# City of BRENTWOOD



HERITAGE • VISION • OPPORTUNITY



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
Casey McCailli	Director of Community Development

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

#### **Indirect Cost Allocation: Methodology and Assumptions**

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

- Department overhead
- City-wide overhead

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

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

- <u>Department Overhead</u> To compute the department overhead factor, costs for department management salaries and benefits, plus the cost of associated operating and capital items to be included within overhead are identified. This cost is then divided by the salary and benefit cost of all non-management employees. The resulting computation is a multiplier that is applied to the hourly rate of a specific position within the department to compute the resulting department overhead associated with providing a designated service.
- <u>City-wide Overhead</u> To compute the city-wide overhead factor, general government costs that are not allocable to any individual department are identified. These costs are divided by the total salaries and benefits of all City employees. The result of this computation is a multiplier applied to the hourly rate of a specific position that is providing a service to compute the resulting city-wide overhead associated with providing a designated service.

Exhibit A summarizes the specific assumptions that have been made which directly impact the computation of both the departmental and other overhead factors. Specific areas identified include:

- Management designated positions with their associated direct support staff
- Non-personnel costs included within overhead
- Services included within the "other" overhead computation

### Exhibit A

Assumptions S	Assumptions Supporting Overhead Calculations				
Management Positions/Su			ersonnel Costs		
C	ommunity	Development			
Community Development Dire		Building			
Administrative Supervisor		Planning			
		Housing			
		Economic Deve	elopment		
	Public	Works			
Public Works Director / City B	Engineer	Development E	ngineering		
Asst. Director of PW / Asst. C	ity Engineer	Traffic and Trai	•		
Deputy Public Works Director	-	Construction In	spection		
Administrative Supervisor – E		Capital Improve	ement Program		
Administrative Supervisor – P	ublic Works	Streets			
		Solid Waste En	•		
		Water Enterpris			
		Wastewater Ent	erprise		
	Parks &	Recreation			
Parks & Recreation Director		Administration			
Landscape/Facilities Manager		Programs			
Administrative Supervisor		Landscape			
		Community Center			
		City Pool			
		Sports			
		Senior Center			
		Senior Program	S		
	Pol				
Police Chief		Police			
Police Captain					
Executive Assistant					
	Redevelopn	nent Agency			
Redevelopment Manager		Redevelopment			
	Other C	City-wide			
	City Attorney		Community Facilities		
The state of the s	Non-Departm	ental	Finance & Information Systems		
Human Resources					

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

#### **Exhibit B**

Departmental and Other Overhead Factors				
Community Development	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

BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
MANAGEMENT & MID-MANAGEMENT:					
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



BARGAINING UNIT & POSITION MANAGEMENT & MID-MANAGEMENT (CON'T	<u>STEP A</u> <u>():</u>	STEP B	STEP C	STEP D	STEP E
Pagragian Supervisor	5,404.74	5,675.15	5,959.43	6,257.57	6,571.32
Recreation Supervisor	6,339.04	6,656.26			7,706.70
Redevelopment Analyst Redevelopment Manager	8,888.88	9,332.63	6,989.07 9,798.91	7,339.22 10,289.46	
· · · · · · · · · · · · · · · · · · ·					10,804.28
Regulatory Compliance Supervisor Senior Accountant	6,295.71	6,611.19	6,942.27	7,288.95	7,652.96
	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
OFFICE EMBLOYEES.					
OFFICE EMPLOYEES:	2 402 66	2 572 54	2 751 00	2 020 20	4 125 90
Accounting Assistant I Accounting Assistant II	3,402.66 3,751.08	3,572.54 3,938.28	3,751.08	3,938.28 4,420.17	4,135.89 4,558.84
Accounting Assistant II Accounting Specialist	4,960.99	5,208.87	4,135.89 5,468.88	5,742.75	6,030.50
Accounting Specialist Accounting Technician	4,316.17	4,531.11	4,758.18	4,995.66	5,245.27
Accounting Technician 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 Assistant II  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

BARGAINING UNIT & POSITION OFFICE EMPLOYEES (CON'T.):	STEP A	STEP B	STEP C	STEP D	STEP E
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
	,	,	,	,	-,
PUBLIC WORKS-MAINTENANCE:					
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

<u>BARG</u> POLIC	AINING UNIT & POSITION TE:	STEP A	STEP B	STEP C	STEP D	STEP E
OLIC	<del>221</del>					
(	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
S	Senior Community Service Officer	4,827.52	5,068.46	5,321.54	5,588.48	5,867.56
I	Police Officer	5,884.89	6,179.57	6,488.12	6,812.26	7,153.74
I	Police Officer - Special Assignment	6,179.57	6,488.12	6,812.26	7,153.74	7,510.82
I	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:

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

#### **METHODOLOGY**

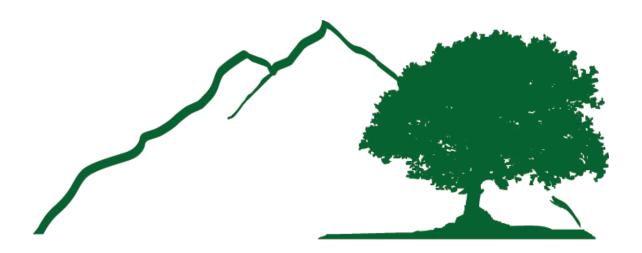
Based upon time estimates, a model of departmental activities is developed and then reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's 2008/09 Cost Allocation Plan are applied to the time estimates for each fee.

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.

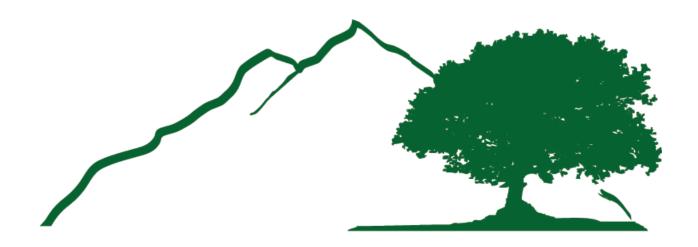
#### **SUMMARY**

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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<b>Budget Assumptions for Computing Overhead Costs</b>					
Department/Division	Personnel	Supplies	Capital	Total	
		& Services			
City-wide		(a) F	Cactored into Other	C <b>ity-wide</b> overhead	
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	
<b>Community Development</b>					
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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### Accountant I **Department: Finance & Information Systems**

Step A							
Step 11		\$4,952.32	Month	\$33.02	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.080000	396.19		Non-Swe	orn Managemer	nt & Mid-Mar	agement
PERS - Employer	0.143660	711.45		TOII-5 W	m wanageme	it & Wild-Wai	lagement
PERS Survivor	0.113000	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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	71.81		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,696.74	54.45%	\$50.99	\$14.05	\$15.97	\$81.01
		Annual Salary	+ Benefits	\$91,788.70	1		
Step B							
201 -	_	<b>\$5,200.20</b> /	Month	\$34.67	/Hour		
		φε,200,20	.,101111	Ψ31.07	/110 <b>u</b> 1		
	Total Benefits	\$2,765.79	53.19%	\$53.11	\$14.63	\$16.63	\$84.37
		Annual Salary	+ Benefits	\$95,591.83	:		
Step C							
	_	<b>\$5,460.21</b> /	Month	\$36.40	/Hour		
		1-,		,			
	Total Benefits	\$2,838.21	51.98%	\$55.32	\$15.24	\$17.33	\$87.89
		Annual Salary	+ Benefits	\$99,581.06	:		
Step D							
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	y + Renefits	\$103,783.09			
			. Denemo	Ψ100,100.07	! 		
Step E							
		<b>\$6,020.10</b> /	Month	\$40.13	/Hour		
	Total Benefits	\$2,994.17	49.74%	\$60.10	\$16.55	\$18.82	\$95.47
		Annual Salary	+ Benefits	\$108,171.23	ı		

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

Stop A			
Step A		<b>\$4,952.32</b> /Month	<b>\$33.02</b> /Hour
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp.	0.080000 0.143660 0.009200 0.000255	396.19 711.45 2.00 0.00 4.12 1,006.49 156.99 45.56 22.73 110.00	Non-Sworn Management & Mid-Management
Workers Comp. Vision Benefit Medicare	0.026600 0.014500	131.73 37.67 71.81	Hourly Rate Department City-Wide Total Hourly <u>&amp; Benefits Overhead Overhead Rate</u>
	Total Benefits	\$ 2,696.74 54.45	% \$50.99 \$53.21 \$15.97 \$120.17
		Annual Salary + Benefi	sits <u>\$91,788.70</u>
Step B			
		<b>\$5,200.20</b> /Month	\$34.67 /Hour
	Total Benefits	\$2,765.79 53.19	% \$53.11 \$55.41 \$16.63 \$125.15
		Annual Salary + Benefi	its <u>\$95,591.83</u>
Step C	Total Benefits	<b>\$5,460.21</b> /Month \$2,838.21 51.98	
		Annual Salary + Benefi	its \$99,581.06
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 + Benefi	\$103,783.09
Step E		<b>\$6,020.10</b> /Month	\$40.13 /Hour
	Total Benefits	\$2,994.17 49.74	% \$60.10 \$62.70 \$18.82 \$141.62
		Annual Salary + Benefi	its <u>\$108,171.23</u>

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

Chair A	_			ormation Syst			
Step A		Φ <b>F</b> 460 21	/A. f	<b>\$26.40</b>	/T T		
		\$5,460.21	/Month	\$36.40	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	436.82		Non-Swo	orn Managemer	nt & Mid-Mar	nagement
PERS - Employer	0.143660	784.41					
PERS Survivor		2.00	1				
Management Incentive		0.00	1				
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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	79.17	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,838.21	51.98%	\$55.32	\$15.24	\$17.33	\$87.89
		Annual Sala	ry + Benefits	\$99,581.06			
C/ D							
Step B		ΦΕ Ε24.00	A. f 1				
		\$5,734.09	/Month	\$38.23	/Hour		
	Total Benefits	\$2,914.50	50.83%	\$57.66	\$15.88	\$18.06	\$91.60
		Annual Sala	ry + Benefits	\$103,783.09			
			·	,	=		
Step C							
		\$6,020.10	/Month	\$40.13	/Hour		
		1 - )					
	Total Benefits	\$2,994.17	49.74%	\$60.10	\$16.55	\$18.82	\$95.47
		Annual Sala	ry + Benefits	\$108,171.23			
g. D							
Step D		\$6,321.71	Month	¢40 14	/Hour		
		,		\$42.14			
	Total Benefits	\$3,078.18	48.69%	\$62.67	\$17.26	\$19.63	\$99.56
		Annual Sala	ry + Benefits	\$112,798.71	=		
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 Sala	ry + Benefits	\$117,638.99			
		· ····································		¥11.,000,77	•		

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

Ct A						
Step A		\$5.460.21 /Month	¢26 40	/Hour		
		<b>\$5,460.21</b> /Month	\$30.40	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	436.82	Non-Sw	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.143660	784.41		C		
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		104.34%	31.32%	
Vision Benefit		37.67	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	79.17	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,838.21 51.98	% \$55.32	\$57.72	\$17.33	\$130.38
		Annual Salary + Benef	its \$99,581.06			
		<i>y</i> ·	4,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	<b>=</b>		
Step B						
Step B		\$5,734.09 /Month	\$38.23	3 /Hour		
		φ5,754.07 /1011011	φ36.23	7110u1		
	<b>Total Benefits</b>	\$2,914.50 50.83	% \$57.66	\$60.16	\$18.06	\$135.88
		Annual Salary + Benef	its \$103,783.09	=		
Step C						
Step C		ΦC 0.20 1.0 .0.4 .1	*			
		<b>\$6,020.10</b> /Month	\$40.13	Hour /		
	Total Benefits	\$2,994.17 49.74	% \$60.10	\$62.70	\$18.82	\$141.62
	Total Bellettis	Ψ2,>>1.17	γο φουίο	ψο <b>Ξί</b> , ο	Ψ10.02	Ψ111.02
		Annual Salary + Benef	its \$108,171.23	_		
Step D						
		<b>\$6,321.71</b> /Month	\$42.14	/Hour		
	T . 1D	#2.0 <b>7</b> 0.10	o/	<b></b>	<b>410. 63</b>	<b>0.1.4</b> ₹ €0
	Total Benefits	\$3,078.18 48.69	% \$62.67	\$65.39	\$19.63	\$147.68
		Annual Salary + Benef	ta \$112.709.71			
		Alliuai Salary + Denei	its \$112,798.71	=		
Step E						
		<b>\$6,637.19</b> /Month	\$44.25	6 /Hour		
		φυ <b>,υυ</b> 111011t11	ψττ.25	,11001		
	<b>Total Benefits</b>	\$3,166.06 47.70	% \$65.35	\$68.19	\$20.47	\$154.02
		Annual Salary + Benef	its \$117,638.99	=		

# Accounting Assistant I Department: Finance & Information Systems

Stop A	_						
Step A	_	\$3,402.66	/Month	\$22.68	/Hour		
		Ψε, 102.00	/ <b>1 1 1 0 1 1 1 1</b>	Ψ <b>22.00</b>			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	272.21			Office En	nployees	
PERS - Employer	0.143660	488.83	1				
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.	0.00.000	0.00					
Workers Comp.	0.026600	90.51		II 1 D 4	27.55%	31.32%	T 4 1 TT 1
Vision Benefit	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	49.34	<u>.                                    </u>	& Benefits	<u>Overhead</u>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,145.26	63.05%	\$36.99	\$10.19	\$11.59	\$58.76
		Annual Sala	ry + Benefits	\$66,575.07			
Step B							
		\$3,572.54	/Month	\$23.82	/Hour		
	Total Benefits	\$2,186.00	61.19%	\$38.39	\$10.58	\$12.03	\$60.99
	Total Beliefits	\$2,180.00	01.1970	φ30.39	φ <b>10.5</b> 0	φ12.03	φυυ.22
		Annual Sala	ry + Benefits	\$69,102.52			
~ ~							
Step C							
		\$3,751.08	/Month	\$25.01	/Hour		
	T 1 D C	f2 224 02	50.500/	¢20.01	¢10.00	<b>412.50</b>	¢(2.40
	Total Benefits	\$2,234.92	59.58%	\$39.91	\$10.99	\$12.50	\$63.40
		Annual Sala	ry + Benefits	\$71,831.95			
			-5	71-700-111	•		
Step D							
*		\$3,938.28	/Month	\$26.26	/Hour		
				***	***	***	* · <b>=</b> 0.
	Total Benefits	\$2,286.20	58.05%	\$41.50	\$11.43	\$13.00	\$65.93
		Annual Cala	Donofita	\$74.602.77			
		Amidai Sala	ry + Benefits	\$74,693.77	•		
Step E							
		\$4,135.89	/Month	\$27.57	/Hour		
		ψ <b>τ</b> ,133.07	/ 1/1011111	\$21.31	/110u1		
	Total Benefits	\$2,340.34	56.59%	\$43.17	\$11.89	\$13.52	\$68.59
		Annual Sala	ry + Benefits	\$77,714.74			
					='		

# Accounting Assistant II Department: Finance & Information Systems

Ston A	_						
Step A		<b>\$3,751.08</b> /Mo:	nth	\$25.01	/Hour		
		φ3,731.00 /100.	11111	φ23.01	/110u1		
<u>Benefit</u>	<b>Multiplier</b>				Categ	<u>gory</u>	
PERS - Employee	0.080000	300.09			Office En	nployees	
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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	54.39		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,240.72	59.74%	\$39.95	\$11.00	\$12.51	\$63.46
		Annual Salary + E	Ponofita	\$71 001 <i>55</i>			
		Annuai Saiary + E	benemis	\$71,901.55			
Stan D							
Step B		ф2.020.20 A.	.a				
		<b>\$3,938.28</b> /Mo:	nth	\$26.26	/Hour		
	Total Benefits	\$2,286.20	58.05%	\$41.50	\$11.43	\$13.00	\$65.93
	Total Delicitis	Ψ2,200.20	70.0370	φ-1.50	φ11.43	φ13.00	φυσ./σ
		Annual Salary + E	Benefits	\$74,693.77			
		·	!				
Step C							
		<b>\$4,135.89</b> /Mo:	nth	\$27.57	/Hour		
		φτ,133.07 /1010.	11111	\$21.31	/110u1		
	Total Benefits	\$2,340.34	56.59%	\$43.17	\$11.89	\$13.52	\$68.59
		Annual Salary + E	Benefits	\$77,714.74			
Step D							
		<b>\$4,420.17</b> /Mo:	nth	\$29.47	/Hour		
		•					
	<b>Total Benefits</b>	\$2,418.22	54.71%	\$45.59	\$12.56	\$14.28	\$72.43
				40207070			
		Annual Salary + F	Benefits	\$82,060.68			
a. F							
Step E		<b>44 550 24 25</b>					
		<b>\$4,558.84</b> /Mo:	nth	\$30.39	/Hour		
	Total Benefits	\$2.456.21	53.88%	\$46.77	\$12.88	\$14.65	\$74.30
	Total Delietits	\$2,456.21	00.00%	<b>Φ40.</b> //	Ф14.00	φ14.03	φ/ <b>4.3</b> U
		Annual Salary + E	Renefits	\$84,180.60			
		Allinuai Balai y T L		ψυτ,100.00			

# Accounting Manager Department: Finance & Information Systems

C4 A	-						
Step A		φ <b>π 21π</b> 00	<b>7.</b>	Φ40.43	/T T		
		<b>\$7,217.88</b> /	Month	\$48.12	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	577.43		Non-Swe	orn Managemei	nt & Mid-Mar	agement
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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	104.66		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,327.81	46.11%	\$70.30	\$19.37	\$22.02	\$111.69
		Annual Salar	y + Benefits	\$126,548.29	ı		
Step B	_						
Step B		\$7,578.42	/Month	\$50.52	/Hour		
		Ψ1,510.42	Wionui	Φ50.52	/11oui		
	Total Benefits	\$3,428.24	45.24%	\$73.38	\$20.21	\$22.98	\$116.58
		Annual Salar	y + Benefits	\$132,079.91			
				·			
Step C							
		<b>\$7,958.04</b> /	Month/	\$53.05	/Hour		
		•					
	Total Benefits	\$3,533.98	44.41%	\$76.61	\$21.11	\$24.00	\$121.72
		Annual Salar	y + Benefits	\$137,904.26			
					· 		
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 Salar	v + Benefits	\$144,021.05			
					!		
Step E							
		<b>\$8,774.47</b>	Month (	\$58.50	/Hour		
	Total Benefits	\$3,761.40	42.87%	\$83.57	\$23.02	\$26.18	\$132.77
		Annual Salar	y + Benefits	\$150,430.42			
			-		•		

# Accounting Specialist Department: Finance & Information Systems

Stan A	_					
Step A	_	<b>\$4,960.99</b> /Month	\$33.07	/Hour		
		φ-1,200.22 /10101111	ψ33.07	/11oui		
<u>Benefit</u>	<b>Multiplier</b>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	396.88		Office En	nployees	
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.	0.026600	0.00		25.550/	21 220/	
Workers Comp. Vision Benefit	0.026600	131.96 37.67	Hourly Rate	27.55% Department	31.32% City-Wide	Total Hourly
Medicare	0.014500	71.93	& Benefits	Overhead	Overhead	Rate
Medicale	0.014300		& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,572.18 51.85%	\$50.22	\$13.83	\$15.73	\$79.79
		Annual Salary + Benefits	\$90,398.07			
			1	•		
Step B						
		<b>\$5,208.87</b> /Month	\$34.73	/Hour		
		40,200to: /1/1011til	φεε	,11001		
	Total Benefits	\$2,634.29 50.57%	\$52.29	<b>\$14.40</b>	\$16.38	\$83.07
		Ammal Calamy   Danafta	¢04 117 04			
		Annual Salary + Benefits	\$94,117.94	•		
Step C						
Step C		Φ <b>5</b> 4 6 0 0 0 / 1 1	00-1-			
		<b>\$5,468.88</b> /Month	\$36.46	/Hour		
	Total Benefits	\$2,705.52 49.47%	\$54.50	\$15.01	\$17.07	\$86.58
		, ,,	, , , , , , , , , , , , , , , , , , , ,	,	,	,
		Annual Salary + Benefits	\$98,092.85	<u>.</u>		
Step D						
		\$5,742.75 /Month	\$38.29	/Hour		
	T 15 0	40.700.77	<b>4 7 6 9</b>	<b>44 - 4 -</b>	447.00	400.4
	Total Benefits	\$2,780.55 48.42%	\$56.82	\$15.65	\$17.80	\$90.27
		Annual Salary + Benefits	\$102,279.65			
		. Imium Suidi y   Delicitis	Ψ±0#9#17:03	•		
Step E						
		<b>\$6,030.50</b> /Month	\$40.20	/Hour		
		ψυ,υυυιυυ /IVIUIIIII	φ <del>4</del> 0.20	/110u1		
	Total Benefits	\$2,859.39 47.42%	\$59.27	\$16.33	\$18.56	\$94.16
		Annual Salary + Benefits	\$106,678.63	<b>.</b>		

# Accounting Technician Department: Finance & Information Systems

Stan A	_		<u> </u>
Step A		<b>\$4,316.17</b> /Month	<b>\$28.77</b> /Hour
<u>Benefit</u>	<b>Multiplier</b>		<u>Category</u>
PERS - Employee	0.080000	345.29	Office Employees
PERS - Employer	0.143660	620.06	Office Employees
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	27.55% 31.32%
Vision Benefit		37.67	Hourly Rate Department City-Wide Total Hou
Medicare	0.014500	62.58	& Benefits Overhead Overhead Rate
	Total Benefits	\$ 2,395.53 55.50%	\$44.74 \$12.33 \$14.02 \$71.09
		Annual Salary + Benefits	\$80,540.38
Step B			
		<b>\$4,531.11</b> /Month	\$30.21 /Hour
	Total Benefits	\$2,448.61 54.04%	\$46.53   \$12.82     \$14.58     \$73.93
		Annual Salary + Benefits	\$83,756.67
Step C			
Step C		<b>\$4,758.18</b> /Month	\$31.72 /Hour
	Total Benefits	\$2,510.82 52.77%	\$48.46 \$13.35 \$15.18 \$76.99
		Annual Salary + Benefits	<u>\$87,228.01</u>
Step D			
		<b>\$4,995.66</b> /Month	\$33.30 /Hour
	Total Benefits	\$2,575.88 51.56%	\$50.48 \$13.91 \$15.81 \$80.19
		Annual Salary + Benefits	\$90,858.49
Step E			
		\$5,245.27 /Month	\$34.97 /Hour
	Total Benefits	\$2,644.26 50.41%	\$52.60 <b>\$14.49 \$16.48 \$83.56</b>
		Annual Salary + Benefits	\$94,674.41

# Accounting Technician Department: Police

		- <b>·</b> F	artinent. I				
Step A							
		\$4,316.17	/Month	\$28.77	/Hour		
D 64	3.6.14.11				<b>G</b> 4		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	345.29			Office En	nployees	
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			42.32%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	62.58	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,395.53	55.50%	\$44.74	\$18.94	\$14.02	\$77.70
		Annual Sala	ry + Benefits	\$80,540.38			
Stop P							
Step B		<b>04 531 11</b>	O. 6 1	<b>#20.21</b>	~~		
		\$4,531.11	/Month	\$30.21	/Hour		
	Total Benefits	\$2,448.61	54.04%	\$46.53	\$19.69	\$14.58	\$80.80
	10441201141	<b>\$2,</b>	0 , 0	Ψ 1000	42,00	Ψ1.00	φουίου
		<b>Annual Sala</b>	ry + Benefits	\$83,756.67	_		
					•		
Step C							
		\$4,758.18	/Month	\$31.72	/Hour		
		ψ 1,7 °C 012 0	,1,1011011	φ21.72	,11001		
	Total Benefits	\$2,510.82	52.77%	\$48.46	\$20.51	<b>\$15.18</b>	\$84.15
		Annual Sala	ry + Benefits	\$87,228.01	<b>.</b>		
Step D							
		\$4,995.66	/Month	\$33.30	/Hour		
		•					
	Total Benefits	\$2,575.88	51.56%	\$50.48	\$21.36	\$15.81	\$87.65
			D 61.	400 0 <b>5</b> 0 40			
		Annual Sala	ry + Benefits	\$90,858.49	Ī		
2 5							
Step E							
		\$5,245.27	/Month	\$34.97	/Hour		
	Tatal Decree	¢2 <44 2<	50 410/	<b>\$53.70</b>	¢22.27	¢1.6.40	¢01.22
	Total Benefits	\$2,644.26	50.41%	\$52.60	\$22.26	\$16.48	\$91.33
		Annual Cala	ry + Benefits	\$94,674.41			
		Amual Sala	1 y + Denemis	φ24,0/4.41	•		

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

~ .			ent. Aum				
Step A							
		\$3,222.39	/Month	\$21.48	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	257.79			Office En	nployees	
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	0.044500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	46.72	_	& Benefits	<b>Overhead</b>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,095.88	65.04%	\$35.46	\$11.39	\$11.11	\$57.95
		Annual Sala	ry + Benefits	\$63,819.19			
Step B							
		\$3,383.60	/Month	\$22.56	/Hour		
	T-4-1 D C4-	f2 124 24	62.000/	¢27.70	<b>411.01</b>	<b>011 53</b>	¢(0.12
	Total Benefits	\$2,134.24	63.08%	\$36.79	\$11.81	\$11.52	\$60.12
		Annual Sala	ry + Benefits	\$66,214.09	<u>.</u>		
~ ~	_						
Step C							
		\$3,553.47	/Month	\$23.69	/Hour		
	T-4-1 D C4-	¢2 100 70	61 270/	<b>#20.22</b>	¢12.20	<b>411.07</b>	¢(2.40
	Total Benefits	\$2,180.78	61.37%	\$38.23	\$12.28	\$11.97	\$62.48
		Annual Sala	ry + Benefits	\$68,810.98			
			-		•		
Step D							
	_	\$3,730.28	/Month	\$24.87	/Hour		
	Total Benefits	\$2,229.22	59.76%	\$39.73	\$12.76	\$12.44	\$64.93
		Ammond Cala	wr   Domaffe	¢71 512 05			
		Annuai Sala	ry + Benefits	\$71,513.97	•		
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 Sala	ry + Benefits	\$74,375.79	<b>:</b>		

# Administrative Assistant I Department: Community Development

		- I	00111111111111	Developmen	.•		
Step A							
		\$3,222.39	/Month	\$21.48	/Hour		
<b>Benefit</b>	<b>Multiplier</b>				Cates	gory	
PERS - Employee	0.080000	257.79	)		Office En	nplovees	
PERS - Employer	0.143660	462.93			011100 211	inprojects	
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.	0.026600	0.00			40.000	24 220/	
Workers Comp. Vision Benefit	0.026600	85.72 37.67		Hourly Rate	42.95% Department	31.32% City-Wide	Total Hourly
Medicare	0.014500	46.72		& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	40.72	_	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,095.88	65.04%	\$35.46	\$15.23	\$11.11	\$61.79
		Annual Sala	ry + Benefits	\$63,819.19	:		
Step B							
	_	\$3,383.60	/Month	\$22.56	/Hour		
		•				***	****
	Total Benefits	\$2,134.24	63.08%	\$36.79	\$15.80	\$11.52	\$64.11
		Annual Sala	ry + Benefits	\$66,214.09	<b>:</b>		
C C							
Step C		¢2 552 45	/M =	Ф22.60	/11		
		\$3,553.47	/Month	\$23.69	/Hour		
	Total Benefits	\$2,180.78	61.37%	\$38.23	\$16.42	\$11.97	\$66.62
		A 1 C-1-	D	¢			
		Annuai Sala	ry + Benefits	\$68,810.98	=		
Step D							
		\$3,730.28	/Month	\$24.87	/Hour		
	Total Benefits	\$2,229.22	59.76%	\$39.73	\$17.06	\$12.44	\$69.24
		A1 G. 1	De	<b>471 512 0</b> 5			
		Annuai Sala	ry + Benefits	\$71,513.97	:		
Step E							
		\$3,917.48	/Month	\$26.12	/Hour		
	Total Benefits	\$2,280.50	58.21%	\$41.32	\$17.75	\$12.94	\$72.01
		Annual Cala	ry + Benefits	\$74,375.79			
		Aimuai Sala	ny + Denemis	φ14,313.19	•		

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

Stop A	_						
Step A		\$3,222.39	/Month	\$21.48	/Hour		
		Ψυ,===ιυ>	/111011til	Ψ21110			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	257.79	1		Office En	nployees	
PERS - Employer	0.143660	462.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance	0.000200	156.99					
LTD Insurance	0.009200	29.65					
Life Insurance		5.80					
Deferred Comp.	0.026600	0.00					
Workers Comp.	0.026600	85.72		II	27.55%	31.32%	T-4-1 II
Vision Benefit Medicare	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	46.72	<u>-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,095.88	65.04%	\$35.46	<b>\$9.77</b>	\$11.11	\$56.33
		Annual Sala	ry + Benefits	\$63,819.19			
~ ~	_						
Step B							
		\$3,383.60	/Month	\$22.56	/Hour		
	Total Benefits	\$2,134.24	63.08%	\$36.79	\$10.13	\$11.52	\$58.44
	Total Beliefits	\$2,134.24	03.08%	φ30.79	φ10.13	Ф11.52	φ30.44
		Annual Sala	ry + Benefits	\$66,214.09	ī		
g. G	_						
Step C		*					
		\$3,553.47	/Month	\$23.69	/Hour		
	Total Benefits	\$2,180.78	61.37%	\$38.23	\$10.53	\$11.97	\$60.73
	Total Beliefits	\$2,100.70	01.5770	φ30.23	φ10.55	φ11.//	φ00.73
		Annual Sala	ry + Benefits	\$68,810.98			
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 Cala	Donofita	¢71 512 07			
		Aimuai Sala	ry + Benefits	\$71,513.97	•		
Step E							
		\$3,917.48	/Month	\$26.12	/Hour		
		φυ,/1/.40	/ 1/1011111	\$20.12	/110u1		
	Total Benefits	\$2,280.50	58.21%	\$41.32	\$11.38	\$12.94	\$65.65
		Annual Sala	ry + Benefits	\$74,375.79			
					=		

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

~ .	_	· F		u Keci cation			
Step A							
		\$3,222.39	/Month	\$21.48	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	257.79	•		Office En	nployees	
PERS - Employer	0.143660	462.93					
PERS Survivor		2.00					
Management Incentive		0.00	)				
EAP		4.12					
Health Insurance		1,006.49	1				
Dental Insurance		156.99					
LTD Insurance	0.009200	29.65					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	85.72			104.34%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	46.72	<u>.</u>	& Benefits	<u>Overhead</u>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,095.88	65.04%	\$35.46	\$36.99	\$11.11	\$83.55
		Annual Sala	ry + Benefits	\$63,819.19	•		
					•		
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 Sala	ry + Benefits	\$66,214.09	i		
Step C	_						
Step C		¢2 552 47	/N / a 41a	Ф22.60	7.7		
		\$3,553.47	/Month	\$23.69	/Hour		
	Total Benefits	\$2,180.78	61.37%	\$38.23	\$39.89	\$11.97	\$90.09
		Annual Sala	ry + Benefits	\$68,810.98			
		Amiuai Sala	i j i Deliciits	ψ00,010.70	<u> </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
		A1 G 1		\$71 512 OF			
		Annual Sala	ry + Benefits	\$71,513.97	•		
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 Cala	my   Donofite	\$7 <i>1 275 7</i> 0			
		Annual Sala	ry + Benefits	\$74,375.79	•		

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

Step A							
	_	\$3,222.39 /Month	\$21.48	/Hour			
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>		
PERS - Employee	0.080000	257.79	Office Employees				
PERS - Employer	0.143660	462.93					
PERS Survivor		2.00					
Management Incentive EAP		0.00 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		129.73%	31.32%		
Vision Benefit		37.67	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>	
Medicare	0.014500	46.72	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>	
	Total Benefits	\$ 2,095.88 65.04%	\$35.46	\$46.00	\$11.11	\$92.56	
		Annual Salary + Benefits	\$63,819.19	:			
Step B							
Step B		<b>\$3,383.60</b> /Month	\$22.56	/Hour			
		φυ,υου	Ψ22.30	/11oui			
	Total Benefits	\$2,134.24 63.08%	\$36.79	\$47.72	\$11.52	\$96.03	
		Annual Salary + Benefits	\$66,214.09				
		•		•			
Step C							
		<b>\$3,553.47</b> /Month	\$23.69	/Hour			
	Total Benefits	\$2,180.78 61.37%	\$38.23	\$49.59	\$11.97	\$99.80	
		Annual Salary + Benefits	\$68,810.98				
		Amidal Salary + Delicitis	φυσ,σ10.20	ŧ			
Step D							
		<b>\$3,730.28</b> /Month	\$24.87	/Hour			
	Total Benefits	\$2,229.22 59.76%	\$39.73	\$51.54	\$12.44	\$103.72	
		Annual Salary + Benefits	\$71,513.97				
				: 			
Step E		#2.04 <b>=</b> 40, 35, 1					
		<b>\$3,917.48</b> /Month	\$26.12	/Hour			
	Total Benefits	\$2,280.50 58.21%	\$41.32	\$53.61	\$12.94	\$107.87	
		Annual Salary + Benefits	\$74,375.79	_			
				•			

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

			ciit. Auiiiii				
Step A		Φ2 <b>55</b> 2 4 <b>5</b>	/N f = -1	ф <b>22</b> (0.	/11		
		\$3,553.47	/Month	\$23.69	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cates	gory	
PERS - Employee	0.080000	284.28			Office En	nployees	
PERS - Employer	0.143660	510.49					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance LTD Insurance	0.000200	156.99 32.69					
Life Insurance	0.009200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	94.52			32.11%	31.32%	
Vision Benefit	0.020000	37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	51.53		& Benefits	Overhead	Overhead	Rate
							·
	Total Benefits	\$ 2,186.58	61.53%	\$38.27	\$12.29	\$11.99	\$62.54
		Annual Salar	ry + Benefits	\$68,880.58			
					•		
Step B							
		\$3,730.28	/Month	\$24.87	/Hour		
	T. 4.1 D C4.	#2 220 22	50.760/	¢20.52	¢12.50	¢12.44	¢.(4.02
	Total Benefits	\$2,229.22	59.76%	\$39.73	\$12.76	\$12.44	\$64.93
		Annual Salar	ry + Benefits	\$71,513.97	_		
				1			
Step C							
		\$3,917.48	/Month	\$26.12	/Hour		
	T. 1D. C.	Φ <b>2 2</b> 00 50	50.210/	<b>0.41.22</b>	<b>#12.25</b>	<b>012.04</b>	ф <i>с</i> <b>п г</b> о
	Total Benefits	\$2,280.50	58.21%	\$41.32	\$13.27	\$12.94	\$67.53
		Annual Salar	ry + Benefits	\$74,375.79			
					<u> </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
		A 1 C - 1	D64	\$55 250 21			
		Annual Salar	ry + Benefits	\$77,370.31	:		
Step E							
		\$4,319.63	/Month	\$28.80	/Hour		
	Total Benefits	\$2,390.68	55.34%	\$44.74	\$14.37	\$14.01	\$73.11
		Annual Salar	ry + Benefits	\$80,523.67	:		

### **Administrative Assistant II Department: City Attorney**

Sign A   Sign A   Sign A   Month   Sign A   Month   Sign A   Sign A   Month   Sign A   Sig			Department. City				
PERS - Employee   0.080000   284.28   Office Employees	Step A						
PERS - Employee			<b>\$3,553.47</b> /Month	\$23.69	/Hour		
PERS Survivor   0.143660   510.49   PERS Survivor   2.00   Management Incentive   1.006.49   1.12   Health Insurance   1.006.49	<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS Survivor   0.143660   510.49   PERS Survivor   2.00   Management Incentive   1.006.49   1.12   Health Insurance   1.006.49	PERS - Employee	0.080000	284.28		Office En	nplovees	
Management Incentive EAP         0.00			510.49				
Health Insurance	PERS Survivor		2.00				
Health Insurance							
Dental Insurance							
LTD Insurance Life Insurance         0.009200 5.80         32.69 5.80         Hourly Rate & Benefits         31.80% Department ©verhead         31.32% City-Wide Overhead         Total Hourly Rate Newhead         Total Hourly Overhead         Total Hourly Rate         Total Hourly Overhead         Total Hourly Rate         Total Hourly Overhead         Total Hourly Rate         Total Hourly Overhead         Total Hourly Rate         Total Hourly Rate         Sec.42         Total Hourly Part Hourly Rate         Total Hourly Part Hourly Rate         Sec.42         Se							
Life Insurance   Deferred Comp.   O.026600   O.04.52   O.094.52   O.094.52   O.014500   O.014500							
Deferred Comp.   O.00   94.52   Workers Comp.   O.014500   94.52   37.67   Workers Comp.   O.014500   51.53   Workers Comp.   O.014500   51.53   Workers Comp.   O.014500   51.53   Workers Comp.   O.014500   S1.53   S38.27   S12.17   S11.99   \$62.42		0.009200					
Workers Comp. Vision Benefit Vision Benefit Vision Benefit Medicare         0.026600 537.67 51.53         4 Hourly Rate Renefits Pepartment Annual Salary + Benefits         31.80% Department Overhead Over							
Vision Benefit Medicare         0.014500         37.67 51.53         Hourly Rate & Benefits         Department Overhead (Newhead Overhead (Newhead Newhead	_	0.026600					
Medicare		0.026600		Hannly Data			Total Hannler
Total Benefits   \$ 2,186.58   61.53%   \$38.27   \$12.17   \$11.99   \$62.42		0.014500				-	-
Step B   \$3,730.28   Month   \$24.87   Hour	Medicare	0.014500	31.33	& Benefits	Overneau	Overneau	Kate
Step B		Total Benefits	\$ 2,186.58 61.53%	\$38.27	\$12.17	\$11.99	\$62.42
Step C   \$3,730.28   Month   \$24.87   Hour			Annual Salary + Benefits	\$68,880.58	:		
Step C   \$3,730.28   Month   \$24.87   Hour	Step B						
Total Benefits   \$2,229.22   59.76%   \$39.73   \$12.63   \$12.44   \$64.81	1		\$3,730,28 /Month	\$24.87	/Hour		
Step C   \$3,917.48   Month   \$26.12   Hour			·				
Step C   \$3,917.48   Month   \$26.12   Hour		Total Benefits	\$2,229.22 59.76%	\$39.73	\$12.63	\$12.44	\$64.81
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   \$74,375.79     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   \$77,370.31     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 + Ranafite	\$71 513 07			
\$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 \$74,375.79  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 \$77,370.31  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   Denemes	Ψ/1,513.7/	1		
\$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 \$74,375.79  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 \$77,370.31  Step E  \$4,319.63 /Month \$28.80 /Hour  Total Benefits \$2,390.68 55.34% \$44.74 \$14.22 \$14.01 \$72.97	Step C						
Total Benefits \$2,280.50			<b>\$3,917.48</b> /Month	\$26.12	/Hour		
Step D   \$4,113.36   Month   \$27.42   Hour			·				
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       \$77,370.31         Step E       \$4,319.63 /Month       \$28.80 /Hour         Total Benefits       \$2,390.68   55.34%       \$44.74   \$14.22   \$14.01   \$72.97		Total Benefits	\$2,280.50 58.21%	\$41.32	\$13.14	\$12.94	<b>\$67.40</b>
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       \$77,370.31         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 + Ranafite	\$74 375 70			
\$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 \$77,370.31  Step E  \$4,319.63 /Month \$28.80 /Hour  Total Benefits \$2,390.68 55.34% \$44.74 \$14.22 \$14.01 \$72.97			Amiuai Salai y + Denents	φ1 <b>-1,</b> 313.17	1		
\$4,113.36 /Month       \$27.42 /Hour         Total Benefits       \$2,334.17       \$6.75%       \$42.98       \$13.67       \$13.46       \$70.11         Annual Salary + Benefits       \$77,370.31         Step E         \$4,319.63 /Month       \$28.80 /Hour         Total Benefits       \$2,390.68       55.34%       \$44.74       \$14.22       \$14.01       \$72.97	Step D						
Annual Salary + Benefits         \$77,370.31           Step E         \$4,319.63 /Month         \$28.80 /Hour           Total Benefits         \$2,390.68         55.34%         \$44.74         \$14.22         \$14.01         \$72.97			<b>\$4,113.36</b> /Month	\$27.42	/Hour		
Annual Salary + Benefits         \$77,370.31           Step E         \$4,319.63 /Month         \$28.80 /Hour           Total Benefits         \$2,390.68         55.34%         \$44.74         \$14.22         \$14.01         \$72.97		Total Benefits	\$2,334.17 56.75%	\$42.98	\$13.67	\$13.46	\$70.11
Step E         \$4,319.63 /Month       \$28.80 /Hour         Total Benefits       \$2,390.68       55.34%       \$44.74       \$14.22       \$14.01       \$72.97							
\$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	\$77,370.31			
\$4,319.63 /Month \$28.80 /Hour  Total Benefits \$2,390.68 55.34% \$44.74 \$14.22 \$14.01 \$72.97	Step E						
		_	<b>\$4,319.63</b> /Month	\$28.80	/Hour		
Annual Salary + Benefits \$80,523.67		Total Benefits	\$2,390.68 55.34%	\$44.74	\$14.22	\$14.01	\$72.97
Amiuai Saiary + Denems \$\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\			Annual Calamy   Dansette	¢Q0 522 45			
			Annuai Saiary + Benefits	\$80,523.07	!		

