07%	\$74.01	\$57.91	\$23.18	\$155.11
				<u>Annual Salary + Benefits</u>			
				<u>\$133,223.54</u>			
Step C							
		\$8,036.04 /Month		\$53.57 /Hour			
Total Benefits		\$3,555.71	44.25%	\$77.28	\$60.47	\$24.21	\$161.95
				<u>Annual Salary + Benefits</u>			
				<u>\$139,100.99</u>			
Step D							
		\$8,438.19 /Month		\$56.25 /Hour			
Total Benefits		\$3,667.73	43.47%	\$80.71	\$63.15	\$25.28	\$169.14
				<u>Annual Salary + Benefits</u>			
				<u>\$145,271.01</u>			
Step E							
		\$8,859.41 /Month		\$59.06 /Hour			
Total Benefits		\$3,785.06	42.72%	\$84.30	\$65.96	\$26.40	\$176.66
				<u>Annual Salary + Benefits</u>			
				<u>\$151,733.62</u>			

City of Brentwood

**Senior Solid Waste Equipment Operator
Department: Public Works**

Step A							
		\$4,990.46 /Month		\$33.27 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	399.24			Public Works - Maintenance		
PERS - Employer	0.143660	716.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	45.91					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	132.75					
Vision Benefit		37.67					
Medicare	0.014500	<u>72.36</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 2,580.26	51.70%	\$50.47	\$65.48	\$15.81	\$131.76
				Annual Salary + Benefits			
				<u>\$90,848.60</u>			
Step B							
		\$5,240.07 /Month		\$34.93 /Hour			
Total Benefits		\$2,642.84	50.44%	\$52.55	\$68.18	\$16.46	\$137.19
				Annual Salary + Benefits			
				<u>\$94,594.91</u>			
Step C							
		\$5,501.81 /Month		\$36.68 /Hour			
Total Benefits		\$2,714.55	49.34%	\$54.78	\$71.06	\$17.16	\$143.00
				Annual Salary + Benefits			
				<u>\$98,596.27</u>			
Step D							
		\$5,777.42 /Month		\$38.52 /Hour			
Total Benefits		\$2,790.05	48.29%	\$57.12	\$74.10	\$17.89	\$149.11
				Annual Salary + Benefits			
				<u>\$102,809.66</u>			
Step E							
		\$6,066.90 /Month		\$40.45 /Hour			
Total Benefits		\$2,869.36	47.30%	\$59.58	\$77.29	\$18.66	\$155.52
				Annual Salary + Benefits			
				<u>\$107,235.10</u>			

City of Brentwood

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

Step A							
		\$4,723.52 /Month		\$31.49 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	377.88		Public Works - Maintenance			
PERS - Employer	0.143660	678.58					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	43.46					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	125.65					
Vision Benefit		37.67					
Medicare	0.014500	<u>68.49</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,507.13	53.08%	\$48.20	\$62.54	\$15.10	\$125.84
		Annual Salary + Benefits		<u>\$86,767.75</u>			
Step B							
		\$4,959.26 /Month		\$33.06 /Hour			
	Total Benefits	\$2,565.91	51.74%	\$50.17	\$65.08	\$15.71	\$130.97
		Annual Salary + Benefits		<u>\$90,302.03</u>			
Step C							
		\$5,207.13 /Month		\$34.71 /Hour			
	Total Benefits	\$2,633.82	50.58%	\$52.27	\$67.82	\$16.37	\$136.46
		Annual Salary + Benefits		<u>\$94,091.34</u>			
Step D							
		\$5,467.14 /Month		\$36.45 /Hour			
	Total Benefits	\$2,705.05	49.48%	\$54.48	\$70.68	\$17.07	\$142.23
		Annual Salary + Benefits		<u>\$98,066.25</u>			
Step E							
		\$5,741.02 /Month		\$38.27 /Hour			
	Total Benefits	\$2,780.08	48.42%	\$56.81	\$73.70	\$17.79	\$148.30
		Annual Salary + Benefits		<u>\$102,253.20</u>			

City of Brentwood

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

Step A							
		\$5,349.27 /Month		\$35.66 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	427.94		Public Works - Maintenance			
PERS - Employer	0.143660	768.48					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	49.21					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	142.29					
Vision Benefit		37.67					
Medicare	0.014500	<u>77.56</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,678.56	50.07%	\$53.52	\$69.43	\$16.76	\$139.71
		Annual Salary + Benefits		<u>\$96,333.91</u>			
Step B							
		\$5,616.22 /Month		\$37.44 /Hour			
	Total Benefits	\$2,745.89	48.89%	\$55.75	\$72.32	\$17.46	\$145.53
		Annual Salary + Benefits		<u>\$100,345.32</u>			
Step C							
		\$5,897.03 /Month		\$39.31 /Hour			
	Total Benefits	\$2,822.82	47.87%	\$58.13	\$75.42	\$18.21	\$151.76
		Annual Salary + Benefits		<u>\$104,638.20</u>			
Step D							
		\$6,191.70 /Month		\$41.28 /Hour			
	Total Benefits	\$2,903.55	46.89%	\$60.63	\$78.66	\$18.99	\$158.29
		Annual Salary + Benefits		<u>\$109,142.98</u>			
Step E							
		\$6,501.98 /Month		\$43.35 /Hour			
	Total Benefits	\$2,988.55	45.96%	\$63.27	\$82.08	\$19.82	\$165.17
		Annual Salary + Benefits		<u>\$113,886.39</u>			

City of Brentwood

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

Step A							
		\$4,860.45 /Month		\$32.40 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	388.84		Public Works - Maintenance			
PERS - Employer	0.143660	698.25					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	44.72					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	129.29					
Vision Benefit		37.67					
Medicare	0.014500	<u>70.48</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,544.64	52.35%	\$49.37	\$64.05	\$15.46	\$128.88
				Annual Salary + Benefits			
				<u>\$88,861.07</u>			
Step B							
		\$5,103.13 /Month		\$34.02 /Hour			
	Total Benefits	\$2,605.32	51.05%	\$51.39	\$66.67	\$16.10	\$134.16
				Annual Salary + Benefits			
				<u>\$92,501.44</u>			
Step C							
		\$5,357.94 /Month		\$35.72 /Hour			
	Total Benefits	\$2,675.13	49.93%	\$53.55	\$69.48	\$16.78	\$139.81
				Annual Salary + Benefits			
				<u>\$96,396.85</u>			
Step D							
		\$5,626.62 /Month		\$37.51 /Hour			
	Total Benefits	\$2,748.74	48.85%	\$55.84	\$72.44	\$17.49	\$145.76
				Annual Salary + Benefits			
				<u>\$100,504.31</u>			
Step E							
		\$5,907.43 /Month		\$39.38 /Hour			
	Total Benefits	\$2,825.67	47.83%	\$58.22	\$75.53	\$18.24	\$151.99
				Annual Salary + Benefits			
				<u>\$104,797.19</u>			

City of Brentwood

**Solid Waste Equipment Operator I
Department: Public Works**

Step A							
		\$4,106.42 /Month		\$27.38 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	328.51					Public Works - Maintenance
PERS - Employer	0.143660	589.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	37.78					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	109.23					
Vision Benefit		37.67					
Medicare	0.014500	<u>59.54</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,338.06	56.94%	\$42.96	\$55.74	\$13.46	\$112.16
				Annual Salary + Benefits			
				<u>\$77,333.82</u>			
Step B							
		\$4,310.97 /Month		\$28.74 /Hour			
	Total Benefits	\$2,388.30	55.40%	\$44.66	\$57.94	\$13.99	\$116.59
				Annual Salary + Benefits			
				<u>\$80,391.28</u>			
Step C							
		\$4,525.91 /Month		\$30.17 /Hour			
	Total Benefits	\$2,447.19	54.07%	\$46.49	\$60.31	\$14.56	\$121.36
				Annual Salary + Benefits			
				<u>\$83,677.18</u>			
Step D							
		\$4,752.98 /Month		\$31.69 /Hour			
	Total Benefits	\$2,509.40	52.80%	\$48.42	\$62.81	\$15.17	\$126.39
				Annual Salary + Benefits			
				<u>\$87,148.52</u>			
Step E							
		\$4,990.46 /Month		\$33.27 /Hour			
	Total Benefits	\$2,574.46	51.59%	\$50.43	\$65.43	\$15.80	\$131.66
				Annual Salary + Benefits			
				<u>\$90,779.00</u>			

City of Brentwood

**Solid Waste Equipment Operator II
Department: Public Works**

Step A							
		\$4,525.91 /Month		\$30.17 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	362.07		Public Works - Maintenance			
PERS - Employer	0.143660	650.19					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	41.64					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	120.39					
Vision Benefit		37.67					
Medicare	0.014500	<u>65.63</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,452.99	54.20%	\$46.53	\$60.36	\$14.57	\$121.46
				Annual Salary + Benefits			
				<u>\$83,746.78</u>			
Step B							
		\$4,752.98 /Month		\$31.69 /Hour			
	Total Benefits	\$2,509.40	52.80%	\$48.42	\$62.81	\$15.17	\$126.39
				Annual Salary + Benefits			
				<u>\$87,148.52</u>			
Step C							
		\$4,990.46 /Month		\$33.27 /Hour			
	Total Benefits	\$2,574.46	51.59%	\$50.43	\$65.43	\$15.80	\$131.66
				Annual Salary + Benefits			
				<u>\$90,779.00</u>			
Step D							
		\$5,240.07 /Month		\$34.93 /Hour			
	Total Benefits	\$2,642.84	50.44%	\$52.55	\$68.18	\$16.46	\$137.19
				Annual Salary + Benefits			
				<u>\$94,594.91</u>			
Step E							
		\$5,501.81 /Month		\$36.68 /Hour			
	Total Benefits	\$2,714.55	49.34%	\$54.78	\$71.06	\$17.16	\$143.00
				Annual Salary + Benefits			
				<u>\$98,596.27</u>			

City of Brentwood

**Solid Waste Manager
Department: Public Works**

Step A							
		\$7,172.81 /Month		\$47.82 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	573.82		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	1,030.45					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	65.99					
Life Insurance	0.000255	32.92					
Deferred Comp.		110.00					
Workers Comp.	0.026600	190.80					
Vision Benefit		37.67					
Medicare	0.014500	<u>104.01</u>		Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,315.26	46.22%	\$69.92	\$90.71	\$21.90	\$182.53
		Annual Salary + Benefits		<u>\$125,856.79</u>			
Step B							
		\$7,531.62 /Month		\$50.21 /Hour			
	Total Benefits	\$3,415.20	45.34%	\$72.98	\$94.68	\$22.86	\$190.52
		Annual Salary + Benefits		<u>\$131,361.87</u>			
Step C							
		\$7,907.77 /Month		\$52.72 /Hour			
	Total Benefits	\$3,519.98	44.51%	\$76.18	\$98.84	\$23.86	\$198.89
		Annual Salary + Benefits		<u>\$137,132.99</u>			
Step D							
		\$8,302.99 /Month		\$55.35 /Hour			
	Total Benefits	\$3,630.07	43.72%	\$79.55	\$103.21	\$24.92	\$207.68
		Annual Salary + Benefits		<u>\$143,196.69</u>			
Step E							
		\$8,719.00 /Month		\$58.13 /Hour			
	Total Benefits	\$3,745.95	42.96%	\$83.10	\$107.81	\$26.03	\$216.94
		Annual Salary + Benefits		<u>\$149,579.37</u>			

City of Brentwood

**Solid Waste Supervisor
Department: Public Works**

Step A							
		\$5,978.50 /Month		\$39.86 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	478.28			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	858.87					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	55.00					
Life Insurance	0.000255	27.44					
Deferred Comp.		110.00					
Workers Comp.	0.026600	159.03					
Vision Benefit		37.67					
Medicare	0.014500	<u>86.69</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,982.58	49.89%	\$59.74	\$77.50	\$18.71	\$155.96
		Annual Salary + Benefits		<u>\$107,532.97</u>			
Step B							
		\$6,276.64 /Month		\$41.84 /Hour			
	Total Benefits	\$3,065.63	48.84%	\$62.28	\$80.80	\$19.51	\$162.59
		Annual Salary + Benefits		<u>\$112,107.22</u>			
Step C							
		\$6,590.39 /Month		\$43.94 /Hour			
	Total Benefits	\$3,153.02	47.84%	\$64.96	\$84.27	\$20.35	\$169.57
		Annual Salary + Benefits		<u>\$116,920.96</u>			
Step D							
		\$6,919.73 /Month		\$46.13 /Hour			
	Total Benefits	\$3,244.76	46.89%	\$67.76	\$87.91	\$21.23	\$176.90
		Annual Salary + Benefits		<u>\$121,973.89</u>			
Step E							
		\$7,266.41 /Month		\$48.44 /Hour			
	Total Benefits	\$3,341.33	45.98%	\$70.72	\$91.74	\$22.15	\$184.61
		Annual Salary + Benefits		<u>\$127,292.86</u>			

City of Brentwood

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

Step A							
		\$3,726.81 /Month		\$24.85 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	298.14			Public Works - Maintenance		
PERS - Employer	0.143660	535.39					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	34.29					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	99.13					
Vision Benefit		37.67					
Medicare	0.014500	<u>54.04</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,234.07	59.95%	\$39.74	\$51.55	\$12.45	\$103.74
				Annual Salary + Benefits			
				<u>\$71,530.52</u>			
Step B							
		\$3,914.02 /Month		\$26.09 /Hour			
	Total Benefits	\$2,279.55	58.24%	\$41.29	\$53.57	\$12.93	\$107.79
				Annual Salary + Benefits			
				<u>\$74,322.90</u>			
Step C							
		\$4,109.89 /Month		\$27.40 /Hour			
	Total Benefits	\$2,333.22	56.77%	\$42.95	\$55.73	\$13.45	\$112.13
				Annual Salary + Benefits			
				<u>\$77,317.27</u>			
Step D							
		\$4,316.17 /Month		\$28.77 /Hour			
	Total Benefits	\$2,389.73	55.37%	\$44.71	\$58.00	\$14.00	\$116.71
				Annual Salary + Benefits			
				<u>\$80,470.78</u>			
Step E							
		\$4,532.84 /Month		\$30.22 /Hour			
	Total Benefits	\$2,449.09	54.03%	\$46.55	\$60.39	\$14.58	\$121.51
				Annual Salary + Benefits			
				<u>\$83,783.12</u>			

City of Brentwood

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

Step A							
		\$4,109.89 /Month		\$27.40 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	328.79		Public Works - Maintenance			
PERS - Employer	0.143660	590.43					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	37.81					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	109.32					
Vision Benefit		37.67					
Medicare	0.014500	<u>59.59</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,339.02	56.91%	\$42.99	\$55.78	\$13.47	\$112.24
				Annual Salary + Benefits			
				<u>\$77,386.87</u>			
Step B							
		\$4,316.17 /Month		\$28.77 /Hour			
	Total Benefits	\$2,389.73	55.37%	\$44.71	\$58.00	\$14.00	\$116.71
				Annual Salary + Benefits			
				<u>\$80,470.78</u>			
Step C							
		\$4,532.84 /Month		\$30.22 /Hour			
	Total Benefits	\$2,449.09	54.03%	\$46.55	\$60.39	\$14.58	\$121.51
				Annual Salary + Benefits			
				<u>\$83,783.12</u>			
Step D							
		\$4,759.92 /Month		\$31.73 /Hour			
	Total Benefits	\$2,511.30	52.76%	\$48.47	\$62.89	\$15.18	\$126.55
				Annual Salary + Benefits			
				<u>\$87,254.61</u>			
Step E							
		\$4,997.39 /Month		\$33.32 /Hour			
	Total Benefits	\$2,576.35	51.55%	\$50.49	\$65.50	\$15.82	\$131.81
				Annual Salary + Benefits			
				<u>\$90,884.94</u>			

City of Brentwood

**Street Sweeper Operator
Department: Public Works**

Step A							
		\$4,312.70 /Month		\$28.75 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	345.02			Public Works - Maintenance		
PERS - Employer	0.143660	619.56					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	39.68					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	114.72					
Vision Benefit		37.67					
Medicare	0.014500	<u>62.53</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,394.58	55.52%	\$44.72	\$58.01	\$14.01	\$116.73
				Annual Salary + Benefits			
				<u>\$80,487.33</u>			
Step B							
		\$4,527.64 /Month		\$30.18 /Hour			
	Total Benefits	\$2,447.66	54.06%	\$46.50	\$60.33	\$14.57	\$121.40
				Annual Salary + Benefits			
				<u>\$83,703.63</u>			
Step C							
		\$4,754.72 /Month		\$31.70 /Hour			
	Total Benefits	\$2,509.87	52.79%	\$48.43	\$62.83	\$15.17	\$126.43
				Annual Salary + Benefits			
				<u>\$87,175.12</u>			
Step D							
		\$4,992.19 /Month		\$33.28 /Hour			
	Total Benefits	\$2,574.93	51.58%	\$50.45	\$65.45	\$15.80	\$131.70
				Annual Salary + Benefits			
				<u>\$90,805.44</u>			
Step E							
		\$5,241.80 /Month		\$34.95 /Hour			
	Total Benefits	\$2,643.31	50.43%	\$52.57	\$68.20	\$16.47	\$137.23
				Annual Salary + Benefits			
				<u>\$94,621.36</u>			

City of Brentwood

**Streets Manager
Department: Public Works**

Step A							
		\$7,074.01 /Month		\$47.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	565.92					
PERS - Employer	0.143660	1,016.25					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	65.08					
Life Insurance	0.000255	32.47					
Deferred Comp.		110.00					
Workers Comp.	0.026600	188.17					
Vision Benefit		37.67					
Medicare	0.014500	<u>102.57</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,287.74	46.48%	\$69.08	\$89.62	\$21.64	\$180.33
				Annual Salary + Benefits <u>\$124,340.95</u>			
Step B							
		\$7,427.62 /Month		\$49.52 /Hour			
	Total Benefits	\$3,386.23	45.59%	\$72.09	\$93.53	\$22.58	\$188.20
				Annual Salary + Benefits <u>\$129,766.24</u>			
Step C							
		\$7,798.57 /Month		\$51.99 /Hour			
	Total Benefits	\$3,489.56	44.75%	\$75.25	\$97.63	\$23.57	\$196.46
				Annual Salary + Benefits <u>\$135,457.58</u>			
Step D							
		\$8,188.58 /Month		\$54.59 /Hour			
	Total Benefits	\$3,598.20	43.94%	\$78.58	\$101.94	\$24.61	\$205.13
				Annual Salary + Benefits <u>\$141,441.35</u>			
Step E							
		\$8,597.66 /Month		\$57.32 /Hour			
	Total Benefits	\$3,712.15	43.18%	\$82.07	\$106.47	\$25.71	\$214.24
				Annual Salary + Benefits <u>\$147,717.70</u>			

City of Brentwood

**Streets Supervisor
Department: Public Works**

Step A		\$6,153.57 /Month		\$41.02 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	492.29		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	884.02					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	56.61					
Life Insurance	0.000255	28.24					
Deferred Comp.		110.00					
Workers Comp.	0.026600	163.68			129.73%	31.32%	
Vision Benefit		37.67		<u>Hourly Rate</u>	<u>Department</u>	<u>City-Wide</u>	<u>Total Hourly</u>
Medicare	0.014500	<u>89.23</u>		<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 3,031.35	49.26%	\$61.23	\$79.44	\$19.18	\$159.85
Annual Salary + Benefits				<u>\$110,219.00</u>			

Step B		\$6,462.12 /Month		\$43.08 /Hour			
Total Benefits	\$3,117.29	48.24%	\$63.86	\$82.85	\$20.00	\$166.72	
Annual Salary + Benefits			<u>\$114,952.96</u>				

Step C		\$6,784.53 /Month		\$45.23 /Hour			
Total Benefits	\$3,207.10	47.27%	\$66.61	\$86.42	\$20.86	\$173.89	
Annual Salary + Benefits			<u>\$119,899.57</u>				

Step D		\$7,124.27 /Month		\$47.50 /Hour			
Total Benefits	\$3,301.74	46.34%	\$69.51	\$90.17	\$21.77	\$181.45	
Annual Salary + Benefits			<u>\$125,112.06</u>				

Step E		\$7,481.35 /Month		\$49.88 /Hour			
Total Benefits	\$3,401.20	45.46%	\$72.55	\$94.12	\$22.73	\$189.40	
Annual Salary + Benefits			<u>\$130,590.60</u>				

City of Brentwood

**Technical Assistant I
Department: Finance & Information Systems**

Step A							
		\$3,894.95 /Month		\$25.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	311.60					Office Employees
PERS - Employer	0.143660	559.55					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	35.83					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	103.61					
Vision Benefit		37.67					
Medicare	0.014500	<u>56.48</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,280.13	58.54%	\$41.17	\$53.41	\$12.90	\$107.47
				Annual Salary + Benefits <u>\$74,100.97</u>			
Step B							
		\$4,089.09 /Month		\$27.26 /Hour			
	Total Benefits	\$2,327.52	56.92%	\$42.78	\$55.50	\$13.40	\$111.67
				Annual Salary + Benefits <u>\$76,999.29</u>			
Step C							
		\$4,293.63 /Month		\$28.62 /Hour			
	Total Benefits	\$2,383.55	55.51%	\$44.51	\$57.75	\$13.94	\$116.21
				Annual Salary + Benefits <u>\$80,126.19</u>			
Step D							
		\$4,508.57 /Month		\$30.06 /Hour			
	Total Benefits	\$2,442.44	54.17%	\$46.34	\$60.12	\$14.52	\$120.97
				Annual Salary + Benefits <u>\$83,412.09</u>			
Step E							
		\$4,733.92 /Month		\$31.56 /Hour			
	Total Benefits	\$2,504.17	52.90%	\$48.25	\$62.60	\$15.11	\$125.97
				Annual Salary + Benefits <u>\$86,857.14</u>			

City of Brentwood

**Technical Assistant I
Department: Public Works**

Step A							
		\$3,894.95 /Month		\$25.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	311.60		Office Employees			
PERS - Employer	0.143660	559.55					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	35.83					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	103.61					
Vision Benefit		37.67					
Medicare	0.014500	<u>56.48</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,280.13	58.54%	\$41.17	\$53.41	\$12.90	\$107.47
		Annual Salary + Benefits		<u>\$74,100.97</u>			
Step B							
		\$4,089.09 /Month		\$27.26 /Hour			
	Total Benefits	\$2,327.52	56.92%	\$42.78	\$55.50	\$13.40	\$111.67
		Annual Salary + Benefits		<u>\$76,999.29</u>			
Step C							
		\$4,293.63 /Month		\$28.62 /Hour			
	Total Benefits	\$2,383.55	55.51%	\$44.51	\$57.75	\$13.94	\$116.21
		Annual Salary + Benefits		<u>\$80,126.19</u>			
Step D							
		\$4,508.57 /Month		\$30.06 /Hour			
	Total Benefits	\$2,442.44	54.17%	\$46.34	\$60.12	\$14.52	\$120.97
		Annual Salary + Benefits		<u>\$83,412.09</u>			
Step E							
		\$4,733.92 /Month		\$31.56 /Hour			
	Total Benefits	\$2,504.17	52.90%	\$48.25	\$62.60	\$15.11	\$125.97
		Annual Salary + Benefits		<u>\$86,857.14</u>			

City of Brentwood

**Technical Assistant II
Department: Public Works**

Step A							
		\$4,293.63 /Month		\$28.62 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	343.49		Office Employees			
PERS - Employer	0.143660	616.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	39.50					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	114.21					
Vision Benefit		37.67					
Medicare	0.014500	<u>62.26</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,389.35	55.65%	\$44.55	\$57.80	\$13.96	\$116.31
		Annual Salary + Benefits		<u>\$80,195.79</u>			
Step B							
		\$4,508.57 /Month		\$30.06 /Hour			
	Total Benefits	\$2,442.44	54.17%	\$46.34	\$60.12	\$14.52	\$120.97
		Annual Salary + Benefits		<u>\$83,412.09</u>			
Step C							
		\$4,733.92 /Month		\$31.56 /Hour			
	Total Benefits	\$2,504.17	52.90%	\$48.25	\$62.60	\$15.11	\$125.97
		Annual Salary + Benefits		<u>\$86,857.14</u>			
Step D							
		\$4,971.39 /Month		\$33.14 /Hour			
	Total Benefits	\$2,569.23	51.68%	\$50.27	\$65.22	\$15.75	\$131.24
		Annual Salary + Benefits		<u>\$90,487.46</u>			
Step E							
		\$5,219.27 /Month		\$34.80 /Hour			
	Total Benefits	\$2,637.14	50.53%	\$52.38	\$67.95	\$16.41	\$136.73
		Annual Salary + Benefits		<u>\$94,276.93</u>			

City of Brentwood

**Wastewater Laboratory Technician I
Department: Public Works**

Step A							
		\$4,576.18 /Month		\$30.51 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	366.09			Public Works - Maintenance		
PERS - Employer	0.143660	657.41					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	42.10					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	121.73					
Vision Benefit		37.67					
Medicare	0.014500	<u>66.35</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,466.76	53.90%	\$46.95	\$60.91	\$14.71	\$122.57
				Annual Salary + Benefits			
				<u>\$84,515.28</u>			
Step B							
		\$4,804.98 /Month		\$32.03 /Hour			
	Total Benefits	\$2,523.64	52.52%	\$48.86	\$63.38	\$15.30	\$127.55
				Annual Salary + Benefits			
				<u>\$87,943.47</u>			
Step C							
		\$5,045.93 /Month		\$33.64 /Hour			
	Total Benefits	\$2,589.65	51.32%	\$50.90	\$66.04	\$15.94	\$132.89
				Annual Salary + Benefits			
				<u>\$91,627.00</u>			
Step D							
		\$5,299.00 /Month		\$35.33 /Hour			
	Total Benefits	\$2,658.98	50.18%	\$53.05	\$68.83	\$16.62	\$138.50
				Annual Salary + Benefits			
				<u>\$95,495.81</u>			
Step E							
		\$5,564.21 /Month		\$37.09 /Hour			
	Total Benefits	\$2,731.64	49.09%	\$55.31	\$71.75	\$17.32	\$144.38
				Annual Salary + Benefits			
				<u>\$99,550.21</u>			

City of Brentwood

**Wastewater Laboratory Technician II
Department: Public Works**

Step A							
		\$5,045.93 /Month		\$33.64 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	403.67		Public Works - Maintenance			
PERS - Employer	0.143660	724.90					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	46.42					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	134.22					
Vision Benefit		37.67					
Medicare	0.014500	<u>73.17</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,595.45	51.44%	\$50.94	\$66.09	\$15.96	\$132.99
		Annual Salary + Benefits		<u>\$91,696.60</u>			
Step B							
		\$5,299.00 /Month		\$35.33 /Hour			
	Total Benefits	\$2,658.98	50.18%	\$53.05	\$68.83	\$16.62	\$138.50
		Annual Salary + Benefits		<u>\$95,495.81</u>			
Step C							
		\$5,564.21 /Month		\$37.09 /Hour			
	Total Benefits	\$2,731.64	49.09%	\$55.31	\$71.75	\$17.32	\$144.38
		Annual Salary + Benefits		<u>\$99,550.21</u>			
Step D							
		\$5,843.29 /Month		\$38.96 /Hour			
	Total Benefits	\$2,808.10	48.06%	\$57.68	\$74.82	\$18.07	\$150.57
		Annual Salary + Benefits		<u>\$103,816.65</u>			
Step E							
		\$6,136.24 /Month		\$40.91 /Hour			
	Total Benefits	\$2,888.35	47.07%	\$60.16	\$78.05	\$18.85	\$157.06
		Annual Salary + Benefits		<u>\$108,295.13</u>			

City of Brentwood

**Wastewater Maintenance Supervisor
Department: Public Works**

Step A							
		\$5,723.69 /Month		\$38.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	457.90		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	822.27					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	52.66					
Life Insurance	0.000255	26.27					
Deferred Comp.		110.00					
Workers Comp.	0.026600	152.25					
Vision Benefit		37.67					
Medicare	0.014500	<u>82.99</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,911.60	50.87%	\$57.57	\$74.69	\$18.03	\$150.29
				Annual Salary + Benefits <u>\$103,623.53</u>			
Step B							
		\$6,009.70 /Month		\$40.06 /Hour			
	Total Benefits	\$2,991.27	49.77%	\$60.01	\$77.85	\$18.80	\$156.65
				Annual Salary + Benefits <u>\$108,011.66</u>			
Step C							
		\$6,309.58 /Month		\$42.06 /Hour			
	Total Benefits	\$3,074.80	48.73%	\$62.56	\$81.16	\$19.60	\$163.32
				Annual Salary + Benefits <u>\$112,612.60</u>			
Step D							
		\$6,625.05 /Month		\$44.17 /Hour			
	Total Benefits	\$3,162.68	47.74%	\$65.25	\$84.65	\$20.44	\$170.34
				Annual Salary + Benefits <u>\$117,452.73</u>			
Step E							
		\$6,956.13 /Month		\$46.37 /Hour			
	Total Benefits	\$3,254.90	46.79%	\$68.07	\$88.31	\$21.32	\$177.71
				Annual Salary + Benefits <u>\$122,532.36</u>			

City of Brentwood

**Wastewater Operations Manager
Department: Public Works**

Step A							
		\$7,236.95 /Month		\$48.25 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	578.96					Non-Sworn Management & Mid-Management
PERS - Employer	0.143660	1,039.66					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	66.58					
Life Insurance	0.000255	33.22					
Deferred Comp.		110.00					
Workers Comp.	0.026600	192.50					
Vision Benefit		37.67					
Medicare	0.014500	<u>104.94</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,333.12	46.06%	\$70.47	\$91.42	\$22.07	\$183.96
				Annual Salary + Benefits <u>\$126,840.87</u>			
Step B							
				\$7,599.23 /Month		\$50.66 /Hour	
	Total Benefits	\$3,434.04	45.19%	\$73.56	\$95.43	\$23.04	\$192.02
				Annual Salary + Benefits <u>\$132,399.19</u>			
Step C							
				\$7,978.84 /Month		\$53.19 /Hour	
	Total Benefits	\$3,539.78	44.36%	\$76.79	\$99.62	\$24.05	\$200.47
				Annual Salary + Benefits <u>\$138,223.39</u>			
Step D							
				\$8,377.52 /Month		\$55.85 /Hour	
	Total Benefits	\$3,650.83	43.58%	\$80.19	\$104.03	\$25.12	\$209.34
				Annual Salary + Benefits <u>\$144,340.18</u>			
Step E							
				\$8,797.01 /Month		\$58.65 /Hour	
	Total Benefits	\$3,767.68	42.83%	\$83.76	\$108.67	\$26.24	\$218.67
				Annual Salary + Benefits <u>\$150,776.25</u>			

City of Brentwood

**Wastewater Treatment Plant Operator Asst.
Department: Public Works**

Step A							
		\$3,584.67 /Month		\$23.90 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	286.77			Public Works - Maintenance		
PERS - Employer	0.143660	514.97					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	32.98					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	95.35					
Vision Benefit		37.67					
Medicare	0.014500	<u>51.98</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,195.13	61.24%	\$38.53	\$49.99	\$12.07	\$100.59
				Annual Salary + Benefits <u>\$69,357.55</u>			
Step B							
		\$3,763.21 /Month		\$25.09 /Hour			
	Total Benefits	\$2,238.24	59.48%	\$40.01	\$51.91	\$12.53	\$104.45
				Annual Salary + Benefits <u>\$72,017.39</u>			
Step C							
		\$3,952.15 /Month		\$26.35 /Hour			
	Total Benefits	\$2,290.00	57.94%	\$41.61	\$53.99	\$13.04	\$108.64
				Annual Salary + Benefits <u>\$74,905.81</u>			
Step D							
		\$4,149.76 /Month		\$27.67 /Hour			
	Total Benefits	\$2,344.14	56.49%	\$43.29	\$56.16	\$13.56	\$113.02
				Annual Salary + Benefits <u>\$77,926.78</u>			
Step E							
		\$4,357.77 /Month		\$29.05 /Hour			
	Total Benefits	\$2,401.12	55.10%	\$45.06	\$58.46	\$14.11	\$117.63
				Annual Salary + Benefits <u>\$81,106.74</u>			