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

		. I		Developmen			
Step A							
		\$3,553.47	/Month	\$23.69	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	284.28	}		Office En	nplovees	
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.	0.026600	0.00			40.000	24 220/	
Workers Comp. Vision Benefit	0.026600	94.52 37.67		Hourly Rate	42.95% Department	31.32% City-Wide	Total Hourly
Medicare	0.014500	51.53		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300		<u>-</u>	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,186.58	61.53%	\$38.27	\$16.44	\$11.99	\$66.69
		Annual Sala	ry + Benefits	\$68,880.58	:		
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 Sala	ry + Benefits	\$71,513.97	_		
Step C		<b>.</b>					
		\$3,917.48	/Month	\$26.12	/Hour		
	Total Benefits	\$2,280.50	58.21%	\$41.32	\$17.75	\$12.94	\$72.01
		,					
		Annual Sala	ry + Benefits	\$74,375.79	ŧ		
Step D							
2.1.¥ _		\$4,113.36	/Month	\$27.42	/Hour		
	Total Benefits	\$2,334.17	56.75%	\$42.98	\$18.46	\$13.46	<b>\$74.91</b>
		4 101	. D. 64	ф <b>пп</b> 2 <b>п</b> 0 21			
		Annual Sala	ry + Benefits	\$77,370.31	Ē		
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 Sala	ry + Benefits	\$80,523.67			
		Amidai Sala	ny + Denemis	φου,525.07	=		

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

C4 A				Ji manon Sysu			!
Step A		Φ2 <i>EE</i> 2 4E	/N. // 1.	¢22.60	/I I ·		
		\$3,553.47	/Month	\$23.69	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.080000	284.28			Office En	nployees	
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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	51.53	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,186.58	61.53%	\$38.27	\$10.54	\$11.99	\$60.80
		Annual Sala	ry + Benefits	\$68,880.58	_		
					1		
Step B							
		\$3,730.28	/Month	\$24.87	/Hour		
		φε,πεσ.2σ	/ IVIOIIII	Ψ24.07	/11oui		
	Total Benefits	\$2,229.22	59.76%	\$39.73	\$10.94	\$12.44	\$63.12
		Annual Cala	ry + Benefits	¢71 512 07			
		Allitual Sala	ry + belieffts	\$71,513.97	i		
Step C							
1		\$3,917.48	/Month	\$26.12	/Hour		
		φο,στιιο	/ IVIOIIII	Ψ20.12	/11oui		
	Total Benefits	\$2,280.50	58.21%	\$41.32	\$11.38	\$12.94	\$65.65
		Annual Sala	ry + Benefits	\$74,375.79			
				4,070,77	i		
Step D							
	_	\$4,113.36	/Month	\$27.42	/Hour		
	Total Benefits	\$2,334.17	56.75%	\$42.98	\$11.84	\$13.46	\$68.29
	Total Delicitis	φ2,334.1/	30.73%	<b>Ψ44.70</b>	ф11.04	φ1 <i>3.</i> 40	φυσ.43
		Annual Sala	ry + Benefits	\$77,370.31	:		
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 Sala	ry + Benefits	\$80,523.67			

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

~ .	_	- F		u Keci eation			
Step A							
		\$3,553.47	/Month	\$23.69	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	284.28	<b>;</b>		Office En	nployees	
PERS - Employer	0.143660	510.49	1				
PERS Survivor		2.00					
Management Incentive		0.00	)				
EAP		4.12					
Health Insurance		1,006.49	1				
Dental Insurance		156.99	1				
LTD Insurance	0.009200	32.69					
Life Insurance		5.80	)				
Deferred Comp.		0.00	)				
Workers Comp.	0.026600	94.52			104.34%	31.32%	
Vision Benefit		37.67	,	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	51.53	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,186.58	61.53%	\$38.27	\$39.93	\$11.99	\$90.18
		Annual Sala	ry + Benefits	\$68,880.58			
			- J ·	+ + + + + + + + + + + + + + + + + + + +	i		
Step B							
		\$3,730.28	/Month	\$24.87	/Hour		
		φε, εσι2σ	, 1, 1011111	Ψ21.07	/110 <b>u</b> 1		
	Total Benefits	\$2,229.22	59.76%	\$39.73	\$41.45	\$12.44	\$93.63
		Annual Sala	ry + Benefits	\$71,513.97			
		Alliluai Sala	if y + Belletits	\$71,313.97	•		
Step C							
Step C		\$3,917.48	Month	\$26.12	/11		
		ф3,917.40	/IVIOIIIII	\$26.12	/Hour		
	Total Benefits	\$2,280.50	58.21%	\$41.32	\$43.11	\$12.94	\$97.38
		A 1 C-1-	D64	ф <b>П.4. 27.5. П</b> О			
		Annuai Saia	ry + Benefits	\$74,375.79	<u>.</u>		
Step D							
всер В	_	\$4,113.36	/Month	\$27.42	/Hour		
	Total Benefits	·		\$42.98		\$13.46	\$101.30
	rotai beneiits	\$2,334.17	56.75%	<b>\$42.98</b>	\$44.85	ф13.40	\$101.3U
		Annual Sala	ry + Benefits	\$77,370.31	ī		
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 Sala	ry + Benefits	\$80,523.67	:		

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

	_					
Step A						
		<b>\$3,553.47</b> /Month	\$23.69	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	284.28		Office En	nlovees	
PERS - Employer	0.143660	510.49		011100 211	p10) 000	
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		129.73%	31.32%	
Vision Benefit	0.04.4700	37.67	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	51.53	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,186.58 61.53%	\$38.27	\$49.64	\$11.99	\$99.90
		Annual Salary + Benefits	\$68,880.58	:		
Step B						
*		<b>\$3,730.28</b> /Month	\$24.87	/Hour		
		1-,				
	Total Benefits	\$2,229.22 59.76%	\$39.73	\$51.54	\$12.44	\$103.72
		Annual Salary + Benefits	\$71,513.97			
		Aimuai Salai y + Denents	φ/1,313. <i>7</i> /	:		
Step C						
		<b>\$3,917.48</b> /Month	\$26.12	/Hour		
	Total Benefits	\$2,280.50 58.21%	\$41.32	\$53.61	\$12.94	\$107.87
		Annual Salary + Benefits	\$74,375.79	i		
Stop D						
Step D		<b>\$4,113.36</b> /Month	\$27.42	/Hour		
		·				
	Total Benefits	\$2,334.17 56.75%	\$42.98	\$55.76	\$13.46	\$112.21
		Annual Salary + Benefits	\$77,370.31	:		
Step E						
	_	<b>\$4,319.63</b> /Month	\$28.80	/Hour		
	Total Benefits	\$2,390.68 55.34%	\$44.74	\$58.04	\$14.01	\$116.78
	Total Delicitis			ψυυ.υτ	Ψ <b>17•V</b> 1	Ψ110./Ο
		Annual Salary + Benefits	\$80,523.67	:		

# **Administrative Secretary Department: Administration**

C4 A							
Step A		<b>\$4,113.36</b> /Mo:	nth	\$27.42	/Hour		
		\$4,113.30 /WO	nun	\$21.42	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				<u>Cates</u>	<u>gory</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		II 1 D 4	32.11%	31.32%	T
Vision Benefit	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	59.64		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,339.97	56.89%	\$43.02	\$13.82	\$13.48	\$70.31
		Annual Salary + E	Senefits	\$77,439.91			
		Tillian Salary 1	· ·	ψπ,ιοσοί			
Step B							
		<b>\$4,319.63</b> /Mo:	nth	\$28.80	/Hour		
		Ψ1,012,000 /1110		Ψ20.00	,110 <b>u</b> 1		
	<b>Total Benefits</b>	\$2,390.68	55.34%	\$44.74	\$14.37	\$14.01	\$73.11
				фор <b>522</b> с <b>т</b>			
		Annual Salary + F	senerits	\$80,523.67			
S4 C							
Step C		<b>4.5</b> 2624 25					
		<b>\$4,536.31</b> /Mo:	nth	\$30.24	/Hour		
	Total Benefits	\$2,450.04	54.01%	\$46.58	\$14.96	\$14.59	\$76.12
	10001200010	Ψ <b>2</b> , .εσ.σ.		<b>\$ 10.2</b> 0	Ψ2.00	Ψ2.00	ψ, στ <u>-</u>
		Annual Salary + F	Benefits	\$83,836.17			
			·				
Step D						<u> </u>	
		<b>\$4,763.38</b> /Mo:	nth	\$31.76	/Hour		
	T ID C	Ф2.512.25	70 710/	<b>40.50</b>	φ1 <i>E E</i> Ω	<b>417.10</b>	ф <b>70.27</b>
	Total Benefits	\$2,512.25	52.74%	\$48.50	\$15.58	\$15.19	\$79.27
		Annual Salary + F	Renefits	\$87,307.51			
		Timum Dalai y T I		ψο1,501.51			
Step E							
		<b>\$5,000.86</b> /Mo:	nth	\$33.34	/Hour		
		ψυ, συσ. συ / 1910.	11411	φ33.34	/110u1		
	<b>Total Benefits</b>	\$2,577.31	51.54%	\$50.52	\$16.22	\$15.83	\$82.57
			_				
		Annual Salary + F	Benefits	\$90,937.99			

# Administrative Secretary Department: Community Development

	_	cpur unciiu	communi,	Developmen	•		
Step A							
		\$4,113.36	/Month	\$27.42	/Hour		
Benefit	<u>Multiplier</u>				Cates	orv	
					·		
PERS - Employee	0.080000	329.07			Office En	nployees	
PERS - Employer PERS Survivor	0.143660	590.93 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		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	59.64	<u>.                                    </u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,339.97	56.89%	\$43.02	\$18.48	\$13.48	\$74.98
		Annual Sala	ry + Benefits	\$77,439.91			
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 Sala	ry + Benefits	\$80,523.67	:		
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 Sala	ry + Benefits	\$83,836.17			
			J . = 31101100	752,000,17	1		
Step D							
	_	\$4,763.38	/Month	\$31.76	/Hour		
	m . 15 ~					<b>.</b>	404 ==
	Total Benefits	\$2,512.25	52.74%	\$48.50	\$20.83	\$15.19	\$84.53
		Annual Sala	ry + Benefits	\$87,307.51			
				40.,007.01	:		
Step E							
	_	\$5,000.86	/Month	\$33.34	/Hour		
	T I.D C.	¢0.577.01	E1 540/	<b>\$50.53</b>	<b>031 50</b>	Ø1 F 02	<b>\$00.04</b>
	Total Benefits	\$2,577.31	51.54%	\$50.52	\$21.70	\$15.83	\$88.04
		Annual Sala	ry + Benefits	\$90,937.99			
				420,000,000	:		

# Administrative Secretary Department: Finance & Information Systems

C	- <u>F</u>	Timent. Finance & Im				
Step A		\$4.112.26 /Month	\$27.42	/Hour		
		<b>\$4,113.36</b> /Month	\$27.42	/Hour		
<u>Benefit</u>	<b>Multiplier</b>			Cates	<u>gory</u>	
PERS - Employee	0.080000	329.07		Office En	nployees	
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.	0.026600	0.00				
Workers Comp. Vision Benefit	0.026600	109.42	II	27.55%	31.32%	T-4-1 II
Medicare	0.014500	37.67 50.64	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	59.64	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,339.97 56.89%	\$43.02	\$11.85	\$13.48	\$68.35
		Annual Salary + Benefits	\$77,439.91	:		
Step B						
*		<b>\$4,319.63</b> /Month	\$28.80	/Hour		
		•				
	Total Benefits	\$2,390.68 55.34%	\$44.74	\$12.32	\$14.01	\$71.07
		Annual Salary + Benefits	\$80,523.67			
			+	1		
Step C						
*		<b>\$4,536.31</b> /Month	\$30.24	/Hour		
		φ 1,000 010 2 7111011011	Ψ.σ.σ.Ξ.	711041		
	Total Benefits	\$2,450.04 54.01%	\$46.58	\$12.83	\$14.59	\$74.00
		Annual Salary + Benefits	¢02 026 17			
		Annual Salary + Denemis	\$83,836.17	:		
Sten D						
Step D		<b>\$4,763.38</b> /Month	\$31.76	/Hour		
		φ-1,703.30 /1011011	φ31.70	/11oui		
	<b>Total Benefits</b>	\$2,512.25 52.74%	\$48.50	\$13.36	\$15.19	<b>\$77.06</b>
			<b>***</b>			
		Annual Salary + Benefits	\$87,307.51	:		
Step E						
Step E		<b>\$5,000.86</b> /Month	\$33.34	/Hour		
		ψ5,000.00 /101011111	φ33.34	/110u1		
	<b>Total Benefits</b>	\$2,577.31 51.54%	\$50.52	\$13.92	\$15.83	\$80.26
		Annual Salary + Benefits	\$90,937.99	<b>!</b>		

# Administrative Secretary Department: Parks and Recreation

		Department: Parks an		
Step A				
		<b>\$4,113.36</b> /Month	<b>\$27.42</b> /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>C</u> a	<u>ategory</u>
PERS - Employee	0.080000	329.07	Office	Employees
PERS - Employer	0.143660	590.93		r
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	104.34%	31.32%
Vision Benefit		37.67	Hourly Rate Departme	nt City-Wide Total Hourly
Medicare	0.014500	59.64	& Benefits Overhead	d Overhead Rate
	Total Benefits	\$ 2,339.97 56.89%	\$43.02 \$44.8	<b>\$13.48 \$101.39</b>
		Annual Salary + Benefits	\$77,439.91	
Step B				
		<b>\$4,319.63</b> /Month	\$28.80 /Hour	
	Total Benefits	\$2,390.68 55.34%	\$44.74    \$46.68	\$14.01         \$105.43
	Total Benefits	φ2,370.00 33.3170	Ψ111/1 Ψ10100	ΨΙΜΙ
		Annual Salary + Benefits	\$80,523.67	
Step C				
1	_	<b>\$4,536.31</b> /Month	\$30.24 /Hour	
		•		
	Total Benefits	\$2,450.04 54.01%	\$46.58 \$48.60	\$14.59 \$109.76
		Annual Salary + Benefits	\$83,836.17	
Step D				
		<b>\$4,763.38</b> /Month	\$31.76 /Hour	
	Total Benefits	\$2,512.25 52.74%	\$48.50 \$50.61	\$15.19 \$114.31
		Annual Salary + Benefits	\$87,307.51	
		James Sum j   Denemb	ψ01,001.01	
Step E				
		<b>\$5,000.86</b> /Month	\$33.34 /Hour	
	Total Benefits	\$2,577.31 51.54%	<b>\$50.52 \$52.71</b>	\$15.83 \$119.06
		Annual Salary + Benefits	\$90,937.99	
			470,700	

# Administrative Secretary Department: Public Works

Step A						
•		<b>\$4,113.36</b> /Month	\$27.42	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	329.07		Office En	nployees	
PERS - Employer	0.143660	590.93				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		4.12				
Health Insurance		1,006.49				
Dental Insurance	0.000200	156.99				
LTD Insurance	0.009200	37.84				
Life Insurance		5.80 0.00				
Deferred Comp. Workers Comp.	0.026600	109.42		129.73%	31.32%	
Vision Benefit	0.020000	37.67	<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	59.64	& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	39.04	& Belletts	Overneau	Overneau	Kate
	Total Benefits	\$ 2,339.97 56.89%	\$43.02	\$55.81	\$13.48	\$112.31
		Annual Salary + Benefits	\$77,439.91			
Step B						
•		<b>\$4,319.63</b> /Month	\$28.80	/Hour		
		•				
	Total Benefits	\$2,390.68 55.34%	\$44.74	\$58.04	<b>\$14.01</b>	\$116.78
		Annual Salary + Benefits	\$80,523.67			
		•				
Step C						
		<b>\$4,536.31</b> /Month	\$30.24	/Hour		
	Total Benefits	\$2,450.04 54.01%	¢16 50	\$60.42	\$14.59	\$121.59
	Total Belletits	\$2,450.04 54.01%	\$46.58	<b>Φ00.4</b> 2	\$14.59	\$121.59
		Annual Salary + Benefits	\$83,836.17			
Step D						
		<b>\$4,763.38</b> /Month	\$31.76	/Hour		
	Total Benefits	\$2,512.25 52.74%	\$48.50	\$62.93	\$15.19	\$126.62
		Annual Salary + Benefits	\$87,307.51			
Step E						
		<b>\$5,000.86</b> /Month	\$33.34	/Hour		
	Total Benefits	\$2,577.31 51.54%	\$50.52	\$65.54	\$15.83	\$131.89
		Annual Salary + Benefits	\$90,937.99			
		Tamidai Saidi y   Denelits	Ψ209221422			

#### Administrative Supervisor Department: Community Development

	_	- P	001111111111111111111111111111111111111	Developmen	.•		
Step A							
		\$4,524.17	/Month	\$30.16	/Hour		
Benefit	<u>Multiplier</u>				Cates	gorv	
PERS - Employee	0.080000	361.93			Office En		
PERS - Employee	0.143660	649.94			Office En	npioyees	
PERS Survivor	0.143000	2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49	)				
Dental Insurance		156.99	1				
LTD Insurance	0.009200	41.62					
Life Insurance		5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	120.34		TT 1 D /	42.95%	31.32%	T
Vision Benefit	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	65.60	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,452.51	54.21%	\$46.51	\$19.98	\$14.57	\$81.06
		Annual Sala	ry + Benefits	\$83,720.18	:		
Step B							
1		\$4,751.25	/Month	\$31.68	/Hour		
		·					
	Total Benefits	\$2,508.92	52.81%	\$48.40	\$20.79	\$15.16	\$84.35
		Annual Sala	ry + Benefits	\$87,122.07			
			•		=		
Step C							
		\$4,988.73	/Month	\$33.26	/Hour		
	T 15 0	<b>*** **** **</b>	<b>7</b> 4 <b>5</b> 00,	<b></b>	<b>***</b>	44 = =0	<b>***</b> • • •
	Total Benefits	\$2,573.98	51.60%	\$50.42	\$21.65	\$15.79	\$87.86
		Annual Sala	ry + Benefits	\$90,752.55			
			•		=		
Step D							
		\$5,238.33	/Month	\$34.92	/Hour		
	Tatal Danasta	\$2.642.26	50.440/	\$52.54	\$22.5C	¢1.6.46	¢01 50
	Total Benefits	\$2,642.36	50.44%	\$52.54	\$22.56	\$16.46	\$91.56
		Annual Sala	ry + Benefits	\$94,568.31			
				-	-		
Step E							
		\$5,500.08	/Month	\$36.67	/Hour		
	Total Benefits	\$2,714.07	49.35%	\$54.76	\$23.52	\$17.15	\$95.43
	Total Delicitis	Ψ4,/14.0/	<b>77.</b> 3370	φ <b>υ-1.</b> /(0	φ23.32	φ1/.13	φ <i>γυ•<b>τ</b>υ</i>
		Annual Sala	ry + Benefits	\$98,569.82	_		

# Administrative Supervisor Department: Finance and Information Systems

Step A						
		<b>\$4,524.17</b> /Month	<b>\$30.16</b> /	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>gory</u>	
PERS - Employee	0.080000	361.93		Office Em	nployees	
PERS - Employer	0.143660	649.94				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP Health Insurance		4.12 1,006.49				
Dental Insurance		1,006.49				
LTD Insurance	0.009200	41.62				
Life Insurance	0.007200	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.026600	120.34		27.55%	31.32%	
Vision Benefit		37.67	Hourly Rate 1	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	65.60	& Benefits	Overhead	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,452.51 54.21%	\$46.51	\$12.81	\$14.57	\$73.89
		Annual Salary + Benefits	\$83,720.18			
		·	, ,			
Step B						
		<b>\$4,751.25</b> /Month	\$31.68 /I	Hour		
	Total Benefits	\$2,508.92 52.81%	\$48.40	\$13.33	\$15.16	<b>\$76.90</b>
		Annual Salary + Benefits	\$87,122.07			
Step C						
Step C		<b>\$4,988.73</b> /Month	\$33.26 /I	Hour		
		•				
	Total Benefits	\$2,573.98 51.60%	\$50.42	\$13.89	\$15.79	\$80.10
		Annual Salary + Benefits	\$90,752.55			
Step D						
Step D	_	<b>\$5,238.33</b> /Month	\$34.92 /I	Hour		
	Total Benefits	\$2,642.36 50.44%	\$52.54	\$14.47	\$16.46	\$83.47
		Annual Salary + Benefits	\$94,568.31			
Step E						
Step L		<b>\$5,500.08</b> /Month	\$36.67 /I	Hour		
	Total Benefits	\$2,714.07 49.35%	\$54.76	\$15.09	\$17.15	\$87.00
		Annual Salary + Benefits	\$98,569.82			

# Administrative Supervisor Department: Parks and Recreation

		Department: Parks and	. 110010001011			
Step A						
		<b>\$4,524.17</b> /Month	<b>\$30.16</b> /Hot	ur		
<u>Benefit</u>	<u>Multiplier</u>			Categor	<u>y</u>	
PERS - Employee	0.080000	361.93		Office Emplo	oyees	
PERS - Employer	0.143660	649.94		1	•	
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.	0.00.000	0.00				
Workers Comp.	0.026600	120.34		04.34%	31.32%	7D 4 1 TT 1
Vision Benefit	0.014500	37.67			City-Wide	Total Hourly
Medicare	0.014500	65.60	& Benefits Ov	<u>verhead</u> <u>C</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,452.51 54.21%	\$46.51	\$48.53	\$14.57	\$109.61
		Annual Salary + Benefits	\$83,720.18			
Step B						
		<b>\$4,751.25</b> /Month	\$31.68 /Hou	ır		
	Total Benefits	\$2,508.92 52.81%	\$48.40     \$	50.50	\$15.16	\$114.06
	Total Beliefits	\$2,300.92 32.01%	<b>Ф40.40</b> ф.	30.30	ф13.10	<b>ф114.00</b>
		Annual Salary + Benefits	\$87,122.07			
Step C						
		<b>\$4,988.73</b> /Month	\$33.26 /Hou	ır		
		ψ <b>-1,700.75</b> /10101111	ψ33.20 /110α	11		
	Total Benefits	\$2,573.98 51.60%	\$50.42	52.61	\$15.79	\$118.82
		Annual Salary + Benefits	\$90,752.55			
		<i>y</i>	<del></del>			
Step D						
		<b>\$5,238.33</b> /Month	\$34.92 /Hou	ır		
	Total Benefits	\$2,642.36 50.44%	\$52.54     \$5	54.82	\$16.46	\$123.81
					, _ 2	,J,
		Annual Salary + Benefits	\$94,568.31			
Step E						
		<b>\$5,500.08</b> /Month	\$36.67 /Hou	ır		
	Total Benefits	\$2,714.07 49.35%	\$54.76     \$5	57.14	\$17.15	\$129.05
		Annual Salary + Benefits	\$98,569.82			
		initial Saidly   Delicitis	Ψ203202102			

# Administrative Supervisor Department: Public Works

		Department. Tubi				
Step A						
		<b>\$4,524.17</b> /Month	\$30.16	/Hour		
<u>Benefit</u>	<b>Multiplier</b>			Cates	gory	
PERS - Employee	0.080000	361.93		Office En	nployees	
PERS - Employer	0.143660	649.94				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		4.12				
Health Insurance		1,006.49				
Dental Insurance	0.000200	156.99				
LTD Insurance	0.009200	41.62				
Life Insurance		5.80 0.00				
Deferred Comp. Workers Comp.	0.026600	120.34		129.73%	31.32%	
Vision Benefit	0.020000	37.67	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	65.60	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	03.00	<u>a Delicitis</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,452.51 54.21%	\$46.51	\$60.34	\$14.57	\$121.42
		Annual Salary + Benefits	\$83,720.18	1		
Step B						
*		<b>\$4,751.25</b> /Month	\$31.68	/Hour		
		•				
	Total Benefits	\$2,508.92 52.81%	\$48.40	\$62.79	<b>\$15.16</b>	\$126.35
		Annual Salary + Benefits	\$87,122.07			
		Annual Salary   Denemes	φοτ,122.07			
Step C						
		<b>\$4,988.73</b> /Month	\$33.26	/Hour		
		¥ -9	,,,,,	, ,		
	Total Benefits	\$2,573.98 51.60%	\$50.42	\$65.41	\$15.79	\$131.62
		Annual Salary + Benefits	\$90,752.55			
		Amiuai Salai y + Denemis	\$70,732.33	l		
Step D						
~~F =	_	\$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	\$94,568.31			
				l		
Step E						
		\$5,500.08 /Month	\$36.67	/Hour		
	Total Dan Co	¢2.714.07 40.25°	Φ <b>E</b> 4. <b>E</b> 4	φ <b>71</b> Λ4	¢17 15	¢142.07
	Total Benefits	\$2,714.07 49.35%	\$54.76	\$71.04	\$17.15	\$142.96
		Annual Salary + Benefits	\$98,569.82			
		J. Denter		1		

# **Assistant City Attorney Department: City Attorney**

		Departme	nt. City A	ttorney			
Step A							
		\$8,927.01	Month/	\$59.51	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	714.16		No	n-Sworn Assist	ant City Attor	ney
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	0.000200	156.99					
LTD Insurance	0.009200	82.13					
Life Insurance	0.000255	40.97					
Deferred Comp. Workers Comp.	0.026600	110.00 237.46			21 900/	21 220/	
Vision Benefit	0.020000	237.46 37.67		Hourly Rate	31.80% Department	31.32% City-Wide	Total Hourly
Medicare	0.014500	129.44		& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	129.44		& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 3,803.89	42.61%	\$84.87	\$26.99	\$26.59	\$138.44
		Annual Salar	y + Benefits	\$152,770.78	<u>.</u>		
					-		
Step B							
		\$9,374.23	/Month	\$62.49	/Hour		
	Total Benefits	\$2,029,46	41.010/	\$88.68	\$28.20	\$27.78	\$144.66
	Total Belletits	\$3,928.46	41.91%	\$00.00	\$20.20	\$41.10	\$144.00
		Annual Salar	y + Benefits	\$159,632.30			
					=		
Step C							
		\$9,842.25	/Month	\$65.62	/Hour		
		. ,					
	Total Benefits	\$4,058.83	41.24%	\$92.67	\$29.47	\$29.03	\$151.17
		A 1 C - 1	D	¢1.// 013.04			
		Annual Salar	y + Denemis	\$166,812.94	=		
Step D							
Step D		\$10,334.53	Month	\$69.00	/House		
		\$10,334.55	Month	\$68.90	/Hour		
	Total Benefits	\$4,195.95	40.60%	\$96.87	\$30.80	\$30.34	\$158.01
		Annual Salar	y + Benefits	\$174,365.80	<b>=</b>		
C4 E	_						
Step E		610 OF1 00	/N. f	* <b></b>	<b>77.7</b>		
		\$10,851.08	Month	\$72.34	/Hour		
	Total Benefits	\$4,339.84	39.99%	\$101.27	\$32.20	\$31.72	\$165.20
	Total Delicitis	Ψ 1,557.07	57.77/0	Ψ101.27	Ψ	ψυ ± 1 =	ψ <b>Ξ</b> 0 <b>2.2</b> 0
		Annual Salar	y + Benefits	\$182,291.02			
		·		·			

# Assistant City Clerk Department: Administration

		Department. Aum			
Step A					
		<b>\$5,224.47</b> /Month	<b>\$34.83</b> /Hour	r	
<u>Benefit</u>	Multiplier			<b>Category</b>	
PERS - Employee	0.080000	417.96	Non-Sworn Mar	nagement & Mid-Mar	nagement
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		11% 31.32%	
Vision Benefit		37.67		rtment City-Wide	<b>Total Hourly</b>
Medicare	0.014500	75.75	& Benefits Over	rhead Overhead	<u>Rate</u>
	Total Benefits	\$ 2,772.55 53.07%	\$53.31	\$17.12 \$16.70	\$87.13
		Annual Salary + Benefits	\$95,964.19		
C					
Step B		\$5 496 21 /Month	Ф2 <i>С</i> 57 /П.		
		<b>\$5,486.21</b> /Month	\$36.57 /Hour		
	Total Benefits	\$2,845.45 51.87%	<b>\$55.54 \$17</b>	7.84 \$17.40	\$90.78
		Annual Salary + Benefits	\$99,979.97		
Step C					
Step C		<b>\$5,760.09</b> /Month	\$38.40 /Hour		
		φ5,700.09 /10101111	\$30.40 /110u1		
	Total Benefits	\$2,921.74 50.72%	\$57.88 \$18	3.59 \$18.13	<b>\$94.59</b>
		Annual Salary + Benefits	\$104,182.00		
Step D		Φ.C.O.4 <b>F</b> .O.O. 2.5. 1	1		
		<b>\$6,047.83</b> /Month	\$40.32 /Hour		
	Total Benefits	\$3,001.89 49.64%	\$60.33 \$19	9.37 \$18.90	\$98.60
		Annual Salary + Benefits	\$108,596.68		
Stop F					
Step E		<b>\$6,349.44</b> /Month	\$42.33 /Hour		
		•			<b>.</b>
	Total Benefits	\$3,085.91 48.60%	\$62.90 \$20	0.20 \$19.70	\$102.80
		Annual Salary + Benefits	\$113,224.16		

# Assistant City Manager Department: Administration

C1 A							
Step A		<b>011 145 5</b> 6	5.6 4	<b>\$5.4.21</b>	/T.T		
		\$11,145.76	/Month	\$74.31	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cate	gory	
PERS - Employee	0.080000	948.24	ļ.		Non-Swor	n Director	
PERS - Employer	0.143660	1,702.81					
PERS Survivor		2.00	)				
Management Incentive		707.30	)				
EAP		4.12	2				
Health Insurance		1,006.49	)				
Dental Insurance		156.99	)				
LTD Insurance	0.009200	102.54	ļ.				
Life Insurance	0.000255	51.16	5				
Deferred Comp.		110.00	)				
Workers Comp.	0.026600	296.48	3		32.11%	31.32%	
Vision Benefit		37.67	1	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	161.61	· =	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 5,287.42	47.44%	\$109.55	\$35.18	\$34.32	\$179.05
		4 101	D (*)	\$10 <b>7</b> 100 11			
		Annual Sala	ry + Benefits	\$197,198.11	=		
Step B							
Step B		\$11,703.92	/Month	\$78.03	/Hour		
		Ψ11,700.02	7141011111				
	Total Benefits	\$5,442.89	46.50%	\$114.31	\$36.71	\$35.81	\$186.83
		Annual Cala	ry + Benefits	\$205,761.74			
		Alliluai Sala	iry + Denemis	\$205,701.74	=		
Step C							
an <sub>r</sub> c		\$12,289.81	/Month	\$81.93	/Hour		
		Ψ <b>12,2</b> 0,101	,1.1011111	φ01.55	711001		
	Total Benefits	\$5,606.09	45.62%	\$119.31	\$38.31	\$37.37	\$194.99
		Ammuel Cele	ur   Donofita	¢214.750.91			
		Annuai Sala	ry + Benefits	\$214,750.81	=		
Step D							
Stop D		\$12,905.16	/Month	\$86.03	/Hour		
	Total Danasta					¢20.01	\$202 EC
	Total Benefits	\$5,777.50	44.77%	\$124.55	\$40.00	\$39.01	\$203.56
		Annual Sala	ry + Benefits	\$224,191.88			
					<b>-</b>		
Step E							
		\$13,549.99	/Month	\$90.33	/Hour		
	Total Benefits	\$5,957.11	43.96%	\$130.05	\$41.76	\$40.74	\$212.54
	Total Delicitis	φυ,συ1.11	₩3.7070	φ130.03	φ <b>71./</b> U	φ <b>τυ./ τ</b>	φ <b>212.3</b> 4
		Annual Sala	ry + Benefits	\$234,085.25	_		
					<b>-</b>		

# Assistant Community Development Director Department: Community Development

Step A				
		<b>\$9,734.77</b> /Month	<b>\$64.90</b> /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Category	7_
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance	0.080000 0.143660	778.78 1,398.50 2.00 0.00 4.12 1,006.49	Non-Sworn Assista	nt Director
Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare	0.009200 0.000255 0.026600 0.014500	156.99 89.56 44.68 110.00 258.94 37.67 141.15	Hourly Rate Department Ci	31.32% ity-Wide Total Hourly verhead <u>Rate</u>
	Total Benefits	\$ 4,028.89 41.39%	\$91.76 \$39.41	\$28.74 \$159.91
		Annual Salary + Benefits	\$165,163.92	
Step B	Total Benefits	\$10,221.86 /Month \$4,164.57 40.74% Annual Salary + Benefits	\$68.15 /Hour \$95.91 \$41.19 \$ \$172,637.15	\$30.04 \$167.14
Step C	Total Benefits	\$10,733.21 /Month \$4,307.01 40.13% Annual Salary + Benefits	\$71.55 /Hour \$100.27 \$43.06 \$ \$180,482.59	\$31.41 \$174.74
Step D	Total Benefits	\$11,270.57 /Month \$4,456.69 39.54% Annual Salary + Benefits	\$75.14 /Hour \$104.85 \$45.03 \$ \$188,727.09	\$32.84 \$182.72
Step E	Total Benefits	\$11,833.92 /Month \$4,613.61 38.99% Annual Salary + Benefits	\$78.89 /Hour \$109.65 \$47.09 \$ \$197,370.34	\$34.35 \$191.09

# 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>Category</u>				
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp.	0.080000 0.143660 0.009200 0.000255 0.026600	800.41 1,437.34 2.00 0.00 4.12 1,006.49 156.99 92.05 45.92 110.00 266.14		Non-Swe	orn Managemei	nt & Mid-Mar	agement		
Vision Benefit Medicare	0.014500	37.67 145.08		Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly <u>Rate</u>		
Medicare	Total Benefits	\$ 4,104.21	41.02%	\$94.06	\$122.03	\$29.46	\$245.56		
	Total Beliefits	Annual Salar			Ψ122.03	Ψ22.40	Ψ240.00		
		Annuai Saiai	y + Delients	\$169,312.71	ŧ				
Step B	Total Benefits	\$10,506.14 \$4,243.76 Annual Salar	40.39%	\$70.04 <b>\$98.33</b> <b>\$176,998.74</b>	/Hour <b>\$127.57</b>	\$30.80	\$256.70		
Step C	Total Benefits	\$11,031.36 \$4,390.06 Annual Salar	39.80%	\$73.54 <b>\$102.81</b> <b>\$185,056.98</b>	/Hour <b>\$133.38</b>	\$32.20	\$268.39		
Step D	Total Benefits	\$11,582.58 \$4,543.60 Annual Salar	39.23%	\$77.22 <b>\$107.51</b> <b>\$193,514.13</b>	/Hour <b>\$139.47</b>	\$33.68	\$280.66		
Step E	Total Benefits	\$12,161.53 \$4,704.86 Annual Salar	38.69%	\$81.08 <b>\$112.44</b> <b>\$202,396.73</b>	/Hour <b>\$145.88</b>	\$35.22	\$293.54		

# Assistant Engineer Department: Public Works

Step A				
		<b>\$6,224.64</b> /Month	<b>\$41.50</b> /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Cate	egory
PERS - Employee PERS - Employer PERS Survivor	0.080000 0.143660	497.97 894.23 2.00	Non-Sworn Manageme	ent & Mid-Management
Management Incentive EAP		0.00 4.12		
Health Insurance Dental Insurance		1,006.49 156.99		
LTD Insurance	0.009200	57.27		
Life Insurance	0.000255	28.57		
Deferred Comp.		110.00		
Workers Comp.	0.026600	165.58	129.73%	31.32%
Vision Benefit		37.67	Hourly Rate Department	City-Wide Total Hourly
Medicare	0.014500	90.26	<u>&amp; Benefits</u> Overhead	Overhead Rate
	Total Benefits	\$ 3,051.14 49.02%	\$61.84 \$80.22	\$19.37 \$161.43
		Annual Salary + Benefits	\$111,309.40	
Step B				
		<b>\$6,536.65</b> /Month	\$43.58 /Hour	
	Total Benefits	\$3,138.05 48.01%	\$64.50 \$83.68	\$20.20 \$168.38
		Annual Salary + Benefits	\$116,096.45	
Step C		4606446		
		<b>\$6,864.26</b> /Month	\$45.76 /Hour	
	Total Benefits	\$3,229.31 47.05%	\$67.29 \$87.30	\$21.08 \$175.67
		Annual Salary + Benefits	\$121,122.84	
Step D				
		<b>\$7,207.48</b> /Month	\$48.05 /Hour	
	Total Benefits	\$3,324.91 46.13%	\$70.22 \$91.09	\$21.99 \$183.30
		Annual Salary + Benefits	\$126,388.72	
Step E		<b>\$7,568.02</b> /Month	\$50.45 /Hour	
	Total Benefits	\$3,425.34 45.26%	\$73.29 \$95.08	\$22.96      \$191.33
		Annual Salary + Benefits	\$131,920.34	
		•		

#### **Assistant Finance Director Department: Finance & Information Systems**

C. A				illiation Syste			
Step A		\$8,469.39	Month	\$56.46	/Hour		
		<b>Ф0,409.39</b>	/Wionth	<b>Φ30.40</b>	/HOUI		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.080000	677.55	5	]	Non-Sworn Ass	sistant Directo	r
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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	122.81	<u>.</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,676.42	43.41%	\$80.97	\$22.31	\$25.36	\$128.64
		Annual Sala	ry + Benefits	\$145,749.70			
				,	=		
Step B							
		\$8,892.34	/Month	\$59.28	/Hour		
	Total Benefits	\$3,794.23	42.67%	\$84.58	\$23.30	\$26.49	\$134.37
	Total Belieffts	\$3,794.23	42.07%	ф04.30	<b>\$</b> 23.30	<b>Φ20.49</b>	\$13 <b>4.</b> 37
		Annual Sala	ry + Benefits	\$152,238.86	<b>≡</b>		
~ ~	_						
Step C							
		\$9,337.83	/Month	\$62.25	/Hour		
	Total Benefits	\$3,918.32	41.96%	\$88.37	\$24.34	\$27.68	\$140.40
	Total Beliefits	ψ3,710.32	41.7070	φοσ.57	φ <b>24.34</b>	φ27.00	φ140.40
		Annual Sala	ry + Benefits	\$159,073.83	_		
					_		
Step D							
		\$9,804.11	/Month	\$65.36	/Hour		
	Total Benefits	\$4,048.20	41.29%	\$92.35	\$25.44	\$28.93	\$146.72
	Total Delicitis	Ψ+,0+0.20	¬1.27/0	φ,2.33	Ψ <b>2</b> J• <b>77</b>	ψ <b>ω</b> υ• <i>) J</i>	Ψ <b>ΙΤΌ•</b> / Δ
		Annual Sala	ry + Benefits	\$166,227.78	<b>≡</b>		
Step E		h40 =0					
		\$10,294.66	/Month	\$68.63	/Hour		
	Total Benefits	\$4,184.85	40.65%	\$96.53	\$26.59	\$30.24	\$153.36
				,			,
		Annual Sala	ry + Benefits	\$173,754.09	<b>≡</b>		

#### **Assistant Planner Department: Community Development**

		•	•	Developmen			
Step A							
		\$5,749.69	/Month	\$38.33	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	orv	
·					·		
PERS - Employee	0.080000	459.98		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer PERS Survivor	0.143660	826.00 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			42.95%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	83.37	, <del>-</del>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,918.85	50.77%	\$57.79	\$24.82	\$18.10	\$100.71
		Annual Sala	ry + Benefits	\$104,022.43	:		
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 Sala	ry + Benefits	\$108,437.11	:		
Ston C	_						
Step C		¢6 220 04	/N / n 4 ln	<b>#42.26</b>	7.7		
		\$6,339.04	/Month	\$42.26	/Hour		
	Total Benefits	\$3,083.01	48.64%	\$62.81	\$26.98	\$19.68	\$109.47
		Annual Sala	ry + Benefits	\$113,064.60	:		
Stan D							
Step D		\$6,656.26	/Month	\$44.38	/Hour		
		φυ,υ.συΔυ	/ IVIOIIIII	φ <del>44</del> .38	/110ul		
	Total Benefits	\$3,171.37	47.64%	\$65.52	\$28.14	\$20.52	\$114.18
		Annual Sala	ry + Benefits	\$117,931.57	:		
Step E							
		\$6,989.07	/Month	\$46.59	/Hour		
	~					444	haan
	Total Benefits	\$3,264.08	46.70%	\$68.35	\$29.36	\$21.41	\$119.12
		Annual Sala	ry + Benefits	\$123,037.75			
			•		:		

# Associate Engineer Department: Public Works

		Department. Tubi				
Step A						
		<b>\$6,864.26</b> /Month	<b>\$45.76</b> /H	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>gory</u>	
PERS - Employee	0.080000	549.14	Non-Sworn	Managemer	nt & Mid-Mar	agement
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		129.73%	31.32%	
Vision Benefit	0.044500	37.67	•	epartment	City-Wide	Total Hourly
Medicare	0.014500	99.53	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,229.31 47.05%	\$67.29	\$87.30	\$21.08	\$175.67
		Annual Salary + Benefits	\$121,122.84			
Step B						
		<b>\$7,207.48</b> /Month	\$48.05 /H	Iour		
	Total Benefits	\$3,324.91 46.13%	\$70.22	\$91.09	\$21.99	\$183.30
	Total Delicitis	ψ3,324.91 40.1370	Ψ70.22	ψ21.02	Ψ21.	Ψ105.50
		Annual Salary + Benefits	\$126,388.72			
Step C						
1		<b>\$7,568.02</b> /Month	\$50.45 /H	Iour		
		φ <i>τ</i> , <b>εσοισ=</b> /πτοπιπ	ψ30.13 /11	ioui		
	Total Benefits	\$3,425.34 45.26%	\$73.29	\$95.08	\$22.96	\$191.33
		Annual Salary + Benefits	\$131,920.34			
Step D		_				
		<b>\$7,945.91</b> /Month	\$52.97 /H	Iour		
	Total Benefits	\$3,530.60 44.43%	\$76.51	\$99.26	\$23.97	\$199.73
		Annual Salary + Benefits	¢127 710 16			
		Amuai Saiary + Benefits	\$137,718.16			
Step E						
•	_	<b>\$8,342.85</b> /Month	\$55.62 /H	Iour		
	Total Benefits	\$3,641.17 43.64%	\$79.89	\$103.65	\$25.03	\$208.57
		72,2.2.27	<b>4.2.0</b> 2	, = = = • • •	+ <b></b>	, _ , , ,
		Annual Salary + Benefits	\$143,808.25			