City of Brentwood

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

Step A							
		\$4,357.77 /Month		\$29.05 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	348.62			Public Works - Maintenance		
PERS - Employer	0.143660	626.04					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	40.09					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	115.92					
Vision Benefit		37.67					
Medicare	0.014500	<u>63.19</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 2,406.92	55.23%	\$45.10	\$58.51	\$14.13	\$117.73
				Annual Salary + Benefits			
				<u>\$81,176.34</u>			
Step B							
		\$4,576.18 /Month		\$30.51 /Hour			
Total Benefits		\$2,460.96	53.78%	\$46.91	\$60.86	\$14.70	\$122.47
				Annual Salary + Benefits			
				<u>\$84,445.68</u>			
Step C							
		\$4,804.98 /Month		\$32.03 /Hour			
Total Benefits		\$2,523.64	52.52%	\$48.86	\$63.38	\$15.30	\$127.55
				Annual Salary + Benefits			
				<u>\$87,943.47</u>			
Step D							
		\$5,045.93 /Month		\$33.64 /Hour			
Total Benefits		\$2,589.65	51.32%	\$50.90	\$66.04	\$15.94	\$132.89
				Annual Salary + Benefits			
				<u>\$91,627.00</u>			
Step E							
		\$5,299.00 /Month		\$35.33 /Hour			
Total Benefits		\$2,658.98	50.18%	\$53.05	\$68.83	\$16.62	\$138.50
				Annual Salary + Benefits			
				<u>\$95,495.81</u>			

City of Brentwood

**Wastewater Treatment Plant Operator II
Department: Public Works**

Step A							
		\$4,804.98 /Month		\$32.03 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	384.40		Public Works - Maintenance			
PERS - Employer	0.143660	690.28					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	44.21					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	127.81					
Vision Benefit		37.67					
Medicare	0.014500	<u>69.67</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,529.44	52.64%	\$48.90	\$63.43	\$15.32	\$127.65
		Annual Salary + Benefits		<u>\$88,013.07</u>			
Step B							
		\$5,045.93 /Month		\$33.64 /Hour			
	Total Benefits	\$2,589.65	51.32%	\$50.90	\$66.04	\$15.94	\$132.89
		Annual Salary + Benefits		<u>\$91,627.00</u>			
Step C							
		\$5,299.00 /Month		\$35.33 /Hour			
	Total Benefits	\$2,658.98	50.18%	\$53.05	\$68.83	\$16.62	\$138.50
		Annual Salary + Benefits		<u>\$95,495.81</u>			
Step D							
		\$5,564.21 /Month		\$37.09 /Hour			
	Total Benefits	\$2,731.64	49.09%	\$55.31	\$71.75	\$17.32	\$144.38
		Annual Salary + Benefits		<u>\$99,550.21</u>			
Step E							
		\$5,843.29 /Month		\$38.96 /Hour			
	Total Benefits	\$2,808.10	48.06%	\$57.68	\$74.82	\$18.07	\$150.57
		Annual Salary + Benefits		<u>\$103,816.65</u>			

City of Brentwood

**Wastewater Treatment Plant Operator III
Department: Public Works**

Step A							
		\$5,299.00 /Month		\$35.33 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	423.92		Public Works - Maintenance			
PERS - Employer	0.143660	761.25					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	48.75					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	140.95					
Vision Benefit		37.67					
Medicare	0.014500	<u>76.84</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,664.78	50.29%	\$53.09	\$68.88	\$16.63	\$138.60
		Annual Salary + Benefits		<u>\$95,565.41</u>			
Step B							
		\$5,564.21 /Month		\$37.09 /Hour			
	Total Benefits	\$2,731.64	49.09%	\$55.31	\$71.75	\$17.32	\$144.38
		Annual Salary + Benefits		<u>\$99,550.21</u>			
Step C							
		\$5,843.29 /Month		\$38.96 /Hour			
	Total Benefits	\$2,808.10	48.06%	\$57.68	\$74.82	\$18.07	\$150.57
		Annual Salary + Benefits		<u>\$103,816.65</u>			
Step D							
		\$6,136.24 /Month		\$40.91 /Hour			
	Total Benefits	\$2,888.35	47.07%	\$60.16	\$78.05	\$18.85	\$157.06
		Annual Salary + Benefits		<u>\$108,295.13</u>			
Step E							
		\$6,443.05 /Month		\$42.95 /Hour			
	Total Benefits	\$2,972.41	46.13%	\$62.77	\$81.43	\$19.66	\$163.86
		Annual Salary + Benefits		<u>\$112,985.50</u>			

City of Brentwood

**Wastewater Treatment Plant Supervisor
Department: Public Works**

Step A							
		\$6,295.71 /Month		\$41.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	503.66		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	904.44					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	57.92					
Life Insurance	0.000255	28.90					
Deferred Comp.		110.00					
Workers Comp.	0.026600	167.47					
Vision Benefit		37.67					
Medicare	0.014500	<u>91.29</u>		Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 3,070.94	48.78%	\$62.44	\$81.01	\$19.56	\$163.02
		Annual Salary + Benefits		<u>\$112,399.80</u>			
Step B							
		\$6,611.19 /Month		\$44.07 /Hour			
Total Benefits		\$3,158.82	47.78%	\$65.13	\$84.50	\$20.40	\$170.04
		Annual Salary + Benefits		<u>\$117,240.08</u>			
Step C							
		\$6,942.27 /Month		\$46.28 /Hour			
Total Benefits		\$3,251.04	46.83%	\$67.96	\$88.16	\$21.29	\$177.40
		Annual Salary + Benefits		<u>\$122,319.71</u>			
Step D							
		\$7,288.95 /Month		\$48.59 /Hour			
Total Benefits		\$3,347.61	45.93%	\$70.91	\$91.99	\$22.21	\$185.12
		Annual Salary + Benefits		<u>\$127,638.68</u>			
Step E							
		\$7,652.96 /Month		\$51.02 /Hour			
Total Benefits		\$3,449.00	45.07%	\$74.01	\$96.02	\$23.18	\$193.22
		Annual Salary + Benefits		<u>\$133,223.54</u>			

City of Brentwood

**Water Conservation Specialist
Department: Public Works**

Step A							
		\$4,408.04 /Month		\$29.39 /Hour			
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>		
	PERS - Employee	0.080000	352.64		Public Works - Maintenance		
	PERS - Employer	0.143660	633.26				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.12				
	Health Insurance		1,006.49				
	Dental Insurance		156.99				
	LTD Insurance	0.009200	40.55				
	Life Insurance		5.80				
	Deferred Comp.		0.00				
	Workers Comp.	0.026600	117.25		129.73%	31.32%	
	Vision Benefit		37.67		<u>Hourly Rate</u>	<u>Department</u>	<u>City-Wide</u>
	Medicare	0.014500	63.92		<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>
							<u>Total Hourly</u>
							<u>Rate</u>
	Total Benefits		\$ 2,420.70	54.92%	\$45.52	\$59.06	\$14.26
							\$118.85
					Annual Salary + Benefits		
					<u>\$81,944.84</u>		
Step B							
			\$4,628.18 /Month		\$30.85 /Hour		
	Total Benefits		\$2,475.21	53.48%	\$47.36	\$61.44	\$14.83
							\$123.63
					Annual Salary + Benefits		
					<u>\$85,240.63</u>		
Step C							
			\$4,860.45 /Month		\$32.40 /Hour		
	Total Benefits		\$2,538.84	52.23%	\$49.33	\$64.00	\$15.45
							\$128.78
					Annual Salary + Benefits		
					<u>\$88,791.47</u>		
Step D							
			\$5,103.13 /Month		\$34.02 /Hour		
	Total Benefits		\$2,605.32	51.05%	\$51.39	\$66.67	\$16.10
							\$134.16
					Annual Salary + Benefits		
					<u>\$92,501.44</u>		
Step E							
			\$5,357.94 /Month		\$35.72 /Hour		
	Total Benefits		\$2,675.13	49.93%	\$53.55	\$69.48	\$16.78
							\$139.81
					Annual Salary + Benefits		
					<u>\$96,396.85</u>		

City of Brentwood

**Water Distribution Supervisor
Department: Public Works**

Step A		\$6,295.71 /Month		\$41.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	503.66			Non-Sworn Management & Mid-Management		
PERS - Employer	0.143660	904.44					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	57.92					
Life Insurance	0.000255	28.90					
Deferred Comp.		110.00					
Workers Comp.	0.026600	167.47					
Vision Benefit		37.67					
Medicare	0.014500	<u>91.29</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 3,070.94	48.78%	\$62.44	\$81.01	\$19.56	\$163.02
				Annual Salary + Benefits <u>\$112,399.80</u>			
Step B		\$6,611.19 /Month		\$44.07 /Hour			
Total Benefits		\$3,158.82	47.78%	\$65.13	\$84.50	\$20.40	\$170.04
				Annual Salary + Benefits <u>\$117,240.08</u>			
Step C		\$6,942.27 /Month		\$46.28 /Hour			
Total Benefits		\$3,251.04	46.83%	\$67.96	\$88.16	\$21.29	\$177.40
				Annual Salary + Benefits <u>\$122,319.71</u>			
Step D		\$7,288.95 /Month		\$48.59 /Hour			
Total Benefits		\$3,347.61	45.93%	\$70.91	\$91.99	\$22.21	\$185.12
				Annual Salary + Benefits <u>\$127,638.68</u>			
Step E		\$7,652.96 /Month		\$51.02 /Hour			
Total Benefits		\$3,449.00	45.07%	\$74.01	\$96.02	\$23.18	\$193.22
				Annual Salary + Benefits <u>\$133,223.54</u>			

City of Brentwood

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

Step A							
		\$4,411.50 /Month		\$29.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	352.92		Public Works - Maintenance			
PERS - Employer	0.143660	633.76					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	40.59					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	117.35					
Vision Benefit		37.67					
Medicare	0.014500	<u>63.97</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,421.64	54.89%	\$45.55	\$59.10	\$14.27	\$118.92
				Annual Salary + Benefits			
				<u>\$81,997.73</u>			
Step B							
		\$4,631.64 /Month		\$30.88 /Hour			
	Total Benefits	\$2,476.15	53.46%	\$47.39	\$61.47	\$14.84	\$123.70
				Annual Salary + Benefits			
				<u>\$85,293.53</u>			
Step C							
		\$4,863.92 /Month		\$32.43 /Hour			
	Total Benefits	\$2,539.79	52.22%	\$49.36	\$64.03	\$15.46	\$128.85
				Annual Salary + Benefits			
				<u>\$88,844.51</u>			
Step D							
		\$5,106.60 /Month		\$34.04 /Hour			
	Total Benefits	\$2,606.27	51.04%	\$51.42	\$66.71	\$16.11	\$134.23
				Annual Salary + Benefits			
				<u>\$92,554.49</u>			
Step E							
		\$5,361.41 /Month		\$35.74 /Hour			
	Total Benefits	\$2,676.08	49.91%	\$53.58	\$69.52	\$16.78	\$139.88
				Annual Salary + Benefits			
				<u>\$96,449.90</u>			

City of Brentwood

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

Step A							
		\$4,863.92 /Month		\$32.43 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	389.11		Public Works - Maintenance			
PERS - Employer	0.143660	698.75					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	44.75					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	129.38					
Vision Benefit		37.67					
Medicare	0.014500	<u>70.53</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,545.59	52.34%	\$49.40	\$64.08	\$15.47	\$128.95
				Annual Salary + Benefits			
				<u>\$88,914.11</u>			
Step B							
		\$5,106.60 /Month		\$34.04 /Hour			
	Total Benefits	\$2,606.27	51.04%	\$51.42	\$66.71	\$16.11	\$134.23
				Annual Salary + Benefits			
				<u>\$92,554.49</u>			
Step C							
		\$5,361.41 /Month		\$35.74 /Hour			
	Total Benefits	\$2,676.08	49.91%	\$53.58	\$69.52	\$16.78	\$139.88
				Annual Salary + Benefits			
				<u>\$96,449.90</u>			
Step D							
		\$5,630.08 /Month		\$37.53 /Hour			
	Total Benefits	\$2,749.69	48.84%	\$55.87	\$72.48	\$17.50	\$145.84
				Annual Salary + Benefits			
				<u>\$100,557.20</u>			
Step E							
		\$5,910.89 /Month		\$39.41 /Hour			
	Total Benefits	\$2,826.62	47.82%	\$58.25	\$75.57	\$18.25	\$152.07
				Annual Salary + Benefits			
				<u>\$104,850.09</u>			

City of Brentwood

**Water Operations Manager
Department: Public Works**

Step A							
		\$7,236.95 /Month		\$48.25 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.080000	578.96					
PERS - Employer	0.143660	1,039.66					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	66.58					
Life Insurance	0.000255	33.22					
Deferred Comp.		110.00					
Workers Comp.	0.026600	192.50					
Vision Benefit		37.67					
Medicare	0.014500	<u>104.94</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,333.12	46.06%	\$70.47	\$91.42	\$22.07	\$183.96
				Annual Salary + Benefits			
				<u>\$126,840.87</u>			
Step B							
				\$7,599.23 /Month		\$50.66 /Hour	
	Total Benefits	\$3,434.04	45.19%	\$73.56	\$95.43	\$23.04	\$192.02
				Annual Salary + Benefits			
				<u>\$132,399.19</u>			
Step C							
				\$7,978.84 /Month		\$53.19 /Hour	
	Total Benefits	\$3,539.78	44.36%	\$76.79	\$99.62	\$24.05	\$200.47
				Annual Salary + Benefits			
				<u>\$138,223.39</u>			
Step D							
				\$8,377.52 /Month		\$55.85 /Hour	
	Total Benefits	\$3,650.83	43.58%	\$80.19	\$104.03	\$25.12	\$209.34
				Annual Salary + Benefits			
				<u>\$144,340.18</u>			
Step E							
				\$8,797.01 /Month		\$58.65 /Hour	
	Total Benefits	\$3,767.68	42.83%	\$83.76	\$108.67	\$26.24	\$218.67
				Annual Salary + Benefits			
				<u>\$150,776.25</u>			

City of Brentwood

**Water Production Supervisor
Department: Public Works**

Step A							
		\$6,295.71 /Month		\$41.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	503.66		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	904.44					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	57.92					
Life Insurance	0.000255	28.90					
Deferred Comp.		110.00					
Workers Comp.	0.026600	167.47					
Vision Benefit		37.67					
Medicare	0.014500	<u>91.29</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 3,070.94	48.78%	\$62.44	\$81.01	\$19.56	\$163.02
				Annual Salary + Benefits <u>\$112,399.80</u>			
Step B							
		\$6,611.19 /Month		\$44.07 /Hour			
	Total Benefits	\$3,158.82	47.78%	\$65.13	\$84.50	\$20.40	\$170.04
				Annual Salary + Benefits <u>\$117,240.08</u>			
Step C							
		\$6,942.27 /Month		\$46.28 /Hour			
	Total Benefits	\$3,251.04	46.83%	\$67.96	\$88.16	\$21.29	\$177.40
				Annual Salary + Benefits <u>\$122,319.71</u>			
Step D							
		\$7,288.95 /Month		\$48.59 /Hour			
	Total Benefits	\$3,347.61	45.93%	\$70.91	\$91.99	\$22.21	\$185.12
				Annual Salary + Benefits <u>\$127,638.68</u>			
Step E							
		\$7,652.96 /Month		\$51.02 /Hour			
	Total Benefits	\$3,449.00	45.07%	\$74.01	\$96.02	\$23.18	\$193.22
				Annual Salary + Benefits <u>\$133,223.54</u>			