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

		cpui imeni.	Communi	Developmen	•		
Step A							
		\$6,339.04	/Month	\$42.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	orv	
· · · · · · · · · · · · · · · · · · ·							
PERS - Employee	0.080000	507.12		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer PERS Survivor	0.143660	910.67 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	1				
Workers Comp.	0.026600	168.62			42.95%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.92	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,083.01	48.64%	\$62.81	\$26.98	\$19.68	\$109.47
			. D. 64	<b>4113.074.70</b>			
		Annuai Sala	ry + Benefits	\$113,064.60	•		
Step B							
экер Б		\$6,656.26	/Month	\$44.38	/Llour		
		φ0,030.20	/Wionth	φ44.36	/Houl		
	<b>Total Benefits</b>	\$3,171.37	47.64%	\$65.52	\$28.14	\$20.52	\$114.18
			<b>75.</b> 04.	<b>****</b>			
		Annual Sala	ry + Benefits	\$117,931.57	•		
Step C							
Siep C		¢∠ 000 0 <b>7</b>	Month	¢46.50	/II.		
		\$6,989.07	/Monun	\$46.59	/Hour		
	Total Benefits	\$3,264.08	46.70%	\$68.35	\$29.36	\$21.41	\$119.12
		Annual Sala	ry + Benefits	\$123,037.75	•		
C. P.							
Step D		ф <b>л</b> 220 22	/N. f d				
		\$7,339.22	/Wionth	\$48.93	/Hour		
	Total Benefits	\$3,361.61	45.80%	\$71.34	\$30.64	\$22.35	\$124.32
		A 1 G 1	D	¢130 400 07			
		Annuai Sala	ry + Benefits	\$128,409.96			
Step E							
		\$7,706.70	/Month	\$51.38	/Hour		
		Ψ.,100.10	, 1,1011111	ψ51.56	, 21001		
	Total Benefits	\$3,463.97	44.95%	\$74.47	\$31.98	\$23.33	\$129.78
			. D. e.,	<b>#134.040.0</b> 5			
		Annual Sala	ry + Benefits	\$134,048.06	•		

# Building Inspector I Department: Community Development

		- F	• • • • • • • • • • • • • • • • • • • •	y Developmen			
Step A							
		\$5,243.54	/Month	\$34.96	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cate	gory	
PERS - Employee	0.080000	419.48	}		Office En	nplovees	
PERS - Employer	0.143660	753.29					
PERS Survivor		2.00	)				
Management Incentive		0.00	)				
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance	0.000200	156.99					
LTD Insurance	0.009200	48.24 5.80					
Life Insurance Deferred Comp.		0.00					
Workers Comp.	0.026600	139.48			42.95%	31.32%	
Vision Benefit	0.020000	37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	76.03		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,649.59	50.53%	\$52.62	\$22.60	\$16.48	\$91.70
		A 1 C-1-	D@4	¢04.717.50			
		Annuai Saia	ry + Benefits	\$94,717.56	•		
Step B							
		\$5,505.28	/Month	\$36.70	/Hour		
	Total Benefits	\$2,715.50	49.33%	\$54.81	\$23.54	\$17.17	\$95.51
		A	Domo£4a	¢00 (40 22			
		Allituai Sala	ry + Benefits	\$98,649.32	!		
Step C							
		\$5,780.89	/Month	\$38.54	/Hour		
	Total Benefits	\$2.701.00	48.28%	\$57.15	\$24.54	\$17.90	\$99.59
	Total Belletits	\$2,791.00	40.20%	\$57.15	\$24.54	\$17.90	\$99.59
		Annual Sala	ry + Benefits	\$102,862.71	:		
Ctor D	_						
Step D		\$6,070.37	/Month	\$40.47	/Hour		
	Tatal December	ŕ				¢10.77	\$102.0 <del>5</del>
	Total Benefits	\$2,870.31	47.28%	\$59.60	\$25.60	\$18.67	\$103.87
		Annual Sala	ry + Benefits	\$107,288.14	:		
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 Sala	ry + Benefits	\$111,925.46			
			Denemes	ΨΞΞΞ97240170	:		

# Building Inspector II Department: Community Development

Step A						
		<b>\$5,780.89</b> /Month	\$38.54	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	462.47		Office Em	nployees	
PERS - Employer	0.143660	830.48				
PERS Survivor		2.00				
Management Incentive EAP		0.00				
Health Insurance		4.12 1,006.49				
Dental Insurance		156.99				
LTD Insurance	0.009200	53.18				
Life Insurance	0.000,200	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.026600	153.77		42.95%	31.32%	
Vision Benefit		37.67	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	83.82	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,796.80 48.38%	\$57.18	\$24.56	\$17.91	\$99.66
		Annual Salary + Benefits	\$102,932.31			
Step B	_					
Step B		<b>\$6,070.37</b> /Month	\$40.47	/Hour		
		φυ, υτυ. 51 / Ινιοπιπ	φ40.47	/11oui		
	Total Benefits	\$2,870.31 47.28%	\$59.60	\$25.60	\$18.67	\$103.87
		Annual Salary + Benefits	\$107,288.14			
~ ~	_					
Step C		Φ.C. 2002 01 (2.6 c.)	*.*			
		<b>\$6,373.71</b> /Month	\$42.49	/Hour		
	Total Benefits	\$2,953.41 46.34%	\$62.18	\$26.71	\$19.48	\$108.36
		Annual Salary + Benefits	\$111,925.46			
		minual balary   Delicities	ψ111,720.40			
Step D						
		<b>\$6,692.66</b> /Month	\$44.62	/Hour		
	Total Benefits	\$3,040.79 45.43%	\$64.89	\$27.87	\$20.33	\$113.08
		Annual Salary + Benefits	\$116,801.41			
		•				
Step E						
		<b>\$7,027.20</b> /Month	\$46.85	/Hour		
	Total Benefits	\$3,132.44 44.58%	\$67.73	\$29.09	\$21.22	\$118.04
		Annual Salary + Benefits	\$121,915.70			

# Chief Building Official Department: Community Development

C/ A		Department. Community	<b>.</b>	
Step A		<b>\$8,888.88</b> /Month	<b>\$59.26</b> /Hour	
		φ <b>0,000.00</b> / WΙΟΙΚΙΙ	φεν.20 /110α1	
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>
PERS - Employee	0.080000	711.11	Non-Sworn Mana	agement & 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	0.000200	156.99		
LTD Insurance	0.009200	81.78		
Life Insurance	0.000255	40.80 110.00		
Deferred Comp. Workers Comp.	0.026600	236.44	42.95	5% 31.32%
Vision Benefit	0.020000	37.67	Hourly Rate Depart	
Medicare	0.014500	128.89	& Benefits Overh	
Wiedicare	0.014300	120.07	<u>a benefits</u> Over	<u>Kate</u> <u>Overheau</u> <u>Kate</u>
	Total Benefits	\$ 3,793.27 42.67%	\$84.55	36.31 \$26.48 \$147.34
		Annual Salary + Benefits	\$152,185.77	
Step B				
		<b>\$9,332.63</b> /Month	\$62.22 /Hour	
	Total Benefits	\$3,916.87 41.97%	\$88.33 \$37.5	94 \$27.67 \$153.94
		Annual Salary + Benefits	\$158,994.05	
		Annual Salary   Delicities	ψ130,774.03	
Step C				
Step C		<b>\$9,798.91</b> /Month	\$65.33 /Hour	
		\$9,790.91 /Wollin	\$03.33 /HOUI	
	Total Benefits	\$4,046.76 41.30%	\$92.30 \$39.	64 \$28.91 \$160.86
		Annual Salary + Benefits	\$166,148.00	
Step D				
		<b>\$10,289.46</b> /Month	\$68.60 /Hour	
		4.402.40	40 < 40 44	44 4000
	Total Benefits	\$4,183.40 40.66%	\$96.49 \$41.4	44 \$30.22 \$168.15
		Annual Calany   Danafita	\$172 <i>671</i> 21	
		Annual Salary + Benefits	\$173,674.31	
Step E				
		<b>\$10,804.28</b> /Month	\$72.03 /Hour	
	Total Benefits	\$4,326.80 40.05%	\$100.87 \$43.	32 \$31.60 \$175.80
		101 5 %	04.04 FEE 00	
		Annual Salary + Benefits	\$181,572.99	

# Chief Financial Operations Officer Department: Finance & Information Systems

Stan A							
Step A		\$7,940.71	Month	\$52.94	/Llour		
		\$7,940.71	/IVIOIIIII	\$5 <b>2.</b> 94	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.080000	635.26		Non-Swo	orn Managemer	nt & Mid-Mar	agement
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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	115.14		& Benefits	Overhead	Overhead	<u>Rate</u>
					·		
	Total Benefits	\$ 3,529.15	44.44%	\$76.47	\$21.06	\$23.95	\$121.48
		Annual Calar	w   Donofita	¢127 (20 20			
		Annual Salar	ry + Benefits	\$137,638.38	•		
G. D							
Step B							
		\$8,337.65	/Month	\$55.58	/Hour		
	Total Danafita	\$2,620,72	12 650/	¢70.95	\$22.00	\$25.01	¢126.06
	Total Benefits	\$3,639.72	43.65%	\$79.85	\$22.00	\$25.01	\$126.86
		Annual Salar	rv + Benefits	\$143,728.47			
			•	. ,	•		
Step C							
Step e		\$8,755.40	Month	¢50.27	/11		
		φο,/33 <b>.4</b> 0	/Wionun	\$58.37	/Hour		
	Total Benefits	\$3,756.09	42.90%	\$83.41	\$22.98	\$26.13	\$132.51
		, - ,		,	,	,	
		Annual Salar	ry + Benefits	\$150,137.84			
Step D							
		\$9,193.95	/Month	\$61.29	/Hour		
		Ψ,1,2,0,	71011111	ψ01.27	/110 <b>u</b> 1		
	<b>Total Benefits</b>	\$3,878.24	42.18%	\$87.15	\$24.01	\$27.30	\$138.45
		Annual Salar	ry + Benefits	\$156,866.34	_		
Step E							
		\$9,653.30	/Month	\$64.36	/Hour		
		,		4050			
	<b>Total Benefits</b>	\$4,006.20	41.50%	\$91.06	\$25.09	\$28.52	<b>\$144.67</b>
		Annual Salar	ry + Benefits	\$163,913.96			
					-		

# Chief Information Systems Officer Department: Finance & Information Systems

Step A							
Step A	_	\$8,875.01	/Month	\$59.17	/Hour		
		φο,075.01	/Wionth	φ39.17	/110u1		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.080000	710.00	)	Non-Sw	orn Manageme	nt & Mid-Maı	nagement
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	0.000200	156.99					
LTD Insurance	0.009200	81.65					
Life Insurance Deferred Comp.	0.000255	40.74 110.00					
Workers Comp.	0.026600	236.08			27.55%	31.32%	
Vision Benefit	0.020000	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	128.69		& Benefits	Overhead Overhead	Overhead	Rate
1,100,100,10	0.01.000		=	<u> </u>	<u> </u>	<u> </u>	211111
	Total Benefits	\$ 3,789.40	42.70%	\$84.43	\$23.26	\$26.45	\$134.13
		Annual Sala	ry + Benefits	\$151,972.97			
			- J ·	<del>+</del>	=		
Step B							
~ · · · F =		\$9,318.76	/Month	\$62.13	/Hour		
		Ψ>,510.70	/1 <b>VI</b> OIIII	Ψ02.13	/110ti		
	Total Benefits	\$3,913.01	41.99%	\$88.21	\$24.30	\$27.63	\$140.14
			T	\$4.50.504.65			
		Annual Sala	ry + Benefits	\$158,781.25	=		
Stan C							
Step C		φο <b>πος</b> ο 4	73 F .1				
		\$9,785.04	/Month	\$65.23	/Hour		
	Total Benefits	\$4,042.89	41.32%	\$92.19	\$25.40	\$28.88	\$146.46
		+ 1,0 1=105		<del></del>	<del>+</del>	7	7
		Annual Sala	ry + Benefits	\$165,935.19	_		
					_		
Step D							
		\$10,273.86	/Month	\$68.49	/Hour		
	Total Benefits	¢4 170 05	40 (00/	¢07.25	\$26 E4	¢20 10	¢152.00
	rotal benefits	\$4,179.05	40.68%	\$96.35	\$26.54	\$30.18	\$153.08
		Annual Sala	ry + Benefits	\$173,434.96			
			-		<b>=</b>		
Step E							
		\$10,786.95	/Month	\$71.91	/Hour		
	T . 1 D . T	·				<b>421</b>	φ4.co.oσ
	Total Benefits	\$4,321.97	40.07%	\$100.73	\$27.75	\$31.55	\$160.02
		Annual Sala	ry + Benefits	\$181,307.10			
		uui Daia	LJ I DOMESTICS	Ψ101,007.10			

# City Attorney Department: City Attorney

Step A							
Step 11	_	\$14,706.17	/Month	\$98.04	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	1,232.49			City At	torney	
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			31.80%	31.32%	
Vision Benefit		37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	213.24	<u>.</u>	& Benefits	<b>Overhead</b>	Overhead	<u>Rate</u>
	Total Benefits	\$ 6,160.24	41.89%	\$139.11	\$44.23	\$43.57	\$226.91
		Annual Sala	ry + Benefits	\$250,396.87	-		
Step B							
		\$15,441.13	/Month	\$102.94	/Hour		
	T . 1D . C.	PC 264.06	41.220/	<b>6145.25</b>	φ4 <i>C</i> 22	Φ <b>45.54</b>	<b>\$227.12</b>
	Total Benefits	\$6,364.96	41.22%	\$145.37	\$46.22	\$45.54	\$237.13
		Annual Sala	ry + Benefits	\$261,673.07	ī		
g. G							
Step C							
		\$16,212.49	/Month	\$108.08	/Hour		
	Total Benefits	\$6,579.82	40.58%	\$151.95	\$48.31	\$47.60	\$247.86
	Total Belletits	\$0,379.82	40.36%	ф131.93	φ40.31	φ47.00	φ <b>247.</b> 80
		Annual Sala	ry + Benefits	\$273,507.73			
			-		•		
Step D							
	_	\$17,023.72	/Month	\$113.49	/Hour		
				<b>4.5</b> 0.04	<b>**</b> 0 <b>*</b> 4	* 40 <b>=</b> -	<b></b>
	Total Benefits	\$6,805.79	39.98%	\$158.86	\$50.51	\$49.76	\$259.14
		Annual Sala	ry + Benefits	\$285,954.11			
		imiuai pala	I, Delicities	Ψ200,754.11	•		
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 Cala	m   Domofite	¢200 012 20			
		Annuai Sala	ry + Benefits	\$299,012.20	:		

# City Clerk Department: Administration

~ .	_	Department. Aum		
Step A				
		<b>\$7,743.10</b> /Month	<b>\$51.62</b> /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Cat</u>	egory
PERS - Employee	0.080000	619.45	Non-Sworn Managem	ent & Mid-Management
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	32.11%	31.32%
Vision Benefit		37.67	Hourly Rate Departmen	
Medicare	0.014500	112.27	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 3,474.11 44.87%	\$74.78 \$24.01	\$23.42 \$122.22
		Annual Salary + Benefits	\$134,606.53	
Step B				
экер Б		<b>\$8,129.65</b> /Month	\$54.20 /Hour	
		\$6,129.03 /WORUI	\$34.20 /Hour	
	Total Benefits	\$3,581.78 44.06%	\$78.08 \$25.07	\$24.46 \$127.60
		Annual Salary + Benefits	\$140,537.21	
Step C				
		<b>\$8,537.00</b> /Month	\$56.91 /Hour	
	T . 1D	Φ2 <05 25	401 77 42 10	<b>427.74 4122.20</b>
	Total Benefits	\$3,695.25 43.29%	\$81.55 \$26.19	\$25.54 \$133.28
		Annual Salary + Benefits	\$146,787.02	
Step D				
2 to 1	_	<b>\$8,963.41</b> /Month	\$59.76 /Hour	
	Total Benefits	\$3,814.03 42.55%	\$85.18 \$27.35	\$26.68 \$139.22
		Annual Salary + Benefits	\$153,329.25	
		Immun Suar y   Denemes	Y L U Y Y W Z Y Y W Z	
Step E		do 110.00 00 00 00		
		<b>\$9,412.36</b> /Month	\$62.75 /Hour	
	Total Benefits	\$3,939.08 41.85%	\$89.01 \$28.58	\$27.88 \$145.47
		Annual Salary + Benefits	\$160,217.31	

# City Manager Department: Administration

Step E		\$18,788.32	/Month	\$125.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	1,559.07			City Ma	anager	
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			32.11%	31.32%	
Vision Benefit		37.67		Benefits	Department	City-Wide	Total Hourly
Medicare	0.014500	272.43	-	& Overhead	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 7,297.32	38.84%	\$173.90	\$55.84	\$54.47	\$284.22
		Annual Sala	ry + Benefits	\$313,027.66	_		

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

Step A	ELLER						
Step 11		\$11,145.76	/Month	\$74.31	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	gory	
PERS - Employee	0.080000	948.24			Non-Swor	n 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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	161.61		& Benefits	<b>Overhead</b>	Overhead	<u>Rate</u>
	Total Benefits	\$ 5,287.42	47.44%	\$109.55	\$30.18	\$34.32	\$174.05
		Annual Salar	v + Renefits	\$197,198.11			
		7 minum Sum	y   Delicines	Ψ177,170.11	•		
Step B							
1		\$11,703.92	/Month	\$78.03	/Hour		
		Ψ11,700.52	,111011111	Ψ70.03	711041		
	<b>Total Benefits</b>	\$5,442.89	46.50%	\$114.31	\$31.49	\$35.81	\$181.61
		Annual Calar	w   Donofita	¢205 761 74			
		Annual Salar	y + benefits	\$205,761.74	<b>=</b>		
Step C							
step C		¢12 200 01	Month	¢01.02	Л		
		\$12,289.81	/MOHH	\$81.93	/Hour		
	Total Benefits	\$5,606.09	45.62%	\$119.31	\$32.87	\$37.37	\$189.54
		Annual Salar	y + Benefits	\$214,750.81	<b>:</b>		
~ P							
Step D		<b>44.60</b>	2.5				
		\$12,905.16	/Month	\$86.03	/Hour		
	Total Benefits	\$5,777.50	44.77%	\$124.55	\$34.31	\$39.01	\$197.88
		Annual Salar	w + Ronofita	\$22 <i>1</i> 101 80			
		Amuai Salai	y + Delients	\$224,191.88	•		
Step E							
	_	\$13,549.99	/Month	\$90.33	/Hour		
	T . 1D . C	ŕ				<b>4.0 -</b> 4	φ <b>α</b> ρς ς <b>4</b>
	Total Benefits	\$5,957.11	43.96%	\$130.05	\$35.82	\$40.74	\$206.61
		Annual Salar	v + Benefits	\$234,085.25			
		· ····································	, . 2	<b>4_0 .,000.120</b>	•		

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

		_		Developmen			
Step A							
		\$4,917.66	/Month	\$32.78	/Hour		
Benefit	<u>Multiplier</u>				Cates	gorv	
PERS - Employee	0.080000	393.41			Office En		
PERS - Employer	0.143660	706.47			Office En	npioyees	
PERS Survivor	0.143000	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			42.95%	31.32%	
Vision Benefit	0.04.4700	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	71.31	=	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,560.31	52.06%	\$49.85	\$21.41	\$15.62	\$86.88
		Annual Sala	ry + Benefits	\$89,735.67	:		
Step B							
1		\$5,163.80	/Month	\$34.43	/Hour		
		•					
	Total Benefits	\$2,621.94	50.78%	\$51.90	\$22.29	\$16.26	\$90.46
		Annual Sala	ry + Benefits	\$93,428.94			
			-5	777,1207			
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 Sala	ry + Benefits	\$97,377.40			
			, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	11 9211110			
Step D							
		\$5,692.49	/Month	\$37.95	/Hour		
	T. (1D. C)	Ф2 766 70	40,000	Φ <b>.Ε.</b> ζ. <b>40</b>	do 4 00	φ1 <b>= &lt;=</b>	фоо <b>2</b> 0
	Total Benefits	\$2,766.78	48.60%	\$56.40	\$24.22	\$17.67	\$98.28
		Annual Sala	ry + Benefits	\$101,511.29			
			<u>-</u>		<u> </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
	Total Delicitis	φ2,044.00	47.0070	ф30.01	φ <i>43.4</i> U	φ10 <b>.4</b> 2	φ1U <b>2.4</b> 7
		Annual Sala	ry + Benefits	\$105,857.08			
			-		•		

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

		-	_	Developmen			
Step A							
		\$5,422.08	/Month	\$36.15	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.080000	433.77			Office En		
PERS - Employee	0.143660	778.94			Office En	ipioyees	
PERS Survivor	0.1 15000	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		II 1. D. /	42.95%	31.32%	TD-4-3 TT - 7
Vision Benefit Medicare	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	78.62	-	& Benefits	Overhead	Overhead	Rate
1	Total Benefits	\$ 2,698.50	49.77%	\$54.14	\$23.25	\$16.96	\$94.35
		Annual Sala	ry + Benefits	\$97,447.00	:		
Step B							
	_	\$5,692.49	/Month	\$37.95	/Hour		
_				<b>+=</b>	****	*	***
1	Total Benefits	\$2,766.78	48.60%	\$56.40	\$24.22	\$17.67	\$98.28
		Annual Sala	ry + Benefits	\$101,511.29			
			·	. , ,	•		
Step C							
	_	\$5,976.76	/Month	\$39.85	/Hour		
1	Total Benefits	\$2,844.66	47.60%	\$58.81	\$25.26	\$18.42	\$102.49
		Annual Sala	ry + Benefits	\$105,857.08			
			J 322220	+===,500.130	1		
Step D							
	_	\$6,274.91	/Month	\$41.83	/Hour		
		ŕ				<b>A</b>	de o a a a
1	Total Benefits	\$2,926.34	46.64%	\$61.34	\$26.35	\$19.21	\$106.90
		Annual Sala	ry + Benefits	\$110,415.05			
			J 322220	<del>,</del>	1		
Step E							
	_	\$6,588.65	/Month	\$43.92	/Hour		
	E. (a.l. D C.)	<b>#2.010.00</b>	45 700/	<b>\$</b> 24.04	Φ <b>27.</b> 40	\$20.0 <i>5</i>	<b>0111</b>
]	Total Benefits	\$3,012.30	45.72%	\$64.01	\$27.49	\$20.05	\$111.55
		Annual Sala	rv + Benefits	\$115,211.36			

# Collection System Worker I Department: Public Works

C4 A					
Step A		*****	A-= 00 ==		
		<b>\$4,198.29</b> /Month	<b>\$27.99</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>		<u>Ca</u>	<u>tegory</u>	
PERS - Employee	0.080000	335.86	Public Work	s - 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.	0.00.000	0.00			
Workers Comp.	0.026600	111.67	129.73%	31.32%	T
Vision Benefit	0.014500	37.67	Hourly Rate Departmen	•	Total Hourly
Medicare	0.014500	60.88	& Benefits Overhead	Overhead	Rate
	Total Benefits	\$ 2,363.23 56.29%	\$43.74 \$56.7	5 \$13.70	\$114.20
		Annual Salary + Benefits	\$78,738.28		
Step B					
экер Б		<b>\$4,408.04</b> /Month	\$20.20 /H		
		\$4,408.04 /WIOHIII	\$29.39 /Hour		
	Total Benefits	\$2,414.90 54.78%	\$45.49 \$59.01	\$14.25	\$118.74
		Annual Salary + Benefits	\$81,875.24		
		rimidal salary + Delicites	Ψ01,070.21		
Step C					
		<b>\$4,628.18</b> /Month	\$30.85 /Hour		
	Total Benefits	\$2,475.21 53.48%	\$47.36 \$61.44	\$14.83	\$123.63
	Total Belletits	\$2,473.21 33.4670	φ <del>4</del> 7.30 φ <b>01.44</b>	<b>Ф14.0</b> 3	φ123.03
		Annual Salary + Benefits	\$85,240.63		
Step D					
	_	<b>\$4,858.72</b> /Month	\$32.39 /Hour		
	Total Benefits	\$2,538.36 52.24%	\$49.31 \$63.98	\$15.45	\$128.74
		Annual Salary + Benefits	\$88,765.02		
			400,.00.0		
Step E					
		<b>\$5,101.40</b> /Month	\$34.01 /Hour		
	Total Benefits	\$2,604.85 51.06%	\$51.37 \$66.65	\$16.09	\$134.12
		Annual Salary + Benefits	\$92,474.99		

# Collection System Worker II Department: Public Works

		_				-
Step A						
		<b>\$4,628.18</b> /Month	\$30.85 /H	Iour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	ory	
PERS - Employee	0.080000	370.25	Pul	blic Works -	Maintenance	
PERS - Employer	0.143660	664.88	1 111	0110 11 01110		
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		129.73%	31.32%	
Vision Benefit		37.67	-	epartment	City-Wide	Total Hourly
Medicare	0.014500	67.11	& Benefits (	<u>Overhead</u>	Overhead	Rate
	Total Benefits	\$ 2,481.01 53.61%	\$47.39	\$61.49	\$14.85	\$123.73
		Annual Salary + Benefits	\$85,310.23			
Step B						
*		<b>\$4,858.72</b> /Month	\$32.39 /H	lour		
		+ ·,···				
	Total Benefits	\$2,538.36 52.24%	\$49.31	\$63.98	\$15.45	\$128.74
		Annual Salary + Benefits	\$88,765.02			
		Annual Salary + Delichts	φου, 703.02			
Step C						
		<b>\$5,101.40</b> /Month	\$34.01 /H	lour		
	Total Benefits	\$2,604.85 51.06%	\$51.37	\$66.65	\$16.09	\$134.12
		Annual Salary + Benefits	\$92,474.99			
C. B.						
Step D		\$E 256 21 /N/L 4.	ф25.51 °С	r		
		<b>\$5,356.21</b> /Month	\$35.71 /H	lour		
	Total Benefits	\$2,674.66 49.94%	\$53.54	\$69.46	\$16.77	\$139.77
		Annual Salary + Benefits	\$96,370.41			
	_					
Step E		\$5.636.63 BM1-	<b>*25.51 *27</b>			
		<b>\$5,626.62</b> /Month	\$37.51 /H	lour		
	Total Benefits	\$2,748.74 48.85%	\$55.84	\$72.44	\$17.49	\$145.76
		Annual Salary + Benefits	\$100,504.31			

# Community Development Specialist Department: Community Development

Step A						
		\$5,725.42 /Month	\$38.17	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	458.03		Office En	nployees	
PERS - Employer	0.143660	822.51				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		4.12				
Health Insurance		1,006.49				
Dental Insurance	0.000200	156.99				
LTD Insurance	0.009200	52.67				
Life Insurance		5.80				
Deferred Comp.	0.026600	0.00 152.30		42.050/	21 220/	
Workers Comp. Vision Benefit	0.020000	37.67	Hourly Rate	42.95%	31.32% City-Wide	Total Hourly
Medicare	0.014500	83.02	& Benefits	Department Overhead	Overhead	-
Medicare	0.014300	63.02	& Belletts	Overneau	Overneau	Rate
	Total Benefits	\$ 2,781.61 48.58%	\$56.71	\$24.36	\$17.76	\$98.84
		Annual Salary + Benefits	\$102,084.31	:		
Step B						
1	_	<b>\$6,011.43</b> /Month	\$40.08	/Hour		
		φ <b>0,011.12</b> /1ν10πμη	Ψ-10.00	/110 <b>u</b> 1		
	Total Benefits	\$2,854.16 47.48%	\$59.10	\$25.38	\$18.51	\$103.00
		Annual Salary + Benefits	\$106,387.10	_		
Step C						
		<b>\$6,311.31</b> /Month	\$42.08	/Hour		
	Total Benefits	\$2,936.32 46.52%	\$61.65	\$26.48	\$19.31	\$107.44
		,			·	·
		Annual Salary + Benefits	\$110,971.52	=		
Step D						
· · · · · · · · · · · ·	_	<b>\$6,626.79</b> /Month	\$44.18	/Hour		
	Total Benefits	\$3,022.75 45.61%	\$64.33	\$27.63	\$20.15	\$112.11
		Annual Salary + Benefits	\$115,794.42			
		Amuai Saiai y + Denemis	φ113,174.42	Ī		
Step E						
		<b>\$6,957.87</b> /Month	\$46.39	/Hour		
	Total Benefits	\$3,113.45 44.75%	\$67.14	\$28.84	\$21.03	\$117.01
		Annual Salary + Benefits	\$120,855.82			
		Annual Salaty + Denemis	φ120,033.02	<b>:</b>		

# Community Development Technician Department: Community Development

		epartment: Communit	J = 0 + 0 = 0 P = = 0 = 0	•		
Step A						
		<b>\$4,732.18</b> /Month	<b>\$31.55</b> /	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.080000	378.57		Office En	nployees	
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.	0.026600	0.00		42.050/	21 220/	
Workers Comp. Vision Benefit	0.026600	125.88 37.67	Haudr Data	42.95%	31.32%	Total Hander
Medicare	0.014500	68.62	Hourly Rate & Benefits	<b>Overhead</b>	City-Wide Overhead	Total Hourly
Medicare	0.014300	08.02	& Belletits	Overneau	Overneau	<u>Rate</u>
	Total Benefits	\$ 2,509.50 53.03%	\$48.28	\$20.73	\$15.12	\$84.14
		Annual Salary + Benefits	\$86,900.14			
Step B						
		<b>\$4,969.66</b> /Month	\$33.13	/Hour		
	Total Benefits	\$2,568.76 51.69%	\$50.26	\$21.58	\$15.74	\$87.58
	Total Benefits	φ2,300.70	φεσ.20	Ψ21.00	Ψ2017 Ι	ψο/100
		Annual Salary + Benefits	\$90,461.02			
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	\$94,250.33			
		·	<u> </u>			
Step D						
		<b>\$5,479.28</b> /Month	\$36.53	/Hour		
	Total Benefits	\$2,708.37 49.43%	\$54.58	\$23.44	\$17.10	\$95.13
		Annual Calamy : Dana@4	¢00 251 04			
		Annual Salary + Benefits	\$98,251.84			
Step E						
		<b>\$5,753.15</b> /Month	\$38.35	/Hour		
	Total Benefits	\$2,783.40 48.38%	\$56.91	\$24.44	\$17.83	\$99.18
		Annual Salary + Benefits	\$102,438.64			
		Amidai Saiai y + Denents	Ψ±0#, TJU.UT			

## Community Service Officer I Department: Police

		Department: 1	once	
Step A				
		<b>\$3,810.01</b> /Month	<b>\$25.40</b> /Hour	
<u>Benefit</u>	<b>Multiplier</b>		Cate	egory
PERS - Employee	0.080000	304.80	Non-Swo	orn Police
PERS - Employer	0.143660	547.35		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		4.12		
Health Insurance		1,006.49		
Dental Insurance LTD Insurance	0.009200	156.99 35.05		
Life Insurance	0.009200	7.90		
Deferred Comp.		0.00		
Workers Comp.	0.026600	101.35	42.32%	31.32%
Vision Benefit		37.67	Hourly Rate Department	
Medicare	0.014500	55.25	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,258.96 59.29%	\$40.46         \$17.12	\$12.67 \$70.26
			<b>472</b> 027 64	
		Annual Salary + Benefits	<u>\$72,827.64</u>	
Step B				
всер В		<b>\$4,000.69</b> /Month	\$26.67 /Hour	
		ψ 1,000.05 /10101111	φ20.07 /110μ1	
	Total Benefits	\$2,303.30 57.57%	<b>\$42.03 \$17.79</b>	<b>\$13.16 \$72.98</b>
		Annual Salary + Benefits	\$75,647.87	
		Annual Salary   Delicities	Ψ15,041.01	
Step C				
*		<b>\$4,200.03</b> /Month	\$28.00 /Hour	
		•		
	Total Benefits	\$2,357.91 56.14%	\$43.72 \$18.50	\$13.69 \$75.92
		Annual Salary + Benefits	\$78,695.28	
		v		
Step D				
		<b>\$4,409.77</b> /Month	\$29.40 /Hour	
	Total Benefits	\$2,415.37 54.77%	\$45.50 \$19.26	\$14.25 \$79.01
		Annual Salary + Benefits	\$81,901.69	
			Ψ01,701,07	
Step E				
		<b>\$4,629.91</b> /Month	\$30.87 /Hour	
	Total Benefits	\$2,475.68 53.47%	\$47.37 \$20.05	<b>\$14.84 \$82.26</b>
			,,	, , , , , , ,
		<b>Annual Salary + Benefits</b>	\$85,267.08	

# Community Service Officer II Department: Police

		Department.	2 000
Step A			
		<b>\$4,200.03</b> /Month	<b>\$28.00</b> /Hour
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</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 Health Insurance		4.12 1,006.49	
Dental Insurance		156.99	
LTD Insurance	0.009200	38.64	
Life Insurance	0.007200	7.90	
Deferred Comp.		0.00	
Workers Comp.	0.026600	111.72	42.32% 31.32%
Vision Benefit		37.67	Hourly Rate Department City-Wide Total Hourly
Medicare	0.014500	60.90	& Benefits Overhead Overhead Rate
	Total Benefits	\$ 2,365.81 56.339	% \$43.77 \$18.53 \$13.71 \$76.01
		Annual Salary + Benefi	ts <u>\$78,790.08</u>
Step B			
		<b>\$4,409.77</b> /Month	\$29.40 /Hour
	Total Benefits	\$2,415.37 54.779	% \$45.50 \$19.26 \$14.25 \$79.01
		Annual Salary + Benefi	ts <u>\$81,901.69</u>
2 2	_		
Step C		Φ4. <b>(20.01</b> , <b>0.4</b> , .1	\$20.0 <b>5</b> 77
		<b>\$4,629.91</b> /Month	\$30.87 /Hour
	Total Benefits	\$2,475.68 53.479	% \$47.37 \$20.05 \$14.84 \$82.26
		Annual Salary + Benefi	ts \$85,267.08
		•	
Step D			
		<b>\$4,862.19</b> /Month	\$32.41 /Hour
	Total Benefits	\$2,539.32 52.239	<b>\$49.34 \$20.88 \$15.46 \$85.68</b>
		Annual Salary + Benefi	ts\$88,818.07_
	_		
Step E		<b>\$5,104.86</b> /Month	\$24.02 /Ho
		φ <b>3,104.00</b> /1011011111	\$34.03 /Hour
	Total Benefits	\$2,605.80 51.059	<b>\$51.40 \$21.76 \$16.10 \$89.26</b>
		Annual Salary + Benefi	ts <u>\$92,527.89</u>

# Construction Inspector I Department: Parks and Recreation

		Depai unent.					
Step A							
		\$5,243.54	/Month	\$34.96	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.080000	419.48			Office En	nployees	
PERS - Employer	0.143660	753.29					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance	0.000200	156.99					
LTD Insurance	0.009200	48.24					
Life Insurance		5.80 0.00					
Deferred Comp. Workers Comp.	0.026600	139.48			104.34%	31.32%	
Vision Benefit	0.020000	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	76.03		& Benefits	Overhead	Overhead	Rate
Wedicare	0.014300	70.03		& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 2,649.59	50.53%	\$52.62	\$54.90	\$16.48	\$124.01
		Annual Salar	y + Benefits	\$94,717.56	:		
Step B							
		\$5,505.28	/Month	\$36.70	/Hour		
		·					
	Total Benefits	\$2,715.50	49.33%	\$54.81	<b>\$57.18</b>	\$17.17	\$129.16
		Annual Salar	v   Ronofite	¢08 640 32			
		Allituai Salai	y + Delients	\$98,649.32	=		
Step C							
Step 8		\$5,780.89	/Month	\$38.54	/Hour		
		φ5,700.07	/ IVIOIIII	φ36.34	/Hour		
	<b>Total Benefits</b>	\$2,791.00	48.28%	\$57.15	\$59.63	\$17.90	\$134.67
		Annual Salar	y + Benefits	\$102,862.71	<b>:</b>		
	_						
Step D		¢	/N / a 41.	A.A. :=	/TT		
		\$6,070.37	/Iviontn	\$40.47	/Hour		
	Total Benefits	\$2,870.31	47.28%	\$59.60	\$62.19	\$18.67	\$140.47
		Annual Salar	v + Renefite	\$107,288.14			
		Amiuai Saiai	J   Denemis	Ψ107,200.14	•		
Step E							
		\$6,373.71	/Month	\$42.49	/Hour		
	Total DanaSta	¢2 052 41	16 240/	¢21 10	¢64 00	¢10 40	\$1 <i>16 51</i>
	Total Benefits	\$2,953.41	46.34%	\$62.18	\$64.88	\$19.48	\$146.54
		Annual Salar	y + Benefits	\$111,925.46			
			-		=		

# Construction Inspector I Department: Public Works

G	_				
Step A					
		<b>\$5,243.54</b> /Month	<b>\$34.96</b> /Hour		
<u>Benefit</u>	Multiplier			<u>Category</u>	
PERS - Employee	0.080000	419.48	Off	ice Employees	
PERS - Employer	0.143660	753.29		1 0	
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	129.73	% 31.32%	
Vision Benefit		37.67	Hourly Rate Departs	ment City-Wide Total	Hourly
Medicare	0.014500	76.03	& Benefits Overh	ead Overhead R	<u>ate</u>
	Total Benefits	\$ 2,649.59 50.53%	\$52.62 \$6	8.27 \$16.48 \$13	7.37
		Annual Salary + Benefits	\$94,717.56		
Step B					
		<b>\$5,505.28</b> /Month	\$36.70 /Hour		
	Total Benefits	\$2,715.50 49.33%	\$54.81 \$71.1	0 \$17.17 \$14.	3.07
		Annual Salary + Benefits	\$98,649.32		
			<del></del>		
Step C					
		<b>\$5,780.89</b> /Month	\$38.54 /Hour		
		+-,·	72 712 1 7 2 2 3 2		
	Total Benefits	\$2,791.00 48.28%	\$57.15 \$74.1	4 \$17.90 \$14	9.18
		Annual Salary + Benefits	\$102,862.71		
Step D					
2.0.¥ _		<b>\$6,070.37</b> /Month	\$40.47 /Hour		
	Total Benefits	\$2,870.31 47.28%	\$59.60 \$77.3	3 \$18.67 \$15	5.60
		Annual Salary + Benefits	\$107,288.14		
Step E					
		<b>\$6,373.71</b> /Month	\$42.49 /Hour		
	Total Benefits	\$2,953.41 46.34%	\$62.18 \$80.6	\$19.48 \$16.	2.33
		Annual Salary + Benefits	\$111,925.46		
		-			

### Construction Inspector II Department: Parks and Recreation

		Department: Parks an	a Recreation	
Step A				
		<b>\$5,780.89</b> /Month	<b>\$38.54</b> /Hour	
<u>Benefit</u>	<b>Multiplier</b>		<u>Ca</u>	<u>tegory</u>
PERS - Employee	0.080000	462.47	Office 1	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.	0.026600	0.00	104.240/	21 220/
Workers Comp. Vision Benefit	0.026600	153.77 37.67	104.34%	31.32% at City-Wide Total Hourly
Medicare	0.014500	83.82	Hourly Rate Departmen & Benefits Overhead	
Medicare	0.014300	03.02	& Benefits Overneau	Overhead Rate
	Total Benefits	\$ 2,796.80 48.38%	\$57.18 \$59.6	<b>\$17.91</b> \$134.76
		Annual Salary + Benefits	\$102,932.31	
Step B				
		<b>\$6,070.37</b> /Month	\$40.47 /Hour	
	Total Benefits	\$2,870.31 47.28%	\$59.60    \$62.19	<b>\$18.67 \$140.47</b>
		Annual Salary + Benefits	\$107,288.14	
Step C				
*		<b>\$6,373.71</b> /Month	\$42.49 /Hour	
		•		
	Total Benefits	\$2,953.41 46.34%	\$62.18 \$64.88	\$19.48 \$146.54
		Annual Salary + Benefits	\$111,925.46	
Step D		Φ	h	
		<b>\$6,692.66</b> /Month	\$44.62 /Hour	
	Total Benefits	\$3,040.79 45.43%	\$64.89 \$67.71	\$20.33 \$152.92
		Annual Salary + Benefits	\$116,801.41	
Step E				
Step E		<b>\$7,027.20</b> /Month	\$46.85 /Hour	
	Total Benefits	\$3,132.44 44.58%	\$67.73 \$70.67	<b>\$21.22 \$159.62</b>
				, <b>422772</b>
		Annual Salary + Benefits	\$121,915.70	

# Construction Inspector II Department: Public Works

G. A			
Step A			A
		<b>\$5,780.89</b> /Month	<b>\$38.54</b> /Hour
<u>Benefit</u>	Multiplier		<u>Category</u>
PERS - Employee	0.080000	462.47	Office Employees
PERS - Employer	0.143660	830.48	r vy
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	129.73% 31.32%
Vision Benefit		37.67	Hourly Rate Department City-Wide Total Hourly
Medicare	0.014500	83.82	& Benefits Overhead Overhead Rate
	Total Benefits	\$ 2,796.80 48.38%	\$57.18 \$74.19 \$17.91 \$149.28
		Annual Salary + Benefit	s <u>\$102,932.31</u>
Step B			
		<b>\$6,070.37</b> /Month	\$40.47 /Hour
	Total Benefits	\$2,870.31 47.28%	\$59.60 \$77.33 \$18.67 \$155.60
		Annual Salary + Benefit	s <u>\$107,288.14</u>
Step C	_		
Step C		<b>\$6,373.71</b> /Month	\$42.40 /Hour
		\$0,373.71 /WOULI	\$42.49 /Hour
	<b>Total Benefits</b>	\$2,953.41 46.34%	\$62.18 \$80.67 \$19.48 \$162.33
		Annual Salary + Benefit	s \$111,925.46
Step D			
		<b>\$6,692.66</b> /Month	\$44.62 /Hour
	Total Benefits	\$3,040.79 45.43%	\$64.89 \$84.18 \$20.33 \$169.40
		Annual Salary + Benefit	s \$116,801.41
		Annual Salat y + Delletti	Ψ110,001.71
Step E			
		<b>\$7,027.20</b> /Month	\$46.85 /Hour
	Total Benefits	\$3,132.44 44.58%	\$67.73 \$87.87 \$21.22 \$176.82
		Annual Salary + Benefit	s _ \$121,915.70_

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

Step A						
	_	<b>\$4,862.19</b> /Month	\$32.41	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
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.	0.026600	0.00				
Workers Comp.	0.026600	129.33	IIl D - 4 -	129.73%	31.32%	T-4-1 II
Vision Benefit Medicare	0.014500	37.67	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	70.50	& Benefits	<u>Overhead</u>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,545.12 52.35%	\$49.38	\$64.06	\$15.47	\$128.92
		Annual Salary + Benefits	\$88,887.67	=		
Step B						
*		<b>\$5,104.86</b> /Month	\$34.03	/Hour		
		•				
	Total Benefits	\$2,605.80 51.05%	\$51.40	\$66.69	\$16.10	\$134.19
		Annual Salary + Benefits	\$92,527.89			
		·				
Step C						
		<b>\$5,359.67</b> /Month	\$35.73	/Hour		
	T 15 0	40.477.44	<b>* - - - -</b>	<b>.</b>	44 < 20	4420.04
	Total Benefits	\$2,675.61 49.92%	\$53.57	\$69.50	\$16.78	\$139.84
		Annual Salary + Benefits	\$96,423.30	=		
Step D						
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	\$100,530.75	=		
Step E						
Stop E		<b>\$5,909.16</b> /Month	\$39.39	/Hour		
	Total Benefits	\$2,826.14 47.83%	\$58.24	<b>\$75.55</b>	\$18.24	\$152.03
	Total Denetits	φ2,020.14 47.03%	φ30.44	φ13.33	φ <b>10.44</b>	φ <b>132.U3</b>
		Annual Salary + Benefits	\$104,823.64	∃		

### Deputy City Attorney Department: City Attorney

Step A							
Step 11		7,438.02	/Month	\$49.59	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.080000	595.04		Non-Swe	orn Managemen	nt & Mid-Mar	nagement
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			31.80%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	107.85		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,389.13	45.56%	\$72.18	\$22.95	\$22.61	\$117.74
		Annual Sala	ry + Benefits	\$129,925.81			
		Amiuai Saia	ny + Denemes	\$127,723.01	•		
Step B		- 010 -0	2.5				
		7,810.70	/Month	\$52.07	/Hour		
	Total Benefits	\$3,492.94	44.72%	\$75.36	\$23.96	\$23.60	\$122.92
		Annual Sala	ry + Benefits	\$135,643.69	ı		
Step C							
Suf C		8,200.72	/Month	\$54.67	/Hour		
	Total Benefits	\$3,601.58	43.92%	\$78.68	\$25.02	\$24.65	\$128.35
		Annual Sala	ry + Benefits	\$141,627.61	•		
Step D							
Биер Б		8,611.53	/Month	\$57.41	/Hour		
	Total Benefits	\$3,716.01	43.15%	\$82.18	\$26.13	\$25.74	\$134.06
		Annual Sala	ry + Benefits	\$147,930.50			
Stop E					•		
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 Sala	ry + Benefits	\$154,525.98	ı		

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

Step A							
		\$9,098.62	/Month	\$60.66	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.080000	727.89		Non-Swe	orn Managemen	nt & Mid-Mar	agement
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			129.73%	31.32%	
Vision Benefit		37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	 131.93	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,851.69	42.33%	\$86.34	\$112.01	\$27.04	\$225.38
		Annual Sala	ry + Benefits	\$155,403.73			
		111111111111111111111111111111111111111	- J - 201101105	<del></del>	1		
Step B							
1	_	\$9,552.77	/Month	\$63.69	/Hour		
	Total Benefits	\$3,978.19	41.64%	\$90.21	\$117.03	\$28.26	\$235.49
		Annual Sala	ry + Benefits	\$162,371.57			
Step C							
		\$10,031.19	/Month	\$66.87	/Hour		
	Total Benefits	¢4 111 46	40.000/	\$04.29	¢122.22	¢20.52	\$246.14
	Total Benefits	\$4,111.46	40.99%	\$94.28	\$122.32	\$29.53	\$246.14
		Annual Sala	ry + Benefits	\$169,711.78	_		
		 			<u> </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 Sala	ry + Benefits	\$177,397.65			
		Amidai Sala	i j i Denents	Ψ111,371.03	i		
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 Sala	ry + Benefits	\$185,482.43			
		· · · · · · · · · · · · · · · · · · ·	-, Denemes	ψ100,1021.10	!		

# Director of Community Development Department: Community Development

Step A							
1	_	\$10,833.75	/Month	\$72.23	/Hour		
<u>Benefit</u>	Multiplier				Categ	gory	
PERS - Employee	0.080000	921.70			Non-Sworn	n 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			42.95%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	157.09	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 5,176.28	47.78%	\$106.73	\$45.84	\$33.43	\$186.01
		Annual Sala	ry + Benefits	\$192,120.33	<u>.</u>		
G. B							
Step B		<b>411 257 20</b>	0.6 .1		~~		
		\$11,376.30	/Month	\$75.84	/Hour		
	Total Benefits	\$5,327.40	46.83%	\$111.36	\$47.83	\$34.88	\$194.07
		Annual Sala	ry + Benefits	\$200,444.46	•		
Step C							
Step C		\$11,944.86	/Month	\$79.63	/Llour		
		φ11, <b>244.</b> 00	/Wionin	\$79.03	/Houi		
	Total Benefits	\$5,485.78	45.93%	\$116.20	\$49.91	\$36.40	\$202.51
		Annual Sala	ry + Benefits	\$209,167.64	<u>.</u>		
G. D							
Step D		\$12,542.88	/Month	\$83.62	/Hour		
	T-4-1 D 64-					\$20.00	¢211 40
	Total Benefits	\$5,652.36	45.06%	\$121.30	\$52.10	\$38.00	\$211.40
		Annual Sala	ry + Benefits	\$218,342.83	•		
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 Sala	ry + Benefits	\$227,970.15	<b>:</b>		

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

G			uns una r				
Step A		<b>440.022.55</b>	2.5	φ=0.00	/T.T		
		\$10,833.75	/Month	\$72.23	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.080000	921.70			Non-Swori	n 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.	0.00.5500	110.00					
Workers Comp.	0.026600	288.18		TT 1 D 4	104.34%	31.32%	T
Vision Benefit	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	 157.09	•	& Benefits	<b>Overhead</b>	Overhead	Rate
	Total Benefits	\$ 5,176.28	47.78%	\$106.73	\$111.37	\$33.43	\$251.53
		Annual Sala	ry + Benefits	\$192,120.33			
					-		
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 Sala	ry + Benefits	\$200,444.46			
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 Sala	ry   Ronofite	\$209,167.64			
		Alliuai Saia	y + Denents	φ202,107.04			
Step D							
Step D	_	\$12,542.88	/Month	\$83.62	/Hour		
	Total Benefits	\$5,652.36	45.06%	\$121.30	\$126.57	\$38.00	\$285.86
					4	40000	7
		Annual Sala	ry + Benefits	\$218,342.83	•		
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 Sala	ry + Benefits	\$227,970.15	_		
					•		

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

Step A							
2 W.F 12		11,506.31	/Month	<b>\$76.71</b>	/Hour		
<u>Benefit</u>	Multiplian	,		•			
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>201 y</u>	
PERS - Employee	0.080000	978.92			Non-Sworn	n Director	
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			129.73%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	 166.84	_	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
7	Total Benefits	\$ 5,415.84	47.07%	\$112.81	\$146.36	\$35.34	\$294.51
		Annual Sala	ry + Benefits	\$203,065.86	:		
Step B							
1	-	12,081.80	/Month	\$80.55	/Hour		
		ŕ				4260	h20 <b>=</b> 24
1	Total Benefits	\$5,576.15	46.15%	\$117.72	\$152.72	\$36.87	\$307.31
		Annual Sala	ry + Benefits	\$211,895.37	:		
Step C							
1	_	12,686.75	/Month	\$84.58	/Hour		
		,		40.000			
7	Total Benefits	\$5,744.66	45.28%	\$122.88	\$159.41	\$38.49	\$320.78
		Annual Sala	ry + Benefits	\$221,176.88	:		
Step D							
	•	13,321.18	/Month	\$88.81	/Hour		
_	T ( I D . C')					φ40.4Ω	<b>#</b> 224.00
1	Total Benefits	\$5,921.38	44.45%	\$128.28	\$166.43	\$40.18	\$334.89
		Annual Sala	ry + Benefits	\$230,910.68	•		
Step E							
		13,986.80	/Month	\$93.25	/Hour		
7	Total Benefits	\$6,106.79	43.66%	\$133.96	\$173.79	\$41.96	\$349.70
		Annuai Sala	ry + Benefits	\$241,123.02	:		

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

		- P	0 0 111111111110,	Developmen			
Step A							
		8,081.11	/Month	\$53.87	/Hour		
D £4	Maritimi				Cata		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>zory</u>	
PERS - Employee	0.080000	646.49		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.143660	1,160.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		4.12					
Dental Insurance		1,006.49 156.99					
LTD Insurance	0.009200	74.35					
Life Insurance	0.009200	37.09					
Deferred Comp.	0.000233	110.00					
Workers Comp.	0.026600	214.96			42.95%	31.32%	
Vision Benefit	0.020000	37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	117.18		& Benefits	Overhead	Overhead	Rate
			-				
	<b>Total Benefits</b>	\$ 3,568.26	44.16%	\$77.66	\$33.36	\$24.33	\$135.34
		Annual Sala	ry + Benefits	\$139,792.48	Ī		
Step B							
		8,484.99	/Month	\$56.57	/Hour		
	T ID C	Φ2 C00 <b>7</b> C	42.200/	<b>001.11</b>	<b>#24.02</b>	φο <i>Ε</i> 41	<b>414134</b>
	Total Benefits	\$3,680.76	43.38%	\$81.11	\$34.83	\$25.41	\$141.34
		Annual Sala	ry + Benefits	\$145,989.05			
		Alliuai Sala	if y + Belletits	φ143,767.03	•		
Step C							
Step C		0 000 40	/Month	¢50.40	/11		
		8,909.68	/Month	\$59.40	/Hour		
	Total Benefits	\$3,799.06	42.64%	\$84.72	\$36.39	\$26.54	\$147.65
		, - ,			,	,	,
		Annual Sala	ry + Benefits	\$152,504.90	_		
					<u> </u>		
Step D							
	<del></del>	9,355.16	/Month	\$62.37	/Hour		
		,					
	Total Benefits	\$3,923.15	41.94%	\$88.52	\$38.02	\$27.73	\$154.27
			at.	44.50.000.50			
		Annual Sala	ry + Benefits	\$159,339.72	Ī		
α. Ε							
Step E							
		9,823.18	/Month	\$65.49	/Hour		
	Total Benefits	\$4.052.52	41 260/	¢02 51	¢20 72	മോള വര	¢161 22
	rotal benefits	\$4,053.52	41.26%	\$92.51	\$39.73	\$28.98	\$161.22
		Annual Sala	ry + Benefits	\$166,520.36			
		imiuai gala	n <sub>j</sub> i Delicins	Ψ100,520,50	:		

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

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

# Engineering Manager Department: Public Works

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

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

		Department: Publi	0 ,, 01110	
Step A		\$6,075.57 /Month	<b>\$40.50</b> /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Cate	<u>egory</u>
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance	0.080000 0.143660	486.05 872.82 2.00 0.00 4.12 1,006.49 156.99	Office E	mployees
LTD Insurance Life Insurance Deferred Comp.	0.009200	55.90 5.80 0.00		
Workers Comp. Vision Benefit Medicare	0.026600 0.014500	161.61 37.67 88.10	Hourly Rate  & Benefits  Department Overhead	31.32% City-Wide Total Hourly Overhead Rate
	Total Benefits	\$ 2,877.53 47.36%	\$59.69 \$77.43	<b>\$18.70 \$155.82</b>
		Annual Salary + Benefits	\$107,437.24	
Step B		\$6,378.91 /Month	\$42.53 /Hour	440.40
	Total Benefits	\$2,954.84 46.32%  Annual Salary + Benefits	\$62.22 \$80.73 \$112,004.95	\$19.49 \$162.44
Step C	Total Benefits	<b>\$6,697.86</b> /Month \$3,042.22 45.42%	\$44.65 /Hour <b>\$64.93 \$84.24</b>	\$20.34
		Annual Salary + Benefits	\$116,880.91	,
Step D		<b>\$7,032.40</b> /Month	\$46.88 /Hour	
	Total Benefits	\$3,133.87 44.56% <b>Annual Salary + Benefits</b>	\$67.78 \$87.93 \$121,995.20	\$21.23 \$176.93
Step E				
	Total Benefits	<b>\$7,384.28</b> /Month \$3,230.27 43.75%	\$49.23 /Hour \$ <b>70.76 \$91.80</b>	<b>\$22.17 \$184.73</b>
		Annual Salary + Benefits	\$127,374.57	

# **Engineering Technician Department: Public Works**

~ .						
Step A						
		<b>\$5,285.14</b> /Month	\$35.23 /I	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	422.81		Office Em	nplovees	
PERS - Employer	0.143660	759.26			1 - 3	
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		129.73%	31.32%	
Vision Benefit		37.67		Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	76.63	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,660.99 50.35%	\$52.97	\$68.72	\$16.59	\$138.29
		Annual Salary + Benefits	\$95,353.52			
Step B						
Step B		\$5,548.61 /Month	\$36.99 /H	Louin		
		\$5,546.01 /WORUI	\$30.99 / [	10u1		
	Total Benefits	\$2,727.37 49.15%	\$55.17	\$71.58	\$17.28	\$144.03
		Annual Salary + Benefits	\$99,311.73			
Step C						
		<b>\$5,825.96</b> /Month	\$38.84 /H	Hour		
		•				
	Total Benefits	\$2,803.35 48.12%	\$57.53	\$74.63	\$18.02	\$150.18
		Annual Salary + Benefits	\$103,551.72			
Step D	_					
Step D		<b>\$6,117.17</b> /Month	\$40.78 /H	Hour		
	Total Dara-fits	·			¢10 <i>7</i> 0	<b>\$156.64</b>
	Total Benefits	\$2,883.13 47.13%	\$60.00	\$77.84	\$18.79	<b>ф150.04</b>
		Annual Salary + Benefits	\$108,003.60			
Step E						
	_	<b>\$6,422.25</b> /Month	\$42.82 /H	Hour		
	Total Benefits	\$2,966.71 46.19%	\$62.59	\$81.20	\$19.61	\$163.40
		Annual Salary + Benefits	\$112,667.52			

# **Equipment Mechanic Department: Public Works**

		Department. Tubi	e vvoins		
Step A					
		<b>\$4,752.98</b> /Month	<b>\$31.69</b> /Hour		
<u>Benefit</u>	Multiplier		<u>Ca</u>	<u>tegory</u>	
PERS - Employee	0.080000	380.24	Public Work	s - 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 LTD Insurance	0.009200	156.99 43.73			
Life Insurance	0.009200	5.80			
Deferred Comp.		0.00			
Workers Comp.	0.026600	126.43	129.73%	31.32%	
Vision Benefit	0.020000	37.67	Hourly Rate Departmen		<b>Total Hourly</b>
Medicare	0.014500	68.92	& Benefits Overhead	•	Rate
	Total Benefits	\$ 2,515.20 52.92%	\$48.45 \$62.8	6 \$15.18	\$126.49
		A LC L D etc	Φ0 <b>2 3</b> 10 13		
		Annual Salary + Benefits	\$87,218.12		
Step B					
I.		<b>\$4,990.46</b> /Month	\$33.27 /Hour		
	Total Benefits	\$2,574.46 51.59%	\$50.43    \$65.43	\$15.80	\$131.66
	Total Beliefits	\$2,374.40 31.37/0	φουιτο φυσιτο	φ13.00	φ131.00
		Annual Salary + Benefits	\$90,779.00		
Step C					
*		<b>\$5,240.07</b> /Month	\$34.93 /Hour		
		•			
	Total Benefits	\$2,642.84 50.44%	<b>\$52.55 \$68.18</b>	\$16.46	\$137.19
		Annual Salary + Benefits	\$94,594.91		
Step D					
		<b>\$5,501.81</b> /Month	\$36.68 /Hour		
	Total Benefits	\$2,714.55 49.34%	\$54.78 \$71.06	\$17.16	\$143.00
		Annual Salary + Benefits	\$08 <b>5</b> 04 27		
		Annuai Saiary + Benefits	\$98,596.27		
Step E					
		\$5,777.42 /Month	\$38.52 /Hour		
	Total Benefits	\$2,790.05 48.29%	<b>\$57.12 \$74.10</b>	<b>\$17.89</b>	\$149.11
		Annual Salary + Benefits	\$102,809.66		

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

~ .	_	Department. Aum				
Step A						
		<b>\$4,974.86</b> /Month	\$33.17 /	Hour		
<u>Benefit</u>	<b>Multiplier</b>		<u>Category</u>			
PERS - Employee	0.080000	397.99		Office En	nployees	
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		32.11%	31.32%	
Vision Benefit		37.67	•	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	72.14	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,575.98 51.78%	\$50.34	\$16.16	\$15.77	\$82.27
		Annual Salary + Benefits	\$90,610.11			
Step B						
*		<b>\$5,224.47</b> /Month	\$34.83 /	Hour		
		, - , <u></u>	72.132.7			
	Total Benefits	\$2,638.57 50.50%	\$52.42	\$16.83	\$16.42	\$85.67
		Annual Salary + Benefits	\$94,356.43			
Step C						
200p 2		<b>\$5,486.21</b> /Month	\$36.57 /	Hour		
		φ5,400.21 /10101111	φ30.37 /1	Hour		
	Total Benefits	\$2,710.27 49.40%	\$54.64	\$17.55	\$17.12	\$89.31
		Annual Salary + Benefits	\$98,357.79			
		•				
Step D						
		<b>\$5,760.09</b> /Month	\$38.40 /	Hour		
	Total Benefits	\$2,785.30 48.36%	\$56.97	\$18.29	\$17.84	\$93.11
				+-~- <b>-</b> >	····	7 7.2.2
		Annual Salary + Benefits	\$102,544.73			
Step E						
		<b>\$6,047.83</b> /Month	\$40.32 /	Hour		
	Total Benefits	\$2,864.13 47.36%	\$59.41	\$19.08	\$18.61	\$97.10
		Annual Salary + Benefits	\$106,943.56			
		Amiuai Saiai y + Dellellis	φ100,943.30			
I						

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

		Department. City				
Step A						
		<b>\$4,974.86</b> /Month	\$33.17	/Hour		
<u>Benefit</u>	<b>Multiplier</b>			Cates	gory	
PERS - Employee	0.080000	397.99	Office Employees			
PERS - Employer	0.143660	714.69		Office En	nproyees	
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		31.80%	31.32%	
Vision Benefit		37.67	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	72.14	& Benefits	<b>Overhead</b>	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,575.98 51.78%	\$50.34	\$16.01	\$15.77	\$82.11
		Annual Calany   Danafita	¢00 €10 11			
		Annual Salary + Benefits	\$90,610.11	=		
Step B						
Step B		\$5.004.47 /Manuala	#24.02	/11		
		<b>\$5,224.47</b> /Month	\$34.83	/Hour		
	Total Benefits	\$2,638.57 50.50%	\$52.42	<b>\$16.67</b>	\$16.42	\$85.51
		Annual Salary + Benefits	\$94,356.43	=		
~ ~	_					
Step C						
		<b>\$5,486.21</b> /Month	\$36.57	/Hour		
	T. (.1 D C.	¢2.710.27 40.400/	<b>\$54.64</b>	<b>415.35</b>	<b>415 13</b>	¢00.12
	Total Benefits	\$2,710.27 49.40%	\$54.64	\$17.37	\$17.12	\$89.13
		Annual Salary + Benefits	\$98,357.79			
		•		<b>=</b>		
Step D						
*	_	<b>\$5,760.09</b> /Month	\$38.40	/Hour		
	Total Benefits	\$2,785.30 48.36%	\$56.97	\$18.11	\$17.84	\$92.93
	Total Delicities	φ2,705.50 +0.50/0	φ50.97	Ψ10•11	Ψ±7•04	ψ2 <b>262</b> 3
		Annual Salary + Benefits	\$102,544.73	•		
Step E						
- Step E		<b>\$6,047.83</b> /Month	\$40.32	/Hour		
		φ <b>υ,υ+7.03</b> /ΙΝΙΟΠΙΙΙ	\$40.32	/110u1		
	Total Benefits	\$2,864.13 47.36%	\$59.41	\$18.89	\$18.61	\$96.91
		Annual Salary + Benefits	\$106,943.56	<b>∃</b>		

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

Step A							
		\$4,974.86	/Month	\$33.17	/Hour		
D £4	M14:1:				Cata		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	397.99	)		Office En	nployees	
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	;		42.32%	31.32%	
Vision Benefit		37.67	•	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	72.14	<u> </u>	& Benefits	Overhead	Overhead	Rate
			_				
	<b>Total Benefits</b>	\$ 2,575.98	51.78%	\$50.34	\$21.30	\$15.77	\$87.41
		Annual Sala	ry + Benefits	\$90,610.11	•		
					•		
Step B							
*		\$5,224.47	/Month	\$34.83	/Hour		
		Ψε,==	7111011111	ψ3 1.03	/110 <b>u</b> 1		
	<b>Total Benefits</b>	\$2,638.57	50.50%	\$52.42	\$22.19	\$16.42	\$91.03
		Annual Sala	ry + Benefits	\$94,356.43			
Step C							
	_	\$5,486.21	/Month	\$36.57	/Hour		
		φ3,400.21	/WiOnth	\$30.37	/Houi		
	Total Benefits	\$2,710.27	49.40%	\$54.64	\$23.13	\$17.12	\$94.89
		<del>,</del> ,		7	+	<b>*</b>	47 3307
		Annual Sala	ry + Benefits	\$98,357.79			
					•		
Stop D							
Step D		Φ <i>Ε</i> <b>π</b> ζ Ω ΩΩ	/N /	***			
		\$5,760.09	/Month	\$38.40	/Hour		
	Total Benefits	\$2,785.30	48.36%	\$56.97	\$24.11	\$17.84	\$98.92
	Total Belletits	\$2,765.50	46.30%	\$30.97	<b>Ф24.11</b>	φ17.0 <del>4</del>	\$90.92
		Annual Sala	ry + Benefits	\$102,544.73			
		Aimuai Sala	ny + Denents	φ102,344.73	ı		
C( E							
Step E		* - o					
		\$6,047.83	/Month	\$40.32	/Hour		
	T. (.1D C.	<b>#2.024.12</b>	47.060	<b>\$50.44</b>	<b>\$35.45</b>	<b>\$10.71</b>	<b>0102.15</b>
	Total Benefits	\$2,864.13	47.36%	\$59.41	\$25.15	\$18.61	\$103.17
		A mmy-al Gal-	Domante	¢106 042 56			
		Annual Sala	ry + Benefits	\$106,943.56	i		

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

C	<u> </u>	Timent. Finance & In			
Step A		\$5.276.47 /Mandle	\$25.10 /II		
		<b>\$5,276.47</b> /Month	<b>\$35.18</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<b>Category</b>	
PERS - Employee	0.080000	422.12	Of	fice 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	0.000	156.99			
LTD Insurance	0.009200	48.54			
Life Insurance		5.80			
Deferred Comp.	0.026600	0.00	25.5	<b>5</b> 0/ 21 220/	
Workers Comp. Vision Benefit	0.026600	140.35 37.67	27.55		Total Hourly
Medicare	0.014500	37.67 76.51	Hourly Rate Depart & Benefits Over		-
Medicare	0.014300	/0.31	& Delients Over	neau Overneau	<u>Rate</u>
	Total Benefits	\$ 2,658.61 50.39%	<b>\$52.90 \$</b>	14.57 \$16.57	\$84.04
		Annual Salary + Benefits	\$95,220.98		
Step B					
*		<b>\$5,539.95</b> /Month	\$36.93 /Hour		
		ŕ			
	Total Benefits	\$2,724.99 49.19%	<b>\$55.10 \$15.</b>	18 \$17.26	\$87.54
		Annual Salary + Benefits	\$99,179.34		
		•			
Step C					
		\$5,817.29 /Month	\$38.78 /Hour		
		•			
	Total Benefits	\$2,800.97 48.15%	<b>\$57.46 \$15.</b>	83 \$18.00	\$91.28
		Annual Salary + Benefits	\$103,419.18		
		Amidai Salai y + Delicitis	φ103,412.10		
Step D					
		<b>\$6,108.50</b> /Month	\$40.72 /Hour		
		•			
	Total Benefits	\$2,880.75 47.16%	\$59.93 \$16.	<b>\$18.77</b>	\$95.21
		Annual Salary + Benefits	\$107,871.06		
		Annual Salat y + Deficits	φ107,071.00		
Step E					
	_	<b>\$6,413.58</b> /Month	\$42.76 /Hour		
		•		AA +10 ==	400.55
	Total Benefits	\$2,964.33 46.22%	<b>\$62.52 \$17.</b>	22 \$19.58	\$99.33
		Annual Salary + Benefits	\$112,534.97		
		Aminai Salai y + Dellellis	Ψ1129007071		

# Fleet Manager Department: Public Works

		Department. Tubi	TO THE			
Step A						
		<b>\$6,273.17</b> /Month	\$41.82	/Hour		
<u>Benefit</u>	Multiplier			Cates	gory	
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	0.000200	156.99				
LTD Insurance Life Insurance	0.009200 0.000255	57.71 28.79				
Deferred Comp.	0.000233	110.00				
Workers Comp.	0.026600	166.87		129.73%	31.32%	
Vision Benefit	0.020000	37.67	Hourly Rate	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	90.96	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,064.66 48.85%	\$62.25	\$80.76	\$19.50	\$162.51
		A 1 C - 1 D 6 4	¢112.052.00			
		Annual Salary + Benefits	\$112,053.98	<b>=</b>		
Step B						
		<b>\$6,586.92</b> /Month	\$43.91	/Hour		
	Total Benefits	\$3,152.06 47.85%	\$64.93	\$84.23	\$20.34	\$169.49
		Annual Salary + Benefits	\$116,867.72			
Store C						
Step C		<b>\$6,916.27</b> /Month	¢46 11	/House		
		\$0,910.27 /WORLIN	\$46.11	/Hour		
	Total Benefits	\$3,243.80 46.90%	\$67.73	\$87.87	\$21.22	\$176.82
		Annual Salary + Benefits	\$121,920.80			
		,				
Step D						
		<b>\$7,262.95</b> /Month	\$48.42	/Hour		
	Total Benefits	\$3,340.36 45.99%	\$70.69	\$91.71	\$22.14	\$184.54
		Annual Salary + Benefits	\$127,239.78	i.		
Step E						
		<b>\$7,626.96</b> /Month	\$50.85	/Hour		
	Total Danafita	•			¢22 11	\$192.64
	Total Benefits	\$3,441.76 45.13%	\$73.79	\$95.73	\$23.11	<b>Ф174.04</b>
		Annual Salary + Benefits	\$132,824.64	<u> </u>		

# Geographic Info. Systems Coordinator Department: Public Works

Step A							
		\$7,202.28	/Month	\$48.02	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.080000	576.18		Non-Sworn Management & Mid-Management			
PERS - Employer	0.143660	1,034.68		NOII-5WG	om Managemen	ii & Miu-Mai	lagement
PERS Survivor	0.143000	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			129.73%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	104.43		& Benefits	Overhead	Overhead	<u>Rate</u>
			-				
	Total Benefits	\$ 3,323.47	46.14%	\$70.17	\$91.04	\$21.98	\$183.19
		Annual Sala	ry + Benefits	\$126,308.94			
		Aiiiuai Saia	if y + Belletits	\$120,300.94	ı		
Ston D							
Step B		φ <b>π 5</b> (2 92	/N / 1-	<b>\$50.43</b>			
		\$7,562.82	/Month	\$50.42	/Hour		
	Total Benefits	\$3,423.89	45.27%	\$73.24	\$95.02	\$22.94	\$191.21
		Annual Sala	ry + Benefits	\$131,840.56	!		
Step C							
Step C		Φ <b>5</b> 0 40 <b>5</b> 1	<b>7</b> . 6 1				
		\$7,940.71	/Month	\$52.94	/Hour		
	Total Benefits	\$3,529.15	44.44%	\$76.47	\$99.20	\$23.95	\$199.62
		1-7-		•	,	,	,
		Annual Sala	ry + Benefits	\$137,638.38			
Step D							
		\$8,337.65	/Month	\$55.58	/Hour		
	T ID C	#2 <b>(20 72</b>	12.650/	<b>450.05</b>	<b>#102.50</b>	φα <b>ς</b> 01	Φ200 4 <b>5</b>
	Total Benefits	\$3,639.72	43.65%	\$79.85	\$103.59	\$25.01	\$208.45
		Annual Sala	ry + Benefits	\$143,728.47			
			,	T = 10,1 20117	i		
Step E							
		\$8,755.40	/Month	\$58.37	/Hour		
		•				4	A
	Total Benefits	\$3,756.09	42.90%	\$83.41	\$108.21	\$26.13	\$217.75
		Annual Cala	mr   Donofite	¢150 127 04			
		Amuai Sala	ry + Benefits	\$150,137.84	•		

# Grants Program Manager Department: Finance & Information Systems

G	•			mation Syst			
Step A		<b>46.250.25</b>	0 f .i	<b>44.0</b> 6	/T.T		
		\$6,278.37	/Month	\$41.86	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.080000	502.27		Non-Swo	orn Managemei	nt & Mid-Mar	agement
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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.04		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,066.11	48.84%	\$62.30	\$17.16	\$19.51	\$98.97
		Annual Salar	y + Benefits	\$112,133.76	:		
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 Salar	y + Benefits	\$116,947.50			
	_				•		
Step C		<b></b>					
		<b>\$6,921.47</b>	/Month	\$46.14	/Hour		
	Total Benefits	\$3,245.25	46.89%	\$67.78	\$18.67	\$21.23	\$107.68
		Annual Salar	v + Renefits	\$122,000.59			
			. 2 01101103	<del>+122,000,00</del>	! 		
Step D							
		<b>\$7,268.15</b>	/Month	\$48.45	/Hour		
	Total Benefits	\$3,341.81	45.98%	\$70.73	\$19.49	\$22.16	\$112.37
		Annual Salar	y + Benefits	\$127,319.56	ı		
Step E							
- 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 Salar		\$132,904.42	•	•	
		Amiuai Salar	y + Denemis	φ134,7U4.4 <u>4</u>	:		

# Housing Analyst Department: Community Development

G. A			•				
Step A		<b></b>		<b></b>	<i></i>		
		\$6,339.04	/Month	\$42.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	507.12		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
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		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.92		& Benefits	<b>Overhead</b>	Overhead	Rate
			-				
	Total Benefits	\$ 3,083.01	48.64%	\$62.81	\$26.98	\$19.68	\$109.47
		Annual Sala	ry + Benefits	\$113,064.60			
			i j · Delicites	Ψ110,001100	•		
Step B							
Step B		ΦC (5C 3C	0 f .1	<b>44.2</b> 0	~~		
		\$6,656.26	/Month	\$44.38	/Hour		
	Total Benefits	\$3,171.37	47.64%	\$65.52	\$28.14	\$20.52	\$114.18
		Annual Sala	ry + Benefits	\$117,931.57	i		
Step C							
Step C		¢	/N / a 4 la	<b>#46.50</b>	/11		
		\$6,989.07	/Month	\$46.59	/Hour		
	Total Benefits	\$3,264.08	46.70%	\$68.35	\$29.36	\$21.41	\$119.12
		Annual Sala	ry + Benefits	\$123,037.75	ı		
Ston D							
Step D		¢7 220 22	Month	¢40.03	/II		
		\$7,339.22	/1VIOIIII	\$48.93	/Hour		
	Total Benefits	\$3,361.61	45.80%	\$71.34	\$30.64	\$22.35	\$124.32
		Annual Cala	ry + Benefits	\$128,409.96			
		Annuai Sala	ry + Denemis	\$140, <del>4</del> 09.96	:		
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 Sala	ry + Benefits	\$134,048.06			
		Aimuai Sala	1 y + Delicints	φ13 <b>7,</b> 0 <b>7</b> 0.00	i		

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

C4 A							
Step A		\$3,709.48	/Month	\$24.73	/Hour		
		ψ5,7 07.40	/IVIOIIIII	Ψ24.73	/110 <b>u</b> 1		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	296.76			Office En	nployees	
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		<b></b>	32.11%	31.32%	
Vision Benefit	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	53.79	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,229.32	60.10%	\$39.59	\$12.71	\$12.40	\$64.71
		Annual Sala	ry + Benefits	\$71,265.59			
Step B							
		\$3,894.95	/Month	\$25.97	/Hour		
	Total Benefits	\$2,274.33	58.39%	\$41.13	\$13.21	\$12.88	\$67.22
		Annual Sala	ry + Benefits	\$74,031.37			
		Amidai Saia	Ty   Delicines	Ψ74,031.37	•		
Step C							
Step C		¢4 000 00	/M = ==41=	<b>#27.2</b> 6	7.1		
		\$4,089.09	/Month	\$27.26	/Hour		
	Total Benefits	\$2,327.52	56.92%	\$42.78	\$13.74	\$13.40	\$69.91
		,					·
		Annual Sala	ry + Benefits	\$76,999.29	_		
					-		
Step D							
		\$4,293.63	/Month	\$28.62	/Hour		
		. ,					
	<b>Total Benefits</b>	\$2,383.55	55.51%	\$44.51	\$14.29	\$13.94	\$72.75
				400 1511			
		Annual Sala	ry + Benefits	\$80,126.19	•		
C. F.							
Step E							
		\$4,508.57	/Month	\$30.06	/Hour		
	Total Dan - Ct.	\$2.442.44	5 A 170/	¢46.24	¢14 00	¢1.4.50	\$75.74
	Total Benefits	\$2,442.44	54.17%	\$46.34	\$14.88	\$14.52	\$75.74
		Annual Sala	ry + Benefits	\$83,412.09			
		imuai bala	I, Delicino	ψυυ,τι2.07	•		

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

C4 A							
Step A		\$4,089.09	/Month	\$27.26	/Hour		
		Ψ 1,000100	, 1,101111	Ψ27120			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	327.13			Office En	nployees	
PERS - Employer	0.143660	587.44					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance LTD Insurance	0.009200	156.99 37.62					
Life Insurance	0.009200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	108.77			32.11%	31.32%	
Vision Benefit	0.020000	37.67		<b>Hourly Rate</b>	<b>Department</b>	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	59.29		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,333.32	57.06%	\$42.82	\$13.75	\$13.41	\$69.98
		Annual Salar	ry + Benefits	\$77,068.89	•		
C. D							
Step B		<b>4.000 60</b>					
		\$4,293.63	/Month	\$28.62	/Hour		
	Total Benefits	\$2,383.55	55.51%	\$44.51	\$14.29	\$13.94	\$72.75
				*******			
		Annual Salaı	ry + Benefits	\$80,126.19	ı		
Step C							
		\$4,508.57	/Month	\$30.06	/Hour		
		Ψ 1,2 0012 /	,111011111	Ψ30.00	/110 <b>u</b> 1		
	Total Benefits	\$2,442.44	54.17%	\$46.34	\$14.88	\$14.52	\$75.74
		Annual Salar	ry + Benefits	\$83,412.09			
					! 		
Step D							
		\$4,733.92	/Month	\$31.56	/Hour		
	Total Benefits	\$2,504.17	52.90%	\$48.25	\$15.50	\$15.11	\$78.86
		Annual Salar	ry + Benefits	\$86,857.14	ı		
Step E							
		\$4,971.39	/Month	\$33.14	/Hour		
	Total Benefits	\$2,569.23	51.68%	\$50.27	\$16.14	\$15.75	\$82.16
		Annual Salar	ry + Benefits	\$90,487.46			
				,	I		

# Human Resources Manager Department: Administration

G						
Step A		<b></b>	A=1 -A			
		<b>\$7,743.10</b> /Month	\$51.62	/Hour		
<u>Benefit</u>	<b>Multiplier</b>			Cates	gory	
PERS - Employee	0.080000	619.45	Non-Swo	orn Managemer	nt & Mid-Mar	nagement
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		32.11%	31.32%	
Vision Benefit		37.67	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	112.27	& Benefits	Overhead	<b>Overhead</b>	<b>Rate</b>
	Total Benefits	\$ 3,474.11 44.87%	\$74.78	\$24.01	\$23.42	\$122.22
	Total Belieffts			Ψ24.01	Ψ23.42	Ψ <b>122.22</b>
		Annual Salary + Benefits	\$134,606.53			
Step B						
	_	<b>\$8,129.65</b> /Month	\$54.20	/Hour		
		1-9				
	Total Benefits	\$3,581.78 44.06%	\$78.08	\$25.07	\$24.46	\$127.60
		Annual Salary + Benefits	\$140,537.21			
Step C	_					
Step C		ΦΩ <b>525</b> 00 /M	Φ5.6.01	77.7		
		<b>\$8,537.00</b> /Month	\$56.91	/Hour		
	Total Benefits	\$3,695.25 43.29%	\$81.55	\$26.19	\$25.54	\$133.28
		Annual Salary + Benefits	\$146,787.02			
				·		
Step D		Φ0.0/2.44 . 3.5 . 3				
		<b>\$8,963.41</b> /Month	\$59.76	/Hour		
	Total Benefits	\$3,814.03 42.55%	\$85.18	\$27.35	\$26.68	\$139.22
		Annual Salary + Benefits	\$153,329.25			
Step E						
Sicp E		<b>\$9,412.36</b> /Month	\$62.75	/Hour		
	Total Benefits	\$3,939.08 41.85%	\$89.01	\$28.58	\$27.88	<b>\$145.47</b>
	Total Delicitis	фэ,757.00 41.83%	φ <b>03.</b> 01	φ40.30	φ41.00	φ <b>143.4</b> /
		Annual Salary + Benefits	\$160,217.31			

# Human Resources Specialist Department: Administration

G. A		•		
Step A		\$5.276.47 /Month	Ф2 <b>5</b> 10 /П	
		<b>\$5,276.47</b> /Month	<b>\$35.18</b> /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>C</u>	<u>ategory</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	32.11%	31.32%
Vision Benefit		37.67	Hourly Rate Departme	ent City-Wide Total Hourly
Medicare	0.014500	76.51	& Benefits Overhea	d Overhead Rate
	Total Benefits	\$ 2,658.61 50.39%	\$52.90 \$16.9	99 \$16.57 \$86.46
		Annual Salary + Benefits	\$95,220.98	
		·		
Step B				
	_	<b>\$5,539.95</b> /Month	\$36.93 /Hour	
		\$ <b>5,555.55</b> /1016Hill	φ30.93 /110μ1	
	<b>Total Benefits</b>	\$2,724.99 49.19%	<b>\$55.10 \$17.69</b>	\$17.26 \$90.05
		A 1 C-1 D 64	¢00 170 24	
		<b>Annual Salary + Benefits</b>	\$99,179.34	
Step C				
Step C		ΦΕ 04Ε <b>3</b> 0 (3.6 ).1		
		<b>\$5,817.29</b> /Month	\$38.78 /Hour	
	Total Benefits	\$2,800.97 48.15%	\$57.46    \$18.45	\$18.00 \$93.90
	Total Belieffts	Ψ2,000.77 40.1370	φ37.40 φ10.43	φ10.00 φ/3./0
		Annual Salary + Benefits	\$103,419.18	
		·		
Step D				
		<b>\$6,108.50</b> /Month	\$40.72 /Hour	
		\$ <b>0,100.20</b> /10101111	φ40.72 /110μ1	
	<b>Total Benefits</b>	\$2,880.75 47.16%	\$59.93 \$19.24	<b>\$18.77 \$97.94</b>
		Annual Salary + Benefits	\$107,871.06	
C. F.				
Step E		h < 44 8 FO 7 7 7		
		<b>\$6,413.58</b> /Month	\$42.76 /Hour	
	Total Benefits	\$2.064.22 46.220/	\$62.52 \$20.08	\$19.58 \$102.18
	Total Delietits	\$2,964.33 46.22%	\$62.52 \$20.08	\$19.58 \$102.18
		Annual Salary + Benefits	\$112,534.97	
		11midul Salary   Delicities	ф <b>іла</b> усоті) і	

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

Stan A	_			ormation Syst			
Step A		\$6,462.12	/Month	\$43.08	/Hour		
		φυ, τυ2.12	/Wionth	φ <b>-1</b> 5.00	/110u1		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	516.97		Non-Swe	orn Managemei	nt & Mid-Mar	nagement
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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	93.70	-	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,117.29	48.24%	\$63.86	\$17.59	\$20.00	\$101.46
		Annual Sala	ry + Benefits	\$114,952.96	ı		
Step B		φ.c. <b>F</b> 0.4. <b>F</b> 3	<b>73.4</b>				
		\$6,784.53	/Month	\$45.23	/Hour		
	Total Benefits	\$3,207.10	47.27%	\$66.61	\$18.35	\$20.86	\$105.83
		Annual Sala	ry + Benefits	\$119,899.57	•		
Step C							
Step C		¢7 124 27	Month	¢47.50	/II		
		\$7,124.27	/IVIOIIIII	\$47.50	/Hour		
	Total Benefits	\$3,301.74	46.34%	\$69.51	\$19.15	\$21.77	\$110.43
		Annual Sala	ry + Benefits	\$125,112.06			
					·		
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 Sala	ry + Benefits	\$130,590.60			
		Aimuai Bala	ij i Deliciits	Ψ150,570.00	į		
Step E							
		\$7,855.77	/Month	\$52.37	/Hour		
	Total Benefits	\$3,505.49	44.62%	\$75.74	\$20.86	\$23.73	\$120.33
	Total Delicitis	φ5,505.49	44.02%	φ/3./4	φ40.00	φ <b>43.13</b>	φ140.33
		Annual Sala	ry + Benefits	\$136,335.18			
					•		

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

Q. A	_	Timent. Finance & Im	•			
Step A		ΦΕ 170 72 /M1.	¢24.45	/II		
		<b>\$5,170.73</b> /Month	\$34.47	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	<u>gory</u>	
PERS - Employee	0.080000	413.66		Office En	nployees	
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.	0.026600	0.00				
Workers Comp.	0.026600	137.54	II	27.55%	31.32%	T-4-1 II
Vision Benefit Medicare	0.014500	37.67	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	74.98	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,629.64 50.86%	\$52.00	\$14.33	\$16.29	\$82.62
		Annual Salary + Benefits	\$93,604.48	:		
Step B						
_		<b>\$5,429.01</b> /Month	\$36.19	/Hour		
	Total Benefits	\$2,694.60 49.63%	\$54.16	\$14.92	\$16.96	\$86.04
	Total Belieffts	Ψ2,074.00 +7.03/0	ψ54.10	ψ14.72	Ψ10.20	ψου.υ-τ
		Annual Salary + Benefits	\$97,483.34	:		
Step C						
		<b>\$5,701.15</b> /Month	\$38.01	/Hour		
		φ <b>3,701:13</b> /10101111	ψ30.01	/11oui		
	Total Benefits	\$2,769.16 48.57%	<b>\$56.47</b>	\$15.56	\$17.69	\$89.71
		Annual Salary + Benefits	\$101,643.68			
		Annual Salary   Delicities	Ψ101,043.00	1		
Step D						
1		<b>\$5,985.43</b> /Month	\$39.90	/Hour		
	T. 4.1 D C4.	Φ2 047 04 47 570/	φ <b>50.00</b>	<b>\$16.33</b>	<b>\$10.44</b>	\$02.55
	Total Benefits	\$2,847.04 47.57%	\$58.88	\$16.22	\$18.44	\$93.55
		Annual Salary + Benefits	\$105,989.62	1		
Stop E						
Step E		<b>\$6,285.31</b> /Month	\$41.90	/Hour		
		•				
	Total Benefits	\$2,929.19 46.60%	\$61.43	\$16.92	\$19.24	\$97.59
		Annual Salary + Benefits	\$110,574.04			
		James Sum j   Denemes	Ψ11090 / <b>7.07</b>	i.		