City of Brentwood

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

Step A							
		\$4,201.76 /Month		\$28.01 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	336.14		Public Works - Maintenance			
PERS - Employer	0.143660	603.62					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	38.66					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	111.77					
Vision Benefit		37.67					
Medicare	0.014500	<u>60.93</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,364.18	56.27%	\$43.77	\$56.79	\$13.71	\$114.27
				Annual Salary + Benefits			
				<u>\$78,791.33</u>			
Step B							
		\$4,411.50 /Month		\$29.41 /Hour			
	Total Benefits	\$2,415.84	54.76%	\$45.52	\$59.05	\$14.26	\$118.82
				Annual Salary + Benefits			
				<u>\$81,928.13</u>			
Step C							
		\$4,631.64 /Month		\$30.88 /Hour			
	Total Benefits	\$2,476.15	53.46%	\$47.39	\$61.47	\$14.84	\$123.70
				Annual Salary + Benefits			
				<u>\$85,293.53</u>			
Step D							
		\$4,863.92 /Month		\$32.43 /Hour			
	Total Benefits	\$2,539.79	52.22%	\$49.36	\$64.03	\$15.46	\$128.85
				Annual Salary + Benefits			
				<u>\$88,844.51</u>			
Step E							
		\$5,106.60 /Month		\$34.04 /Hour			
	Total Benefits	\$2,606.27	51.04%	\$51.42	\$66.71	\$16.11	\$134.23
				Annual Salary + Benefits			
				<u>\$92,554.49</u>			

City of Brentwood

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

Step A							
		\$4,631.64 /Month		\$30.88 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	370.53			Public Works - Maintenance		
PERS - Employer	0.143660	665.38					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	42.61					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	123.20					
Vision Benefit		37.67					
Medicare	0.014500	<u>67.16</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 2,481.95	53.59%	\$47.42	\$61.52	\$14.85	\$123.80
				Annual Salary + Benefits			
				<u>\$85,363.13</u>			
Step B							
		\$4,863.92 /Month		\$32.43 /Hour			
Total Benefits		\$2,539.79	52.22%	\$49.36	\$64.03	\$15.46	\$128.85
				Annual Salary + Benefits			
				<u>\$88,844.51</u>			
Step C							
		\$5,106.60 /Month		\$34.04 /Hour			
Total Benefits		\$2,606.27	51.04%	\$51.42	\$66.71	\$16.11	\$134.23
				Annual Salary + Benefits			
				<u>\$92,554.49</u>			
Step D							
		\$5,361.41 /Month		\$35.74 /Hour			
Total Benefits		\$2,676.08	49.91%	\$53.58	\$69.52	\$16.78	\$139.88
				Annual Salary + Benefits			
				<u>\$96,449.90</u>			
Step E							
		\$5,630.08 /Month		\$37.53 /Hour			
Total Benefits		\$2,749.69	48.84%	\$55.87	\$72.48	\$17.50	\$145.84
				Annual Salary + Benefits			
				<u>\$100,557.20</u>			

City of Brentwood

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

Step A							
		\$3,998.95 /Month		\$26.66 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.080000	319.92		Public Works - Maintenance			
PERS - Employer	0.143660	574.49					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	36.79					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	106.37					
Vision Benefit		37.67					
Medicare	0.014500	<u>57.98</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$ 2,308.62	57.73%	\$42.05	\$54.55	\$13.17	\$109.78
		Annual Salary + Benefits		<u>\$75,690.87</u>			
Step B							
		\$4,198.29 /Month		\$27.99 /Hour			
	Total Benefits	\$2,357.43	56.15%	\$43.70	\$56.70	\$13.69	\$114.09
		Annual Salary + Benefits		<u>\$78,668.68</u>			
Step C							
		\$4,408.04 /Month		\$29.39 /Hour			
	Total Benefits	\$2,414.90	54.78%	\$45.49	\$59.01	\$14.25	\$118.74
		Annual Salary + Benefits		<u>\$81,875.24</u>			
Step D							
		\$4,628.18 /Month		\$30.85 /Hour			
	Total Benefits	\$2,475.21	53.48%	\$47.36	\$61.44	\$14.83	\$123.63
		Annual Salary + Benefits		<u>\$85,240.63</u>			
Step E							
		\$4,860.45 /Month		\$32.40 /Hour			
	Total Benefits	\$2,538.84	52.23%	\$49.33	\$64.00	\$15.45	\$128.78
		Annual Salary + Benefits		<u>\$88,791.47</u>			

City of Brentwood

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

Step A		\$4,408.04 /Month		\$29.39 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.080000	352.64			Public Works - Maintenance		
PERS - Employer	0.143660	633.26					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance		156.99					
LTD Insurance	0.009200	40.55					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	117.25					
Vision Benefit		37.67					
Medicare	0.014500	<u>63.92</u>					
				Hourly Rate & Benefits	129.73% Department Overhead	31.32% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$ 2,420.70	54.92%	\$45.52	\$59.06	\$14.26	\$118.85
				Annual Salary + Benefits		<u>\$81,944.84</u>	

Step B		\$4,628.18 /Month		\$30.85 /Hour			
Total Benefits		\$2,475.21	53.48%	\$47.36	\$61.44	\$14.83	\$123.63
				Annual Salary + Benefits		<u>\$85,240.63</u>	

Step C		\$4,860.45 /Month		\$32.40 /Hour			
Total Benefits		\$2,538.84	52.23%	\$49.33	\$64.00	\$15.45	\$128.78
				Annual Salary + Benefits		<u>\$88,791.47</u>	

Step D		\$5,103.13 /Month		\$34.02 /Hour			
Total Benefits		\$2,605.32	51.05%	\$51.39	\$66.67	\$16.10	\$134.16
				Annual Salary + Benefits		<u>\$92,501.44</u>	

Step E		\$5,357.94 /Month		\$35.72 /Hour			
Total Benefits		\$2,675.13	49.93%	\$53.55	\$69.48	\$16.78	\$139.81
				Annual Salary + Benefits		<u>\$96,396.85</u>	

City of Brentwood

**Webmaster
Department: Finance & Information Systems**

Step A								
		\$5,427.28 /Month		\$36.18 /Hour				
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
	PERS - Employee	0.080000	434.18		Non-Sworn Management & Mid-Management			
	PERS - Employer	0.143660	779.68					
	PERS Survivor		2.00					
	Management Incentive		0.00					
	EAP		4.12					
	Health Insurance		1,006.49					
	Dental Insurance		156.99					
	LTD Insurance	0.009200	49.93					
	Life Insurance	0.000255	24.91					
	Deferred Comp.		110.00					
	Workers Comp.	0.026600	144.37					
	Vision Benefit		37.67					
	Medicare	0.014500	<u>78.70</u>					
					<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
	Total Benefits		\$ 2,829.04	52.13%	\$55.04	\$15.16	\$17.24	\$87.45
			Annual Salary + Benefits		<u>\$99,075.83</u>			
Step B								
			\$5,699.42 /Month		\$38.00 /Hour			
	Total Benefits		\$2,904.84	50.97%	\$57.36	\$15.80	\$17.97	\$91.13
			Annual Salary + Benefits		<u>\$103,251.16</u>			
Step C								
			\$5,983.70 /Month		\$39.89 /Hour			
	Total Benefits		\$2,984.03	49.87%	\$59.78	\$16.47	\$18.73	\$94.98
			Annual Salary + Benefits		<u>\$107,612.76</u>			
Step D								
			\$6,283.58 /Month		\$41.89 /Hour			
	Total Benefits		\$3,067.56	48.82%	\$62.34	\$17.17	\$19.53	\$99.04
			Annual Salary + Benefits		<u>\$112,213.69</u>			
Step E								
			\$6,597.32 /Month		\$43.98 /Hour			
	Total Benefits		\$3,154.95	47.82%	\$65.02	\$17.91	\$20.37	\$103.29
			Annual Salary + Benefits		<u>\$117,027.28</u>			



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Administration Fees

Fee Description	Fee
Agenda Packet Subscription	\$400.63/per year
Audio Tape	\$18.96
Candidate Statement's of Qualifications ¹	Actual Cost
Compact Disc	\$11.41
Document Certification	\$12.64
Notary Fee ²	\$10.00/per signature
Notice of Intent to Circulate Petition ³	\$200.00
Passport Execution Fee ⁴	\$25.00
Passport Photos	\$11.42
Peddler/Solicitor Permit ⁵	\$25.00
Photocopies	\$0.23 per page
Political Reform Act Copies of Documents ⁶	\$0.10 per page
Political Reform Act Retrieval Fee ⁶	More Than Five Years Old: \$5.00
Subpoenaed Staff as Witness ⁷	\$150.00/per day
Taxi Permit ⁸	License Fee \$50.00/per year Each Additional Vehicle \$35.00/per year
Voter Transcript	\$6.32
Capital Improvement Program Book	Actual Cost
Cost Allocation Plan	Actual Cost
Comprehensive Annual Financial Report	Actual Cost
General Plan	Actual Cost
Municipal Code	Actual
Municipal Code Supplements	Actual
Operating Budget	Actual Cost
Other Documents and Books	Actual Cost

¹ Election Code 13307

² G.C. 8211

³ E.C. 9202

⁴ U.S. Department of State

⁵ BMC 5.48.050

⁶ § 81008 Political Reform Act

⁷ G.C. §68096.1

⁸ BMC 5.60.050

Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

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

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

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.

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:

Finished	\$18.60 /sq.ft.
Unfinished	\$14.20 /sq.ft.

FIRE STATIONS:

Type I or II F.R.	\$98.20 /sq.ft.
Type II - 1 Hour	\$63.70 /sq.ft.
Type II - N	\$60.50 /sq.ft.
Type III - 1 Hour	\$70.80 /sq.ft.
Type III - N	\$67.20 /sq.ft.
Type V - 1 Hour	\$63.30 /sq.ft.
Type V - N	\$60.10 /sq.ft.

HOMES FOR THE ELDERLY:

Type I or II F.R.	\$88.60 /sq.ft.
Type II - 1 Hour	\$71.00 /sq.ft.
Type II - N	\$67.60 /sq.ft.
Type III - 1 Hour	\$74.00 /sq.ft.
Type III - N	\$70.80 /sq.ft.
Type V -1 Hour	\$70.60 /sq.ft.
Type V - N	\$67.10 /sq.ft.

HOSPITALS:

Type I or II F.R.*	\$140.70 /sq.ft.
Type III - 1 Hour	\$117.10 /sq.ft.
Type V - 1 Hour	\$108.60 /sq.ft.

HOTELS AND MOTELS:

Type I or II F.R.*	\$88.00 /sq.ft.
Type III - 1 Hour	\$76.00 /sq.ft.
Type III - N	\$72.30 /sq.ft.
Type V - 1 Hour	\$66.20 /sq.ft.
Type V - N	\$63.20 /sq.ft.

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

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 II - 1 Hour	\$70.50 /sq.ft.
Type II - N	\$66.90 /sq.ft.
Type III - 1 Hour	\$76.70 /sq.ft.
Type III - N	\$73.00 /sq.ft.
Type V - 1 Hour	\$68.70 /sq.ft.
Type V - N	\$65.50 /sq.ft.

MEDICAL OFFICES:

Type I or II F.R.	\$102.90 /sq.ft.
Type II - 1 Hour	\$76.60 /sq.ft.
Type 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.

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

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.

PUBLIC GARAGES:

Type I or II F.R.*	\$42.40 /sq.ft.
Type I or II Open Parking	\$33.20 /sq.ft.
Type II - N	\$24.80 /sq.ft.
Type III - 1 Hour	\$29.90 /sq.ft.
Type III - N	\$28.60 /sq.ft.
Type V - 1 Hour	\$24.70 /sq.ft.

RESTAURANTS:

Type III - 1 Hour	\$80.00 /sq.ft.
Type III - N	\$76.20 /sq.ft.
Type V - 1 Hour	\$70.90 /sq.ft.
Type V - N	\$67.50 /sq.ft.

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	\$65.60 /sq.ft.
Type V - 1 Hour	\$63.30 /sq.ft.
Type V - N	\$69.90 /sq.ft.

SERVICE STATIONS:

Type II - N	\$57.10 /sq.ft.
Type III - 1 Hour	\$57.40 /sq.ft.
Type V - 1 Hour	\$50.40 /sq.ft.
Canopies	\$22.00 /sq.ft.

STORES:

Type I or II F.R.*	\$72.10 /sq.ft.
Type II - 1 Hour	\$43.40 /sq.ft.
Type II - N	\$42.60 /sq.ft.
Type III - 1 Hour	\$53.10 /sq.ft.
Type III - N	\$50.10 /sq.ft.
Type V - 1 Hour	\$42.40 /sq.ft.
Type V - N	\$39.70 /sq.ft.

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

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.

FENCES:

Wood	\$6.50 /sq.ft.
Masonry or concrete	\$8.00 /sq.ft.
Retaining walls	\$8.00 /sq.ft.

TENANT IMPROVEMENTS

17.50 / sq. ft. or Contract price

INTERIOR PARTITIONS:

Wall not exceeding 8 ft. in height	\$27.00/lineal ft.
Wall exceeding 8 ft. in height	\$35.00/lineal ft.
Drop ceiling	\$2.00 /sq.ft.

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

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 Check	65% of permit fee
Master Plan Check Program	Single Family - 50% of permit fee No Initial Plan Check Multi Family - 25% of permit fee + Initial Plan Check
Energy Plan Check	\$81.97/bldg
OFFICE AUTOMATION - PER PERMIT	\$2.53 or 1% whichever is greater
DEMOLITION PERMIT	1 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	\$57.20/SFD
Multi-Family Dwelling	\$23.12/MFD
Non-Residential	\$2.94/sq.ft.
REROOF:	
Commercial	Fee based on Valuation and Rate Schedule
Residential	1 hour *
WINDOW REPLACEMENT:	
Remove & Replace four (4) or fewer windows of the same size on the same story on one side of the dwelling	1 hour *
Remove & Replace windows of the same size and in the same location.	2 hour *
Each additional story over a single story.	1 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)	\$843.93/pool
Liner Type, incl. Electrical & Plumbing - Inground	\$354.39/pool
Above Ground, incl. Electrical & Plumbing (no plan check fee)	\$292.75/pool
Gazebo with Self Contained Spa, incl Electrical (no plan check fee)	\$199.36/spa
Outdoor BBQ with Kitchen (no plan check fee)	\$205.83/unit
Self Contained Spa or Above Ground Doughboy Style Pool	Electrical Permit Only

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours (Minimum charge - two hours)	Hourly rate *
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)	Hourly rate *
Inspections for which no fee is specifically indicated (Minimum charge - 1/2 hour)	Hourly rate *
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - 1/2 hour)	Hourly rate *

REISSUANCE FEE:

Reissuance of expired permits (Reissued at the sole discretion of the Building Official.)	1/2 of the fee in effect at the time of reissuance
---	--

COMPLETION FEE:

Completion of a project that is more that 50% complete. Work to be performed by third party not associated with the original permit. (Issued at the sole discretion of the Building Official.)	1/2 of the fee in effect at the time of issuance
---	--

* 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	\$72.81
For issuing each supplemental permit	\$13.00

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.53 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	\$0.0447 /sq. ft.
--	-------------------

ALTERATIONS & ADDITIONS:

Alterations, additions and modifications to existing buildings	
<500 sq.ft.	\$0.1234 /sq. ft. **
>500 and < 1,000 sq. ft	\$0.1010 /sq. ft. **

SPA:

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

CARNIVALS AND CIRCUSES :

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

Electric generators and electrically driven rides	\$19.37 each
Mechanically driven rides and walk-through attractions or displays having electrical lighting	\$5.80 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	\$19.37 each
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COMBINATION ELECTRICAL, PLUMBING & MECHANICAL

For residential permits only, where the works is localized to one area and the item count is ten (10) or less. Items are similar to a bathroom remodel. Single Issuance Fee is Charged

* 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	\$0.95 each
Additional fixtures	\$0.56 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	\$0.95 each
Additional fixtures	\$0.57 each

Pole or platform-mounted lighting fixtures \$0.91 each

Theatrical-type lighting fixtures or assemblies \$3.86 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

\$3.86 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

\$3.86 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	\$3.86 each
Over 1 and not over 10	\$9.68 each
Over 10 and not over 50	\$19.37 each
Over 50 and not over 100	\$38.77 each
Over 100	\$58.14 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:	\$5.80 each 100 ft
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(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	\$19.37 each
Additional branch circuits within the sign, outline lighting system or marquee	\$3.86 each

SERVICES:

Services of 600 volts or less and not over 200 amperes in rating	\$23.90 each
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$48.45 each
Services over 600 volts or over 1000 amperes in rating	\$96.92 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.	\$14.21 each
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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.