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

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

# Landscape / Facilities Supervisor Department: Parks and Recreation

Step A					
		<b>\$5,422.08</b> /Month	<b>\$36.15</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>		9	<u>Category</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance	0.080000 0.143660	433.77 778.94 2.00 0.00 4.12 1,006.49 156.99	Non-Sworn Manag	gement & Mid-Manaş	gement
LTD Insurance Life Insurance Deferred Comp. Workers Comp. Vision Benefit Medicare	0.009200 0.000255 0.026600 0.014500	49.88 24.89 110.00 144.23 37.67 78.62	104.34' Hourly Rate Departn & Benefits Overhe	nent City-Wide	Гоtal Hourly <u>Rate</u>
	Total Benefits	\$ 2,827.59 52.15%	\$55.00 \$57	7.38 \$17.23	<b>\$129.61</b>
		Annual Salary + Benefits	\$98,996.04		
Step B	Total Benefits	\$5,692.49 /Month \$2,902.91 51.00% Annual Salary + Benefits	\$37.95 /Hour \$57.30 \$59.79 \$103,144.84	9 \$17.95	\$135.04
Step C	Total Benefits	\$5,976.76 /Month \$2,982.10 49.89% Annual Salary + Benefits	\$39.85 /Hour \$59.73 \$62.32 \$107,506.28	2 \$18.71	\$140.75
Step D	Total Benefits	\$6,274.91 /Month \$3,065.15 48.85% Annual Salary + Benefits	\$41.83 /Hour \$62.27 \$64.97 \$112,080.67	7 \$19.50	\$146.74
Step E	Total Benefits	\$6,588.65 /Month \$3,152.54 47.85% Annual Salary + Benefits	\$43.92 /Hour \$64.94 \$67.70 \$116,894.26	6 \$20.34	\$153.04

# Landscape / Facilities Worker I Department: Parks and Recreation

Sample   S	Step A						
PERS - Employee		_	<b>\$3,726.81</b> /Month	\$24.85	/Hour		
PERS - Employer PERS Survivor Management Incentive EAP         0.143660         535.39 2.00         4.12 4.12 4.12 4.12 Health Insurance         1,006.49 156.99         4.12 1,006.49         4.12 1,006.49         4.12 1,006.49         4.12 2,006         4.12 2,007         4.12 3.29         4.12 4.12         4.12 4.12         4.14         6.12         4.14         6.12         4.14         6.12         4.14         6.12         4.14         93.65         4.12         4.14         4.14         4.14         4.14         4.14         4.14         4.14         4.14         4.14         4.14         4.14         4.14         4.14         4.14         4.14	<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS Survivor	PERS - Employee	0.080000	298.14		Public Works -	Maintenance	
Management Incentive		0.143660					
EAP							
Health Insurance   1,006.49   156.99							
Dental Insurance							
LTD Insurance							
Life Insurance   5.80   0.00		0.000200					
Deferred Comp.   0.00   99.13   104.34%   31.32%   City-Wide   Total Hourly Rate   Department   City-Wide   Northead   Overhead		0.009200					
Workers Comp. Vision Benefit Vision Benefit Medicare         0.026600 37.67 54.04         Hourly Rate & Department & City-Wide Overhead         Total Hourly Rate Overhead         104.34% 1.32%							
Vision Benefit Medicare         37.67 54.04         Hourly Rate & Benefits         Department Overhead         City-Wide Overhead         Total Hourly Rate Rate           Total Benefits         \$ 2,234.07         59.95%         \$39.74         \$41.46         \$12.45         \$93.65           Annual Salary + Benefits           \$71,530.52           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         \$74,322.90           Step C           \$4,109.89 /Month         \$27.40 /Hour           Total Benefits         \$2,333.22         56.77%         \$42.95         \$44.82         \$13.45         \$101.23           Step D		0.026600			104 240/	21 220/	
Medicare         0.014500         54.04         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$ 2,234.07         59.95%         \$39.74         \$41.46         \$12.45         \$93.65           Annual Salary + Benefits         \$71,530.52		0.020000		Hourly Data			Total Hourly
Total Benefits \$ 2,234.07		0.014500		-	_	-	-
Step B   \$3,914.02   Month   \$26.09   Hour	Medicale	0.014300	34.04	& Delients	Overneau	Overneau	Kate
Step B		Total Benefits	\$ 2,234.07 59.95%	\$39.74	\$41.46	\$12.45	\$93.65
Step C   S			Annual Salary + Benefits	\$71,530.52	<b>:</b>		
\$3,914.02 /Month \$26.09 /Hour  Total Benefits \$2,279.55	Step B						
Total Benefits \$2,279.55			<b>\$3.914.02</b> /Month	\$26.09	/Hour		
Step C   \$4,109.89   Month   \$27.40   Hour			\$0,5 <b>1 100 </b>	Ψ20.09	,11001		
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       \$77,317.27		Total Benefits	\$2,279.55 58.24%	\$41.29	\$43.08	\$12.93	\$97.31
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       \$77,317.27			Annual Salary + Ranafits	\$74 322 90			
\$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 \$77,317.27			Amidal Salary + Delicitis	φ1 <b>-1,</b> 322.70	•		
\$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 \$77,317.27	Step C						
Total Benefits \$2,333.22 56.77% \$42.95 \$44.82 \$13.45 \$101.23  Annual Salary + Benefits \$77,317.27  Step D	200p 2		\$4 109 89 /Month	\$27.40	/Hour		
Annual Salary + Benefits \$77,317.27  Step D			φ <b></b> ,102.02 /101011111	φ27. <del>4</del> 0	/Hour		
Step D		<b>Total Benefits</b>	\$2,333.22 56.77%	\$42.95	\$44.82	\$13.45	\$101.23
Step D			Amural Calauri - Dana C4a	\$77.217.27			
			Annual Salary + Benefits	\$77,317.27	•		
	Step D						
ψτ,σ.10.11   111011111   φ.20.77 / 111011	200F 2		<b>\$4,316.17</b> /Month	\$28.77	/Hour		
Total Benefits \$2,389.73 55.37% <b>\$44.71 \$46.65 \$14.00 \$105.36</b>		Total Benefits	\$2,389.73 55.37%	\$44.71	\$46.65	\$14.00	\$105.36
Approach Colours   Description   \$90,470,79			Amunol Colores Description	¢00 470 70			
Annual Salary + Benefits \$80,470.78			Annuai Saiary + Benefits	\$80,470.78	<u> </u>		
Step E	Step E						
<b>\$4,532.84</b> /Month \$30.22 /Hour			<b>\$4,532.84</b> /Month	\$30.22	/Hour		
Total Benefits \$2,449.09 54.03% <b>\$46.55 \$48.57 \$14.58 \$109.69</b>		Total Benefits	\$2,449.09 54.03%	\$46.55	\$48.57	\$14.58	\$109.69
Annual Salary + Benefits \$83,783.12			Annual Salary + Benefits	\$83.783.12			
<u> </u>				Ψου, που 112	:		

# Landscape / Facilities Worker II Department: Parks and Recreation

Step A						
		<b>\$4,109.89</b> /Month	\$27.40	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cate</u> ;	<u>gory</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	0.000	156.99				
LTD Insurance	0.009200	37.81				
Life Insurance		5.80				
Deferred Comp.	0.026600	0.00				
Workers Comp.	0.026600	109.32	II 1 D 4	104.34%	31.32%	7D 4 1 TT 1
Vision Benefit	0.014500	37.67	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	59.59	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,339.02 56.91%	\$42.99	\$44.86	\$13.47	\$101.32
		Annual Salary + Benefits	\$77,386.87	:		
Step B						
200F =		<b>\$4,316.17</b> /Month	\$28.77	/Hour		
		φ <b>-1,510.17</b> /10101111	Ψ20.77	/11oui		
	Total Benefits	\$2,389.73 55.37%	\$44.71	\$46.65	\$14.00	\$105.36
		A 1 C - 1 D	¢00 470 70			
		Annual Salary + Benefits	\$80,470.78	:		
Step C						
*		<b>\$4,532.84</b> /Month	\$30.22	/Hour		
		+ -,	*****			
	Total Benefits	\$2,449.09 54.03%	\$46.55	\$48.57	\$14.58	\$109.69
		Annual Salary + Benefits	\$83,783.12			
		· · · · · · · · · · · · · · · · · · ·	<del>\$60,00112</del>	I		
Step D						
		<b>\$4,759.92</b> /Month	\$31.73	/Hour		
	Total Benefits	\$2,511.30 52.76%	\$48.47	\$50.58	\$15.18	\$114.24
		Annual Salary + Benefits	\$87,254.61			
		Annual Salat y + Denetits	φυ1,434.01	į		
Step E						
	_	<b>\$4,997.39</b> /Month	\$33.32	/Hour		
	Total Benefits	\$2,576.35 51.55%	\$50.49	\$52.68	\$15.82	\$118.99
		Annual Salary + Benefits	\$00 884 04			
		Amuai Saiary + Denems	\$90,884.94	:		
<u> </u>						

# Management Analyst Department: Administration

~ .			Hent. Aum				
Step A		_					
		\$6,330.38	/Month	\$42.20	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	506.43	}	Non-Swe	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.143660	909.42					
PERS Survivor		2.00					
Management Incentive		0.00	)				
EAP		4.12	2				
Health Insurance		1,006.49	)				
Dental Insurance		156.99	)				
LTD Insurance	0.009200	58.24					
Life Insurance	0.000255	29.06	5				
Deferred Comp.		110.00	)				
Workers Comp.	0.026600	168.39	)		32.11%	31.32%	
Vision Benefit		37.67	1	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.79	<u>)                                    </u>	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,080.60	48.66%	\$62.74	\$20.15	\$19.65	\$102.54
		Annual Sala	ry + Benefits	\$112,931.73			
			·		•		
Step B							
экер В		\$6,647.59	/Month	\$44.32	/Поли		
		φυ,υ47.39	/Wionin	Φ <del>44</del> .32	/Houi		
	<b>Total Benefits</b>	\$3,168.96	47.67%	\$65.44	\$21.02	\$20.50	\$106.96
		Annual Sala	ry + Benefits	\$117,798.55			
		Aiiiuai Sala	if y + Belletits	\$117,790.33	Ī		
Step C							
Step C		\$6,980.40	Month	\$46.54	/11		
		φυ,9ου. <del>4</del> υ	/Wionui	\$46.54	/Hour		
	Total Benefits	\$3,261.66	46.73%	\$68.28	\$21.93	\$21.39	\$111.59
		Annual Sala	ry + Benefits	\$122,904.73			
		Aiiiuai Sala	ny + benefits	φ122,90 <del>4</del> .73	•		
Step D							
Step 2		\$7,328.82	/Month	\$48.86	/Hour		
	Total Benefits	\$3,358.71	45.83%	\$71.25	\$22.88	\$22.32	\$116.45
		Annual Sala	ry + Benefits	\$128,250.39	ı		
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 Sala	ry + Benefits	\$133,861.80	:		

# Management Analyst Department: Finance & Information Systems

Stop A	_						
Step A		\$6,330.38	/Month	\$42.20	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	gory	
PERS - Employee	0.080000	506.43		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.79	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,080.60	48.66%	\$62.74	\$17.28	\$19.65	\$99.68
		Annual Sala	ry + Benefits	\$112,931.73			
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 Sala	ry + Benefits	\$117,798.55	i		
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 Sala	ry + Benefits	\$122,904.73			
			<b>,</b>		•		
Step D		¢7 220 02	Month	¢40.00	/II.		
		\$7,328.82		\$48.86			
	Total Benefits	\$3,358.71	45.83%	\$71.25	\$19.63	\$22.32	\$113.20
		Annual Sala	ry + Benefits	\$128,250.39	•		
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 Sala	ry + Benefits	\$133,861.80			

# Management Analyst Department: Parks and Recreation

		· · · · ·		u Keci eation			
Step A							
		\$6,330.38	/Month	\$42.20	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	506.43	1	Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.143660	909.42					
PERS Survivor		2.00	)				
Management Incentive		0.00	)				
EAP		4.12					
Health Insurance		1,006.49	1				
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			104.34%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.79	<u>-</u>	& Benefits	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 3,080.60	48.66%	\$62.74	\$65.46	\$19.65	\$147.86
		Annual Sala	ry + Benefits	\$112,931.73			
Step B							
*		\$6,647.59	/Month	\$44.32	/Hour		
		ŕ					
	Total Benefits	\$3,168.96	47.67%	\$65.44	\$68.28	\$20.50	\$154.23
		Annual Sala	ry + Benefits	\$117,798.55			
Step C							
		\$6,980.40	/Month	\$46.54	/Hour		
		1 - )		,			
	Total Benefits	\$3,261.66	46.73%	\$68.28	\$71.24	\$21.39	\$160.91
		Annual Sala	ry + Benefits	\$122,904.73			
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 Sala	ry + Benefits	\$128,250.39			
		· · · · · · · · · · · · · · · · · · ·		Ψ120,20000	•		
Step E		\$7 CO 4 FC	/N / n 41.				
		\$7,694.56	/wionth	\$51.30	/Hour		
	Total Benefits	\$3,460.59	44.97%	\$74.37	<b>\$77.60</b>	\$23.29	\$175.26
		Annual Sala	ry + Benefits	\$133,861.80	:		

# Management Analyst Department: Public Works

			nent. Tubi				
Step A							
		\$6,330.38	/Month	\$42.20	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	506.43		Non-Sw	orn Managemer	nt & Mid-Mar	nagement
PERS - Employer	0.143660	909.42		110II-5 W	om wanagemen	ii & Wiid-Wai	iagement
PERS Survivor	0.115000	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			129.73%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.79	•	& Benefits	Overhead	Overhead	<u>Rate</u>
	T. 4.1 D 64.	¢ 2,000,60	49.660/	\$C2.74	<b>\$91.20</b>	¢10.65	¢1.62.70
	Total Benefits	\$ 3,080.60	48.66%	\$62.74	\$81.39	\$19.65	\$163.79
		Annual Sala	ry + Benefits	\$112,931.73	i		
Step B							
1		\$6,647.59	/Month	\$44.32	/Hour		
		. ,					
	Total Benefits	\$3,168.96	47.67%	\$65.44	\$84.90	\$20.50	\$170.84
		Annual Sala	ry + Benefits	\$117,798.55	_		
					•		
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 Sala	ry + Benefits	\$122,904.73			
~ -	_						
Step D		ф <b>л</b> 220 02	/N / 1	410.00	77		
		\$7,328.82	/Wonth	\$48.86	/Hour		
	Total Benefits	\$3,358.71	45.83%	\$71.25	\$92.44	\$22.32	\$186.00
		Annual Sala	ry + Benefits	\$128,250.39			
					<u> </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 Cala	ry + Benefits	\$133,861.80			
		Amidai Sala	ny + Denemis	φ133,001.00	•		
<u> </u>							

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

		Depair unione		u Recreation			
Step A							
		\$6,339.04	/Month	\$42.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	TOWN	
· · · · · · · · · · · · · · · · · · ·	Multiplier				Cates	<u>201 y</u>	
PERS - Employee	0.080000	507.12		Non-Swe	orn Managemei	nt & Mid-Mar	nagement
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.	0.00.000	110.00					
Workers Comp.	0.026600	168.62			104.34%	31.32%	
Vision Benefit	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	91.92		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,083.01	48.64%	\$62.81	\$65.54	\$19.68	\$148.03
				****			
		Annual Sala	ry + Benefits	\$113,064.60	<u> </u>		
2 2							
Step B							
		\$6,656.26	/Month	\$44.38	/Hour		
	T. (.1 D C.	¢2 171 27	47 (40/	¢ ( 5 5 2	¢(0.2(	¢20.52	¢154.40
	Total Benefits	\$3,171.37	47.64%	\$65.52	\$68.36	\$20.52	\$154.40
		Annual Sala	ry + Benefits	\$117,931.57			
		Timudi Suiu	i j · Bellelles	Ψ111,701,01	į		
Step C							
Step C		\$6,989.07	Month	\$46.50	/11		
		φυ,909.U <i>1</i>	/Monui	\$46.59	/Hour		
	Total Benefits	\$3,264.08	46.70%	\$68.35	\$71.32	\$21.41	\$161.09
		. ,		•	·		
		<b>Annual Sala</b>	ry + Benefits	\$123,037.75	_		
					• 		
Step D							
		\$7,339.22	/Month	\$48.93	/Hour		
		•					
	Total Benefits	\$3,361.61	45.80%	\$71.34	\$74.44	\$22.35	\$168.12
				4440 100 5			
		Annual Sala	ry + Benefits	\$128,409.96	<b>:</b>		
	_						
Step E		<b></b>					
		\$7,706.70	/Month	\$51.38	/Hour		
	Total Danafita	\$2 462 07	44.050/	<b>ቀ</b> ጣለ ለጣ	¢77 70	\$22.22	¢175 50
	Total Benefits	\$3,463.97	44.95%	\$74.47	\$77.70	\$23.33	\$175.50
		Annual Sala	ry + Benefits	\$134,048.06			
		Aimuai Sala	ij i Dellelits	Ψ1.0-1,0-10.00	=		

# Parks Planning Technician Department: Parks and Recreation

Step A						
		<b>\$4,732.18</b> /Month	\$31.55	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	378.57		Office En	nployees	
PERS - Employer	0.143660	679.82				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		4.12				
Health Insurance		1,006.49				
Dental Insurance	0.000	156.99				
LTD Insurance	0.009200	43.54				
Life Insurance		5.80				
Deferred Comp.	0.026600	0.00		104 249/	21 220/	
Workers Comp. Vision Benefit	0.026600	125.88 37.67	Housely Data	104.34%	31.32%	Total Hander
Medicare	0.014500		Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly <u>Rate</u>
Medicare	0.014300	68.62	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,509.50 53.03%	\$48.28	\$50.37	\$15.12	\$113.77
		Annual Salary + Benefits	\$86,900.14	1		
Step B						
*		<b>\$4,969.66</b> /Month	\$33.13	/Hour		
		·				
	Total Benefits	\$2,568.76 51.69%	\$50.26	\$52.44	\$15.74	\$118.44
		Annual Salary + Benefits	\$90,461.02			
				•		
Step C						
		<b>\$5,217.53</b> /Month	\$34.78	/Hour		
	Total Benefits	\$2,636.66 50.53%	\$52.36	\$54.63	\$16.40	\$123.40
	Total Delicitis	φ2,030.00 30.3370	ψ32.50	ψ54.05	ψ10.40	ψ123.40
		Annual Salary + Benefits	\$94,250.33	:		
Step D						
2 to 1/2		<b>\$5,479.28</b> /Month	\$36.53	/Hour		
	Total Benefits	\$2,708.37 49.43%	\$54.58	\$56.95	\$17.10	\$128.64
		Annual Calamy   Dan after	¢00 251 04			
		Annual Salary + Benefits	\$98,251.84	!		
Step E						
		<b>\$5,753.15</b> /Month	\$38.35	/Hour		
	Total Benefits	\$2,783.40 48.38%	\$56.91	\$59.38	\$17.83	\$134.12
		Annual Salary + Benefits	\$102,438.64			
				i		

# Permit Services Specialist Department: Community Development

	_	- P	0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	y Developmen	•		
Step A							
		\$5,780.89	/Month	\$38.54	/Hour		
Benefit	<u>Multiplier</u>				Cates	orv	
	·				·		
PERS - Employee	0.080000	462.47			Office En	nployees	
PERS - Employer PERS Survivor	0.143660	830.48 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		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	83.82	<u>'-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,796.80	48.38%	\$57.18	\$24.56	<b>\$17.91</b>	\$99.66
		Ammal Cala	Domo#4a	¢102 022 21			
		Annuai Sala	ry + Benefits	\$102,932.31	ļ.		
Step B							
Step B		\$6,070.37	/Month	\$40.47	/Hour		
		φο,στο.στ	/IVIOIIIII	φ+0.+7	/11oui		
	Total Benefits	\$2,870.31	47.28%	\$59.60	\$25.60	\$18.67	\$103.87
		A 1 C - 1 -	D	\$10 <b>7</b> 200 14			
		Annuai Saia	ry + Benefits	\$107,288.14	İ		
Step C							
step C		\$6,373.71	/Month	\$42.49	/Hour		
		φυ,575.71	/Wionth	\$42.49	/11oui		
	<b>Total Benefits</b>	\$2,953.41	46.34%	\$62.18	\$26.71	\$19.48	\$108.36
				****			
		Annual Sala	ry + Benefits	\$111,925.46	;		
Step D							
Step D		\$6,692.66	/Month	\$44.62	/Hour		
		φυ,υ <i>ንΔ</i> .υυ	/ IVIOIILII	φ <del>44</del> .02	/110u1		
	Total Benefits	\$3,040.79	45.43%	\$64.89	\$27.87	\$20.33	\$113.08
		A101	D	\$11Z 001 A1			
		Annual Sala	ry + Benefits	\$116,801.41	:		
Step E							
		\$7,027.20	/Month	\$46.85	/Hour		
		Ψ1,041.40	/ IVIOIIUI	\$40.83	/110ul		
	<b>Total Benefits</b>	\$3,132.44	44.58%	\$67.73	\$29.09	\$21.22	\$118.04
		Annual Sala	ry + Benefits	\$121,915.70	:		

# Plan Check Engineer Department: Community Development

	D	cpur unenu	Communit	Developmen	•		
Step A							
		\$6,361.58	/Month	\$42.41	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gorv	
	0.080000	508.93	ı				
PERS - Employee PERS - Employer	0.143660	913.90			Office En	npioyees	
PERS Survivor	0.143000	2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49	)				
Dental Insurance		156.99	1				
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	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	92.24	<u>-</u>	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,955.89	46.46%	\$62.12	\$26.68	\$19.46	\$108.25
		Annual Sala	ry + Benefits	\$111,809.62	:		
Step B							
		\$6,680.52	/Month	\$44.54	/Hour		
	T I D C	ф2 02 <b>7</b> 4 <b>7</b>	45 470/	<b>\$64.50</b>	φ <b>απ</b> Ω2	<b>#20.20</b>	<b>#112.01</b>
	Total Benefits	\$3,037.47	45.47%	\$64.79	\$27.83	\$20.29	\$112.91
		Annual Sala	ry + Benefits	\$116,615.82	:		
Step C							
step C		\$7,015.07	/Month	\$46.77	/Hour		
		φ1,013.01	/Wionth	φ40.77	/11oui		
	<b>Total Benefits</b>	\$3,129.12	44.61%	\$67.63	\$29.05	\$21.18	<b>\$117.86</b>
		Ammal Cala	Domo#40	¢121 720 26			
		Annuai Saia	ry + Benefits	\$121,730.26	:		
Step D							
	_	\$7,365.22	/Month	\$49.10	/Hour		
	Total Benefits	\$3,225.05	43.79%	\$70.60	\$30.32	\$22.12	\$123.04
	Total Benefits	\$3,223.03	43.7970		φ30.32	φ22,12	φ123. <b>04</b>
		Annual Sala	ry + Benefits	\$127,083.19	:		
Step E							
	<del></del>	\$7,732.70	/Month	\$51.55	/Hour		
	Total Benefits	\$3,325.72	43.01%	\$73.72	\$31.66	\$23.09	\$128.48
					•	•	•
		Annual Sala	ry + Benefits	\$132,701.05	:		

# Planning Manager Department: Community Development

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

### Police Captain Department: Police

C4 A							
Step A		<b>#10.005.22</b>	A.f1	<b>Φ</b> € ₹ 20	/T.T		
		\$10,095.32	/Month	\$67.30	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gory	
PERS - Employee	0.090000	908.58	}		Sworn C	aptain	
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	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	146.38	<u>-</u>	<u>&amp; Benefits</u>	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 5,663.61	56.10%	\$105.06	\$44.46	\$32.91	\$182.43
		Annual Sala	ry + Benefits	\$189,107.18			
		Annuai Sala	iry   Deficites	Ψ102,107.10			
Step B							
1		\$10,599.74	/Month	\$70.66	/Hour		
			,1.1011111		711001		
	Total Benefits	\$5,879.58	55.47%	\$109.86	\$46.50	\$34.41	<b>\$190.77</b>
		Annual Sala	ry + Benefits	\$197,751.82			
		Alliuai Sala	ny + Denemes	\$177,731.02	•		
Step C							
sup c		\$11,130.16	/Month	\$74.20	/Hour		
		ψ11,150.10	/1 <b>v1</b> Ohth	Ψ/4.20	/Hour		
	<b>Total Benefits</b>	\$6,106.68	54.87%	\$114.91	\$48.63	\$35.99	\$199.54
		A 1 G . 1 .	. D	\$20.C 842.0C			
		Annual Sala	ry + Benefits	\$206,842.06	=		
Stop D	_						
Step D		\$11,686.58	Month	ф <b>77</b> О1	/Hour		
		\$11,080.58	/IVIONTN	\$77.91	/Hour		
	Total Benefits	\$6,344.91	54.29%	\$120.21	\$50.88	\$37.65	\$208.74
		Annual Sala	ry + Benefits	\$216,377.87	=		
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 Cala	ry + Benefits	\$226,389.09			
		Amiuai Sala	ny + Delicitis	φ440,309.09	=		

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

		•	inieni. Po				
Step A							
		<b>\$11,882.46</b> /	Month	\$79.22	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.090000	1,137.29			Police	Chief	
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	0.000200	156.99					
LTD Insurance	0.009200	109.32					
Life Insurance	0.000255	54.54					
Deferred Comp. Workers Comp.	0.026600	110.00 316.07			42 220/	21 220/	
Vision Benefit	0.020000	37.67		Hourly Rate	42.32% Department	31.32% City-Wide	Total Hourly
Medicare	0.014500	172.30		& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	172.30		& Belletts	Overneau	Overneau	Kate
	Total Benefits	\$ 7,464.28	62.82%	\$128.98	\$54.59	\$40.40	\$223.97
		Annual Salary	y + Benefits	\$232,160.91			
	_						
Step B							
		<b>\$12,477.01</b> /	Month	\$83.18	/Hour		
	Total Benefits	\$7,718.84	61.86%	\$134.64	\$56.98	\$42.17	\$233.80
		Annual Salary	y + Benefits	\$242,350.19	•		
Step C							
	_	\$13,101.04	Month (	\$87.34	/Hour		
		, _ , _ , _ , _ , , , , , , , , , , , ,		40,10	,		
	Total Benefits	\$7,986.02	60.96%	\$140.58	\$59.50	\$44.03	\$244.11
		Annual Salary	v + Renefits	\$253,044.69			
		Timuur Suiur	y i Delicites	Ψ200,011105	•		
Step D							
	_	\$13,756.26	Month	\$91.71	/Hour		
	Total Benefits	\$8,266.55	60.09%	\$146.82	\$62.14	\$45.99	\$254.95
			D 61	Φ <b>Δ</b> ( <b>A 2 3 3 3 3 3</b>			
		Annual Salary	y + Benefits	\$264,273.72	•		
Step E							
		<b>\$14,444.42</b> /	Month	\$96.30	/Hour		
	Total Benefits	\$8,561.19	59.27%	\$153.37	\$64.91	\$48.04	\$266.32
		Annual Salary	v + Benefits	\$276,067.26			
		i i i i i i i i i i i i i i i i i i i	, . Delicitis	Ψ=10,001120	1		

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

Step A							
2.00p 11		<b>\$8,920.08</b> /M	onth	\$59.47	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Deferred Comp. Workers Comp.	0.090000 0.283260 0.009200 0.000255 0.026600	802.81 2,526.70 2.00 0.00 4.12 1,030.52 156.99 82.06 40.94 110.00 237.27			Management of Ma	& Mid-Manag 31.32%	
Vision Benefit Medicare	0.014500	37.67 129.34		Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 5,160.43	57.85%	\$93.87	\$39.73	\$29.40	\$163.00
	Total Benefits	Annual Salary +		\$168,966.15	φον	Ψ22110	Ψ100.00
Step B	Total Benefits	\$9,365.56 /M \$5,351.16 Annual Salary +	57.14%	\$62.44 <b>\$98.11</b> <b>\$176,600.69</b>	/Hour <b>\$41.52</b>	\$30.73	\$170.37
Step C	Total Benefits	\$9,833.58 /M \$5,551.55 Annual Salary +	56.45%	\$65.56 <b>\$102.57</b> <b>\$184,621.53</b>	/Hour \$43.41	\$32.13	\$178.10
Step D	Total Benefits	\$10,325.86 /M \$5,762.32 Annual Salary +	55.80%	\$68.84 \$107.25 \$193,058.12	/Hour <b>\$45.39</b>	\$33.60	\$186.24
Step E	Total Benefits	\$10,842.42 /M \$5,983.48 Annual Salary +	55.19%	\$72.28 \$112.17 \$201,910.83	/Hour <b>\$47.47</b>	\$35.14	\$194.78

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

		Department. 1				
Step A						
		<b>\$5,884.89</b> /Month	\$39.23 /He	our		
<u>Benefit</u>	<u>Multiplier</u>			Catego	<u>ory</u>	
PERS - Employee	0.090000	529.64		Sworn P	Police	
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 0.00				
Deferred Comp. Workers Comp.	0.026600	156.54		42.32%	31.32%	
Vision Benefit	0.020000	37.67		epartment	City-Wide	Total Hourly
Medicare	0.014500	85.33		overhead	Overhead	Rate
Modreare	0.01 1500	05.55	<u>ce penenes</u>	· · · · · · · · · · · · · · · · · · ·	Overneud	<u> Auto</u>
	Total Benefits	\$ 3,731.80 63.41%	\$64.11	\$27.13	\$20.08	\$111.33
		Annual Salary + Benefits	\$115,400.33			
Step B						
*		<b>\$6,179.57</b> /Month	\$41.20 /Ho	our		
	- 15 G	•	h.c. 0.c	400.00	440.04	444600
	Total Benefits	\$3,848.72 62.28%	\$66.86	\$28.29	\$20.94	\$116.09
		Annual Salary + Benefits	\$120,339.46			
		•				
Step C						
		<b>\$6,488.12</b> /Month	\$43.25 /Ho	our		
	T . 1D . C.	Ф2 070 41 — 61 220/	φ.co. <b>π</b> ο	dan 53	<b>#21.0</b> /	ф1 <b>21</b> 10
	Total Benefits	\$3,979.41 61.33%	\$69.78	\$29.53	\$21.86	\$121.18
		Annual Salary + Benefits	\$125,610.34			
		<b>y</b>				
Step D						
		<b>\$6,812.26</b> /Month	\$45.42 /Ho	our		
	Total Benefits	\$4,116.70 60.43%	<b>\$72.86</b>	\$30.84	\$22.82	\$126.52
	Total Delicitis	φτ,110.70 00.43/0	Ψ12.00	ψ <b></b>	Ψ <b>==0</b>	Ψ±#0•υ#
		Annual Salary + Benefits	\$131,147.53			
Step E						
	_	<b>\$7,153.74</b> /Month	\$47.69 /Ho	our		
	Total Benefits	\$4,261.34 59.57%	<b>\$76.10</b>	\$32.21	\$23.84	\$132.15
	_ com _ conomic	ψ., <u>2</u> 01.0.	470120		Ψ=0.0.	422212
		<b>Annual Salary + Benefits</b>	\$136,980.94			

# Police Officer - Special Assignment Department: Police

Step A						
		<b>\$6,179.57</b> /Month	\$41.20	) /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cate</u> :	gory	
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		42.32%	31.32%	
Vision Benefit		37.67	Hourly Rate		City-Wide	<b>Total Hourly</b>
Medicare	0.014500	89.60	& Benefits	<b>Overhead</b>	Overhead	Rate
	Total Benefits	\$ 3,856.62 62.4	1% <b>\$66.91</b>	\$28.32	\$20.96	\$116.18
		Annual Salary + Bene	fits \$120,434.26	=		
Step B						
Step B		Φ. 400 13 /M	Ф 10.01	- 41		
		<b>\$6,488.12</b> /Month	\$43.25	5 /Hour		
	Total Benefits	\$3,979.41 61.3	3% <b>\$69.78</b>	\$29.53	\$21.86	\$121.18
		Annual Salary + Bene	fits \$125,610.34	, <del>=</del>		
Ston C						
Step C		φε <b>012.2</b> ε /λε .1	<b></b>			
		<b>\$6,812.26</b> /Month	\$45.42	2 /Hour		
	Total Benefits	\$4,116.70 60.4	3% <b>\$72.86</b>	\$30.84	\$22.82	\$126.52
		Annual Salary + Bene	fits \$131,147.53	_		
C. D.						
Step D		<b>\$7,153.74</b> /Month	¢ 47 70	9 /Hour		
		•			4.6.5.	***
	Total Benefits	\$4,261.34 59.5	7% <b>\$76.10</b>	\$32.21	\$23.84	\$132.15
		Annual Salary + Bene	fits \$136,980.94	=		
Step E						
	<u>-</u>	<b>\$7,510.82</b> /Month	\$50.07	7 /Hour		
	Total Benefits	\$4,412.58 58.7	5% <b>\$79.49</b>	\$33.64	\$24.90	\$138.03
		Annual Salary + Bene	fits \$143,080.84	<u>.                                     </u>		
				_		

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

Step A							
		\$3,550.00	/Month	\$23.67	/Hour		
<b>Benefit</b>	<u>Multiplier</u>				<u>Categ</u>	gorv	
		204.00					
PERS - Employee	0.080000	284.00			Office En	nployees	
PERS - Employer	0.143660	509.99					
PERS Survivor		2.00					
Management Incentive EAP		0.00					
Health Insurance		4.12 1,006.49					
Dental Insurance		1,000.49					
LTD Insurance	0.009200	32.66					
Life Insurance	0.009200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	94.43			42.32%	31.32%	
Vision Benefit	0.020000	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	51.48		& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	31.40	_	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,185.63	61.57%	\$38.24	\$16.18	\$11.98	\$66.40
		A 1 G-1-	D 64	φ.co 025 54			
		Annual Sala	ry + Benefits	\$68,827.54	•		
Step B							
1		\$3,726.81	/Month	\$24.85	/Hour		
		ψ5,720.01	/Wollth	Ψ24.03	/11oui		
	<b>Total Benefits</b>	\$2,228.27	59.79%	\$39.70	\$16.80	\$12.44	\$68.94
		Annual Sala	ry + Benefits	\$71,460.92	:		
Step C							
Step C		¢2 01 4 02	(N. A	<b>#2</b> < 00			
		\$3,914.02	/Month	\$26.09	/Hour		
	Total Benefits	\$2,279.55	58.24%	\$41.29	\$17.48	\$12.93	\$71.70
	Total Beliefits	Ψ2,217.33	30.2470	Ψ-1.27	ψ17.40	Ψ12.75	ψ/1./0
		Annual Sala	ry + Benefits	\$74,322.90			
					•		
Step D							
		\$4,109.89	/Month	\$27.40	/Hour		
	Total Benefits	\$2,333.22	56.77%	\$42.95	\$18.18	\$13.45	\$74.59
			. D. 604	ф <b>яя</b> 24 <b>=</b> 2=			
		Annual Sala	ry + Benefits	\$77,317.27	:		
Step E							
		\$4,316.17	/Month	\$28.77	/Hour		
	Total Benefits	\$2,389.73	55.37%	\$44.71	\$18.92	<b>\$14.00</b>	<b>\$77.63</b>
	Total Delicitis	φ2,309.13	JJ.J I 70	<b>⊅44./1</b>	φ <b>10.7</b> 2	φ1 <b>-1.</b> UU	φ11.03
		Annual Sala	ry + Benefits	\$80,470.78	:		

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

Signature   Sign	Step A						
PERS - Employee			<b>\$3,914.02</b> /Month	\$26.09	/Hour		
PERS Survivor	<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS Survivor		0.080000	313.12		Office Em	ployees	
Management Incentive EAP         0.00		0.143660					
Health Insurance							
Health Insurance   1,006.49   156.99   156.99   156.175   16.18   156.99   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.18   156.99   156.90   156.18   156.90   156.18							
Dental Insurance							
LTD Insurance							
Life Insurance   S.80   O.00   O.00		0.000200					
Deferred Comp.   O.00   104.11   Vision Benefit   O.014500   56.75   Hourly Rate   Department & City-Wide   Nature   O.014500   Sec.75   Hourly Rate   O.014500   Sec.75   Nature   O.014500   Sec.75		0.009200					
Workers Comp. Vision Benefit Nedicare         0.026600   37.67   56.75   8 Benefits   42.32%   13.32%   Total Hourly Rate   Noverhead   Nover							
Vision Benefit Medicare         37.67 5.55.5         Hourly Rate & Benefits & City-Wide Agenetics & Diverhead (Noverhead)         Total Hourly Rate (Noverhead)         City-Wide Pate (Noverhead)         Total Hourly Rate (Noverhead)         Pate (Noverhead)         Total Hourly Rate (Noverhead)         Stop 1.77         Stop 2.285.35         58.39%         \$41.33         \$17.49         \$12.95         \$71.77           Stop B         \$4,109.89 /Month         \$27.4392.50         ***********************************		0.026600			42 32%	31 32%	
Medicare		0.020000		Hourly Rate			Total Hourly
Total Benefits   \$ 2,285.35   58.39%   \$41.33   \$17.49   \$12.95   \$71.77		0.014500		-	_	-	-
Step B	Wiedicare	0.014300	30.73	et Benefits	Overneud	Overneuu	<u> </u>
Step B		Total Benefits	\$ 2,285.35 58.39%	\$41.33	\$17.49	\$12.95	\$71.77
Step C			Annual Salary + Benefits	\$74,392.50	:		
Step C	Step B						
Total Benefits   \$2,333.22   56.77%   \$42.95   \$18.18   \$13.45   \$74.59		_	\$4.109.89 /Month	\$27.40	/Hour		
Step C   \$4,316.17   Month   \$28.77   Hour			φ <b></b> ,102.02 /101011111	\$27.40	/11oui		
Step C		<b>Total Benefits</b>	\$2,333.22 56.77%	\$42.95	\$18.18	\$13.45	<b>\$74.59</b>
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 \$80,470.78  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 \$83,783.12  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	\$77,317.27	<u>:</u>		
Total Benefits \$2,389.73	Step C						
Total Benefits \$2,389.73			<b>\$4,316.17</b> /Month	\$28.77	/Hour		
Step D   \$4,532.84   Month   \$30.22   Hour			·				
Step D         \$4,532.84 /Month       \$30.22 /Hour         Total Benefits       \$2,449.09		Total Benefits	\$2,389.73 55.37%	\$44.71	\$18.92	\$14.00	\$77.63
\$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 \$83,783.12  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	\$80,470.78			
\$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 \$83,783.12  Step E  \$4,759.92 /Month \$31.73 /Hour  Total Benefits \$2,511.30 52.76% \$48.47 \$20.52 \$15.18 \$84.17		_					
Total Benefits \$2,449.09 54.03% \$46.55 \$19.70 \$14.58 \$80.83  Annual Salary + Benefits \$83,783.12  Step E  \$4,759.92 /Month \$31.73 /Hour  Total Benefits \$2,511.30 52.76% \$48.47 \$20.52 \$15.18 \$84.17	Step D						
Annual Salary + Benefits         \$83,783.12           Step E         \$4,759.92 /Month         \$31.73 /Hour           Total Benefits         \$2,511.30         52.76%         \$48.47         \$20.52         \$15.18         \$84.17			<b>\$4,532.84</b> /Month	\$30.22	/Hour		
Step E         \$4,759.92 /Month       \$31.73 /Hour         Total Benefits       \$2,511.30       52.76%       \$48.47       \$20.52       \$15.18       \$84.17		Total Benefits	\$2,449.09 54.03%	\$46.55	\$19.70	\$14.58	\$80.83
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	\$83.783.12			
\$4,759.92 /Month       \$31.73 /Hour         Total Benefits       \$2,511.30       52.76%       \$48.47       \$20.52       \$15.18       \$84.17				, ,			
Total Benefits \$2,511.30 52.76% <b>\$48.47 \$20.52 \$15.18 \$84.17</b>	Step E						
			<b>\$4,759.92</b> /Month	\$31.73	/Hour		
Annual Salary + Renefits \$27.254.61		Total Benefits	\$2,511.30 52.76%	\$48.47	\$20.52	\$15.18	\$84.17
			Annual Salary + Ronofite	\$87 25 <i>4</i> 61			
Amilian Salary T Denents 407,2234.01			Aminal Salaty + Delicits	φυ1,434.01	:		