PHOTOVOLTAIC SYSTEM:

Single Family Residential photovoltaic system not requiring service change out or upgrade. Plan Check Fees included. Single Inverter.	\$223.54
Additional Inverters.	\$39.44



Community Development Building Fees

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours (Minimum charge - two hours)	Hourly rate *
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)	Hourly rate *
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	\$72.81
For issuing each supplemental permit	\$13.00

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.53 or 1% whichever is greater

SYSTEM FEE SCHEDULE

NEW BUILDINGS:

New residential, non-residential buildings \$0.0447 /sq. ft.

SWIMMING POOLS:

Swimming pool or Spa \$58.14 /each

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

UNIT FEE SCHEDULE

1. For each plumbing fixture on one trap or a set of fixtures on one trap (including water, drainage piping and backflow protection therefore)	\$9.04 /each
2. For each building sewer and each trailer park sewer	\$19.37 /each
3. Rainwater systems - per drain (inside building)	\$9.05 /each
4. For each cesspool (where permitted)	\$32.30 /each
5. For each private sewage disposal system	\$51.69 /each
6. For each water heater and/or vent	\$9.05 /each
7. For each gas-piping system	
1 to 5	\$6.47 /each
over 5, each	\$1.30 /each
8. For each industrial waste pre-treatment interceptor including its trap and vent, excepting kitchen-type grease interceptors functioning as fixture traps	\$9.05 /each
9. For each installation, alteration or repair of water piping and/or water treating equipment, each	\$9.05 /each
10. For each repair or alteration of drainage or vent piping, each fixture	\$9.05 /each
11. For each lawn sprinkler system on any one meter including backflow protection devices therefore	\$9.05 /each
12. For atmospheric-type vacuum breakers:	
1 to 5	\$6.47 /each
over 5, each	\$1.30 /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	\$9.05 /each
over 2 inch diameter	\$19.37 /each
14. Water Softener and/or RO system installation	\$9.05 /each

OTHER INSPECTIONS AND FEES: **

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

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

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

COMBINATION ELECTRICAL, PLUMBING & MECHANICAL

For residential permits only, where the works is localized to one area and the item count is ten (10) or less. Items are similar to a bathroom remodel.

Single Issuance Fee is Charged

* 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 ISSUANCE:

For issuing each permit	\$72.81
For issuing each supplemental permit	\$13.00

PLAN REVIEW

65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.53 or 1% whichever is greater

NEW BUILDINGS:

New residential, non-residential buildings	\$0.0447 /sq. ft.
--	-------------------

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

UNIT FEE SCHEDULE:

1. For the installation or relocation of each forced-air or gravity-type furnace or burner, including ducts and vents attached to such appliance, up to and including 100,000 Btu/h	\$11.62
2. For the installation or relocation of each forced-air or gravity-type furnace or burner, including ducts and vents attached to such appliance over 100,000 Btu/h	\$14.21
3. For the installation or relocation of each floor furnace, including vent	\$11.62
4. For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$11.62
5. For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$5.82
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	\$11.62
7. For the installation or relocation of each boiler or compressor to and including three horsepower, or each absorption system to and including 100,000 Btu/h	\$11.62
8. For the installation or relocation of each boiler or compressor over three horsepower to and including 15 horsepower, or each absorption system over 100,000 Bu/h and including 500,000 Btu/h	\$21.32
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	\$29.09



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	\$43.29
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	\$72.36
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).	\$8.51
13. For each air-handling unit over 10,000 cfm	\$14.21
14. For each evaporative cooler other than portable type	\$8.42
15. For each ventilation fan connected to a single duct	\$5.82
16. For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$8.42
17. For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$8.42
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	\$8.42
19. Permit fees for fuel-gas piping shall be:	
For each fuel-gas-piping system of one to four outlets	\$6.47
For each fuel-gas piping system of five or more outlets, per outlet	\$1.30
20. Permit fees for process piping shall be:	
For each process piping system of one to four outlets	\$6.47
For each process piping system of five or more outlets, per outlet	\$1.30

Community Development Building Fees

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours

(Minimum charge - two hours)

Hourly rate *

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)

Hourly rate *

Inspections for which no fee is specifically indicated

Hourly rate *

(Minimum charge - one-half hour)

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

Hourly rate *

COMBINATION ELECTRICAL, PLUMBING & MECHANICAL

For residential permits only, where the works is localized to one area
and the item count is ten (10) or less. Items are similar to a bathroom
remodel.

Single Issuance Fee is Charged

* 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

VALUATION		FEE	
Range			Increment
Low	High	Base Fee	
\$1.00	\$500.00	\$70.83	NA
Low	High	Base Fee	per \$100
\$501.00	\$2,000.00	\$70.83	\$3.75
Low	High	Base Fee	per \$1000
\$2,001.00	\$25,000.00	\$127.08	\$16.86
\$25,001.00	\$50,000.00	\$514.86	\$12.18
\$50,001.00	\$100,000.00	\$819.36	\$8.45
\$100,001.00	\$500,000.00	\$1,241.86	\$6.57
\$500,001.00	\$1,000,000.00	\$3,869.86	\$5.50
\$1,000,001.00	\$99,999,999.00	\$6,619.86	\$3.66

City of Brentwood

**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 - <i>Muni Code 10.20</i>	Cost + \$50.00 City Admin

**Community Development
Residential Growth Management Program Fee**

Fee Description	Fee
RGMP Allocation Fee, Per Application	\$2,637.00

The Residential 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 Habitat Conservation

Fee Description

Fee

Effective Date: March 15, 2008

***Development Fee** - based on each acre of land permanently disturbed and is set as follows:

Location of Affected Development Project	Development Fee
Zone I	\$12,078 / acre
Zone II	\$24,155 / acre
Zone III	\$ 6,039 / acre

***Wetland Mitigation Fee** - The Fee is based upon land cover type, unit of impact, compensation ratio and fee boundary method (see below).

Land Cover Type	Fee per unit of Impact ¹	Required Compensation Ratio for Restoration/Creation ¹	Method for Determining Fee Boundary
Riparian woodland/scrub	\$61,969 / acre	1:1	Limit of tree or shrub canopy (drip line)
Perennial wetlands	\$84,799 / acre	1:1	Jurisdictional wetland boundary of state or federal government ² , whichever is greater
Seasonal wetland	\$183,731 / acre	2:1	Same as above
Alkali wetland	\$173,947 / acre	2:1	Same as above
Ponds	\$92,409 / acre	1:1	Jurisdictional waters boundary of state or federal government ² , whichever is greater
Aquatic (open water)	\$46,748 / acre	1:1	Wetted area during normal rainfall year or jurisdictional waters boundary, whichever is greater
Slough/channel	\$105,455 / acre	1:1	Area of impact within banks
Streams			
Streams 25 feet wide or less	\$505 / linear foot	1:1	Stream length measured along stream centerline. Stream width measured between top of bank.
Streams greater than 25 feet wide ³	\$761 / linear foot	1:1	Stream length measured along stream centerline. Stream width measured between top of bank.

¹ See Appendix G (Final East Contra Costa County Habitat Conservation Plan/Natural Community Conservation Plan) (HCP/NCCP) for calculation of fee by wetland type. Wetland fee takes required compensation ratio into account.

² Using methods for determining state and federal jurisdictional wetlands and waters at the time of HCP/NCCP approval.

³ Impact fee for wider streams is 1.5 times the base stream fee to account for higher construction costs on wider streams.

****Administration Fee**

Fee

HCP/NCCP incidental take authorization applications	\$ 1,205/Fee (or)
Complex HCP/NCCP incidental take authorization applications involving one or more of the following: wetland land cover types, dedication of land, or project sites of 10 acres or more in size.	\$ 3,000/Deposit

***Fee to be adjusted annually on March 15 based upon Home Price Index (HPI) and Consumer Price Index (CPI). Fees are set by East Contra County Habitat Conservancy.**

****Fees to be automatically adjusted annually on July 1 by CPI.**

For detailed information and breakdowns of fees, see Ordinance 850 and City Council Resolution 2007-234

Community Development Planning Fees

Fee Description	Fee
1. Annexations	
0.00-5.00 ac.	\$2,188.00
5.01-50.00 ac.	\$15,319.00
50.01+ ac.	\$21,887.00
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
2. General/Specific Plan Amendment	
0.00-5.00 ac.	\$3,227.00
5.01-50.00 ac.	\$10,210.00
50.01+ ac.	\$12,764.00
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
3. Rezoning/ZOA	
0.00-5.00 ac.	\$3,974.00
5.01-50.00 ac.	\$12,720.00
50.01+ ac.	\$15,899.00
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
4. Design Review	
Residential	
1-4 units	\$942.00 per unit
5-15 units	\$6,797.00
16+ units	\$7,551.00
Residential Plan Check	\$754.00
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	
1-2,500 sq ft	\$4,181.00
2,501-10,000 sq ft	\$6,272.00
10,000+ sq ft	\$7,526.00
Non-residential Plan Check	\$835.00
Landscape Plan	\$699.00
Landscape Plan Check	\$68.00
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	\$647.00 per unit
5-15 units	\$4,652.00
16+ units	\$5,170.00
Residential Plan Check	\$516.00
Non-residential	
1 up to -2,500 sq ft	\$2,584.00
2,501 up to -10,000 sq ft	\$3,877.00
10,000+ sq ft	\$4,652.00
Non-residential Plan Check	\$516.00
Daycare	\$126.00
Daycare Plan Check	\$12.61
6. Tentative Maps	
1-4 lots	\$2,791.00
5-50 lots	\$22,322.00
51+ lots	\$27,904.00
Final Map Plan Check	\$2,791.00
Negative Declaration	\$1,974.00
Mitigated Negative Declaration	
Prepared by the City of Brentwood	\$3,162.00
Prepared by City's Consultant	Consultant Cost + 25% for City Admin.
Mitigation Monitoring	\$1,421.00
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
7. Planned Development	
Residential per Unit	
0.00-5.00 ac.	\$7,948.00
5.01-50.00 ac.	\$14,310.00
50.01+ ac.	\$15,899.00
Non-residential per Sq.ft.	
0.00-5.00 ac.	\$8,411.00
5.01-50.00 ac.	\$11,924.00
50.01+ ac.	\$14,310.00
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
8. Variance	
Residential	
1-4 units	\$2,584.00
5-15 units	\$4,652.00
16+ units	\$5,170.00
Residential Plan Check	\$516.00
Nonresidential	
1 up to -2,500 sq ft	\$2,584.00
2,501 up to -10,000 sq ft	\$3,877.00
10,000+ sq ft	\$4,652.00
Nonresidential Plan Check	\$516.00
Admin Variance	\$675.00
Admin Variance Plan Check	51.00
9. Sign Permit/Review	
Administrative	\$228.00
Sign CUP	\$675.00
10. Environmental Impact Report	
Consultant Cost + 25% for City Admin.	
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
11. Admin Oil Permit	
	\$632.00
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
12. Development Agreement	
	\$4,393.00
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	
	\$126.00
15. Categorical Exemption	
	\$184.00
16. Temporary Use Permit	
	\$489.00

*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)	\$96.00
20. Agricultural Mitigation Fee, per acre	\$5,977.00
21. County Environmental Filing Fees**	Actual Cost
22. Residential Street Addressing	\$295.00
23. Peer Review	Consultant Cost +15% for City Admin.
24. Special Studies (Traffic, Environmental, etc.)	Consultant Cost +25% for City Admin.
25. Adult Oriented Business Permit	\$2,858.00
26. Outdoor Dining/Merch. Display Fee	\$757.00
27. Outdoor Dining/Merch. Display Renewal	\$248.00
28. Residential Condominium Conversion	\$8,387.00
29. Oversize Xerox	\$6.56
30. Color Maps	\$15.97

* 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.

**Contra Costa County Clerk Filing Fees

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 \$2,994 per required parking space.
Retail/Commercial/Office	\$2,994 per space

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

Community Development Park Planning Fees

Fee Description	Fee
Plan Check :	
Residential, Privately Maintained	\$3841.00 per Plan Submittal
Public Right of Way	\$169.00 per 1,000 square ft
Commercial	\$158.00 per 1,000 square ft
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
Inspection :	
Residential, Privately Maintained	\$235.00 per permit
Public Right of Way	\$367.00 per 1,000 square ft
Commercial	\$262.00 per 1,000 square ft
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	

All park planning fees shall be paid at the time of plan check submittal.

*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 Affordable Housing

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

Breakdown of Affordable Levels	
Single Family	3% Moderate 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
\$201,963 per low income unit not built * \$269,666 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
\$78,031 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, 2008 - June 30, 2009 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	\$60,300	\$68,900	\$77,500	\$86,100	\$93,000	\$99,900	\$106,800
Very Low Income Households: Maximum Affordable Cost = 30% of 50% of AMI							
Annual Income @ 50% of AMI	\$30,150	\$34,450	\$38,750	\$43,050	\$46,500	\$49,950	\$53,400
Affordable Monthly Housing Cost	\$754	\$861	\$969	\$1,076	\$1,163	\$1,249	\$1,335
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	\$627	\$730	\$792	\$869	\$938	\$1,000	\$1,045
Low Income Households: Maximum Affordable Cost = 30% of 60% of AMI							
Annual Income @ 60% of AMI	\$36,150	\$41,300	\$46,500	\$51,650	\$55,800	\$59,900	\$64,050
Affordable Monthly Housing Cost	\$904	\$1,033	\$1,163	\$1,291	\$1,395	\$1,498	\$1,601
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	\$777	\$902	\$986	\$1,084	\$1,170	\$1,249	\$1,311
Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI							
Annual Income @ 110% of AMI	\$66,330	\$75,790	\$85,250	\$94,710	\$102,300	\$109,890	\$117,480
Affordable Monthly Housing Cost	\$1,658	\$1,895	\$2,133	\$2,368	\$2,558	\$2,748	\$2,938
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	\$1,531	\$1,764	\$1,956	\$2,161	\$2,333	\$2,499	\$2,648

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	\$35.27
Certificate Duplication Fee	\$23.52
Business License Listing	\$0.23 per page
Late Penalty	10% - \$30.00 Minimum
Home Occupation Permit	\$50.00

Finance & Information Systems Collection Fees

Fee Description	Fee
Attorney Fee*	Actual Cost
Collection Fee**	Actual Cost
Liens & Assessments**	Actual Cost

* = Contract Charges

** = County Fees Schedule



**Finance & Information Systems
Utility Billing Fees**

Fee Description	Fee
Hydrant Meter - Late Fee*	\$250.00
Balance Due - Late Fee*	5% delinquency penalty
Application Fee	\$31.63
Return Check Fee	\$12.64

**Approved by Ordinance 741, April 2003*



**Parks & Recreation
Public Arts Fee**

Fee Description	Fee
Public Developments	1 percent of Construction Costs
Residential Developments	4/10ths of 1 percent of Project Valuation as set forth in City's Building Permit
Public/Residential Development	Remodeling, repair or reconstruction with a project valuation over \$250,000. 4/10ths of 1 percent of Project Valuation
In-Lieu Contribution	125% of Approved Fee

**Parks & Recreation
Business & Technology Incubator**

Fee Description	Fee
Rent	\$3.83 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	\$0.23 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