# Police Sergeant Department: Police

		Department. 1		
Step A				
		<b>\$6,983.87</b> /Month	<b>\$46.56</b> /Hour	
<u>Benefit</u>	Multiplier		Cate	egory
PERS - Employee	0.090000	628.55	Sworr	Police
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	0.000200	156.99		
LTD Insurance Life Insurance	0.009200	64.25 7.90		
Deferred Comp.		0.00		
Workers Comp.	0.026600	185.77	42.32%	31.32%
Vision Benefit	0.020000	37.67	Hourly Rate Department	
Medicare	0.014500	101.27	& Benefits Overhead	Overhead Rate
	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				
1		<b>\$7,332.28</b> /Month	\$48.88 /Hour	
	Total Benefits	\$4,336.96 59.15%	\$77.79 \$32.92	<b>\$24.37 \$135.09</b>
	Total Delicitis	ψ+,550.70 57.1570	Ψ11.17 Ψ.52.72	Ψ24.31 Ψ133.07
		Annual Salary + Benefits	\$140,030.89	
Step C				
1		<b>\$7,699.76</b> /Month	\$51.33 /Hour	
	T . 1D . C.		d01 20 d21 10	Φ <b>2.7</b> 4.6 Φ <b>1.41.1</b> 4
	Total Benefits	\$4,492.61 58.35%	\$81.28 \$34.40	\$25.46 \$141.14
		Annual Salary + Benefits	\$146,308.44	
Step D		<b>\$8,084.58</b> /Month	\$53.90 /Hour	
	Total Benefits	\$4,655.60 57.59%	\$84.93 \$35.95	\$26.60 \$147.49
		Annual Salary + Benefits	\$152,882.22	
Stop F	_			
Step E		<b>\$8,488.46</b> /Month	\$56.59 /Hour	
	Total Benefits	\$4,826.67 56.86%	\$88.77 \$37.57	\$27.81 \$154.14
		Annual Salary + Benefits	\$159,781.59	
		•	·	

### Principal Planner Department: Community Development

Senefit   Multiplier   Senefit   Multiplier   Senefit   Multiplier   Senefit   Multiplier   Senefit   Multiplier   Senefit   Senefit   Multiplier   Senefit   Senef	Step A							
PERS - Employee   0.080000   1.154.71   1			\$8,037.78	/Month	\$53.59	/Hour		
PERS Survivor	<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS Survivor	PERS - Employee	0.080000	643.02	ļ	Non-Sw	orn Managemen	nt & Mid-Mar	nagement
Management Incentive   RAP	PERS - Employer	0.143660	1,154.71					
Health Insurance	PERS Survivor		2.00	)				
Health Insurance   1,006.49   156.99   110.00   156.99   110.00   173.95   110.00   110.00   110.00   110.00   110.00   110.00   110.00   110.00   110.00   110.00   110.00   110.55   110.00	Management Incentive							
Dental Insurance   156.99								
LTD Insurance			·					
Life Insurance Deferred Comp. Portered State Popartment Powerhead State Powerhead State Powerhead	Dental Insurance		156.99	)				
Deferred Comp.   110.00   213.80   37.67   Hourly Rate   Department   City-Wide   Total Hourly Rate   Department   City-Wide   National Salary + Benefits   S139,127.68   S139,127.68	LTD Insurance	0.009200						
Workers Comp. Vision Benefit Medicare         0.026600   37.65   37.55   42.01%   8 Benefits         213.80   37.65   42.95%   8 Benefits         42.95%   31.32%   City-Wide Overhead Overhead Overhead Rate         Total Hourly Rate & Benefits   Ben	Life Insurance	0.000255	36.89	)				
Vision Benefit   Medicare   0.014500   116.55   Hourly Rate   Pepartment   City-Wide   Total Hourly Rate   Pepartment   City-Wide   Noverhead   Park	Deferred Comp.		110.00	)				
Medicare	Workers Comp.	0.026600	213.80	)		42.95%	31.32%	
Total Benefits   S   3,556.19   44.24%   \$77.29   \$33.20   \$24.21   \$134.70	Vision Benefit		37.67	,	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Step B   \$8,439.92   Month   \$56.27   Hour	Medicare	0.014500	116.55	<u>-</u>	& Benefits	Overhead	Overhead	Rate
Step B		Total Benefits	\$ 3,556.19	44.24%	\$77.29	\$33.20	\$24.21	\$134.70
Step B			Annual Sala	rv + Benefits	\$139,127,68			
Step C   Step C   S8,861.14   Month   S56.27   Hour			12	. 201101103	<del></del>			
Total Benefits	Step B							
Step C   \$8,861.14			\$8,439.92	/Month	\$56.27	/Hour		
Step C		Total Benefits	\$3,668.21	43.46%	\$80.72	\$34.67	\$25.28	\$140.67
\$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 \$151,760.17  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 \$158,568.45  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 Sala	ry + Benefits	\$145,297.56			
\$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 \$151,760.17  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 \$158,568.45  Step E  \$9,769.44 /Month \$65.13 /Hour  Total Benefits \$4,038.55 41.34% \$92.05 \$39.54 \$28.83 \$160.42	Sten C							
Total Benefits \$3,785.54 42.72% \$84.31 \$36.21 \$26.41 \$146.93  Annual Salary + Benefits \$151,760.17  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 \$158,568.45  Step E  \$9,769.44 /Month \$65.13 /Hour  Total Benefits \$4,038.55 41.34% \$92.05 \$39.54 \$28.83 \$160.42	Step &	_	\$8,861.14	/Month	\$59.07	/Hour		
Step D   \$9,304.89   Month   \$62.03   Hour		Total Benefits					\$26.41	\$146.93
Step D   \$9,304.89   Month   \$62.03   Hour						,		,
\$9,304.89 /Month \$62.03 /Hour  Total Benefits \$3,909.15			Annual Sala	ry + Benefits	\$151,760.17	ŧ		
Total Benefits \$3,909.15	Step D							
Annual Salary + Benefits       \$158,568.45         Step E       \$9,769.44 /Month       \$65.13 /Hour         Total Benefits       \$4,038.55   41.34%       \$92.05   \$39.54   \$28.83   \$160.42		<u>-</u>	\$9,304.89	/Month	\$62.03	/Hour		
Step E \$9,769.44 /Month \$65.13 /Hour  Total Benefits \$4,038.55 41.34% \$92.05 \$39.54 \$28.83 \$160.42		Total Benefits	\$3,909.15	42.01%	\$88.09	\$37.84	\$27.59	\$153.52
\$9,769.44 /Month \$65.13 /Hour  Total Benefits \$4,038.55 41.34% \$92.05 \$39.54 \$28.83 \$160.42			Annual Sala	ry + Benefits	\$158,568.45	_		
\$9,769.44 /Month \$65.13 /Hour  Total Benefits \$4,038.55 41.34% \$92.05 \$39.54 \$28.83 \$160.42	G	_				-		
Total Benefits \$4,038.55 41.34% \$92.05 \$39.54 \$28.83 \$160.42	Step E		\$9.769.44	/Month	\$65.13	/Hour		
		Total Benefits					\$28.83	<b>\$160.42</b>
Annual Salary + Benefits \$\frac{\$165,695.85}{}		- 0 2 01101110				Ψυ. <b></b> .	¥23,00	¥200112
			Annual Sala	ry + Benefits	\$165,695.85	•		

# Project Manager - Economic Development Department: Community Development

		· I· · · · · · · · · · · · · · · · · ·	0 0	Developmen			
Step A							
		\$7,288.95	/Month	\$48.59	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cate</u>	<u>gory</u>	
PERS - Employee	0.080000	583.12		Non-Swo	orn Managemer	nt & Mid-Mar	agement
PERS - Employer	0.143660	1,047.13			C		C
PERS Survivor		2.00	)				
Management Incentive		0.00	)				
EAP		4.12					
Health Insurance		1,006.49	1				
Dental Insurance		156.99	)				
LTD Insurance	0.009200	67.06	i				
Life Insurance	0.000255	33.46	i				
Deferred Comp.		110.00	)				
Workers Comp.	0.026600	193.89	1		42.95%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	105.69	<u>-</u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 3,347.61	45.93%	\$70.91	\$30.46	\$22.21	\$123.58
		Annual Sala	ry + Benefits	\$127,638.68			
			•		1		
Step B							
		\$7,652.96	/Month	\$51.02	/Hour		
	Total Benefits	\$3,449.00	45.07%	\$74.01	\$31.79	\$23.18	\$128.98
	Total Beliefits	φ3, <del>44</del> 3.00	45.07%	φ/4.01	φ31.79	φ <b>2</b> 3.10	ф120.70
		Annual Sala	ry + Benefits	\$133,223.54	ı		
Step C	_						
Step C		\$8,036.04	/Month	\$53.57	/Цоне		
		φο,υσυ.υ-τ	/Wionth	\$33.37	/110ui		
	<b>Total Benefits</b>	\$3,555.71	44.25%	\$77.28	\$33.19	\$24.21	\$134.68
		Annual Sala	ry + Benefits	\$139,100.99			
			ily i Bellettes	ψ105,100.55	•		
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 Sala	ry + Benefits	\$145,271.01	ı		
Step E							
		\$8,859.41	/Month	\$59.06	/Hour		
	Total Benefits	\$3,785.06	42.72%	\$84.30	\$36.20	\$26.40	\$146.91
		+=,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		4000		T-24.0	T = - V = -
		Annual Sala	ry + Benefits	\$151,733.62	<b>.</b>		

# Project Services Specialist Department: Public Works

		<b>- P</b>	ent. Tubn	- ,,			
Step A							
		<b>\$5,524.35</b> /	Month (	\$36.83	/Hour		
Danafit	Multiplian				<u>Cate</u>		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.080000	441.95			Office En	nployees	
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.	0.00.000	0.00					
Workers Comp.	0.026600	146.95		II D .	129.73%	31.32%	T 4 1 TT 1
Vision Benefit	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	80.10		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,726.52	49.35%	\$55.01	\$71.36	\$17.23	\$143.60
		Annual Salar	v + Benefits	\$99,010.45			
			, . 201101100	Ψ>>,010010	i		
Step B							
экер В		<b>\$5,799.96</b> /	Month	\$38.67	/II.oum		
		φ3,133.30 /	Monu	\$30.07	/HOUI		
	Total Benefits	\$2,796.23	48.21%	\$57.31	\$74.35	\$17.95	\$149.61
		. ,					
		Annual Salar	y + Benefits	\$103,154.24			
					•		
Step C							
^		\$6,089.43	Month	\$40.60	/Hour		
		Ψ0,002110 /	1,1011011	φ.ο.οο	,11041		
	Total Benefits	\$2,875.53	47.22%	\$59.77	<b>\$77.54</b>	\$18.72	\$156.02
		Annual Salar	y + Benefits	\$107,579.52	i		
~	_						
Step D							
		<b>\$6,394.51</b> /	Month (	\$42.63	/Hour		
	m . 15 ~	Φ <b>6</b> 0.50 11	4 < 2000	4-2-	<b>dea a</b> a	<b>440.73</b>	d4 < <b>3</b> = 0
	Total Benefits	\$2,959.11	46.28%	\$62.36	\$80.90	\$19.53	\$162.79
		Annual Salar	v + Ronofita	\$112,243.44			
		Aimuai Saiar	y + Denemis	<b>Ф112,243.44</b>	Į		
Stan E							
Step E		φ <i>(</i> <b>713</b> 46	/N /	<b>**</b>			
		<b>\$6,713.46</b>	Wonth	\$44.76	/Hour		
	Total Benefits	\$3,046.49	45.38%	\$65.07	\$84.41	\$20.38	\$169.86
	Tomi Delicitis	ψ5,070.77	TJ.JU/0	ψυ	ψ <b>υ-1•ΤΙ</b>	φ <b>ω</b> σ.σσ	Ψ107.00
		Annual Salar	y + Benefits	\$117,119.39			
					1		

# Purchasing Assistant Department: Public Works

		Department. Tubii	e vvoris			
Step A						
		<b>\$4,746.05</b> /Month	\$31.64 /H	our		
<u>Benefit</u>	Multiplier			Categ	<u>ory</u>	
PERS - Employee	0.080000	379.68	Pub	olic 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 LTD Insurance	0.009200	156.99 43.66				
Life Insurance	0.009200	5.80				
Deferred Comp.		0.00				
Workers Comp.	0.026600	126.24		129.73%	31.32%	
Vision Benefit	0.020000	37.67		epartment	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	68.82	-	<u>)verhead</u>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,513.30 52.96%	\$48.40	\$62.79	\$15.16	\$126.34
		Annual Salary + Benefits	\$87,112.17			
		,				
Step B						
		<b>\$4,983.53</b> /Month	\$33.22 /Ho	our		
	Total Benefits	\$2,572.56 51.62%	\$50.37	\$65.35	\$15.78	\$131.50
		Annual Salary + Benefits	\$90,673.05			
Step C						
Step C	_	\$5,233.13 /Month	\$34.89 /Ho	our		
		φο,=ουτο /1/101101		J 41		
	Total Benefits	\$2,640.94 50.47%	\$52.49	\$68.10	\$16.44	\$137.04
		Annual Salary + Benefits	\$94,488.82			
		Tamada Salary : Dollows	ψ> 1,100102			
Step D						
		<b>\$5,494.88</b> /Month	\$36.63 /Ho	our		
	Total Benefits	\$2,712.65 49.37%	\$54.72	\$70.99	\$17.14	\$142.84
		Annual Salary + Benefits	\$98,490.33			
Step E						
		<b>\$5,770.49</b> /Month	\$38.47 /Ho	our		
	Total Benefits	\$2,788.15 48.32%	\$57.06	\$74.02	\$17.87	\$148.95
	Total Delicitis	φ2,700.13 το.32/0	ψ21.00	Ψ1-14024	Ψ±1•01	Ψ±τυ•/-
		Annual Salary + Benefits	\$102,703.72			

# Purchasing Manager Department: Finance & Information Systems

Ston A							
Step A		\$5,706.35	/Month	\$38.04	/Llour		
		φ3,700.33	/Wionin	φ30.04	/110u1		
<u>Benefit</u>	<b>Multiplier</b>				Cates	<u>gory</u>	
PERS - Employee	0.080000	456.51		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.143660	819.77					
PERS Survivor		2.00	1				
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			27.55%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	82.74	-	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,906.77	50.94%	\$57.42	\$15.82	\$17.99	\$91.23
		Annual Sala	ry + Benefits	\$103,357.49			
		Amidai Sala	ry + benefits	φ103,337.47	ı		
Step B							
		\$5,992.36	/Month	\$39.95	/Hour		
		Ψυ,>>=ιου	,1,1011111	ψ37.73	/110 <b>u</b> 1		
	Total Benefits	\$2,986.44	49.84%	\$59.86	\$16.49	\$18.75	\$95.10
		Annual Cala	wy   Donofita	¢107 745 62			
		Annuai Saia	ry + Benefits	\$107,745.62	Į		
Step C							
экер С		\$6 202 24	Month	¢41.05	/11		
		\$6,292.24	/Monu	\$41.95	/Hour		
	Total Benefits	\$3,069.97	48.79%	\$62.41	\$17.19	\$19.55	\$99.16
		Annual Sala	ry + Benefits	\$112,346.56	1		
Stop D	_						
Step D		\$6 607 72	/Month	044.07	/Hour		
		\$6,607.72	/IVIONIN	\$44.05	/Hour		
	Total Benefits	\$3,157.85	47.79%	\$65.10	\$17.93	\$20.39	\$103.43
		A 10 1	D. 64	\$11 <b>5</b> 107 04			
		Annual Sala	ry + Benefits	\$117,186.84	•		
Step E							
	_	\$6,938.80	/Month	\$46.26	/Hour		
		¥0,720.00	, 1,1011111	φ-10.20	, 11041		
	Total Benefits	\$3,250.07	46.84%	\$67.93	\$18.71	\$21.28	\$107.91
		A 10 1	D. 64	\$122.266.4 <b>=</b>			
		Annual Sala	ry + Benefits	\$122,266.47	İ		

# Records Manager Department: Administration

		Department. Aum		
Step A				
		<b>\$5,224.47</b> /Month	<b>\$34.83</b> /Hour	
<u>Benefit</u>	Multiplier		Cate	<u>egory</u>
PERS - Employee	0.080000	417.96	Non-Sworn Manageme	ent & 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.	0.026600	110.00		
Workers Comp.	0.026600	138.97	32.11%	31.32%
Vision Benefit Medicare	0.014500	37.67 75.75	Hourly Rate Department	
Medicare	0.014500	75.75	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,772.55 53.07%	<b>\$53.31 \$17.12</b>	\$16.70 \$87.13
		Annual Salary + Benefits	\$95,964.19	
Step B				
		<b>\$5,486.21</b> /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				
*		<b>\$5,760.09</b> /Month	\$38.40 /Hour	
		•		
	Total Benefits	\$2,921.74 50.72%	<b>\$57.88 \$18.59</b>	\$18.13 \$94.59
		Annual Salary + Benefits	\$104,182.00	
			· /	
Step D				
		<b>\$6,047.83</b> /Month	\$40.32 /Hour	
	Total Benefits	\$3,001.89 49.64%	\$60.33 \$19.37	\$18.90 \$98.60
		Annual Salary + Benefits	\$108,596.68	
			\$100je>0100	
Step E				
		<b>\$6,349.44</b> /Month	\$42.33 /Hour	
	Total Benefits	\$3,085.91 48.60%	\$62.90 \$20.20	\$19.70 \$102.80
		A10.1 B G:	\$110 004 1 <i>C</i>	
		Annual Salary + Benefits	\$113,224.16	

# Records Supervisor Department: Police

Step A						
		<b>\$4,952.32</b> /Month	\$33.02	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.080000	396.19		Office En	nployees	
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.	0.00.000	0.00				
Workers Comp.	0.026600	131.73		42.32%	31.32%	m . 1 TT . 1
Vision Benefit	0.014500	37.67	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	71.81	& Benefits	<b>Overhead</b>	Overhead	Rate
	Total Benefits	\$ 2,569.81 51.89%	\$50.15	\$21.22	\$15.71	\$87.08
		Annual Salary + Benefits	\$90,265.53	:		
Step B						
*		<b>\$5,200.20</b> /Month	\$34.67	/Hour		
		•	·			
	Total Benefits	\$2,631.92 50.61%	\$52.21	\$22.10	\$16.36	\$90.67
		Annual Salary + Benefits	\$93,985.40			
		•				
Step C						
		<b>\$5,460.21</b> /Month	\$36.40	/Hour		
	Total Benefits	\$2,703.15 49.51%	\$54.42	\$23.03	\$17.05	\$94.50
	Total Delicitis	φ2,703.13 49.3170	ψυ-112	Ψ23.03	Ψ17.02	ψ, 4.20
		Annual Salary + Benefits	\$97,960.31	ŧ		
Step D						
		<b>\$5,734.09</b> /Month	\$38.23	/Hour		
	Total Benefits	\$2,778.18 48.45%	\$56.75	\$24.02	<b>\$17.78</b>	\$98.54
		Annual Salary + Benefits	\$102,147.26			
		Amiuai Saiai y + Denents	Ψ102,177,20	ŧ		
Step E						
		<b>\$6,020.10</b> /Month	\$40.13	/Hour		
	Total Benefits	\$2,856.54 47.45%	\$59.18	\$25.05	\$18.54	\$102.76
		Amusal Calcass Dan 604	¢107 510 74			
		Annual Salary + Benefits	\$106,519.64	<u> </u>		
<u> </u>						

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

		Department: Parks an		
Step A				
		<b>\$4,700.98</b> /Month	<b>\$31.34</b> /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Cat</u>	<u>egory</u>
PERS - Employee	0.080000	376.08	Office E	Employees
PERS - Employer	0.143660	675.34		r
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.	0.00.000	0.00		
Workers Comp.	0.026600	125.05	104.34%	31.32%
Vision Benefit	0.014500	37.67	Hourly Rate Departmen	-
Medicare	0.014500	68.16	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,500.95 53.20%	\$48.01 \$50.10	\$15.04 \$113.15
		Annual Salary + Benefits	\$86,423.17	
Step B				
		<b>\$4,936.72</b> /Month	\$32.91 /Hour	
	Total Benefits	\$2,559.73 51.85%	\$49.98 \$52.15	\$15.65 \$117.78
		Annual Salary + Benefits	\$89,957.45	
Step C				
_		<b>\$5,182.87</b> /Month	\$34.55 /Hour	
	Total Benefits	\$2,627.17 50.69%	<b>\$52.07 \$54.33</b>	\$16.31 \$122.70
		<b>Annual Salary + Benefits</b>	\$93,720.47	
	_			
Step D		<b>\$5,442.88</b> /Month	¢26.20 /II	
			\$36.29 /Hour	A
	Total Benefits	\$2,698.40 49.58%	\$54.28 \$56.63	\$17.00 \$127.91
		Annual Salary + Benefits	\$97,695.38	
Step E				
_ step _		<b>\$5,715.02</b> /Month	\$38.10 /Hour	
	Total Benefits	\$2,772.96 48.52%	\$56.59 \$59.04	<b>\$17.72 \$133.35</b>
		Annual Salary + Benefits	\$101,855.72	
		Annual Salat y + Denetits	ψ101,055.72	

### Recreation Manager Department: Parks and Recreation

		Department: Parks an	d iteel editori	
Step A				
		<b>\$6,486.38</b> /Month	<b>\$43.24</b> /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Cate	egory
PERS - Employee	0.080000	518.91	Non-Sworn Manageme	ent & 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	104.34%	31.32%
Vision Benefit	0.014500	37.67	Hourly Rate Department	-
Medicare	0.014500	94.05	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 3,124.05 48.16%	\$64.07 \$66.85	\$20.07 \$150.99
		Annual Salary + Benefits	\$115,325.17	
Step B				
	_	<b>\$6,810.53</b> /Month	\$45.40 /Hour	
	Total Benefits	ŕ		<b>\$20.93 \$157.50</b>
	Total Belletits	\$3,214.34 47.20%	\$66.83 \$69.73	\$20.95 \$157.50
		Annual Salary + Benefits	\$120,298.48	
Step C				
_		<b>\$7,150.28</b> /Month	\$47.67 /Hour	
	Tatal Danasita	\$2.200.00 46.200/	\$40.72 \$73.75	\$21.94 \$1.64.22
	Total Benefits	\$3,308.98 46.28%	\$69.73 \$72.75	\$21.84 \$164.32
		Annual Salary + Benefits	\$125,511.13	
Step D				
	_	<b>\$7,507.36</b> /Month	\$50.05 /Hour	
	Total Benefits	\$3,408.45 45.40%	\$72.77 \$75.93	\$22.79 \$171.50
		Annual Salary + Benefits	\$130,989.66	
			+2007/07/00	
Step E		<b>*</b>		
		<b>\$7,883.50</b> /Month	\$52.56 /Hour	
	Total Benefits	\$3,513.22 44.56%	\$75.98 \$79.28	\$23.80 \$179.05
		Annual Salary + Benefits	\$136,760.63	

### Recreation Supervisor Department: Parks and Recreation

		Department: Parks an	a recreation	
Step A				
		<b>\$5,404.74</b> /Month	<b>\$36.03</b> /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Cate	<u>egory</u>
PERS - Employee	0.080000	432.38	Non-Sworn Manageme	ent & 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	104.34%	31.32%
Vision Benefit		37.67	Hourly Rate Department	-
Medicare	0.014500	78.37	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,822.76 52.23%	\$54.85 \$57.23	\$17.18 \$129.26
		Annual Salary + Benefits	\$98,730.00	
Step B				
		<b>\$5,675.15</b> /Month	\$37.83 /Hour	
	Total Benefits	\$2,898.08 51.07%	\$57.15 \$59.64	\$17.90 \$134.69
		Annual Salary + Benefits	\$102,878.80	
		·	, , ,	
Step C				
		<b>\$5,959.43</b> /Month	\$39.73 /Hour	
	Total Benefits	\$2,077,27 40,060/	\$59.58 \$62.16	<b>\$18.66 \$140.40</b>
	Total Belletits	\$2,977.27 49.96%	\$59.58 \$62.16	\$18.66 \$140.40
		Annual Salary + Benefits	\$107,240.39	
Stop D	_			
Step D		<b>\$6,257.57</b> /Month	\$41.72 /Hour	
	Total Danafita	,		\$19.46         \$146.39
	Total Benefits	\$3,060.32 48.91%	\$62.12 \$64.82	\$19.46 \$146.39
		Annual Salary + Benefits	\$111,814.63	
Step E				
	<u></u>	<b>\$6,571.32</b> /Month	\$43.81 /Hour	
	Total Benefits	\$3,147.71 47.90%	\$64.79 \$67.61	\$20.30 \$152.69
		Annual Salary + Benefits	\$116,628.37	
		-		

# Redevelopment Analyst Department: Redevelopment Agency

	-	o c pur timent.	ricae verop	ment Agency			
Step A							
		\$6,339.04	/Month	\$42.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	TOPY	
	<u> </u>						
PERS - Employee	0.080000	507.12		Non-Swo	orn Managemei	nt & Mid-Mar	nagement
PERS - Employer	0.143660	910.67					
PERS Survivor		2.00					
Management Incentive EAP		0.00 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.	0.000200	110.00					
Workers Comp.	0.026600	168.62			78.25%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.92		& Benefits	Overhead	Overhead	<u>Rate</u>
			•				
	Total Benefits	\$ 3,083.01	48.64%	\$62.81	\$49.15	\$19.68	\$131.64
			. TD . 694	<b>#113.074.70</b>			
		Annual Sala	ry + Benefits	\$113,064.60	:		
C. D	_						
Step B		ф. <b>СТ</b> СВС	2.5				
		\$6,656.26	/Month	\$44.38	/Hour		
	Total Benefits	\$3,171.37	47.64%	\$65.52	\$51.27	\$20.52	\$137.31
	1000120110110	φο,1711ο7	1,101,0	Ψ00.02	φο 102.	Ψ=0.02	ψ10.101
		Annual Salar	ry + Benefits	\$117,931.57	_		
Step C							
		\$6,989.07	/Month	\$46.59	/Hour		
		•					
	Total Benefits	\$3,264.08	46.70%	\$68.35	\$53.49	\$21.41	\$143.25
			. TD . 694	ф122 02 <del>5 55</del>			
		Annual Salar	ry + Benefits	\$123,037.75	:		
Stan D							
Step D		ф <b>л</b> 220 22	/M a m 41:	<b># 40.00</b>	/T.T		
		\$7,339.22	/IVIOIIII	\$48.93	/Hour		
	Total Benefits	\$3,361.61	45.80%	\$71.34	\$55.82	\$22.35	\$149.51
		•					
		Annual Sala	ry + Benefits	\$128,409.96			
					· 		
Step E							
		\$7,706.70	/Month	\$51.38	/Hour		
	T. 1D. ".	фо. 4 <i>c</i> 2 c <del>-</del>	44.050	<b>4-4</b> -	φ <b>=0.2=</b>	<b>daa aa</b>	<b>415</b> 4 <b>45</b>
	Total Benefits	\$3,463.97	44.95%	\$74.47	\$58.27	\$23.33	\$156.07
		Annual Salar	ry   Ronofita	¢13/ በ/Q በረ			
		Amuai Sala	y + Denemis	\$134,048.06	I		

### Redevelopment Manager Department: Redevelopment Agency

Step A							
Step 11		\$8,888.88	/Month	\$59.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gory	
PERS - Employee PERS - Employer	0.080000 0.143660	711.11 1,276.98		Non-Swe	orn Manageme	nt & Mid-Mar	nagement
PERS Survivor	0.143000	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.	0.00.4400	110.00					
Workers Comp.	0.026600	236.44		TT 1 D 4	78.25%	31.32%	T
Vision Benefit Medicare	0.014500	37.67 128.89		Hourly Rate	Department	City-Wide	Total Hourly
Wiedicare	0.014500	128.89	_	& Benefits	<u>Overhead</u>	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,793.27	42.67%	\$84.55	\$66.16	\$26.48	\$177.19
		Annual Sala	ry + Benefits	\$152,185.77			
Step B							
*		\$9,332.63	/Month	\$62.22	/Hour		
		ŕ					
	Total Benefits	\$3,916.87	41.97%	\$88.33	\$69.12	\$27.67	\$185.11
		Annual Sala	ry + Benefits	\$158,994.05			
		Annuai Sala	ry i benefits	ψ130,774.03	•		
Step C							
1		\$9,798.91	/Month	\$65.33	/Hour		
		Ψ>,.>0.>1	7111011111	Ψ03.33	/110 <b>u</b> 1		
	Total Benefits	\$4,046.76	41.30%	\$92.30	\$72.23	\$28.91	\$193.44
		A	D64.	¢1// 1/0 00			
		Annuai Sala	ry + Benefits	\$166,148.00	•		
Step D							
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 Sala	ry + Benefits	\$173,674.31			
		Amuai Sala	ry + Delicitis	φ1/3,0/4.31	<b>.</b>		
Step E							
		\$10,804.28	/Month	\$72.03	/Hour		
	Total Benefits	\$4,326.80	40.05%	\$100.87	\$78.93	\$31.60	\$211.40
		,==::00	2.22,3	,,			,
		Annual Sala	ry + Benefits	\$181,572.99	1		

# Regulatory Compliance Supervisor Department: Public Works

			int. Fublic				
Step A							
		\$6,295.71	/Month	\$41.97	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance	0.080000 0.143660 0.009200 0.000255	503.66 904.44 2.00 0.00 4.12 1,006.49 156.99 57.92 28.90		Non-Sw	orn Managemei	nt & Mid-Mar	agement
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.026600 0.014500	110.00 167.47 37.67 91.29		Hourly Rate & Benefits	129.73% Department <u>Overhead</u>	31.32% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,070.94	48.78%	\$62.44	\$81.01	\$19.56	\$163.02
		Annual Salar	y + Benefits	\$112,399.80	•		
Step B							
		\$6,611.19		\$44.07		420.40	<b>417</b> 0 04
	Total Benefits	\$3,158.82 <b>Annual Salar</b>	47.78% v + Benefits	\$65.13 \$117,240.08	\$84.50	\$20.40	\$170.04
Step C		\$6,942.27		\$46.28	/Hour		
	Total Benefits	\$3,251.04	46.83%	\$67.96	\$88.16	\$21.29	<b>\$177.40</b>
		Annual Salar		\$122,319.71	=	,	,
Step D		\$7,288.95	/Month	\$48.59	/Hour		
	<b>Total Benefits</b>	\$3,347.61	45.93%	\$70.91	\$91.99	\$22.21	\$185.12
		Annual Salar	y + Benefits	\$127,638.68	•		
Step E							
		\$7,652.96	/Month	\$51.02	/Hour		
	<b>Total Benefits</b>	\$3,449.00	45.07%	\$74.01	\$96.02	\$23.18	\$193.22
		Annual Salar	y + Benefits	\$133,223.54			

# Right-of-Way Specialist Department: Public Works

	_					-
Step A						
		<b>\$5,725.42</b> /Month	\$38.17	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	458.03		Office En	nplovees	
PERS - Employer	0.143660	822.51		011100 211	p10,000	
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		129.73%	31.32%	
Vision Benefit		37.67	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	83.02	& Benefits	Overhead	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,781.61 48.58%	\$56.71	\$73.58	\$17.76	\$148.05
		Annual Salary + Benefits	\$102,084.31			
Step B						
экер Б		\$6.011.42 /Month	¢40.00	/П.		
		<b>\$6,011.43</b> /Month	\$40.08	/Hour		
	Total Benefits	\$2,854.16 47.48%	\$59.10	\$76.68	\$18.51	\$154.29
		Annual Salary + Benefits	\$106,387.10			
Stan C						
Step C		¢ ( 211 21 /M a4)	<b>#42.00</b>	/11		
		<b>\$6,311.31</b> /Month	\$42.08	/Hour		
	Total Benefits	\$2,936.32 46.52%	\$61.65	<b>\$79.98</b>	\$19.31	\$160.94
		Annual Salary + Benefits	\$110,971.52			
Grand D	_					
Step D		<b>\$6,626.79</b> /Month	\$44.18	/Hour		
	Total Dan - Ct.	•			¢20.15	<b>\$167.94</b>
	Total Benefits	\$3,022.75 45.61%	\$64.33	\$83.46	\$20.15	φ107 <b>.94</b>
		Annual Salary + Benefits	\$115,794.42			
Step E						
		<b>\$6,957.87</b> /Month	\$46.39	/Hour		
	Total Benefits	\$3,113.45 44.75%	\$67.14	\$87.11	\$21.03	\$175.28
		Annual Salary + Benefits	\$120,855.82			

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

C4 A							
Step A		\$5,276.47	/Month	\$35.18	/Hour		
		ψ5,270.47	, ivionin	ψ33.10			
Benefit	<u>Multiplier</u>				<u>Cate</u>	<u>gory</u>	
PERS - Employee	0.080000	422.12			Office En	nplovees	
PERS - Employer	0.143660	758.02				1 - 3	
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			129.73%	31.32%	
Vision Benefit		37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	76.51		& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,658.61	50.39%	\$52.90	\$68.63	\$16.57	\$138.10
		Annual Salar	y + Benefits	\$95,220.98	:		
Step B							
ыер в		\$5,539.95	Month	\$36.93	/II		
		ф3,339.93	/ IVIOIIIII	\$30.93	/Hour		
	<b>Total Benefits</b>	\$2,724.99	49.19%	\$55.10	\$71.48	\$17.26	\$143.84
		Annual Salar	w   Ronofite	\$99,179.34			
		Allituai Salai	y + Delicitis	\$77,177.54	•		
Step C							
1		\$5,817.29	/Month	\$38.78	/Hour		
		Ψ2,027.02	1,1011011	φεσ., σ	,11041		
	Total Benefits	\$2,800.97	48.15%	\$57.46	\$74.54	\$18.00	\$149.99
		Annual Salar	v + Renefits	\$103,419.18			
		Amidai Salai	y   Delicitis	ψ103,417.10	i e		
Step D							
		\$6,108.50	/Month	\$40.72	/Hour		
	Total Benefits	\$2,880.75	47.16%	\$59.93	\$77.75	<b>\$18.77</b>	\$156.45
					+··••	4-24	+ <b>**</b> • •
		Annual Salar	y + Benefits	\$107,871.06	·		
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 Salar	y + Benefits	\$112,534.97	1		

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

Step A							
Зієр А	-	\$6,321.71	/Month	\$42.14	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cates	gory	
PERS - Employee	0.080000	505.74	L	Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.143660	908.18		110h BW	om manageme	iii & iviid ividi	шдетен
PERS Survivor	*******	2.00					
Management Incentive		0.00	)				
EAP		4.12	2				
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			27.55%	31.32%	
Vision Benefit		37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	91.66	<u> </u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,078.18	48.69%	\$62.67	\$17.26	\$19.63	\$99.56
		Annual Sala	ry + Benefits	\$112,798.71	:		
Step B							
Stop B		\$6,637.19	/Month	\$44.25	/Hour		
		ψ0,037.17	/IVIOIIIII	ψ44.23	/11oui		
	Total Benefits	\$3,166.06	47.70%	\$65.35	\$18.00	\$20.47	\$103.83
		Annual Sala	ry + Benefits	\$117,638.99			
					•		
Step C							
		\$6,968.27	/Month	\$46.46	/Hour		
	T-4-1 D 64-	¢2.250.20	46.760/	\$ CO 10	¢10.70	¢21.26	¢100.21
	Total Benefits	\$3,258.28	46.76%	\$68.18	\$18.78	\$21.36	\$108.31
		Annual Sala	ry + Benefits	\$122,718.62	:		
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 Cal-		\$1 <b>2</b> 0 074 12			
		Annuai Sala	ary + Benefits	\$128,064.13	•		
Step E		ΦΕ (02.42	<b>A</b>	*=			
		\$7,682.43	/Month	\$51.22	/Hour		
	Total Benefits	\$3,457.21	45.00%	\$74.26	\$20.46	\$23.26	\$117.98
		Annual Sala	ry + Benefits	\$133,675.69	_		
					•		

# Senior Associate Engineer Department: Public Works

Step A				
		<b>\$7,207.48</b> /Month	<b>\$48.05</b> /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Cat	egory
PERS - Employee	0.080000	576.60	Non-Sworn Managem	ent & 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.	0.00.000	110.00		
Workers Comp.	0.026600	191.72	129.73%	31.32%
Vision Benefit Medicare	0.014500	37.67	Hourly Rate Departmen	
Medicare	0.014500	104.51	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 3,324.91 46.13%	\$70.22 \$91.09	\$21.99 \$183.30
		Annual Salary + Benefits	\$126,388.72	
Step B				
		<b>\$7,568.02</b> /Month	\$50.45 /Hour	
		+ · , · · · · · · · · · · · · · · · · ·	<del></del>	
	Total Benefits	\$3,425.34 45.26%	<b>\$73.29 \$95.08</b>	\$22.96 \$191.33
		Annual Salary + Benefits	\$131,920.34	
		Timum Sumi y 1 Delicites	Ψ101,920.01	
Step C				
step e		<b>\$7,945.91</b> /Month	\$52.97 /Hour	
		\$1,943.91 /WOHUI	\$52.97 /HOUI	
	<b>Total Benefits</b>	\$3,530.60 44.43%	\$76.51 \$99.26	\$23.97 \$199.73
		Annual Salary + Benefits	\$137,718.16	
		Aimuai Salai y + Delicitis	φ137,710.10	
Step D				
Step D		<b>\$8,342.85</b> /Month	\$55.62 /Hour	
	Total Benefits			\$25.03     \$208.57
	i otai benefits	\$3,641.17 43.64%	\$79.89 \$103.65	\$25.03 \$208.57
		<b>Annual Salary + Benefits</b>	\$143,808.25	
Step E		ΦΩ <b>=</b> ∠Ω ∠Ω □ □ ·		
		<b>\$8,760.60</b> /Month	\$58.40 /Hour	
	Total Benefits	\$3,757.54 42.89%	\$83.45 \$108.27	\$26.14 \$217.86
		A	¢150 215 (2	
		Annual Salary + Benefits	\$150,217.62	

### Senior Building Inspector Department: Community Development

~ .			Communit	•			
Step A							
		\$6,361.58	/Month	\$42.41	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.080000	508.93			Office En	nnlovees	
PERS - Employer	0.143660	913.90			Office En	npioyees	
PERS Survivor	0.143000	2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49	1				
Dental Insurance		156.99					
LTD Insurance	0.009200	58.53					
Life Insurance		5.80	1				
Deferred Comp.		0.00	)				
Workers Comp.	0.026600	169.22			42.95%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	92.24	<del>-</del>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,955.89	46.46%	\$62.12	\$26.68	\$19.46	\$108.25
		A1 C-1-	D@4	¢111 000 <i>(</i> 2			
		Alinuai Sala	ry + Benefits	\$111,809.62			
Step B							
Step B		\$6,680.52	/Month	\$44.54	/Hour		
		φ0,000.52	/141011111	Ψ++.5+	/11oui		
	<b>Total Benefits</b>	\$3,037.47	45.47%	<b>\$64.79</b>	\$27.83	\$20.29	\$112.91
		A 1 G-1-	D64.	¢117 (15 02			
		Alinuai Sala	ry + Benefits	\$116,615.82			
Step C							
Step 6		\$7,015.07	/Month	\$46.77	/Hour		
		φ1,015.01	/IVIOIIIII	Ψ-0.77	/11oui		
	<b>Total Benefits</b>	\$3,129.12	44.61%	\$67.63	\$29.05	\$21.18	<b>\$117.86</b>
		4 101	. D. 64	\$121 <b>5</b> 20 26			
		Annuai Saia	ry + Benefits	\$121,730.26			
Step D							
Step B		\$7,365.22	/Month	\$49.10	/Hour		
	Total Danielia					¢22.12	¢122.04
	Total Benefits	\$3,225.05	43.79%	\$70.60	\$30.32	\$22.12	\$123.04
		Annual Sala	ry + Benefits	\$127,083.19			
					·		
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 Sala	ry + Benefits	\$132,701.05			

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

G. A			Community				
Step A		\$5,959.43	/Month	\$39.73	/Hour		
		φ3,737. <del>4</del> 3	/IVIOIIIII	φ39.13	/110ui		
<u>Benefit</u>	<b>Multiplier</b>				Cates	<u>gory</u>	
PERS - Employee	0.080000	476.75			Office En	nployees	
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.	0.00.5500	0.00					
Workers Comp.	0.026600	158.52		II 1 D 4	42.95%	31.32%	T 4 1 TT 1
Vision Benefit Medicare	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	86.41	-	& Benefits	<b>Overhead</b>	Overhead	Rate
	Total Benefits	\$ 2,845.72	47.75%	\$58.70	\$25.21	\$18.39	\$102.30
		Annual Sala	ry + Benefits	\$105,661.75	=		
Ctor D							
Step B		<b>4.6355.55</b>	2.5				
		\$6,257.57	/Month	\$41.72	/Hour		
	Total Benefits	\$2,921.59	46.69%	\$61.19	\$26.28	\$19.17	\$106.65
		, ,-		,		,	,
		Annual Sala	ry + Benefits	\$110,149.97	<b>=</b>		
Step C							
		\$6,571.32	/Month	\$43.81	/Hour		
	T . 1 D . C.	ф2 00 <b>7</b> 55	45 770/	<b>\$</b> < <b>2.0</b> <	<b>425.42</b>	<b>#20.00</b>	ф111 <b>2</b> 0
	Total Benefits	\$3,007.55	45.77%	\$63.86	\$27.43	\$20.00	\$111.29
		Annual Sala	ry + Benefits	\$114,946.43			
				. 7	•		
Step D							
		\$6,900.67	/Month	\$46.00	/Hour		
		φο,ς σοιο.	,1,1011011	φ.σ.σσ	711001		
	<b>Total Benefits</b>	\$3,097.78	44.89%	\$66.66	\$28.63	\$20.88	\$116.16
			75 et.	\$440.004. <b>25</b>			
		Annual Sala	ry + Benefits	\$119,981.37	•		
Step E							
		\$7,245.61	/Month	\$48.30	/Hour		
	The 1 Decree	Φ <b>2.102.5</b> 0	44.000	4.0 50	440.00	<b>dat</b> 00	<b>4121.27</b>
	Total Benefits	\$3,192.28	44.06%	\$69.59	\$29.89	\$21.80	\$121.27
		Annual Sala	ry + Benefits	\$125,254.65			
		Amidai Sala	ny + Delicitis	φ143,434.05	•		