Park & Recreation Fees

Fee Description	Fee
Bingo Permit	\$54.69
Non-resident Fee (10% of Registration fee, minimum \$5)	\$5.00/10% Reg Fee
Non-resident Fee for Adult Sport Leagues (per person)	\$10.94
Late Fee for Youth Sport Leagues (per person)	\$21.88
Parks and Trails, Recreation Master Plan (Color)	\$58.52
Parks and Trails, Recreation Master Plan (Black/White)	\$15.97
Parks and Trails, Recreation Master Plan (Appendices)	\$297.92
Urban Forest Guideline	\$26.60
Concert Series	
Vendor Space Rental	46.44
Adult Sports	
Adult Basketball 3-Man League	\$190.88
Adult Basketball 30+ League	\$667.43
Adult Basketball Open League	\$667.43
Adult Soccer Spring League	\$700.03
Adult Soccer Fall League	\$700.03
Adult Football Spring League	\$611.18
Adult Football Fall League	\$611.18
Adult Softball Spring League	\$611.18
Adult Softball Summer League	\$611.18
Adult Softball Fall League	\$611.18
Adult Competitive Coed Softball League	\$611.18
Adult Recreational Coed Softball League	\$611.18
Adult One Pitch Softball Tournament	\$162.41
Adult Volleyball Coed League	\$319.54
Volleyball Drop-In Passes	\$2.00

Park & Recreation Fees

Fee Description	Fee
Youth Sports	
Pre-School Floor Hockey	\$55.92
Pre-School Basketball	\$60.69
Pre-School Soccer Indoor	\$60.69
Pre-School Soccer Outdoor	\$60.69
Pre-School Flag Tag	\$62.38
Pre-School Sandlot T-Ball	\$48.37
Youth Sports Golf	\$72.20
Youth Sports Development	\$72.20
Youth Baseball Pee Wee	\$72.28
Youth Fast Pitch Softball Girls U8	\$140.00
Youth Fast Pitch Softball Girls U10	\$164.07
Youth Fast Pitch Softball Girls U12	\$164.07
Youth Fast Pitch Softball Girls U14	\$164.07
Youth Flag Football	\$95.20
Youth Basketball	\$74.49
Kidz Love Soccer 4 Week Program	\$42.32
Kidz Love Soccer 8 Week Program	\$85.32
Kidz Love Soccer 1/2 Day Camp	\$101.14
Kidz Love Soccer Full Day Camp	\$173.38
Hershey Track and Field	\$15.48
Animal Activities Classes	
Puppy Training Class	\$61.58
Beginning Dog Obedience	\$61.58
Intermediate Dog Obedience	\$61.58
Family Dog Tricks	\$61.58
Pick the Perfect Pet for your Family	\$26.60
Back in the Saddle	\$175.01
Horsemanship Levels I & II	\$175.01
Horsemanship Toddler Time	\$136.72
Horsemanship Camp	\$191.95
Horse and Pony Camp	\$437.52
Synchronized Riding	\$136.72

Park & Recreation Fees

Fee Description	Fee
Creative Activities Arts & Crafts Classes	
Acrylic Painting for Kids (ages 7-12)	\$98.44
Advanced Painting & Drawing	\$98.44
Cartooning for Kids	\$83.11
Ceramics	\$82.03
Ceramics Camp	\$127.68
Ceramics for Tots	\$42.56
Clay Play	\$84.00
Discovering Art (Ages -10)	\$65.64
Drawing People and Animals	\$55.79
Exploring Art	\$84.00
Introductory Art Classes	\$84.00
Introduction to Drawing (Ages 6-10)	\$65.64
Oil Painting	\$126.50
Paint Plus Ages 7-14	\$98.44
Parent and Child Creative Crafts	\$55.79
Pre-K ART Days Ages 2-4	\$49.22
Realistic Drawing Class Ages 7-14	\$98.44
Super Hero Drawing Class	\$37.24
Creative Activities Play Classes	
Fun with Electronics Camp (Ages 7-12)	\$129.00
Lego Camp	\$170.24
Mad Science	\$159.60
Wiz Kids Tech Camp (Ages 7-12)	\$115.58
Adult Dance Classes	
Ballroom Dance & Swing	\$61.42
Belly Dance	\$72.80
Belly Dance Workshop	\$98.04
Salsa Dance Beg/Int	\$61.42
Youth Dance Classes	
African Dance	\$69.16
Ballet Dance	\$43.62
Celtic Dance Beginners	\$71.72
Creative Dance Movement	\$41.28
Dancing Babies	\$41.28
Flamenco Dance	\$90.30
Florckorico Dance	\$65.97
Hip Hop Dance / Jazz 6 weeks	\$57.79
Jazz Dance / Hip Hop 4 weeks	\$42.56
Tap Dance	\$43.62

Park & Recreation Fees

Fee Description	Fee
Finance Classes	
Living Trusts & Estate Planning	\$45.94
Fitness Classes	
Fit to Deliver	\$133.00
Pilates Beg/Int	\$69.41
Sister City Walk	\$12.77
Stroller Strides	\$66.50
Trail Walking	\$63.84
Pre-Natal Yoga	\$93.38
Yoga Levels I & II	\$93.38
Yogilates	\$129.00
Tennis Program	
Youth Ages 4-7	\$35.11
Youth Ages 8-12	\$48.95
Youth & Adult Ages 13+	\$48.95
Tennis Blast	\$26.60
Tennis Tournament Youth Single	\$23.74
Tennis Tournament Youth/Adult Doubles	\$46.44
Tennis Tournament Adult Single	\$28.90
Gymnastics	
Cheer Classes	131.58
Fitness and fun Preschool Camp	\$170.24
Gymnastics and More Summer Camp	\$164.07
Tiny Tumblers	\$49.22
Pre School	\$49.22
School Age	\$49.22
Health & Safety Classes	
CPR 4 Hour Class	\$42.56
CPR First Aid Combination	\$69.44
Child & Babysitting Safety Course	\$72.74
Feng Shui	\$44.69
First Aid 4 Hour Class	\$42.56
Great Expectation-Childbirth/Pre-natal	\$82.03
Pediatric Day Care CPR Certification & First Aid	\$69.44
Put Balance Into Your Life	\$43.10
Language Classes	
Baby Sign	\$63.84
Fun Spanish for Children	\$91.69
Kids Love to Sign (ages 3-8)	\$56.76

Park & Recreation Fees

Fee Description	Fee
Martial Arts	
Aikido (Ages 13+)	79.21
Capoeira (Ages 7+)	93.91
Gracie Jiu-Jitsu (Ages 5 - 9)	\$61.92
Gracie Jiu-Jitsu (Ages 10-15)	\$82.56
Kidsafe Ages 5-7 & Ages 8-13	\$76.56
Okinawan Karate	\$56.88
Women's Self Defense Ages 13+	\$49.22
Performing Arts Classes	
Great Pretenders	\$144.48
Great Pretenders Additional Immediate Family Member	\$72.24
Musical Theatre Camp	\$144.48
Teen Programs	
Safety Drivers Ed On-line Course	\$60.89
Miscellaneous Classes	
Awesome Etiquette for Kids (Ages 8 - 12)	\$144.48
Introduction to Digital Photography	\$68.89
Skate Park	
Skateboarding Camp	\$117.04
Skateboarding Competition	\$27.13
Excursions	
Ski Trips	\$21.88 - \$109.38
Camps	
Fall Day Camps	\$157.90
Spring Day Camps	\$157.90
Summer Day Camps	\$157.90
Extended Care Fee Per Day	\$16.41
Extended Care Fee Per Week	\$65.62
Spring Splash Camp	\$155.83
Summer Splash Camp	\$155.83
Wakeboarding Camp	\$345.80
Special Events	
Battle of the Bands	\$20.00
Fun Run:	
Pre-Registration	\$27.00
Race Day Registration	\$32.00
Youth Under 12	\$17.00
5K/1 Mile Both Races Additional (Bike/Run)	\$11.00
Fun Run T-Shirts	\$7.00
Lunch with Bunny:	
Adults	\$5.86
Children	\$3.52

Park & Recreation Fees

Fee Description	Fee
Special Events (con't):	
Monster Mash:	
Adults	\$5.86
Children	\$3.52
Active Adults	
Bocce League	\$82.03
Bocce Tournament	\$21.88
Brentwood Senior Club Excursions	\$5.33-\$106.40
Brentwood Senior Club Socials	\$2.00-\$50.00
Brentwood Senior Club Membership Card	\$12.00
Aquatics - Fees increase effective January 1, 2009	
Parent/Child Lessons	\$48.50
Pre-School Level Lessons	\$56.76
Elementary Level Lessons	\$56.76
Private Swim Lessons	\$82.56
Open Water Diver Course	\$279.71
Water Fitness 3 Days Per Week	\$35.00
Toddler Time	\$24.77
Recreational Swim Single Entry	\$4.00
10 Swim Pass	\$36.10
25 Swim Pass	\$77.25
Lap Swim Single Entry	\$3.00
Lap Swim 16 Swims	\$34.40
Swim Practice Lane Fee	\$4.00
Season Pass	\$344.69
Water Polo	\$51.60

Park & Recreation Fees

Fee Description	Fee
Aquatics (con't): Fees increase effective January 1, 2009	
Summer Water Polo 3rd - 7th Grade	\$28.72
Summer Water Polo 8th - 12th Grade	\$57.45
Winter Water Polo Practice	\$26.24
Doggie Dip	\$16.51
Pool Party Single Entry	\$6.19
Pool Party Family up to 5 Entries	\$19.61
Pumpkin Splash	\$15.48
Lifeguard Certification	\$183.70
Lifeguard Recertification	\$142.60
Jr. Lifeguard Program	\$105.00
Facility Rentals	
Special Events Application Fee/Class 1 & 2 Events	\$115.36
Special Events Application Fee/Class 3 Events	\$34.44
Special Events Application Fee/Class 4 Events	\$69.71
Refundable Special Event Deposit Fee	\$500.00
Cancellation Fee on All Rentals if less than 14 days notice	\$27.35
Brentwood Family Aquatic Complex:	
Competitive Pool - 3 hrs	\$946.13
Picnic Tables - 2 hr (2 hr max)	\$27.35
Recreation/Slide Pools - 3 hrs	\$754.71
Aquatic Park - 3 hrs	\$1,695.37
Refundable Deposit Fee	\$750.00
Multi-purpose Room-Community Center:	
Resident	\$62.56/hr
Non-resident	\$68.82/hr
Commercial	\$81.33/hr
Non-profit	\$43.80/hr
Part-time Staff	\$16.41/hr
Set-up Package - (2 hr min)	\$32.82/hr
Cleaning Fee	\$84.00
Deposit Without Alcohol Permit	\$250.00
Deposit With Alcohol Permit	\$500.00
Rental Liability Insurance	\$98.00-\$700.00

Park & Recreation Fees

Fee Description	Fee
Blue Room-Community Center:	
Resident	\$35.57/hr
Non-resident	\$39.12/hr
Commercial	\$46.24/hr
Non-profit	\$24.90/hr
Part-time Staff	\$16.41/hr
Set-up Package - (2 hr min)	\$16.41/hr
Cleaning Fee	\$22.39
Deposit Without Alcohol Permit	\$125.00
Deposit With Alcohol Permit	\$250.00
Rental Liability Insurance	\$98.00-\$700.00
Women's Club:	
Resident	\$35.57/hr
Non-resident	\$39.12/hr
Commercial	\$46.24/hr
Non-profit	\$24.90/hr
Part-time Staff	\$16.41/hr
Set-up Package - (2 hr min)	\$16.41/hr
Cleaning Fee	\$22.39
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	\$16.41/hr or \$76.56/day
Non-resident	\$18.05/hr or \$84.21/day
Commercial	\$21.32/hr or \$99.53/day
Non-profit	\$11.48/hr or \$53.59/day
Bocce Courts:	
Resident	\$10.94/hr
Non-resident	\$12.02/hr
Commercial	\$14.21/hr
Non-profit	\$7.66/hr
Two Hour Minimum Equipment Deposit	\$100.00

Park & Recreation Fees

Fee Description	Fee
Apple Hill Park (con't.):	
Ball Field Rental:	
Resident	\$10.94/hr
Non-resident	\$12.02/hr
Commercial	\$14.21/hr
Non-profit	\$7.65/hr
Ball Field Prep Services	\$27.35/field
Ball Field Prep Without Lining	\$16.41/field
Scorekeeper Fee	\$11.65/hr
Part-time Staff Fee	\$16.41/hr
Refundable Field Deposit	\$500.00
Balfour Guthrie Park:	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	\$16.41/hr or \$76.56/day
Non-resident	\$18.05/hr or \$84.21/day
Commercial	\$21.32/hr or \$99.53/day
Non-profit	\$11.48/hr or \$53.59/day
Group Picnic Shelter Rentals (51-100 Capacity):	
Resident	\$32.82/hr or \$164.07/day
Non-resident	\$36.09/hr or \$180.48/day
Commercial	\$49.22/hr or \$246.10/day
Non-profit	\$22.96/hr or \$114.85/day
Ball Field/Soccer Field Rental:	
Resident	\$10.94/hr
Non-resident	\$12.02/hr
Commercial	\$14.21/hr
Non-profit	\$7.65/hr
Ball Field Prep Services	\$27.35/field
Ball Field Prep Without Lining	\$16.41/field
Soccer Field Prep Services	\$82.03/field
Soccer Field Lining Repaint	\$27.35/field
Extra Mow	\$82.03/field
Ball Field/Soccer Field Lights	\$11.21/hr
Scorekeeper Fee	\$11.65/hr
Part-time Staff Fee	\$16.41/hr
Refundable Field Deposit	\$500.00
City Park:	
Gazebo:	
Resident	\$82.03/2 hrs or \$273.45/day
Non-resident	\$90.24/2 hrs or \$300.79/day
Commercial	\$106.65/2 hrs or \$355.48/day
Non-profit	\$57.42/2 hrs or \$191.42/day
Deposit	\$100.00

Park & Recreation Fees

Fee Description	Fee
City Park (con't):	
Entire Facility Rental:	
Resident	\$82.03/hr or \$546.88/day
Non-resident	\$90.24/hr or \$601.58/day
Commercial	\$106.65/hr or \$710.96/day
Non-profit	\$57.42/hr or \$382.82/day
Garin Park:	
Soccer Field Rental: (For the first field)	
Resident	\$10.94/hr/field
Non-resident	\$12.02/hr/field
Commercial	\$14.21/hr/field
Non-profit	\$7.65/hr/field
Soccer Field Prep Services	\$82.03/field
Soccer Field Lining Repaint	\$27.35/field
Refundable Field Deposit	\$500.00
Part-time Staff Fee for First Field	\$16.41/hr
Additional Field Rental	\$5.47/hr
Oak Meadow Park:	
Group Picnic Shelter Rentals (1-25 Capacity):	
Resident	\$8.20/hr or \$38.29/day
Non-resident	\$9.02/hr or \$42.11/day
Commercial	\$10.66/hr or \$49.76/day
Non-profit	\$5.74/hr or \$26.79/day

Park & Recreation Fees

Fee Description	Fee
Oak Meadow Park (con't.)	
Ball Field/Soccer Field Rental: (For the first field)	
Resident	\$10.94/hr/field
Non-resident	\$12.02/hr/field
Commercial	\$14.21/hr/field
Non-profit	\$7.65/hr/field
Ball Field Prep Services	\$27.35/field
Ball Field Prep Without Lining	\$16.41/field
Soccer Field Prep Services	\$82.03/field
Soccer Field Lining Repaint	\$27.35/field
Extra Mow	\$82.03/field
Ball Field/Soccer Field Lights	\$11.21/hr/field
Scorekeeper Fee	\$11.65/hr
Part-time Staff Fee	\$16.41/hr
Additional Field Rental	\$5.47/hr
Refundable Field Deposit	\$500.00
Sunset Park:	
Group Picnic Shelter Rentals (51-100 Capacity):	
Resident	\$32.82/hr or \$164.07/day
Non-resident	\$36.09/hr or \$180.48/day
Commercial	\$49.22/hr or \$246.10/day
Non-profit	\$22.96/hr or \$114.85/day
Ball Field Rental (for the First Field):	
Resident	\$21.33/hr
Non-resident	\$23.46/hr
Commercial	\$27.72/hr
Non-profit	\$16.41/hr
Additional Field Rental	\$5.47/hr/field
Ball Field Lights	\$11.21/hr/field
Ball Field Prep Services	\$27.35/field
Ball Field Prep without lining	\$16.41/field
Scorekeeper Fee	\$11.65/hr
Part-time Staff Fee	\$16.41/hr
Extra Mow	\$82.03