### Senior Community Development Technician Department: Community Development

Step A							
300F 11	_	\$5,203.67	/Month	\$34.69	/Hour		
<u>Benefit</u>	Multiplier				Cate	gory	
PERS - Employee	0.080000	416.29	)		Office Er	nplovees	
PERS - Employer	0.143660	747.56				1 - 3	
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	•	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	75.45	<u>-</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,638.67	50.71%	\$52.28	\$22.45	\$16.38	\$91.11
		Annual Sala	ry + Benefits	\$94,108.05	<u>.</u>		
				•	_		
Step B							
		\$5,463.68	/Month	\$36.42	/Hour		
	T 15 C	<b>#2 =</b> 0.1.10	40.4007	<b></b>	400.00	<b>4=</b> 0<	40400
	Total Benefits	\$2,704.10	49.49%	\$54.45	\$23.39	\$17.06	\$94.89
		Annual Sala	ry + Benefits	\$98,013.36	=		
g. C							
Step C							
		\$5,737.55	/Month	\$38.25	/Hour		
	Total Benefits	\$2,779.13	48.44%	\$56.78	\$24.39	\$17.78	\$98.95
	Total Belletits	\$2,779.13	40.4470	\$30.78	φ <b>24.</b> 39	φ17.70	φ20.23
		Annual Sala	ry + Benefits	\$102,200.15	<u>-</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
	Total Benefits				Ψ20111	φισιου	Ψ100.21
		Annual Sala	ry + Benefits	\$106,599.13	•		
Step E							
		\$6,326.91	/Month	\$42.18	/Hour		
	Total Benefits	\$2,940.59	46.48%	\$61.78	\$26.54	\$19.35	\$107.67
	Tomi Delicins	Ψ2,770.37	10.7070	ψ01.70	ψ <b>=0:0</b> 4	Ψ1/100	Ψ±0/+0/
		Annual Sala	ry + Benefits	\$111,210.00	<b>=</b>		
					-		

## Senior Community Service Officer Department: Police

Cton A							
Step A		\$4,827.52	/Month	\$32.18	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	<u>gory</u>	
PERS - Employee	0.080000	386.20	)		Non-Swo	rn Police	
PERS - Employer	0.143660	693.52	2				
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			42.32%	31.32%	
Vision Benefit	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	70.00	<u>)                                    </u>	& Benefits	<b>Overhead</b>	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,537.72	52.57%	\$49.10	\$20.78	\$15.38	\$85.26
		Annual Sala	ry + Benefits	\$88,382.85	=		
Step B							
	_	\$5,068.46	/Month	\$33.79	/Hour		
	Total Benefits	\$2,595.83	51.22%	\$51.10	\$21.62	<b>\$16.00</b>	\$88.72
	Total Beliefits	Ψ2,373.03	31.22/0	ψ51.10	Ψ21.02	φ10.00	φοσ.72
		Annual Sala	ry + Benefits	\$91,971.42	=		
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 Sala	ry + Benefits	\$95,840.39			
		Aimuai Sala	iry + Denemis	\$75,040.57	=		
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 Sala	ry + Benefits	\$99,921.24			
	_				=		
Step E		\$5,867.56	/Month	\$39.12	Hour		
		φ5,007.30	/ IVIOIIIII	ф39.12	/110u1		
	Total Benefits	\$2,814.75	47.97%	\$57.88	\$24.50	\$18.13	\$100.51
		Annual Sala	ry + Benefits	\$104,187.68			
			= 31101103	7 3,207.00	=		

## Senior Construction Inspector Department: Public Works

Step A						
Step A	_	<b>\$6,361.58</b> /Month	<b>\$42.41</b> /H	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	508.93		Office En	nplovees	
PERS - Employer	0.143660	913.90			1 - 3	
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		129.73%	31.32%	
Vision Benefit		37.67	Hourly Rate D	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	92.24		Overhead	Overhead	Rate
	Total Benefits	\$ 2,955.89 46.46%	\$62.12	\$80.59	\$19.46	\$162.16
			****			
		Annual Salary + Benefits	\$111,809.62			
Step B						
		<b>\$6,680.52</b> /Month	\$44.54 /H	Hour		
		,				
	Total Benefits	\$3,037.47 45.47%	\$64.79	\$84.05	\$20.29	\$169.13
		Annual Salary + Benefits	\$116,615.82			
		,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
Step C						
		<b>\$7,015.07</b> /Month	\$46.77 /H	Hour		
	Total Benefits	\$3,129.12 44.61%	\$67.63	\$87.74	\$21.18	\$176.55
		Annual Salary + Benefits	\$121,730.26			
Step D						
		<b>\$7,365.22</b> /Month	\$49.10 /H	Hour		
	Total Benefits	\$3,225.05 43.79%	\$70.60	\$91.59	\$22.12	\$184.31
		Annual Salary + Benefits	\$127,083.19			
			Ţ==:,000127			
Step E						
		<b>\$7,732.70</b> /Month	\$51.55 /H	Hour		
	Total Benefits	\$3,325.72 43.01%	\$73.72	\$95.64	\$23.09	\$192.46
		Annual Salary + Benefits	\$132 701 05			
		Aimuai Saiary + Denemis	\$132,701.05			

## Senior Engineer Department: Public Works

	_	Department. Tubi				
Step A						
		<b>\$7,921.64</b> /Month	\$52.81 /He	our		
<u>Benefit</u>	Multiplier			Catego	ory	
PERS - Employee	0.080000	633.73	Non-Sworn	Managemen	t & Mid-Man	nagement
PERS - Employer	0.143660	1,138.02		C		C
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		129.73%	31.32%	
Vision Benefit		37.67		epartment	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	114.86	<u>&amp; Benefits</u> O	<u>Overhead</u>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,523.84 44.48%	\$76.30	\$98.99	\$23.90	\$199.19
		Annual Salary + Benefits	\$137,345.79			
		,				
Step B						
200F -		<b>\$8,318.59</b> /Month	\$55.46 /Ho	our		
		φ <b>0,510.5</b> 5 /100πm	φ33.40 /110	oui		
	Total Benefits	\$3,634.41 43.69%	\$79.69	\$103.38	\$24.96	\$208.03
		Annual Salary + Benefits	\$143,436.04			
		Timidal Salary   Delicitis	Ψ110,100101			
Step C						
		<b>\$8,734.60</b> /Month	\$58.23 /Ho	our		
		\$6,734.00 /Wolldi	ψ30.23 /TK	oui		
	Total Benefits	\$3,750.29 42.94%	\$83.23	\$107.98	\$26.07	\$217.28
		Annual Salary + Benefits	\$149,818.71			
		Timuu Sului j . Benenis	<del>4113,010111</del>			
Step D						
	_	<b>\$9,171.42</b> /Month	\$61.14 /Ho	our		
	Total Benefits	\$3,871.97 42.22%	\$86.96	\$112.81	\$27.24	\$227.00
					•	
		Annual Salary + Benefits	\$156,520.67			
Step E						
	_	<b>\$9,630.77</b> /Month	\$64.21 /Ho	our		
	Total Benefits	\$3,999.92 41.53%	\$90.87	\$117.89	\$28.46	\$237.23
	- Juli Delicitis	·		T-2.10/	Ψ=0.10	Ψ <b>=</b> 0,1 <b>=</b> 0
		Annual Salary + Benefits	\$163,568.29			

## Senior Equipment Mechanic Department: Public Works

Stop A						
Step A		\$5,240.07 /Month	\$34.93	/Hour		
D 6"4	M-14:-1:	1.7	,			
<u>Benefit</u>	<u>Multiplier</u>			Cate	<u>gory</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	0.000200	156.99				
LTD Insurance	0.009200	48.21				
Life Insurance		5.80				
Deferred Comp.	0.026600	0.00		120 720/	21 220/	
Workers Comp. Vision Benefit	0.026600	139.39 37.67	Hourly Rate	129.73%	31.32% City-Wide	Total Hourly
Medicare	0.014500	75.98	& Benefits	Department Overhead	Overhead	Rate
Wedicare	0.014300	13.76	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,648.64 50.55%	\$52.59	\$68.23	\$16.47	\$137.29
		Annual Salary + Benefits	\$94,664.51	_		
				-		
Step B						
		\$5,501.81 /Month	\$36.68	/Hour		
	Total Benefits	\$2,714.55 49.34%	\$54.78	<b>\$71.06</b>	<b>\$17.16</b>	\$143.00
		Annual Calamy   Danafita	¢00 504 27			
		Annual Salary + Benefits	\$98,596.27	=		
Cton C						
Step C		A 12 0.5 1				
		<b>\$5,777.42</b> /Month	\$38.52	/Hour		
	Total Benefits	\$2,790.05 48.29%	\$57.12	\$74.10	\$17.89	\$149.11
	Total Delicitis	\$2,790.03 40.2970	φ57.12	φ/-1.10	φ17.02	φ142.11
		Annual Salary + Benefits	\$102,809.66			
		<i>,</i> ·	+===,=====	=		
Step D						
Step D		<b>\$6,066.90</b> /Month	\$40.45	/Hour		
		ŕ				
	Total Benefits	\$2,869.36 47.30%	\$59.58	\$77.29	\$18.66	\$155.52
		Annual Salary + Benefits	\$107,235.10			
			Ψ107,9200.10			
Step E						
		<b>\$6,370.25</b> /Month	\$42.47	/Hour		
		φυ <b>ιοιπο</b> /ποπατ	ψτ2.+/	,110ui		
	Total Benefits	\$2,952.46 46.35%	\$62.15	\$80.63	\$19.47	\$162.25
			0444.084.55			
		Annual Salary + Benefits	\$111,872.56	<b>∃</b>		

#### Senior Community Development Analyst Department: Community Development

Step A							
Step 11	_	\$7,288.95	/Month	\$48.59	/Hour		
<u>Benefit</u>	Multiplier				Cate	gory	
PERS - Employee	0.080000	583.12		Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.143660	1,047.13	1		C		
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.	0.026600	110.00					
Workers Comp.	0.026600	193.89		TT 1 D 4	42.95%	31.32%	T 4 1 TT 1
Vision Benefit Medicare	0.014500	37.67		Hourly Rate	Department	City-Wide Overhead	Total Hourly
Medicare	0.014500	105.69	<u>-</u>	& Benefits	<u>Overhead</u>	Overnead	Rate
	Total Benefits	\$ 3,347.61	45.93%	\$70.91	\$30.46	\$22.21	\$123.58
		Annual Sala	ry + Benefits	\$127,638.68	=		
Step B							
	_	\$7,652.96	/Month	\$51.02	/Hour		
	Total Benefits	\$3,449.00	45.07%	\$74.01	\$31.79	\$23.18	\$128.98
					40-1117	7-21-2	7
		Annual Sala	ry + Benefits	\$133,223.54	=		
Step C							
		\$8,036.04	/Month	\$53.57	/Hour		
	Total Benefits	\$3,555.71	44.25%	\$77.28	\$33.19	\$24.21	\$134.68
	Total Belieffes				φουισ	Ψ2 1.21	Ψ10 1100
		Annual Sala	ry + Benefits	\$139,100.99	=		
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 Sala	ry + Benefits	\$145,271.01			
	_		-		•		
Step E		\$8,859.41	/Month	\$59.06	/Hour		
		ψυ,υυ/.ΤΙ	/ 1 <b>/1</b> OHUI	ф <i>39</i> .00	/110ul		
	Total Benefits	\$3,785.06	42.72%	\$84.30	\$36.20	\$26.40	\$146.91
		Annual Sala	ry + Benefits	\$151,733.62			
					•		

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

~ .							
Step A		\$4,532.84	Month	\$30.22	/Hour		
		Ф4,332.04	/Wionth	\$30.22	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
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.	0.026600	0.00					
Workers Comp. Vision Benefit	0.026600	120.57 37.67		Hannly Data	104.34%	31.32%	Total Handy
Medicare	0.014500	65.73		Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly <u>Rate</u>
Medicale	0.014300	03.73	<u>-</u>	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,454.89	54.16%	\$46.58	\$48.61	\$14.59	\$109.78
		Annual Sala	ry + Benefits	\$83,852.72	=		
Step B							
Step D		¢4.750.02	Month	¢21.72	/11		
		\$4,759.92	/Month	\$31.73	/Hour		
	Total Benefits	\$2,511.30	52.76%	\$48.47	\$50.58	\$15.18	\$114.24
		Annual Sala	ry + Benefits	\$87,254.61	=		
C4 C							
Step C		*****					
		\$4,997.39	/Month	\$33.32	/Hour		
	Total Benefits	\$2,576.35	51.55%	\$50.49	\$52.68	\$15.82	\$118.99
	Total Benefits	\$ <b>2</b> ,070.00	51.5576	φυστι	<b>402.</b> 00	Ψ10.02	φ11000
		Annual Sala	ry + Benefits	\$90,884.94	_		
	_				-		
Step D							
		\$5,247.00	/Month	\$34.98	/Hour		
	Total Benefits	\$2,644.74	50.40%	\$52.61	\$54.90	\$16.48	\$123.99
	Total Belletits	\$2,044.74	30.40%	<b>\$52.01</b>	φ <b>34.</b> 90	<b>ф10.40</b>	\$123.99
		Annual Sala	ry + Benefits	\$94,700.86			
			-				
Step E							
		\$5,508.75	/Month	\$36.73	/Hour		
	Total Benefits	\$2,716.45	49.31%	\$54.83	\$57.21	\$17.18	\$129.23
		A16 1	De	¢00 702 27			
		Annual Sala	ry + Benefits	\$98,702.37	=		

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

~ .				•			
Step A							
		\$7,288.95	/Month	\$48.59	/Hour		
<b>Benefit</b>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.080000	583.12		Non-Swe	orn Managemen	nt & Mid-Mar	nagement
PERS - Employer	0.143660	1,047.13					8
PERS Survivor		2.00					
Management Incentive		0.00	1				
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.	0.00.5500	110.00					
Workers Comp.	0.026600	193.89		II 1 D 4	42.95%	31.32%	T 4 1 TT 1
Vision Benefit Medicare	0.014500	37.67 105.69		Hourly Rate	Department Overhead	City-Wide	Total Hourly
Medicare	0.014300	103.69	<del>_</del>	& Benefits	Overneau	Overhead	Rate
	Total Benefits	\$ 3,347.61	45.93%	\$70.91	\$30.46	\$22.21	\$123.58
		Annual Sala	ry + Benefits	\$127,638.68			
			•		1		
Step B							
		\$7,652.96	/Month	\$51.02	/Hour		
	Total Benefits	\$3,449.00	45.07%	<b>\$74.01</b>	\$31.79	\$23.18	\$128.98
		Annual Sala	ry + Benefits	\$133,223.54			
			-5	+===	Ī		
Step C							
		\$8,036.04	/Month	\$53.57	/Hour		
		φο,σεσισ ι	/ IVIOIIII	Ψ33.37	/11oui		
	<b>Total Benefits</b>	\$3,555.71	44.25%	\$77.28	\$33.19	\$24.21	\$134.68
		Annual Cala	wy   Donofita	¢120 100 00			
		Annuai Saia	ry + Benefits	\$139,100.99	1		
Step D							
Step D		\$8,438.19	/Month	\$56.25	/Llour		
		ф0, <del>4</del> 30.19	/ IVIOIIUI	\$30.23	/ FIOUF		
	<b>Total Benefits</b>	\$3,667.73	43.47%	\$80.71	\$34.66	\$25.28	\$140.65
		A 101	D. 64	\$1.45.551.01			
		Annual Sala	ry + Benefits	\$145,271.01	•		
Stop E							
Step E		\$8,859.41	/Month	\$50.00	/Llour		
		ф0,037.41	/ IVIOIIIII	\$59.06	/ FIOUF		
	Total Benefits	\$3,785.06	42.72%	\$84.30	\$36.20	\$26.40	\$146.91
		Annual Sala	ry + Benefits	\$151,733.62			

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

Step A						
Step 11		<b>\$4,532.84</b> /Month	\$30.22	/Hour		
<u>Benefit</u>	Multiplier			Categ	gory	
PERS - Employee	0.080000	362.63		Office En	nployees	
PERS - Employer	0.143660	651.19			1 7	
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		42.32%	31.32%	
Vision Benefit		37.67	<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	65.73	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,454.89 54.16%	\$46.58	\$19.72	\$14.59	\$80.89
		Annual Salary + Benefits	\$83,852.72	i		
Step B						
		<b>\$4,759.92</b> /Month	\$31.73	/Hour		
	Total Benefits	\$2,511.30 52.76%	\$48.47	\$20.52	\$15.18	\$84.17
		Annual Salary + Benefits	\$87,254.61			
Step C						
Step C		<b>\$4,997.39</b> /Month	\$33.32	/Hour		
		\$4,997.39 /Wolldi	\$33.32	/HOUI		
	Total Benefits	\$2,576.35 51.55%	\$50.49	\$21.37	\$15.82	\$87.68
		Annual Salary + Benefits	\$90,884.94			
~ 5						
Step D		Φ <b>5 3 45</b> 00 - 3.5 - 4	**			
		<b>\$5,247.00</b> /Month	\$34.98	/Hour		
	Total Benefits	\$2,644.74 50.40%	\$52.61	\$22.27	\$16.48	\$91.36
		Annual Salary + Benefits	\$94,700.86	ı		
Step E						
Step E		\$5,508.75 /Month	\$36.73	/Hour		
	Total Benefits	\$2,716.45 49.31%	\$54.83	\$23.21	\$17.18	\$95.22
	- 0.001 20110110			Y-2.41	<b>42.110</b>	₩~ <b>₩</b> *
		Annual Salary + Benefits	\$98,702.37	i		

## Senior Redevelopment Analyst Department: Redevelopment Agency

Step A							
		<b>\$7,288.95</b>	/Month	\$48.59	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.080000	583.12		Non-Swe	orn Managemei	nt & Mid-Mar	nagement
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.	0.026600	110.00			70.250/	21 220/	
Workers Comp. Vision Benefit	0.026600	193.89 37.67		Hourly Rate	78.25% Department	31.32% City-Wide	Total Hourly
Medicare	0.014500	105.69		& Benefits	Overhead	Overhead	Rate
Wedicare	0.014300	103.09		& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 3,347.61	45.93%	\$70.91	\$55.49	\$22.21	\$148.61
		Annual Salar	y + Benefits	\$127,638.68			
					·		
Step B							
-		\$7,652.96	/Month	\$51.02	/Hour		
		. ,					
	Total Benefits	\$3,449.00	45.07%	\$74.01	<b>\$57.91</b>	\$23.18	\$155.11
			D 614	<b>4122 222 5</b> 4			
		Annual Salar	y + Benefits	\$133,223.54	ı		
Step C							
Step C	_	\$8,036.04	/Month	\$53.57	/Hour		
		φο,υσυ.υ+ /	Wionui	φ33.37	/110ui		
	<b>Total Benefits</b>	\$3,555.71	44.25%	\$77.28	\$60.47	\$24.21	\$161.95
		Annual Salar	y + Benefits	\$139,100.99	i		
Step D							
		<b>\$8,438.19</b>	/Month	\$56.25	/Hour		
	T ID C	<b>#2</b> 667 72	42.470/	<b>000 ■1</b>	φ.co. 1.5	<b>#25.20</b>	<b>01.00.14</b>
	Total Benefits	\$3,667.73	43.47%	\$80.71	\$63.15	\$25.28	\$169.14
		Annual Salar	v + Renefite	\$145,271.01			
		Amiuai Saidi	)   Denemis	Ψ172,2/1.01	1		
Stop E							
Step E		¢0 050 41	/M a m 41-	<b>450.0</b> 5	/T.T		
		\$8,859.41	ivionth	\$59.06	/Hour		
	Total Benefits	\$3,785.06	42.72%	\$84.30	\$65.96	\$26.40	\$176.66
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, _, , ,	ψ320	+ • ·	T	<del>+</del> = - <b>0.00</b>
		Annual Salar	y + Benefits	\$151,733.62			
				·	!		

## Senior Solid Waste Equipment Operator Department: Public Works

Cham A						
Step A		<b>\$4,990.46</b> /Month	\$33.27 /I	Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	399.24	Pu	ıblic 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		129.73%	31.32%	
Vision Benefit		37.67	Hourly Rate I	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	72.36	& Benefits	<b>Overhead</b>	Overhead	Rate
	Total Benefits	\$ 2,580.26 51.70%	\$50.47	\$65.48	\$15.81	\$131.76
		Annual Salary + Benefits	\$90,848.60			
Step B						
-		<b>\$5,240.07</b> /Month	\$34.93 /H	Hour		
		<b>,</b> - , - : - : - : - : - : - : - : - : - :	72			
	Total Benefits	\$2,642.84 50.44%	\$52.55	\$68.18	\$16.46	\$137.19
		Annual Salary + Benefits	\$94,594.91			
Step C						
siep C		ΦΕ Ε01 O1 /N	40.5.50 (7			
		<b>\$5,501.81</b> /Month	\$36.68 /H	Hour		
	Total Benefits	\$2,714.55 49.34%	\$54.78	\$71.06	\$17.16	\$143.00
		Annual Salary + Benefits	\$98,596.27			
		Aimuai Saiai y + Denents	φ20,370,41			
Step D						
	_	\$5,777.42 /Month	\$38.52 /H	Hour		
	Total Benefits	\$2,790.05 48.29%	\$57.12	\$74.10	\$17.89	\$149.11
		Annual Salary + Benefits	¢102 200 66			
		Amuai Saiary + Denems	\$102,809.66			
Step E						
		<b>\$6,066.90</b> /Month	\$40.45 /H	Hour		
	Total Benefits	\$2,869.36 47.30%	\$59.58	\$77.29	\$18.66	\$155.52
		Annual Salary + Benefits	\$107,235.10			

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

Stop A					
Step A		\$4,723.52 /Month	<b>\$31.49</b> /Hour		
<u>Benefit</u>	Multiplier		<u>Cat</u>	egor <u>y</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	129.73%	31.32%	
Vision Benefit		37.67	Hourly Rate Departmen	t City-Wide	<b>Total Hourly</b>
Medicare	0.014500	68.49	& Benefits Overhead	Overhead	Rate
	Total Benefits	\$ 2,507.13 53.08%	\$48.20 \$62.54	\$15.10	\$125.84
		Annual Salary + Benefits	\$86,767.75		
Step B					
Step D		<b>\$4,959.26</b> /Month	\$22.06 /Hour		
		\$4,959.20 /Wolldi	\$33.06 /Hour		
	Total Benefits	\$2,565.91 51.74%	\$50.17 \$65.08	\$15.71	\$130.97
		Annual Salary + Benefits	\$90,302.03		
Step C					
1		<b>\$5,207.13</b> /Month	\$34.71 /Hour		
		\$ <b>0,207.12</b> /171011411	ψ3/1 /110α1		
	Total Benefits	\$2,633.82 50.58%	\$52.27 \$67.82	\$16.37	\$136.46
		Annual Salary + Benefits	\$94,091.34		
Step D					
	_	<b>\$5,467.14</b> /Month	\$36.45 /Hour		
	Total Benefits	\$2,705.05 49.48%	\$54.48 \$70.68	\$17.07	\$142.23
		Annual Salary + Benefits	\$98,066.25		
			17		
Step E		ΦΕ 7.41.00 D.F1	ф20.25. «X		
		<b>\$5,741.02</b> /Month	\$38.27 /Hour		
	Total Benefits	\$2,780.08 48.42%	\$56.81 \$73.70	\$17.79	\$148.30
		Annual Salary + Benefits	\$102,253.20		

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

	_			
Step A				
		<b>\$5,349.27</b> /Month	<b>\$35.66</b> /Hour	
<u>Benefit</u>	Multiplier		Cate	egory
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	129.73%	31.32%
Vision Benefit		37.67	Hourly Rate Department	-
Medicare	0.014500	77.56	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,678.56 50.07%	\$53.52 \$69.43	\$16.76 \$139.71
		Annual Salary + Benefits	\$96,333.91	
Step B				
		<b>\$5,616.22</b> /Month	\$37.44 /Hour	
		1.7		
	Total Benefits	\$2,745.89 48.89%	<b>\$55.75 \$72.32</b>	<b>\$17.46 \$145.53</b>
		Annual Salary + Benefits	\$100,345.32	
Step C				
1		<b>\$5,897.03</b> /Month	\$39.31 /Hour	
		\$2,057.02 /Wollen	ψ39.31 /Hou	
	Total Benefits	\$2,822.82 47.87%	<b>\$58.13 \$75.42</b>	<b>\$18.21 \$151.76</b>
		Annual Salary + Benefits	\$104,638.20	
		Amidai Saidi y   Delicitis	φ <b>1</b> 0-19000020	
Step D				
Step D		<b>\$6,191.70</b> /Month	\$41.28 /Hour	
	T-4-1 D C			\$10.00 \$150.50
	Total Benefits	\$2,903.55 46.89%	\$60.63 \$78.66	\$18.99 \$158.29
		Annual Salary + Benefits	\$109,142.98	
Step E		Φ. <b>501.00</b> /3.4 /1	ф.42.25. <i>Т</i>	
		<b>\$6,501.98</b> /Month	\$43.35 /Hour	
	Total Benefits	\$2,988.55 45.96%	\$63.27 \$82.08	\$19.82 \$165.17
		4 101 B a.	\$113.00 <i>C</i> 30	
		Annual Salary + Benefits	\$113,886.39	

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

		-		
Step A				
		<b>\$4,860.45</b> /Month	<b>\$32.40</b> /Hour	
<u>Benefit</u>	Multiplier		Cate	egory
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	0.000200	156.99		
LTD Insurance	0.009200	44.72		
Life Insurance		5.80 0.00		
Deferred Comp. Workers Comp.	0.026600	129.29	129.73%	31.32%
Vision Benefit	0.020000	37.67	Hourly Rate Department	
Medicare	0.014500	70.48	& Benefits Overhead	Overhead Rate
Wicarcarc	0.014300	70.40	<u>a benefits</u> Overhead	Overneau Rate
	Total Benefits	\$ 2,544.64 52.35%	\$49.37 \$64.05	<b>\$15.46 \$128.88</b>
		Annual Salary + Benefits	\$88,861.07	
		<i>y</i> ·	+++++++++++++++++++++++++++++++++++++++	
Step B				
	_	<b>\$5,103.13</b> /Month	\$34.02 /Hour	
		φο,100.10 /10101111	φ34.02 /110α1	
	<b>Total Benefits</b>	\$2,605.32 51.05%	\$51.39 \$66.67	\$16.10 \$134.16
			<b>↑</b> 0 <b>↑ ₹</b> 0 <b>↑ ↓↓</b>	
		Annual Salary + Benefits	\$92,501.44	
Store C				
Step C		<b>45.455.4</b>		
		<b>\$5,357.94</b> /Month	\$35.72 /Hour	
	Total Benefits	\$2,675.13 49.93%	\$53.55 \$69.48	\$16.78 \$139.81
	Total Benefits	<b>42</b> ,070.13	φουσο φοντιο	ψ <b>107.0</b> ψ <b>107.01</b>
		Annual Salary + Benefits	\$96,396.85	
Step D				
		<b>\$5,626.62</b> /Month	\$37.51 /Hour	
	Total Benefits	\$2,748.74 48.85%	<b>\$55.84 \$72.44</b>	\$17.49 \$145.76
		Annual Salary + Benefits	\$100,504.31	
		Aimuai Saiai y + Denemis	ψ100,507.51	
Step E				
Step E		<b>\$5,907.43</b> /Month	\$20.29 /Have	
		φ <b>3,707.43</b> /101011111	\$39.38 /Hour	
	Total Benefits	\$2,825.67 47.83%	\$58.22 \$75.53	\$18.24 \$151.99
		Annual Salary + Benefits	\$104,797.19	

## Solid Waste Equipment Operator I Department: Public Works

		•				
Step A						
		<b>\$4,106.42</b> /Month	\$27.38 /He	our		
<u>Benefit</u>	Multiplier			Catego	ory	
PERS - Employee	0.080000	328.51	Pub	olic 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.	0.026600	0.00				
Workers Comp.	0.026600	109.23		129.73%	31.32%	Total Hander
Vision Benefit Medicare	0.014500	37.67 50.54		epartment Overhead	City-Wide Overhead	Total Hourly <u>Rate</u>
Medicare	0.014300	59.54	& Delients O	<u> verneau</u>	Overneau	Kate
	Total Benefits	\$ 2,338.06 56.94%	\$42.96	\$55.74	\$13.46	\$112.16
		Annual Salary + Benefits	\$77,333.82			
~ ~	_					
Step B						
		<b>\$4,310.97</b> /Month	\$28.74 /Ho	our		
	T-4-1 D 6'4-	¢2 200 20	\$44.66	¢== 04	¢12.00	¢117.50
	Total Benefits	\$2,388.30 55.40%	\$44.66	\$57.94	\$13.99	\$116.59
		Annual Salary + Benefits	\$80,391.28			
		<i>y</i>	+ + + + + + + + + + + + + + + + + + + +			
Step C						
step e		<b>\$4,525.91</b> /Month	\$30.17 /Ho	2110		
		\$4,525.91 /Wolldi	\$30.17 /HC	Jui		
	Total Benefits	\$2,447.19 54.07%	\$46.49	\$60.31	\$14.56	\$121.36
		Annual Salary + Benefits	\$83,677.18			
Step D						
		<b>\$4,752.98</b> /Month	\$31.69 /Ho	our		
	Total Benefits	\$2,509.40 52.80%	\$48.42	\$62.81	\$15.17	\$126.39
		A1C-1 D	ΦΩΕ 140 F3			
		Annual Salary + Benefits	\$87,148.52			
Step E		**************************************				
		<b>\$4,990.46</b> /Month	\$33.27 /Hc	our		
	Total Benefits	\$2,574.46 51.59%	\$50.43	\$65.43	\$15.80	\$131.66
	Total Delletits	\$2,574.40 31.39%	φ30.43	φυσ.43	<b>\$13.80</b>	\$131.00
		Annual Salary + Benefits	\$90,779.00			
			42 0,. 72 00			

## Solid Waste Equipment Operator II Department: Public Works

Step A					
Step 11	_	<b>\$4,525.91</b> /Month	<b>\$30.17</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>		<u>C</u>	ategor <u>y</u>	
PERS - Employee PERS - Employer	0.080000 0.143660	362.07 650.19	Public Wor	ks - Maintenance	;
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	129.73%	31.32%	
Vision Benefit		37.67	Hourly Rate Departme		<b>Total Hourly</b>
Medicare	0.014500	65.63	& Benefits Overhea	d Overhead	<u>Rate</u>
	Total Benefits	\$ 2,452.99 54.20%	<b>\$46.53 \$60.</b>	36 \$14.57	\$121.46
		Annual Salary + Benefits	\$83,746.78		
Step B					
Step B		<b>\$4,752.98</b> /Month	\$31.69 /Hour		
		\$ 1,702130 /111011till	ψ31.09 /110α1		
	Total Benefits	\$2,509.40 52.80%	\$48.42 \$62.81	\$15.17	\$126.39
		Annual Salary + Benefits	\$87,148.52		
Step C					
1		<b>\$4,990.46</b> /Month	\$33.27 /Hour		
	Total Benefits	\$2,574.46 51.59%	\$50.43    \$65.43	\$15.80	\$131.66
	Total Benefits	Ψ2,571.10	φονιο φονιο	φιοιου	Ψ101.00
		Annual Salary + Benefits	\$90,779.00		
Step D					
		<b>\$5,240.07</b> /Month	\$34.93 /Hour		
	Total Benefits	\$2,642.84 50.44%	\$52.55 \$68.18	\$16.46	\$137.19
		Annual Salary + Benefits	\$94,594.91		
			Tr -7-2 W/ 2		
Step E		ΦΕ ΕΩ1 Q1 - Q4 - d	#26.50 TV		
		<b>\$5,501.81</b> /Month	\$36.68 /Hour		
	Total Benefits	\$2,714.55 49.34%	\$54.78 \$71.06	\$17.16	\$143.00
		Annual Salary + Benefits	\$98,596.27		

## Solid Waste Manager Department: Public Works

Stan A						
Step A	_	<b>\$7,172.81</b> /Month	\$47.82	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Categ	gory	
PERS - Employee	0.080000	573.82	Non-Swor	rn Managemei	nt & Mid-Mar	nagement
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		129.73%	31.32%	
Vision Benefit		37.67		Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	104.01	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 3,315.26 46.22%	\$69.92	\$90.71	\$21.90	\$182.53
		Annual Salary + Benefits	\$125,856.79			
Step B	_					
Step B		ΦΕ Ε21 C2 /N	<b>\$50.04</b>			
		<b>\$7,531.62</b> /Month	\$50.21 /	Hour		
	Total Benefits	\$3,415.20 45.34%	\$72.98	\$94.68	\$22.86	\$190.52
		Annual Salary + Benefits	\$131,361.87			
Step C						
Step e		<b>\$7,907.77</b> /Month	\$52.72 /	/Lour		
		\$1,501.11 /Wolldi	\$32.12 /	11001		
	Total Benefits	\$3,519.98 44.51%	\$76.18	\$98.84	\$23.86	\$198.89
		Annual Salary + Benefits	\$137,132.99			
Step D	_					
		<b>\$8,302.99</b> /Month	\$55.35 /	Hour		
	Total Benefits	\$3,630.07 43.72%	\$79.55	\$103.21	\$24.92	\$207.68
		Annual Salary + Benefits	\$143,196.69			
			Ψ1 10,170107			
Step E		φο <b>π</b> 10 00 - 3 5 - 1				
		<b>\$8,719.00</b> /Month	\$58.13 /	Hour		
	Total Benefits	\$3,745.95 42.96%	\$83.10	\$107.81	\$26.03	\$216.94
		Annual Salary + Benefits	\$149,579.37			

## Solid Waste Supervisor Department: Public Works

~ ·			nent: Tubh				
Step A		<b>+=</b> 0=0 =0		***			
		\$5,978.50	/Month	\$39.86	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.080000	478.28	1	Non-Swe	orn Manageme	nt & Mid-Mar	nagement
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.	0.00.5500	110.00					
Workers Comp.	0.026600	159.03		TT 1 D 4	129.73%	31.32%	T 4 1 TT 1
Vision Benefit Medicare	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	86.69	<u>-</u>	& Benefits	<b>Overhead</b>	Overhead	Rate
	Total Benefits	\$ 2,982.58	49.89%	\$59.74	\$77.50	\$18.71	\$155.96
		Annual Sala	ry + Benefits	\$107,532.97			
					•		
Step B							
		\$6,276.64	/Month	\$41.84	/Hour		
		ŕ					
	Total Benefits	\$3,065.63	48.84%	\$62.28	\$80.80	\$19.51	\$162.59
		Annual Sala	ry + Benefits	\$112,107.22			
			•		•		
Step C							
1		\$6,590.39	/Month	\$43.94	/Hour		
		Ψ0,22 0,02	,1,1011111	Ψ.υ.,	,11041		
	Total Benefits	\$3,153.02	47.84%	\$64.96	\$84.27	\$20.35	\$169.57
		Annual Sala	ry + Benefits	\$116,920.96			
		Amidai Sala	ny i benents	φ110,720.70	:		
Step D							
Step D	_	\$6,919.73	/Month	\$46.13	/Hour		
	Total Benefits	\$3,244.76	46.89%	\$67.76	\$87.91	\$21.23	\$176.90
	Total Belletits	\$5,244.70	40.09%	φυ/./U	Ф07.91	<b>\$21.23</b>	\$170.90
		Annual Sala	ry + Benefits	\$121,973.89	Ī		
Step E							
- Step E		\$7,266.41	/Month	\$48.44	/Hour		
	T-4-1 D C'					\$22.1 <i>5</i>	010471
	Total Benefits	\$3,341.33	45.98%	\$70.72	\$91.74	\$22.15	\$184.61
		Annual Sala	ry + Benefits	\$127,292.86			
					-		

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

		•	nene. Tubi				
Step A		φ2 <b>7</b> 2.6 01	/N / 41-	¢24.05	/II ·		
		\$3,726.81	/Month	\$24.85	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	<u>gory</u>	
PERS - Employee	0.080000	298.14	ļ.		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.	0.026600	0.00			120 720/	21 220/	
Workers Comp. Vision Benefit	0.026600	99.13 37.67		Hourly Rate	129.73% Department	31.32% City-Wide	Total Hourly
Medicare	0.014500	54.04		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	34.04	<u>-</u>	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,234.07	59.95%	\$39.74	\$51.55	\$12.45	\$103.74
		Annual Sala	ry + Benefits	\$71,530.52	<b>:</b>		
Ctor D							
Step B		42.04.4.02	2.5				
		\$3,914.02	/Month	\$26.09	/Hour		
	Total Benefits	\$2,279.55	58.24%	\$41.29	\$53.57	\$12.93	\$107.79
	Total Beliefits	Ψ2,217.33	30.2470	Ψ1.22	φυσιστ	Ψ12.75	φιστιτο
		Annual Sala	ry + Benefits	\$74,322.90	_		
					=		
Step C							
		\$4,109.89	/Month	\$27.40	/Hour		
		ŕ					
	Total Benefits	\$2,333.22	56.77%	\$42.95	\$55.73	\$13.45	\$112.13
		4 161	. D. 694	ф <b>лл</b> 21 <b>л</b> 27			
		Annual Sala	ry + Benefits	\$77,317.27	=		
Stan D							
Step D		¢4 217 15	/M on 41-	<b>***</b>	/T.T.		
		\$4,316.17	/Month	\$28.77	/Hour		
	Total Benefits	\$2,389.73	55.37%	\$44.71	\$58.00	\$14.00	\$116.71
		, <del>-</del> , - , - , - , -		*	42000	7	<b>*</b>
		Annual Sala	ry + Benefits	\$80,470.78			
					<u> </u>		
Step E							
	<u></u>	\$4,532.84	/Month	\$30.22	/Hour		
	Total Benefits	\$2,449.09	54.03%	\$46.55	\$60.39	\$14.58	\$121.51
		A 16.1	D. 64	<b>\$02.502.42</b>			
		Annual Sala	ry + Benefits	\$83,783.12	=		

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

Step A		¢4 100 90	Month	¢27.40	/Поли		
		\$4,109.89	/Month	\$27.40	/Hour		
<u>Benefit</u>	<b>Multiplier</b>				Cates	<u>gory</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.	0.00.5500	0.00					
Workers Comp.	0.026600	109.32		TT 1 D 4	129.73%	31.32%	T 4 1 TT 1
Vision Benefit	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	59.59	<u>'</u>	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,339.02	56.91%	\$42.99	\$55.78	\$13.47	\$112.24
		Annual Sala	ry + Benefits	\$77,386.87	=		
Step B							
зіер в		¢4 21 € 17	/N / 41-	<b>#20.77</b>			
		\$4,316.17	/Month	\$28.77	/Hour		
	Total Benefits	\$2,389.73	55.37%	\$44.71	\$58.00	\$14.00	\$116.71
		ŕ					
		Annual Sala	ry + Benefits	\$80,470.78	<b>=</b>		
~ ~							
Step C							
		\$4,532.84	/Month	\$30.22	/Hour		
	T-4-1 D 6'4-	¢2 440 00	54.020/	¢46.55	¢(0.20	¢14.50	ф1 <b>31</b> 51
	Total Benefits	\$2,449.09	54.03%	\$46.55	\$60.39	\$14.58	\$121.51
		Annual Sala	ry + Benefits	\$83,783.12			
				. ,			
Step D							
1		\$4,759.92	/Month	\$31.73	/Hour		
		ŕ					
	Total Benefits	\$2,511.30	52.76%	\$48.47	\$62.89	\$15.18	\$126.55
		. 161	. D. 64	Φ0 <b>5</b> 054 61			
		Annuai Sala	ry + Benefits	\$87,254.61	=		
Step E							
Step E		\$4,997.39	/Month	\$33.32	/Hour		
		φ <del>-1</del> ,771.39	/ 1/1011111	\$33.32	/110uI		
	Total Benefits	\$2,576.35	51.55%	\$50.49	\$65.50	\$15.82	\$131.81
		Annual Sala	ry + Benefits	\$90,884.94	<b>=</b>		
					=		

## Street Sweeper Operator Department: Public Works

Stop A						
Step A		<b>\$4,312.70</b> /Month	\$28.75	/Hour		
<u>Benefit</u>	Multiplier			<u>Cate</u> ;	gory	
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		129.73%	31.32%	
Vision Benefit	0.044500	37.67	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	62.53	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,394.58 55.52%	\$44.72	\$58.01	\$14.01	\$116.73
		Annual Salary + Benefits	\$80,487.33	=		
~ 5						
Step B						
		<b>\$4,527.64</b> /Month	\$30.18	/Hour		
	Total Benefits	\$2,447.66 54.06%	\$46.50	\$60.33	\$14.57	\$121.40
		Annual Salary + Benefits	\$83,703.63			
Step C						
Step C		<b>\$4,754.72</b> /Month	\$21.70	/Hour		
		\$4,754.72 /WOUL	\$31.70	/Hour		
	<b>Total Benefits</b>	\$2,509.87 52.79%	\$48.43	\$62.83	\$15.17	\$126.43
		Annual Salary + Benefits	\$87,175.12			
		Amina Salary   Delicites	ψ07,173.12	=		
Step D						
1		<b>\$4,992.19</b> /Month	\$33.28	/Hour		
	Total Benefits	\$2,574.93 51.58%	\$50.45	\$65.45	\$15.80	\$131.70
		Annual Salary + Benefits	\$90,805.44			
			420,000.11	=		
Step E						
		<b>\$5,241.80</b> /Month	\$34.95	/Hour		
	Total Benefits	\$2,643.31 50.43%	\$52.57	\$68.20	\$16.47	\$137.23
		Annual Salary + Benefits	\$94,621.36			
				-		

## Streets Manager Department: Public Works

Step D	~ .						
PERS - Employee	Step A		<b>AT 074 04 05 1</b>	<b>4.</b> 4. 6	/T.T		
PERS - Employee   0.080000   565.92   Non-Swith Management   Mid-Management			\$7,074.01 /Month	\$47.16	/Hour		
PERS Survivor	<u>Benefit</u>	<b>Multiplier</b>			Cates	gory	
PERS Survivor	PERS - Employee	0.080000	565.92	Non-Swe	orn Manageme	nt & Mid-Mar	nagement
Management Incentive EAP         4.12         Health Insurance 1.006.49         4.12         Health Insurance 1.006.49         1.006.49         Health Insurance 1.006.49         1.006.49         1.006.49         Detail Insurance 0.0002055 32.47         Deferred Comp. 0.026600 1818.17         Hourly Rate Parefits 19.273% 31.32% (Ty-Wide) Total Benefits 100.014500 102.57         Hourly Rate Parefits Parefits Parefits 19.273% 20.014500 102.57         Hourly Rate Parefits Parefits Parefits 19.273% 20.014500 102.57         Manual Salary + Benefits Parefits 19.273% 20.014500 102.57         Hourly Rate Parefits Parefits Parefits 19.273% 20.014500 102.57         Total Benefits Parefits Parefits 19.273% 20.014500 102.57         Hourly Rate Parefits Parefits Parefits 19.273% 20.014500 102.57         Hourly Rate Parefits Parefits Parefits 19.273% 20.014500 102.57         Total Benefits Parefits Parefits 19.273% 20.014500 102.57         Total Benefits Parefits Parefits 19.273% 20.014500 102.57         \$ \$1.00.014500 102.573         \$ \$1.00.014500 102.573         \$ \$1.00.014500 102.573         Total Benefits Parefits 19.274.62         ## \$1.00.014500 102.573         \$ \$1.00.014500 102.573         \$ \$1.00.014500 102.573         \$ \$1.00.014500 102.573         \$ \$1.00.014500 102.573         \$ \$1.00.014500 102.573         \$ \$1.00.014500 102.573		0.143660	1,016.25				
Health Insurance	PERS Survivor		2.00				
Health Insurance	Management Incentive		0.00				
Dental Insurance   156.99							
LTD Insurance							
Life Insurance Deferred Comp. Perferred Comp. Workers Comp. Workers Comp. Vision Benefit Medicare         0.026600 188.17 37.67 102.57         Hourly Rate & Department & City-Wide Benefits Protection (City-Wide Park)         Total Hourly Rate Page (City-Wide Page)         131.32% (City-Wide Page)         Total Hourly Rate Page (City-Wide Page)         129.73% (City-Wide Page)         131.32% (City-Wide Page)         Total Hourly Rate Page (City-Wide Page)         129.73% (City-Wide Page)         131.32% (City-Wide Page)         Total Hourly Rate Page (City-Wide Page)         129.73% (City-Wide Page)         131.32% (City-Wide Page)         141.43         141.44							
Deferred Comp.   110.00   188.17							
Workers Comp. Vision Benefit Vision Benefit Vision Benefit Medicare         0.014500         188.17 / 37.67 / 102.57         Hourly Rate Renefits (August 2000)         129.73% (August 2000)         31.32% (City-Wide 2000)         Total Hourly Rate (Overhead 2000)         Rate (City-Wide 2000)         \$18.033           Step B         \$7,427.62 / Month         \$45.59%         \$129,766.24         \$199,766.24         \$199,766.24         \$199,766.24         \$199,766.24         \$199,766.24         \$199,766.24         \$199,766.24         \$199,766.24         \$199,766.24         \$199,766.24         \$199,766.24         \$199,766.24         \$19		0.000255					
Vision Benefit   Medicare   0.014500   102.57		0.02.5500					
Medicare         0.014500         102.57         & Benefits         Overhead         Rate           Total Benefits         \$ 3,287.74         46.48%         \$69.08         \$89.62         \$21.64         \$180.33           Step B         Total Benefits         \$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         \$129,766.24         \$129,766.24           Step D         \$7,798.57 /Month         \$51.99 /Hour         \$135,457.58         \$97.63         \$23.57         \$196.46           Annual Salary + Benefits         \$135,457.58         \$101.94         \$24.61         \$205.13           Step D         \$8,188.58 /Month         \$54.59 /Hour         \$24.61         \$205.13           Step E         \$8,597.66 /Month         \$57.32 /Hour           Total Benefits         \$3,712.15         43.18%         \$82.07         \$106.47         \$25.71         \$214.24		0.026600		TT 1 D 4			T 4 1 TT 1
Total Benefits   \$ 3,287.74   46.48%   \$69.08   \$89.62   \$21.64   \$180.33		0.014500		-			
Step B   \$7,427.62   Month   \$49.52   Hour     \$124,340.95     Total Benefits   \$3,386.23   45.59%   \$72.09   \$93.53   \$22.58   \$188.20     Annual Salary + Benefits   \$129,766.24     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   \$135,457.58     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   \$141,441.35     Step E   \$8,597.66   Month   \$57.32   Hour     Total Benefits   \$3,712.15   43.18%   \$82.07   \$106.47   \$25.71   \$214.24	Medicare	0.014500	102.57	& Benefits	Overnead	Overnead	<u>Kate</u>
Step B		Total Benefits	\$ 3,287.74 46.48%	\$69.08	\$89.62	\$21.64	\$180.33
Step B			Annual Salary + Benefits	\$124,340.95			
Step C			•		1		
Step C	Step B						
Total Benefits	1	_	\$7.427.62 /Month	\$49.52	/Hour		
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   \$135,457.58     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   \$141,441.35     Step E   \$8,597.66   Month   \$57.32   Hour     Total Benefits   \$3,712.15   43.18%   \$82.07   \$106.47   \$25.71   \$214.24			φ1,127.02 /10101111	ψ+7.52	/11oui		
Step C   \$7,798.57   Month   \$51.99   Hour		Total Benefits	\$3,386.23 45.59%	\$72.09	\$93.53	\$22.58	\$188.20
Step C   \$7,798.57   Month   \$51.99   Hour			Annual Salary + Renefits	\$129 766 24			
\$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 \$135,457.58  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 \$141,441.35  Step E  \$8,597.66 /Month \$57.32 /Hour  Total Benefits \$3,712.15 43.18% \$82.07 \$106.47 \$25.71 \$214.24			Aminual Sulary   Delicites	Ψ12>,700:24	•		
\$7,798.57   Month   \$51.99   Hour	Step C						
Total Benefits \$3,489.56	Stop C	_	\$7 798 57 /Month	\$51.00	/Hour		
Step D   \$8,188.58   Month   \$54.59   Hour			φ1,170.51 /Wolldi	φ51.99	/11oui		
Step D   \$8,188.58   Month   \$54.59   Hour		Total Benefits	\$3,489.56 44.75%	\$75.25	\$97.63	\$23.57	\$196.46
Step D   \$8,188.58   Month   \$54.59   Hour			Annual Salary + Renefits	\$135 <i>457 5</i> 8			
\$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 \$141,441.35  Step E  \$8,597.66 /Month \$57.32 /Hour  Total Benefits \$3,712.15 43.18% \$82.07 \$106.47 \$25.71 \$214.24			Aminual Sulary   Delicites	ψ135,437.50	•		
\$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 \$141,441.35  Step E  \$8,597.66 /Month \$57.32 /Hour  Total Benefits \$3,712.15 43.18% \$82.07 \$106.47 \$25.71 \$214.24	Sten D						
Total Benefits \$3,598.20 43.94% \$78.58 \$101.94 \$24.61 \$205.13  Annual Salary + Benefits \$141,441.35  Step E  \$8,597.66 /Month \$57.32 /Hour  Total Benefits \$3,712.15 43.18% \$82.07 \$106.47 \$25.71 \$214.24	Step B	_	<b>\$8,188.58</b> /Month	\$54.59	/Hour		
Step E         \$8,597.66 /Month         \$57.32 /Hour           Total Benefits         \$3,712.15         43.18%         \$82.07         \$106.47         \$25.71         \$214.24		T-4-1 D		ф <b>д</b> 0.50	¢101.04	¢24.61	<b>\$205.12</b>
Step E         \$8,597.66 /Month       \$57.32 /Hour         Total Benefits       \$3,712.15       43.18%       \$82.07       \$106.47       \$25.71       \$214.24		Total Benefits	\$3,398.20 43.94%	\$/8.58	\$101.94	\$24.01	\$205.15
\$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	\$141,441.35	Ī		
\$8,597.66 /Month \$57.32 /Hour  Total Benefits \$3,712.15 43.18% \$82.07 \$106.47 \$25.71 \$214.24		_					
Total Benefits \$3,712.15 43.18% <b>\$82.07 \$106.47 \$25.71 \$214.24</b>	Step E		ΦΩ <b>ΕΩΕ</b>	* <b></b>			
			\$8,597.66 /Month	\$57.32	/Hour		
Annual Salary + Benefits \$147,717.70		Total Benefits	\$3,712.15 43.18%	\$82.07	\$106.47	\$25.71	\$214.24
Ammun Danty : Delicities   WIT/9/11/0/U			Annual Salary + Reposits	\$147 717 70			
			Amidai Salai y   Dellettis	Ψ1-7,711.70	•		

## Streets Supervisor Department: Public Works

~ .	_		icitt. Tubil				
Step A		<b>*</b> < 4 = 0 = =		<b>*</b> * * * * * * * * * * * * * * * * * *	/ <del>-</del> -		
		\$6,153.57	/Month	\$41.02	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	<u>gory</u>	
PERS - Employee	0.080000	492.29	1	Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.143660	884.02	•				
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance	0.000200	156.99					
LTD Insurance	0.009200	56.61					
Life Insurance	0.000255	28.24					
Deferred Comp. Workers Comp.	0.026600	110.00 163.68			129.73%	31.32%	
Vision Benefit	0.020000	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	89.23		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	07.23	_	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 3,031.35	49.26%	\$61.23	\$79.44	\$19.18	\$159.85
		Annual Sala	ry + Benefits	\$110,219.00	=		
Step B							
		\$6,462.12	/Month	\$43.08	/Hour		
	T-4-1 D 64-	¢2 117 20	49.240/	¢(2.0(	<b>492.95</b>	¢20.00	¢1// 73
	Total Benefits	\$3,117.29	48.24%	\$63.86	\$82.85	\$20.00	\$166.72
		Annual Sala	ry + Benefits	\$114,952.96			
		12222		ψ11 i,> 0 2 i> 0	=		
Step C							
Sur S	_	\$6,784.53	/Month	\$45.23	/Hour		
		ψ0,704.55	/IVIOIIIII	Ψ-3.23	/Hour		
	Total Benefits	\$3,207.10	47.27%	\$66.61	\$86.42	\$20.86	\$173.89
		Annual Sala	ry + Benefits	\$119,899.57	•		
Stop D							
Step D		\$7,124.27	/Month	\$47.50	/Hour		
	T . 1 P	•				<b>421</b>	<b>0101 15</b>
	Total Benefits	\$3,301.74	46.34%	\$69.51	\$90.17	\$21.77	\$181.45
		Annual Sala	ry + Benefits	\$125,112.06	=		
Ctor E							
Step E		¢7 /01 25	Month	¢40.00	/Поля		
		\$7,481.35	/ IVIOIIUI	\$49.88	/ HOUL		
	Total Benefits	\$3,401.20	45.46%	\$72.55	\$94.12	\$22.73	\$189.40
		Ann   C-1-	wy   Domoffe	¢120 500 (0			
		Annuai Sala	ry + Benefits	\$130,590.60	=		

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

C4 A				•			
Step A		\$3,894.95	/Month	\$25.97	/Hour		
		40,02 102	,1,1011011	Ψ=0007			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	gory	
PERS - Employee	0.080000	311.60	)		Office En	nployees	
PERS - Employer	0.143660	559.55					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance	0.000	156.99					
LTD Insurance	0.009200	35.83					
Life Insurance		5.80					
Deferred Comp.	0.026600	0.00			120 720/	21 220/	
Workers Comp. Vision Benefit	0.026600	103.61 37.67		Hourly Rate	129.73% Department	31.32% City-Wide	Total Hourly
Medicare	0.014500	56.48		& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300		<u>_</u>	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$ 2,280.13	58.54%	\$41.17	\$53.41	\$12.90	\$107.47
		Annual Sala	ry + Benefits	\$74,100.97	=		
Step B							
экер Б		¢4.000.00	/N / 41-	Ф27.26	/T.T		
		\$4,089.09	/Month	\$27.26	/Hour		
	Total Benefits	\$2,327.52	56.92%	\$42.78	\$55.50	\$13.40	\$111.67
		ŕ					
		Annual Sala	ry + Benefits	\$76,999.29	<b>=</b>		
Step C							
		\$4,293.63	/Month	\$28.62	/Hour		
	T . 1 D . C.	ф <b>а</b> 202 55	55 510/	<b>44.51</b>	<b>455.55</b>	<b>#12.04</b>	<b>411631</b>
	Total Benefits	\$2,383.55	55.51%	\$44.51	\$57.75	\$13.94	\$116.21
		Annual Sala	ry + Benefits	\$80,126.19			
		Ailliuai Sala	ny + benefits	\$60,120.17	=		
Step D							
Step D		\$4,508.57	Month	\$20.0c	/Поля		
		\$ <del>4</del> ,508.57	/Month	\$30.06	/Hour		
	Total Benefits	\$2,442.44	54.17%	\$46.34	\$60.12	\$14.52	\$120.97
		ŕ					
		Annual Sala	ry + Benefits	\$83,412.09	_		
				-	-		
Step E							
	<del>_</del>	\$4,733.92	/Month	\$31.56	/Hour		
	Total Benefits	\$2,504.17	52.90%	\$48.25	\$62.60	\$15.11	\$125.97
		A16 1	De	¢0/ 055 14			
		Annual Sala	ry + Benefits	\$86,857.14	=		

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

Step A					
Step A	_	<b>\$3,894.95</b> /Month	<b>\$25.97</b> /Hou	r	
<u>Benefit</u>	<u>Multiplier</u>			Category	
PERS - Employee	0.080000	311.60	(	Office Employees	
PERS - Employer	0.143660	559.55		r vy	
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	129	9.73% 31.32%	
Vision Benefit		37.67	Hourly Rate Depa	rtment City-Wide	<b>Total Hourly</b>
Medicare	0.014500	56.48	& Benefits Ove	erhead Overhead	<u>Rate</u>
	Total Benefits	\$ 2,280.13 58.54%	\$41.17	\$53.41 \$12.90	\$107.47
		Annual Salary + Benefits	\$74,100.97		
2 2					
Step B					
		<b>\$4,089.09</b> /Month	\$27.26 /Hour		
	Total Benefits	\$2,327.52 56.92%	\$42.78 \$5	5.50 \$13.40	\$111.67
		Annual Salary + Benefits	\$76,999.29		
Store C					
Step C		4			
		<b>\$4,293.63</b> /Month	\$28.62 /Hour	•	
	Total Benefits	\$2,383.55 55.51%	\$44.51 \$5	7.75 \$13.94	\$116.21
	Total Belletits	\$2,363.33 33.31%	<b>Ф44.31</b> ф3	7.75 \$13.94	\$110.21
		Annual Salary + Benefits	\$80,126.19		
Step D					
Step D		<b>\$4,508.57</b> /Month	\$30.06 /Hour		
	Total Benefits	\$2,442.44 54.17%	\$46.34 \$6	0.12 \$14.52	\$120.97
		Annual Salary + Benefits	\$83,412.09		
Step E					
		<b>\$4,733.92</b> /Month	\$31.56 /Hour		
	Total Benefits	\$2,504.17 52.90%	\$48.25 \$6	2.60 \$15.11	\$125.97
		Annual Salary + Benefits	\$86,857.14		

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

	_	Department. Tusi		
Step A				
		<b>\$4,293.63</b> /Month	<b>\$28.62</b> /Hour	
<u>Benefit</u>	Multiplier		Cate	egory
PERS - Employee	0.080000	343.49	Office E	imployees
PERS - Employer	0.143660	616.82		1 2
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	129.73%	31.32%
Vision Benefit		37.67	Hourly Rate Department	
Medicare	0.014500	62.26	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,389.35 55.65%	\$44.55 \$57.80	\$13.96 \$116.31
		Annual Salary + Benefits	¢90 105 70	
		Amiual Salary + Delicitis	\$80,195.79	
Step B				
Бюр В		<b>\$4,508.57</b> /Month	\$30.06 /Hour	
		\$4,506.57 /WORLI	\$30.00 /Hour	
	Total Benefits	\$2,442.44 54.17%	\$46.34 \$60.12	\$14.52 \$120.97
		Annual Salary + Benefits	\$83,412.09	
Ston				
Step C		<b>*4 = 22 25 25 1</b>		
		<b>\$4,733.92</b> /Month	\$31.56 /Hour	
	Total Benefits	\$2,504.17 52.90%	\$48.25 \$62.60	\$15.11 \$125.97
	Total Beliefits	Ψ2,304.17 32.3070	φ <del>το.23</del> φ <b>ο2.00</b>	φ13.11 φ123.77
		Annual Salary + Benefits	\$86,857.14	
Step D				
	_	<b>\$4,971.39</b> /Month	\$33.14 /Hour	
	Total Benefits	\$2,569.23 51.68%	\$50.27 \$65.22	<b>\$15.75 \$131.24</b>
	Total Beliefits	\$2,509.25 51.06%	\$30.27 \$03.22	\$13.73 \$131.2 <del>4</del>
		Annual Salary + Benefits	\$90,487.46	
		<u> </u>		
Step E				
	_	<b>\$5,219.27</b> /Month	\$34.80 /Hour	
	Total D	¢2 627 14 50 529/	\$53.30 \$45.05	¢17.41
	Total Benefits	\$2,637.14 50.53%	\$52.38 \$67.95	\$16.41 \$136.73
		Annual Salary + Benefits	\$94,276.93	
			<del>42.9020</del>	

# Wastewater Laboratory Technician I Department: Public Works

Chara A							
Step A		\$4,576.18	/Month	\$30.51	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	366.09			Public Works -	. Maintenance	
PERS - Employer	0.143660	657.41			Tublic Works	Wantenance	
PERS Survivor	0.113000	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			129.73%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	66.35		& Benefits	<b>Overhead</b>	<b>Overhead</b>	Rate
	Total Benefits	\$ 2,466.76	53.90%	\$46.95	\$60.91	\$14.71	\$122.57
		Annual Salar	ry + Benefits	\$84,515.28	<b>:</b>		
G. D							
Step B		<b>* * * * * * * * * *</b>					
		\$4,804.98	/Month	\$32.03	/Hour		
	Total Benefits	\$2,523.64	52.52%	\$48.86	\$63.38	\$15.30	\$127.55
		Annual Salar	ry + Benefits	\$87,943.47	•		
~ ~							
Step C							
		\$5,045.93	/Month	\$33.64	/Hour		
	Total Danafita	\$2.590.65	51 220/	\$50.00	\$66.04	¢15 04	¢122 00
	Total Benefits	\$2,589.65	51.32%	\$50.90	\$66.04	\$15.94	\$132.89
		Annual Salar	ry + Benefits	\$91,627.00	_		
					-		
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 Cal-	my   Domoff4-	¢05 405 91			
		Annual Salai	ry + Denents	\$95,495.81	•		
Step E		¢5 564 01	Month	ф <b>27</b> .00	/11		
		\$5,564.21	/ Ivionth	\$37.09	/Hour		
	Total Benefits	\$2,731.64	49.09%	\$55.31	\$71.75	\$17.32	\$144.38
		Annual Salar	ry + Benefits	\$99,550.21	ı		

## Wastewater Laboratory Technician II Department: Public Works

Stop A							
Step A		\$5,045.93	/Month	\$33.64	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cate	gory	
	0.080000	403.67			Public Works -	Maintananaa	
PERS - Employee PERS - Employer	0.143660	724.90			Public Works -	- Maintenance	
PERS Survivor	0.143000	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	0.007200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	134.22			129.73%	31.32%	
Vision Benefit	0.020000	37.67		Hourly Rate		City-Wide	Total Hourly
Medicare	0.014500	73.17		& Benefits	Overhead	Overhead	Rate
iviculcale	0.014300	73.17	-	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 2,595.45	51.44%	\$50.94	\$66.09	\$15.96	\$132.99
		Annual Sala	ry + Benefits	\$91,696.60	=		
Ctor D							
Step B		φ <b>5 300 00</b>	0.5	***			
		\$5,299.00	/Month	\$35.33	/Hour		
	Total Benefits	\$2,658.98	50.18%	\$53.05	\$68.83	\$16.62	\$138.50
	Total Beliefits	Ψ2,030.70	30.1070	φυσ.συ	ψ00.02	ψ10.02	Ψ130.20
		Annual Sala	ry + Benefits	\$95,495.81	=		
Step C							
Step C		¢5 564 31	/Month	¢27.00	. /**		
		\$5,564.21	/Month	\$37.09	/Hour		
	Total Benefits	\$2,731.64	49.09%	\$55.31	\$71.75	\$17.32	\$144.38
		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		,		,	
		Annual Sala	ry + Benefits	\$99,550.21	_		
Step D							
		\$5,843.29	/Month	\$38.96	/Hour		
			40.0	<b>*==</b> <0	<b>+=.</b> 0.	***	***
	Total Benefits	\$2,808.10	48.06%	\$57.68	\$74.82	\$18.07	\$150.57
		A1 C-1-	D64	¢102.017.75			
		Annual Sala	ry + Benefits	\$103,816.65	=		
Step E							
	<u></u>	\$6,136.24	/Month	\$40.91	/Hour		
		ŕ					
	Total Benefits	\$2,888.35	47.07%	\$60.16	\$78.05	\$18.85	<b>\$157.06</b>
			<b>.</b>	<b>4400 507</b> : 5			
		Annual Sala	ry + Benefits	\$108,295.13	<b>=</b>		

# Wastewater Maintenance Supervisor Department: Public Works

C4 A						
Step A		\$5,723.69 /Month	\$38.16	/Hour		
Benefit	<u>Multiplier</u>	•		Categ	gory	
		457.00	N. C			,
PERS - Employee	0.080000	457.90	Non-Sw	orn Managemen	nt & Mid-Mai	nagement
PERS - Employer	0.143660	822.27				
PERS Survivor		2.00 0.00				
Management Incentive EAP		4.12				
Health Insurance		1,006.49				
Dental Insurance		156.99				
LTD Insurance	0.009200	52.66				
Life Insurance	0.009200	26.27				
Deferred Comp.	0.000233	110.00				
Workers Comp.	0.026600	152.25		129.73%	31.32%	
Vision Benefit	0.020000	37.67	<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	82.99	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	02.77	<u>cc benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 2,911.60 50.87%	\$57.57	\$74.69	\$18.03	\$150.29
		Annual Salary + Benefits	\$103,623.53	:		
Step B						
Step B		ΦC 000 <b>7</b> 0 / λ	***			
		<b>\$6,009.70</b> /Month	\$40.06	/Hour		
	Total Benefits	\$2,991.27 49.77%	\$60.01	\$77.85	\$18.80	\$156.65
		Annual Salary + Benefits	\$108,011.66	<u>.</u>		
Ston C						
Step C		d < 200 TO D = 1				
		<b>\$6,309.58</b> /Month	\$42.06	/Hour		
	Total Benefits	\$3,074.80 48.73%	\$62.56	\$81.16	\$19.60	\$163.32
	Total Delicitis	\$3,074.80 48.7370	φ02.30	φ01.10	φ12.00	φ103.32
		Annual Salary + Benefits	\$112,612.60			
			,022.00	=		
Step D						
Бсер В		<b>\$6,625.05</b> /Month	¢44.17	/11000		
		\$0,023.03 /MOHH	\$44.17	/HOUI		
	Total Benefits	\$3,162.68 47.74%	\$65.25	\$84.65	\$20.44	\$170.34
		<b>72,</b> 222.00	7	40.000	+	7-11121
		Annual Salary + Benefits	\$117,452.73			
		•	·	•		
Step E						
	_	<b>\$6,956.13</b> /Month	\$46.37	/Hour		
		43920010 /1011011	ψ+0.37	, 11001		
	<b>Total Benefits</b>	\$3,254.90 46.79%	\$68.07	\$88.31	\$21.32	\$177.71
		Annual Salary + Benefits	\$122,532.36	<b>=</b> :		
				-		

## Wastewater Operations Manager Department: Public Works

	_	•	nent. Tubi				
Step A		φ <b>5.22</b> ε 0.5	0.6	<b>40.25</b>	/* *		
		\$7,236.95	/Month	\$48.25	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	578.96	;	Non-Sw	orn Manageme	nt & Mid-Mar	nagement
PERS - Employer	0.143660	1,039.66	j				
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance	0.000200	156.99					
LTD Insurance	0.009200	66.58					
Life Insurance	0.000255	33.22 110.00					
Deferred Comp. Workers Comp.	0.026600	192.50			129.73%	31.32%	
Vision Benefit	0.020000	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	104.94		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	104.24	_	C Deficites	Overneau	Overneuu	Rute
	Total Benefits	\$ 3,333.12	46.06%	\$70.47	\$91.42	\$22.07	\$183.96
		Annual Sala	ry + Benefits	\$126,840.87	:		
Step B							
		\$7,599.23	/Month	\$50.66	/Hour		
	T I D C	¢2.424.04	45 100/	ф <b>п</b> 2 <b>г</b> .	<b>405.42</b>	<b>\$22.04</b>	<b>\$102.02</b>
	Total Benefits	\$3,434.04	45.19%	\$73.56	\$95.43	\$23.04	\$192.02
		Annual Sala	ry + Benefits	\$132,399.19			
			J	<del>+</del>	Ī		
Step C							
Sur S		\$7,978.84	/Month	\$53.19	/Hour		
		Ψ7,570.01	/1011111	Ψ33.17	/11oui		
	<b>Total Benefits</b>	\$3,539.78	44.36%	\$76.79	\$99.62	\$24.05	\$200.47
		Annual Sala	ry + Benefits	\$138,223.39	:		
C. D							
Step D		¢0 255 53	/A.f	*== ~=	77		
		\$8,377.52	/ I <b>VI</b> Onth	\$55.85	/Hour		
	Total Benefits	\$3,650.83	43.58%	\$80.19	\$104.03	\$25.12	\$209.34
		. ,					
		Annual Sala	ry + Benefits	\$144,340.18	-		
Step E							
		\$8,797.01	/Month	\$58.65	/Hour		
	The LD Co	ф <b>о Т</b> - <b>Т</b> - <b>Т</b>	40.000	404 = 1	<b>0100 </b>	42624	<b>0010 (=</b>
	Total Benefits	\$3,767.68	42.83%	\$83.76	\$108.67	\$26.24	\$218.67
		Annual Cala	ry + Benefits	\$150,776.25			
		Amiuai Sala	ny + Delicitis	φ130,770.25	į		

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

	_	•	nenti Tubi				
Step A		<b>\$2.504.65</b>	/N / 1	<b>\$22.00</b>	/11		
		\$3,584.67	/Month	\$23.90	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.080000	286.77	,		Public Works -	- Maintenance	
PERS - Employer	0.143660	514.97	7				
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.	0.026600	0.00			120 720/	21 220/	
Workers Comp. Vision Benefit	0.026600	95.35 37.67		Hourly Rate	129.73% Department	31.32% City-Wide	Total Hourly
Medicare	0.014500	51.98		& Benefits	Overhead	Overhead	Rate
Wicdicarc	0.014300	31.90	<u>-</u>	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 2,195.13	61.24%	\$38.53	\$49.99	\$12.07	\$100.59
		Annual Sala	ry + Benefits	\$69,357.55	<b>:</b>		
Stop B							
Step B		φ2. <b>5</b> /2.21	/N # .1	<b>427</b> 00	~~		
		\$3,763.21	/Month	\$25.09	/Hour		
	Total Benefits	\$2,238.24	59.48%	\$40.01	\$51.91	\$12.53	\$104.45
		,-, ·		7	**	,	*
		Annual Sala	ry + Benefits	\$72,017.39	<b>.</b>		
Step C							
		\$3,952.15	/Month	\$26.35	/Hour		
				***	4== 00	***	****
	Total Benefits	\$2,290.00	57.94%	\$41.61	\$53.99	\$13.04	\$108.64
		Annual Cala	ry + Benefits	\$74 OOE Q1			
		Allitual Sala	iry + benefits	\$74,905.81	=		
Step D							
Step D		¢4 140 74	Month	ф <b>о</b> д <i>с</i> д	/II over		
		\$4,149.76	/Month	\$27.67	/Hour		
	Total Benefits	\$2,344.14	56.49%	\$43.29	\$56.16	\$13.56	\$113.02
		, -, - · · · · ·		7	7-0	7-2-2-3	*
		Annual Sala	ry + Benefits	\$77,926.78			
					<u> </u>		
Step E							
		\$4,357.77	/Month	\$29.05	/Hour		
		ŕ					
	Total Benefits	\$2,401.12	55.10%	\$45.06	\$58.46	\$14.11	\$117.63
			. D. et	<b>401 407 54</b>			
		Annual Sala	ry + Benefits	\$81,106.74	=		

## Wastewater Treatment Plant Operator I Department: Public Works

G. A						
Step A		<b>\$4,357.77</b> /Month	\$29.05	/Hour		
		φ 1,557777 /1/10/10/1	Ψ23.02			
<u>Benefit</u>	<u>Multiplier</u>			<u>Cate</u>	gory	
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		129.73%	31.32%	
Vision Benefit		37.67	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	63.19	& Benefits	<b>Overhead</b>	Overhead	Rate
	Total Benefits	\$ 2,406.92 55.23%	\$45.10	\$58.51	\$14.13	\$117.73
		Annual Salary + Benefits	\$81,176.34			
		Amidai Salai y 1 Belicites	ψ01,170.04	•		
Step B						
	_	<b>\$4,576.18</b> /Month	\$30.51	/Hour		
		\$ 1,0 7 0120 7 111011111	φυσιο 1	711041		
	Total Benefits	\$2,460.96 53.78%	\$46.91	\$60.86	\$14.70	\$122.47
		4 1C1 75 64	Φ0.4.44 <b>7</b> .60			
		Annual Salary + Benefits	\$84,445.68	•		
Step C						
Step C		Φ4.004.00 /N.f1	<b>#22.02</b>			
		<b>\$4,804.98</b> /Month	\$32.03	/Hour		
	Total Benefits	\$2,523.64 52.52%	\$48.86	\$63.38	\$15.30	\$127.55
	Town Benefits	ψ <u>2,</u> 626101.	Ψ 10100	φουο	420100	Ψ127700
		Annual Salary + Benefits	\$87,943.47			
				·		
Step D						
		<b>\$5,045.93</b> /Month	\$33.64	/Hour		
	Total Benefits	\$2,589.65 51.32%	\$50.90	\$66.04	\$15.94	\$132.89
		Annual Salary + Benefits	¢01 (27 00			
		Annual Salary + Delients	\$91,627.00	•		
Step E						
Stop L		\$5,299.00 /Month	\$35.33	/Hour		
		φ <b>υρμοσίου</b> /1 <b>ν1</b> ΟΠΙΙΙ	φ33.33	/110u1		
	Total Benefits	\$2,658.98 50.18%	\$53.05	\$68.83	\$16.62	\$138.50
		Annual Salary + Benefits	\$95,495.81	<u>.</u>		
				•		

## Wastewater Treatment Plant Operator II Department: Public Works

~ .	_	•	neitt. Tubii				
Step A		\$4,804.98	/Month	\$32.03	/Hour		
		Ψ 1,00 1.20	/ <b>14101111</b>	Ψ52.05	/110 <b>u</b> 1		
<b>Benefit</b>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.080000	384.40	)		Public Works -	- Maintenance	
PERS - Employer	0.143660	690.28	3				
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.12					
Health Insurance		1,006.49					
Dental Insurance LTD Insurance	0.009200	156.99 44.21					
Life Insurance	0.009200	5.80					
Deferred Comp.		0.00					
Workers Comp.	0.026600	127.81			129.73%	31.32%	
Vision Benefit		37.67		<b>Hourly Rate</b>	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	69.67	<u>'</u>	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,529.44	52.64%	\$48.90	\$63.43	\$15.32	<b>\$127.65</b>
	Total Delicitis	·			ψ03.43	ψ13.32	Ψ127.03
		Annual Sala	ry + Benefits	\$88,013.07	<b>=</b>		
Stop B							
Step B		¢5 045 02	/N / 41-	Ф22 с 1	/T.T		
		\$5,045.93	/Montn	\$33.64	/Hour		
	Total Benefits	\$2,589.65	51.32%	\$50.90	\$66.04	\$15.94	\$132.89
		Annual Cale	ry + Benefits	\$91,627.00			
		Ailliuai Sala	if y + Delicitis	\$91,027.00	=		
Step C							
step e		\$5,299.00	/Month	\$35.33	/Llour		
		φ5,277.00	/Wionth	φ33.33	/110u1		
	Total Benefits	\$2,658.98	50.18%	\$53.05	\$68.83	\$16.62	\$138.50
		Annual Sala	ry + Benefits	\$95,495.81			
		Ailliuai Sala	if y + Delicitis	\$73,473.01	=		
Step D							
Step D		\$5,564.21	/Month	\$37.09	/Hour		
	Total Benefits	\$2,731.64	49.09%	\$55.31	\$71.75	\$17.32	\$144.38
	Total Belieffts				Ψ	Ψ17.52	Ψ144.50
		Annual Sala	ary + Benefits	\$99,550.21	∃		
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 Sala	ry + Benefits	\$103,816.65			
		Amidai Sala	ny i Denema	ψ10.5,010.03	=		

## Wastewater Treatment Plant Operator III Department: Public Works

		•		
Step A				
		<b>\$5,299.00</b> /Month	<b>\$35.33</b> /Hour	
<u>Benefit</u>	<b>Multiplier</b>		<u>Ca</u>	<u>tegory</u>
PERS - Employee	0.080000	423.92	Public Work	s - 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	129.73%	31.32%
Vision Benefit		37.67	Hourly Rate Departmen	
Medicare	0.014500	76.84	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,664.78 50.29%	\$53.09 \$68.8	8 \$16.63 \$138.60
		Annual Salary + Benefits	\$95,565.41	
		Amidal Salary + Delicitis	φ/3,303.41	
Step B				
1		\$5,564.21 /Month	\$37.09 /Hour	
		40,00 N=1 / N10NVII	φ5/10//11061	
	Total Benefits	\$2,731.64 49.09%	\$55.31 \$71.75	\$17.32 \$144.38
		Annual Salary + Benefits	\$99,550.21	
		Allitual Salary + Delicitis	\$77,330.21	
Step C				
311 P		\$5,843.29 /Month	\$38.96 /Hour	
		ψ <b>3,043.2</b> 7 / Wiontin	\$36.90 /110ui	
	<b>Total Benefits</b>	\$2,808.10 48.06%	\$57.68 \$74.82	\$18.07 \$150.57
		A IGI D etc	φ102.01 <i>C</i> =	
		Annual Salary + Benefits	\$103,816.65	
Step D				
		<b>\$6,136.24</b> /Month	\$40.91 /Hour	
	Total Benefits	\$2,888.35 47.07%	\$60.16 \$78.05	\$18.85 \$157.06
		Annual Salary + Benefits	\$108,295.13	
			7200,220120	
Step E				
	_	<b>\$6,443.05</b> /Month	\$42.95 /Hour	
				***
	Total Benefits	\$2,972.41 46.13%	\$62.77 \$81.43	\$19.66 \$163.86
		Annual Salary + Benefits	\$112,985.50	
		Amidai Saidi y   Delicitis	ψ <b>ΙΙ</b> 29700400	

## Wastewater Treatment Plant Supervisor Department: Public Works

Step A						
Step A	_	<b>\$6,295.71</b> /Month	<b>\$41.97</b> /Ho	our		
<u>Benefit</u>	Multiplier			Categ	<u>ory</u>	
PERS - Employee	0.080000	503.66	Non-Sworn N	Managemen	t & Mid-Mar	nagement
PERS - Employer	0.143660	904.44		Ü		C
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		129.73%	31.32%	
Vision Benefit		37.67		partment	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.29	& Benefits O	verhead	Overhead	Rate
	Total Benefits	\$ 3,070.94 48.78%	\$62.44	\$81.01	\$19.56	\$163.02
		Annual Salary + Benefits	\$112,399.80			
Stop D	_					
Step B		ΦC C11 10 Ω Γ . 1	****			
		<b>\$6,611.19</b> /Month	\$44.07 /Ho	our		
	Total Benefits	\$3,158.82 47.78%	\$65.13	\$84.50	\$20.40	\$170.04
		Annual Salary + Benefits	\$117,240.08			
Step C						
Stop C		<b>\$6,942.27</b> /Month	\$46.28 /Ho	ur		
		\$ <b>0,</b> 5 <b>12.27</b> / Worth	φ+0.20 /110	, ui		
	Total Benefits	\$3,251.04 46.83%	\$67.96	\$88.16	\$21.29	\$177.40
		Annual Salary + Benefits	\$122,319.71			
Step D						
Step D		<b>\$7,288.95</b> /Month	\$48.59 /Ho	our		
	Total Benefits	\$3,347.61 45.93%	\$70.91	\$91.99	\$22.21	\$185.12
		Annual Salary + Benefits	\$127,638.68			
		Timudi Saidi y   Denemis	Ψ121,050.00			
Step E						
		<b>\$7,652.96</b> /Month	\$51.02 /Ho	our		
	Total Benefits	\$3,449.00 45.07%	\$74.01	\$96.02	\$23.18	\$193.22
		Annual Salary + Benefits	\$133,223.54			

## Water Conservation Specialist Department: Public Works

		Department: Tubi				
Step A						
		<b>\$4,408.04</b> /Month	\$29.39	/Hour		
<u>Benefit</u>	<b>Multiplier</b>			Cates	<u>gory</u>	
PERS - Employee	0.080000	352.64	I	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	0.000200	156.99				
LTD Insurance	0.009200	40.55				
Life Insurance		5.80				
Deferred Comp. Workers Comp.	0.026600	0.00 117.25		129.73%	31.32%	
Vision Benefit	0.020000	37.67	<b>Hourly Rate</b>	Department	City-Wide	Total Hourly
Medicare	0.014500	63.92	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	03.72	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$ 2,420.70 54.92%	\$45.52	\$59.06	\$14.26	\$118.85
		Annual Salary + Benefits	\$81,944.84			
Step B						
		<b>\$4,628.18</b> /Month	\$30.85	/Hour		
	Total Benefits	\$2,475.21 53.48%	\$47.36	\$61.44	\$14.83	\$123.63
	Total Delicitis	\$2,473.21 33.4670	φ-7.50	φυ1	φ14.03	\$123.03
		Annual Salary + Benefits	\$85,240.63			
		•				
Step C						
1		<b>\$4,860.45</b> /Month	\$32.40	/Hour		
		φ+,000.+3 /10101111	Ψ32.40	/11oui		
	<b>Total Benefits</b>	\$2,538.84 52.23%	\$49.33	\$64.00	\$15.45	\$128.78
		Annual Salary + Benefits	\$88,791.47			
Step D						
		<b>\$5,103.13</b> /Month	\$34.02	/Hour		
	Total Benefits	\$2,605.32 51.05%	\$51.39	\$66.67	\$16.10	\$134.16
		Annual Calany   Danafita	¢02 501 44			
		Annual Salary + Benefits	\$92,501.44			
C4	_					
Step E		<b>45.45.04</b> 2.5 1				
		<b>\$5,357.94</b> /Month	\$35.72	/Hour		
	Total Benefits	\$2,675.13 49.93%	\$53.55	\$69.48	\$16.78	\$139.81
	Total Delicitis	Ψ2,073.13 +3.3370	φυσιυσ	ψ <b>υ 2 • Τ</b> Ο	ψ10.70	ψ137.01
		Annual Salary + Benefits	\$96,396.85			
			+- =,=> 0.00			

## Water Distribution Supervisor Department: Public Works

Step A						
Step A	_	<b>\$6,295.71</b> /Month	<b>\$41.97</b> /Ho	our		
<u>Benefit</u>	Multiplier			Categ	<u>ory</u>	
PERS - Employee	0.080000	503.66	Non-Sworn N	Managemen	t & Mid-Mar	nagement
PERS - Employer	0.143660	904.44		Ü		C
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		129.73%	31.32%	
Vision Benefit		37.67		partment	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.29	& Benefits O	verhead	Overhead	Rate
	Total Benefits	\$ 3,070.94 48.78%	\$62.44	\$81.01	\$19.56	\$163.02
		Annual Salary + Benefits	\$112,399.80			
Stop D	_					
Step B		ΦC C11 10 Ω Γ . 1	****			
		<b>\$6,611.19</b> /Month	\$44.07 /Ho	our		
	Total Benefits	\$3,158.82 47.78%	\$65.13	\$84.50	\$20.40	\$170.04
		Annual Salary + Benefits	\$117,240.08			
Step C						
Stop C		<b>\$6,942.27</b> /Month	\$46.28 /Ho	ur		
		\$ <b>0,</b> 5 <b>12.27</b> / Worth	φ+0.20 /110	, ui		
	Total Benefits	\$3,251.04 46.83%	\$67.96	\$88.16	\$21.29	\$177.40
		Annual Salary + Benefits	\$122,319.71			
Step D						
Step D		<b>\$7,288.95</b> /Month	\$48.59 /Ho	our		
	Total Benefits	\$3,347.61 45.93%	\$70.91	\$91.99	\$22.21	\$185.12
		Annual Salary + Benefits	\$127,638.68			
		Timudi