Park & Recreation Fees

Fee Description	Fee
Facility Rentals - Sunset Park (con't)	
Soccer Field Rental (for the First Field):	
Resident	\$21.33/hr
Non-resident	\$23.46/hr
Commercial	\$27.72/hr
Non-profit	\$16.41/hr
Additional Field Rental	\$5.47/hr/field
Soccer Field Lights	\$11.21/hr/field
Competition Soccer Field Lights	\$21.03/hr/field
Soccer Field Prep Services	\$82.03/field
Soccer Field Lining Repaint	\$27.35/field
Extra Mow	\$82.03
Refundable Field Deposit	\$500.00
Entire Facility Rental:	
Resident	\$1,093.79/4 hrs
Non-resident	\$1,203.16/4 hrs
Commercial	\$1,380.22/4 hrs
Non-profit	\$766.07/4 hrs
Includes staff fee, but does not include lights, equipment, or prep fees.	
Veterans Park:	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	\$16.41/hr or \$76.56/day
Non-resident	\$18.05/hr or \$84.21/day
Commercial	\$21.32/hr or \$99.53/day
Non-profit	\$11.48/hr or \$53.59/day
Bocce Courts:	
Resident	\$10.94/hr
Non-resident	\$12.02/hr
Commercial	\$14.21/hr
Non-profit	\$7.66/hr
Two Hour Minimum Equipment Deposit	\$100.00
Horseshoes Court:	
Resident	\$10.94/hr
Non-resident	\$12.02/hr
Commercial	\$14.21/hr
Non-profit	\$7.66/hr
Two Hour Minimum Equipment Deposit	\$100.00
Play Pack (Balls, Bats, Frisbees, etc):	
Resident	\$43.75/24 hr
Non-resident	\$48.12/24 hr
Commercial	\$56.87/24 hr
Non-profit	\$30.62/24 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)	\$224.01
Set up/Take Down (Non-profit)	\$196.01
Set up/Take Down (Commercial)	\$291.20
Weekend Set up/Take Down (Resident)	\$336.01
Weekend Set up/Take Down (Non-profit)	\$308.00
Weekend Set up/Take Down (Commercial)	\$436.81
Stage Rental per day (Resident)	\$168.00
Stage Rental per day (Non-profit)	\$84.00
Stage Rental per day (Commercial)	\$218.40
Portable Bleacher per day, per unit (Resident)	\$56.00
Portable Bleacher per day, per unit (Non-profit)	\$28.01
Portable Bleacher per day, per unit (Commercial)	\$72.80
Sound System on stage (Resident)	\$560.03
Sound System on stage (Non-profit)	\$280.01
Sound System on stage (Commercial)	\$728.02
Generator Rental (Resident)	\$56.00
Generator Rental (Non-profit)	\$28.01
Generator Rental (Commercial)	\$72.80
Sound Technician for stage (per hour)	\$28.01
Overtime beyond the 2 hours (per 30 minute increment)	\$145.60
Electrical Fee (per hour)	\$5.59
Generator Gas Fee (per gallon)	Actual Cost
Refundable Deposit	\$500.00
Dedication Trees and Amenities:	
Tree & Donor Recognition Leaf	\$159.60
Recognition Memorial Bricks (Only available to honor Veterans)	\$106.40 per line
Bench w/plaque	\$1,595.99
Drinking Fountain w/plaque	\$2,659.98
Picnic Table	\$3,191.98

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

Police Department Fees

Fee Description	Fee
1. ABC Permit	\$26.25
2. Record Review	\$37.50
3. Visa Clearance	\$26.25
4. Loss Verification Letter	\$24.00
5. Restitution	Determined by Court
6. Police & Accident Reports ¹	\$0.23/page
7. VIN Verification	\$24.00
8a. Citation Sign off - Residents	No Charge
8b. Citation Sign off - Non-Residents	\$28.25
9. Repossession Filing Fee ²	\$15.00
10. Stored Vehicle (22651(k)(o)(p); 14602.6 VC)	\$127.00
11. Inoperative Vehicle (22669d VC)	\$125.25
12. Special Event Permit (Class 1, 2, & 4)	\$115.25
13. Block Party Permit	\$69.50
14. Background Check ³	\$401.00
15. Photos	\$34.00
16. Audio/Video Tapes	\$46.75
17. 2nd Response Disturbance	Actual Cost
18. False Alarm Response	\$46.00
19. Civil Subpoena - 4 hour Minimum	Actual Cost
20. Parking Permit	\$6.75
21. Bicycle Registration	Free service for Brentwood Residents
22. Finger Prints	\$35.75
23. DOJ Fees	Determined by Department of Justice
24. (Intentionally left blank)	
25. Booking Fee ⁴	\$340.00

Other Services	
Special Event/Response	
a. Personnel ⁵	Actual Cost
b. Equipment ⁶	Caltrans Published Rates

¹ Police & Accident Reports estimated average of 3 pages per report

² Repossession fee - Government Code Sec. 41612

³ Includes the cost of finger printing

⁴ Established by County, fee increases automatically when County's fee increases

⁵ Non-Profit Organizations - Police Officer Step E Rate per CAP (not including overhead)

⁵ For Profit Organizations - Police Officer Step E Rate per CAP (including overhead)

⁶ Caltrans Published Rates, Labor Surcharge and Equipment Rental, in effect at the time of CAP

**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	\$574.71	\$354.78	\$412.66	\$206.33	\$0.1744	\$0.1295	\$0.1116
EDFPD Fire Mitigation 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

*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 Subdivision Map Review	\$2,583.00
2. Tentative Parcel Map Review	\$1,500.00
3. Ind./Comm Plan Review > 1 acre	\$1,897.00
4. Ind./Comm Plan Review < 1 acre	\$901.00
5. Final Map Review	Deposit for Actual Cost
6. Plan Check	Deposit for Actual Cost
7. Document Review	\$126.00
8a. Encroachment Permit	\$63.00
8b. EP-Subdivision/Development	\$127.00
8c. EP-Utilities cost of work > \$10,000	\$331.00
8d. EP-Utilities cost of work < \$10,000	\$125.00
9a. Grading Permit < 10,000 CY	\$127.00
9b. Grading Permit > 10,000 CY	\$643.00
10. Transportation Permit Fee - Set by the State Vehicle Code	\$16.00
11. Development Construction Inspection	% of Value for Improvement
12. Misc. Construction Inspection/hourly	\$176.82
13. Apportionment Processing Fee	\$250.00 + Consultant
14a. Landscape and Lighting District Fee	\$200.00 + Consultant
14b. Community Facilities District Fee	\$200.00 + Consultant
15. Lot Line Adjustment	\$626.00
16. Assessment District Formation	Deposit for Actual Cost
17. Traffic Signal Maintenance	\$4,947.00
18. Base Map	County Fee + 2%
19. Disk Copies	\$7.45
20. Compact Disk Copies	\$11.41
21. Standard Paper Copies	\$0.23
22. Oversize Xerox	\$6.56
23. Thermoplastic Stencils - "No Dumping - Drains to Creek"	\$18.73
24. Oversized Color Copies	\$15.97
25a. Geo Photo on CD	\$54.00 ea
25b. Ortho Photo on CD	\$106.00 ea
26. CIP Book	Actual Cost
27. Development Fee Book	Actual Cost
28. Engineering Procedures	Actual Cost
29. Fiber Optic Design Guidelines	Actual Cost
30. NPDES Stormwater Management Plan	Actual Cost
31. Standard Plans and Specifications	Actual Cost
32. Traffic Calming Manual	Actual Cost
33. Street Index	Actual Cost
34. Other Documents and Books	Actual Cost

Public Works Engineering Fees

Fee Description	Fee
I. ENGINEERING/INFRASTRUCTURE REVIEW FEE	
A. Tentative Subdivision Map Review	\$2,583.00 + \$10/lot
B. Tentative Parcel Map Review	\$1,500.00 + \$10/lot
C. Industrial/Commercial Plan Review (1 acre & above) Conditional Use Permit & Design Review	\$1,897.00 + \$1,000/acre
D. Industrial/Commercial Plan Review (under 1 acre) Conditional Use Permit & Design Review	\$901.00
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	
1. Deposit at the time of first submittal for actual cost of labor and materials	\$2,583.00 + \$30.00/lot
2. Planning Department plan check fee	\$2,791.00
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	\$126.00 /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	\$126.00 /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	\$126.00 /sheet
C. Document Review	
1. Legal description and plat for abandonment	\$126.00
2. Certificate of Correction	\$126.00
3. Dedication documents	\$126.00
4. Legal description	\$126.00
5. Miscellaneous document review	\$126.00
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	
A. Encroachment Permit Processing Fee	
1. Subdivision/Development	\$127.00
2. General (All Other)	\$63.00
3. EP – Utilities Cost of Work > \$10,000	\$331.00
4. EP – Utilities Cost of Work < \$10,000	\$125.00
B. Grading Permit Processing Fees	
1. 10,000 cubic yards or less	\$127.00
2. over 10,000 cubic yards	\$643.00
C. Transportation Permit Processing Fee	\$16.00
IV. INSPECTION FEES	
A. Publicly Maintained Improvements (Streets, Water, Sewer, Storm Drains)	
1. 5% first \$100,000, plus	
2. 4.5% second \$100,000, plus	
3. 4% next \$300,000, plus	
4. 3.5% over \$500,000	
B. Privately Maintained Improvements	
1. 2% first \$100,000, plus	
2. 1.5% second \$100,000, plus	
3. 1% next \$300,000, plus	
4. ½% over \$500,000	
C. Grading Inspection Fees	
1. 3.5% of estimated cost of grading and associated improvements	
D. Miscellaneous Inspections (Per Hour)	\$176.82 /hour
Construction Inspector II Step E Rate per CAP (including overhead)	
E. Inspection Fees* - Miscellaneous	\$88.41 minimum
1. Trenching for Utilities	\$176.82 /hour
2. Curb Cut or Driveway	
a. Commercial	\$2.40 /LF
b. Residential	\$1.48 /LF
3. Excavation	
a. Street Crossing	\$1.21 /LF
b. Parallel to Street	\$0.11 /LF
4. Paving	
a. Conform Paving	\$1.48 /SF
b. Minor Pavement Repair	\$88.41
c. Street Lane	\$1.74 /SF x 3% cost
5. Install Curb and Gutter	\$0.17 /LF
6. Curb Drain	\$14.15 /each
7. Install Sidewalk	\$0.28 /LF
8. Install Access Ramp	\$49.51 /each
9. Sewer Tap or Cap at Main	\$118.47 /each
10. Sewer Cap at Property Line	\$37.13 /each
11. Sewer Line Repair	\$176.82 /each

*Prorated based on hourly inspection fee

**Public Works
Engineering Fees**

Fee Description	Fee
IV. INSPECTION FEES* (cont.)	
12. Water Service Repair	\$176.82 /each
13. Water Service Abandonment	\$176.82 /each
14. Street Light	\$49.51 /each
15. Wells	
a. Drilling Permit	\$72.50 /each
b. Abandonment Inspections	\$37.13 /each
16. Miscellaneous Permit Inspections	\$176.82 /hour
F. Overtime Inspection - 1.5 Times Construction Inspector II Total Hourly Rate Step E rate per Cost Allocation Plan (including overhead)	
V. MISCELLANEOUS FEES	
A. Apportionment Processing Fee	
1. Processing/Review, plus	\$250.00
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)	\$626.00
E. Traffic Signal Maintenance - Deposit for actual cost	\$4,947.00
Traffic signal maintenance once energized by PG&E until project acceptance	
F. Landscape and Lighting District Formation/Annexation	
1. Processing/Review, plus	\$200.00
2. Consultant Fee	Per Contract
G. Community Facilities District Formation/Annexation	
1. Processing/Review, plus	\$200.00
2. Consultant Fee	Per Contract
H. Assessment District Formation	
Initial Deposit for Actual Cost	Actual Cost
I. Copies Provided on Disk	\$11.41
J. Oversize Xerox Copies (Per Sheet)	\$6.56
K. Standard Size Copies (Per Sheet)	\$0.23
L. Base Map Revision Fee - as set by Contra Costa County +2% for City administration.	
Prior to Final Map or Lot Line Adjustment Recordation	\$51.00

*Prorated based on hourly inspection fees

**Public Works
Engineering Fees**

Fee Description	Fee
V. MISCELLANEOUS FEES (cont.)	
M. Thermoplastic Stencils - "No Dumping - Drains to Creek"	\$18.73
N. Oversized Color Copies	\$15.97
O. Aerial Photo on CD only	
1. Geo Photo	\$54.00
2. Ortho Photo	\$106.00
P. Manuals	
1. CIP Book	Actual Cost
2. Development Fee Book	Actual Cost
3. Engineering Procedures	Actual Cost
4. Fiber Optic Design Guidelines	Actual Cost
5. NPDES Stormwater Management Plan	Actual Cost
6. Standard Plans and Specifications	Actual Cost
7. Traffic Calming Manual	Actual Cost
8. Street Index	Actual Cost

**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	\$16,634.03
Multiple family residential	Per dwelling unit	\$10,211.08
Commercial	Per square foot of gross floor area	\$1.390
Office	Per square foot of gross floor area	\$1.22
Industrial	Per square foot of gross floor area	\$1.22
Other	Per peak hour trips as determined	As Calculated

Fee Amount does not include:

1% ECCRFFA Program Admin Charge

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

**Public Works
Special Event/Response**

Fee 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.



City of Brentwood

Public Works

Solid Waste Fees SCHEDULED SERVICES															
Residential Cart Service															
Service Per Week		*Senior 32 Gal.	32 Gal.	64 Gal.	96 Gal.	The rate is based on the garbage cart size and may include up to two each of the recycling/yard waste carts serviced every other week at no additional charge. Rate for the 3rd cart is \$11.41/month per cart.**									
	1														
	2	\$	15.23	\$	22.71			\$	33.76	\$	40.52				
	3														
Commercial Cart Service															
Service Per Week			32 Gal.	64 Gal.	96 Gal.	The rate is based on the garbage cart size and may include up to two each of the recycling/yard waste carts serviced every other week at no additional charge. Rate for the 3rd cart is \$11.41/month per cart.**									
	1		\$	25.78	\$			29.47	\$	47.88					
	2		\$	49.28	\$			56.66	\$	93.47					
	3		\$	72.78	\$			83.85	\$	139.07					
Commercial Front-Load Bin Service															
Garbage															
Non-compacted Rates (***), (****)															
Service Per Week	Container Size														
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard							
	1	\$	103.76	\$	207.52	\$	288.54	\$	374.51	\$	448.19	\$	536.58	\$	712.17
	2	\$	190.33	\$	380.64	\$	540.26	\$	724.45	\$	874.25	\$	1,048.61	\$	1,399.79
	3	\$	276.28	\$	552.55	\$	825.13	\$	1,080.54	\$	1,311.39	\$	1,572.92	\$	2,097.23
	4	\$	380.64	\$	761.28	\$	1,080.54	\$	1,448.90	\$	1,748.49	\$	2,097.23	\$	2,799.56
	5	\$	466.59	\$	933.19	\$	1,365.41	\$	1,804.98	\$	2,185.64	\$	2,621.53	\$	3,497.02
Mixed Recyclables															
Non-compacted Rates (***), (****)															
Service Per Week	Container Size														
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard							
	1	\$	83.01	\$	166.00	\$	230.84	\$	299.61	\$	358.54	\$	429.25	\$	569.74
	2	\$	152.27	\$	304.51	\$	432.22	\$	579.57	\$	732.55	\$	838.89	\$	1,119.84
	3		N/A		N/A		N/A		876.78		N/A		N/A		1,621.31
	4		N/A		N/A		N/A		N/A		N/A		N/A		N/A
	5		N/A		N/A		N/A		N/A		N/A		N/A		N/A
Cardboard Only															
Non-compacted Rates (***), (****)															
Service Per Week	Container Size														
		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard							
	1		N/A	\$	36.83	\$	53.24	\$	67.53	\$	80.47	\$	98.23	\$	122.79
	2		N/A	\$	67.53	\$	81.42	\$	122.79	\$	143.06	\$	171.90	\$	221.02
	3		N/A		N/A		N/A		N/A		N/A		N/A		N/A
	4		N/A		N/A		N/A		N/A		N/A		N/A		N/A
5		N/A		N/A		N/A		N/A		N/A		N/A		N/A	

*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.

City of Brentwood

Public Works

**Solid Waste Fees
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

Extra Cart Service Charges **						
QTY	Bags	32 Gal.	64 Gal.	96 Gal.	Additional Bags/Material	
	1	\$ 11.04	\$ 11.04	\$ 11.04	\$ 14.71	Each additional bag or 32-gallon equivalent of material collected = \$3.67
2	\$ 11.04	\$ 11.04	\$ 18.38	\$ 18.38		
3	\$ 14.71	\$ 14.71	\$ 25.72	\$ 22.05		

Extra Bin Service Charges**									
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	

Bulky Item Charges **	
LEVEL 1 (examples listed)	\$18.42
Mattresses/box springs (any size)	
Chair/recliners/table/bicycle/stroller/play pool	
Printers/CPU's/VCR's/stereos/faxes/microwaves	
LEVEL 2 (examples listed)	\$24.55
couch, large BBQ	
LEVEL 3 (examples listed)	\$30.70
Appliances (non-hazardous)	
Water heater, stove, washer, dryer	
Refrigerator w/o CFC	
TV's (less than 42")/monitors/CRT's	
LEVEL 4 (examples listed)	\$49.12
TV w/console or 42"+ screen	
LEVEL 5 (examples listed)	\$61.39
Refrigerator w/CFC	
TIRES	
Passenger tires (16" or less)	\$4.90
Passenger tires (16" or less) w/rims	\$7.37
Truck tires (16" or more)	\$8.60
Truck tires (16" or more) w/rims	\$12.27
Tractor tires	\$30.68-\$244.90
Compost bins = \$55.00 (Actual Cost)	Leaf bag = No Charge

Special Charges **			
	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.

City of Brentwood

Public Works

Wastewater Fees

	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Customer Category							
<u>Residential</u>							
Monthly Fixed Base Charge	\$8.93	\$9.60	\$10.32	\$11.09	\$11.93	\$12.82	\$13.78
Variable Rate per 1,000 gallons/month	3.11	3.34	3.59	3.86	4.15	4.46	4.80
Total Ceiling Rate (fixed base+variable)	31.78	34.16	36.73	39.48	42.44	45.62	49.05
New Service Rate (first year only)*	n/a	32.78	35.24	37.88	40.72	43.78	47.06
<u>Non-Residential</u>							
Monthly fixed charge	\$8.93	\$9.60	\$10.32	\$11.09	\$11.93	\$12.82	\$13.78
Variable Rate per 1,000 gallons/month							
Auto Sales and Repair	3.43	3.69	3.96	4.26	4.58	4.92	5.29
Barber & Beauty Shops	2.86	3.07	3.31	3.55	3.82	4.11	4.41
Bakery	8.78	9.44	10.15	10.91	11.73	12.60	13.55
Car Washes	2.95	3.17	3.41	3.66	3.94	4.24	4.55
Gas Stations	3.32	3.57	3.84	4.12	4.43	4.77	5.12
Grocery Stores	7.47	8.03	8.63	9.28	9.98	10.72	11.53
Hotels without Restaurants	3.42	3.68	3.95	4.25	4.57	4.91	5.28
Institutions, Churches, HOAs	3.02	3.25	3.49	3.75	4.03	4.34	4.66
Laundromats	3.11	3.34	3.59	3.86	4.15	4.46	4.80
Laundry, Commercial	4.03	4.33	4.66	5.01	5.38	5.79	6.22
Office Buildings, Banks	3.06	3.29	3.54	3.80	4.09	4.39	4.72
Restaurants	8.29	8.91	9.58	10.30	11.07	11.90	12.79
Retail Stores	3.11	3.34	3.59	3.86	4.15	4.46	4.80
Schools	2.86	3.07	3.31	3.55	3.82	4.11	4.41
Other Commercial	3.19	3.43	3.69	3.96	4.26	4.58	4.92
Mixed Use	4.17	4.48	4.82	5.18	5.57	5.99	6.44
Annual WW Service Standby Charge	80.00	80.00	80.00	80.00	80.00	80.00	80.00
Sewer Lateral Maintenance Fee (Monthly)	1.10	1.18	1.27	1.37	1.47	1.58	1.70
*The New Service Rate is the sewer rate charged to all new residential sewer services. This rate is based on the average 2006 January / February residential water usage which is 231 gpd.							

City of Brentwood

Public Works

Water Fees

	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Monthly Base Rate							
5/8" or 3/4 Meter	\$15.98	\$16.46	\$16.95	\$17.46	\$17.99	\$18.53	\$19.08
1" Meter	24.07	24.69	25.43	26.19	26.98	27.79	28.62
1.5" Meter	47.84	49.38	50.86	52.39	53.96	55.58	57.24
2" Meter	79.79	82.30	84.77	87.31	89.93	92.63	95.40
3" Meter	132.08	148.13	152.58	157.16	161.87	166.73	171.73
4" Meter	212.80	213.97	220.39	227.00	233.81	240.83	248.05
6" Meter	425.70	444.40	457.74	471.47	485.61	500.18	515.19
Consumption Charge (per 1,000 gallons = 1 unit)							
Residential							
Tier 1: Units 1-10	\$2.50	\$2.58	\$2.65	\$2.73	\$2.81	\$2.90	\$2.99
Tier 2: Units 11-20	2.98	3.07	3.16	3.26	3.35	3.45	3.56
Tier 3: Units 21-30	3.57	3.68	3.79	3.90	4.02	4.14	4.26
Tier 4: Units 31+	4.16	4.28	4.41	4.55	4.68	4.82	4.97
Non Residential							
Tier 1: Units 1-10	\$2.50	\$2.58	\$2.65	\$2.73	\$2.81	\$2.90	\$2.99
Tier 2: Units 11+	2.98	3.07	3.16	3.26	3.35	3.45	3.56
Non Potable							
Tier 1: Units 1+	n/a	\$0.949	\$0.977	\$1.01	\$1.04	\$1.07	\$1.10

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 \$ 0.977 per 1,000 Gallons

Recycled Water Usage \$ 0.977 per 1,000 Gallons

Waterwise Gardening CD No Charge for CD By Mail - Actual Postage Cost

Irrigation Sign (Non-potable) Actual Cost Per (12" x 18") Sign

**Public Works
Laboratory**

Water Analysis Fees

Fee Description	Fee
Microbiology:	
Colilert (P/A & Quanti-Tray)	\$17.64
Membrane Filtration	\$19.41
MPN	\$38.79
Heterotrophic Plate Count	\$29.76
Fecal Coliform or Confirmation (add to total coliform)	\$15.98
General Mineral:	
Alkalinity	\$16.85
Conductivity	\$16.94
Field Testing (Chlorine, pH, Temperature)	\$14.88
Hardness	\$22.85
Inorganics:	
Ammonia	\$29.96
Bromide	\$29.96
Calcium	\$29.96
Chloride	\$29.96
Fluoride	\$29.96
Magnesium	\$29.96
Phosphate	\$29.96
Potassium	\$29.96
Nitrate	\$29.96
Nitrite	\$29.96
Sodium	\$29.96
Solids (TDS)	\$29.75
Sulfate	\$29.96

**Public Works
Laboratory**

Wastewater Analysis Fees	
Fee Description	Fee
Microbiology:	
Colilert (P/A & Quanti-Tray)	\$17.64
Membrane Filtration	\$19.41
MPN	\$38.79
Heterotrophic Plate Count	\$29.76
Fecal Coliform or Confirmation (add to total coliform)	\$15.98
General Mineral:	
Alkalinity	\$16.85
Conductivity	\$16.94
Field Testing (Chlorine, pH, Temperature)	\$14.88
Hardness	\$22.85
Inorganics:	
Ammonia	\$29.96
BOD ₅	\$28.55
Bromide	\$29.96
Calcium	\$29.96
Chloride	\$29.96
Fluoride	\$29.96
Magnesium	\$29.96
Phosphate	\$29.96
Potassium	\$29.96
Nitrate	\$29.96
Nitrite	\$29.96
Sodium	\$29.96
Solids (TDS, TSS, SS, TS)	\$29.75
Sulfate	\$29.96

RESOLUTION NO. 2008-224

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD
ADOPTING THE 2008/09 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 28, 2007, to compare direct and indirect administrative costs in providing various services to the community; and

WHEREAS, the City Council has periodically revised development impact fees for public facilities, including the most recent revisions contained in Resolution 2005-222 adopted on September 13, 2005; and

WHEREAS, on May 27, 2008, the City Council adopted the 2008/09 – 2012/13 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 2008/09 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 2008/09 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 2008/09 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.
- G. Staff will begin rounding those Park and Recreation fees which are updated by CPI to the nearest dime which will occur in July, 2009. The fees within the Parks and Recreation fee sheets that are not subject to CPI increases are: Deposits and Insurance, Jr. Life Guard (set by Council Resolution in December 2007), and the Brentwood Senior Club Socials and Card Memberships, which are pass through accounts.
- H. The CPI fee adjustment for Aquatic fees will go into effect on January 1, 2009 for the 2009 swim season as noted within the current fee schedule. The modification to the CPI effective date for Aquatic fees will occur annually.

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 2008/2009 Cost Allocation Plan were increased by the CPI, appropriate index as identified or appropriate percentage on July 1, 2008 per Resolution 2007-197. Newly established fees in the 2008/2009 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. 2007-197 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, 3 or 5 shall be commenced within one hundred twenty (120) days of the adjustment.

Section 10. Modifications to Cost Allocation Plan, as Presented to City Council as a Condition of Council Approval:

The following change was included in the Cost Allocation Plan which was entered into the public record and on display for the public hearing. This change is hereby not adopted as part of the Cost Allocation Plan:

Plan check fees which were previously separate from entitlement processing have been consolidated into a single fee. This assures that both fees will be collected at the time of initial application since the individual fees are components of a single entitlement activity. A separate Design Review for Non-Residential Plan Check fee was retained. This fee is for performing plan check services for non-residential accessory structures. No entitlement fee is charged for the accessory structure but plan check services are provided. The following has been added to clarify the Council Policy as stated in the CAP as to the timing of fee collection. "All Planning Fees shall be collected at the time of the initial application for the entitlement process."

In lieu of the changes identified in the preceding paragraph, the fee structure established in the 2007/08 Cost Allocation Plan for plan check fees shall continue unless otherwise amended, with an increase of 3.2% for CPI pursuant to Resolution 2007-197 Section 2.A. A copy of the 2007/08 fee structure for this item,

adjusted for the 3.2% CPI, is attached hereto and incorporated here in by this reference as Exhibit A.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Brentwood at a regular meeting held on the 26th day of August 2008 by the following vote:

AYES: Becnel, Brockman, Richey, Stonebarger, Taylor
NOES: None
ABSENT: None
ABSTAIN: None

Robert Taylor

Robert Taylor
Mayor

ATTEST:

Margaret Wimberly

Margaret Wimberly, CMC
City Clerk



Exhibit A

City of Brentwood

Community Development Planning Fees

Fee Description	Fee
1. Annexations	
0.00-5.00 ac.	\$2,188.00
5.01-50.00 ac.	\$15,319.00
50.01+ ac.	\$21,887.00
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
2. General/Specific Plan Amendment	
0.00-5.00 ac.	\$3,227.00
5.01-50.00 ac.	\$10,210.00
50.01+ ac.	\$12,764.00
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
3. Rezoning/ZOA	
0.00-5.00 ac.	\$3,974.00
5.01-50.00 ac.	\$12,720.00
50.01+ ac.	\$15,899.00
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
4. Design Review	
Residential	
1-4 units	\$942.00 per unit
5-15 units	\$6,797.00
16+ units	\$7,551.00
Residential Plan Check	\$754.00
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	
1-2,500 sq ft	\$4,181.00
2,501-10,000 sq ft	\$6,272.00
10,000+ sq ft	\$7,526.00
Non-residential Plan Check	\$835.00
Landscape Plan	\$699.00
Landscape Plan Check	\$68.00
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



City of Brentwood

Community Development Planning Fees

Fee Description	Fee
5. Conditional Use Permit	
Residential	
1-4 units	\$647.00 per unit
5-15 units	\$4,652.00
16+ units	\$5,170.00
Residential Plan Check	\$516.00
Non-residential	
1 up to -2,500 sq ft	\$2,584.00
2,501 up to -10,000 sq ft	\$3,877.00
10,000+ sq ft	\$4,652.00
Non-residential Plan Check	\$516.00
Daycare	\$126.00
Daycare Plan Check	\$12.61
6. Tentative Maps	
1-4 lots	\$2,791.00
5-50 lots	\$22,322.00
51+ lots	\$27,904.00
Final Map Plan Check	\$2,791.00
Negative Declaration	\$1,974.00
Mitigated Negative Declaration	
Prepared by the City of Brentwood	\$3,162.00
Prepared by City's Consultant	Consultant Cost + 25% for City Admin.
Mitigation Monitoring	\$1,421.00
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
7. Planned Development	
Residential per Unit	
0.00-5.00 ac.	\$7,948.00
5.01-50.00 ac.	\$14,310.00
50.01+ ac.	\$15,899.00
Non-residential per Sq.ft.	
0.00-5.00 ac.	\$8,411.00
5.01-50.00 ac.	\$11,924.00
50.01+ ac.	\$14,310.00
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



City of Brentwood

Community Development Planning Fees

Fee Description	Fee
8. Variance	
Residential	
1-4 units	\$2,584.00
5-15 units	\$4,652.00
16+ units	\$5,170.00
Residential Plan Check	\$516.00
Nonresidential	
1 up to -2,500 sq ft	\$2,584.00
2,501 up to -10,000 sq ft	\$3,877.00
10,000+ sq ft	\$4,652.00
Nonresidential Plan Check	\$516.00
Admin Variance	\$675.00
Admin Variance Plan Check	51.00
9. Sign Permit/Review	
Administrative	\$228.00
Sign CUP	\$675.00
10. Environmental Impact Report	
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	Consultant Cost + 25% for City Admin.
11. Admin Oil Permit	
Deposit*	\$632.00
Application submittal for actual cost of legal review and consulting.	\$3,000.00
12. Development Agreement	
Deposit**	\$4,393.00
Application submittal for actual cost of legal review and consulting.	\$3,000.00
13. Affordable Housing	
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consulting.	
14. Appeals	
	\$126.00
15. Categorical Exemption	
	\$184.00
16. Temporary Use Permit	
	\$489.00

*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



City of Brentwood

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)	\$96.00
20. Agricultural Mitigation Fee, per acre	\$5,977.00
21. County Environmental Filing Fees**	Actual Cost
22. Residential Street Addressing	\$295.00
23. Peer Review	Consultant Cost +15% for City Admin.
24. Special Studies (Traffic, Environmental, etc.)	Consultant Cost +25% for City Admin.
25. Adult Oriented Business Permit	\$2,858.00
26. Outdoor Dining/Merch. Display Fee	\$757.00
27. Outdoor Dining/Merch. Display Renewal	\$248.00
28. Residential Condominium Conversion	\$8,387.00
29. Oversize Xerox	\$6.56
30. Color Maps	\$15.97

* 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.

**Contra Costa County Clerk Filing Fees

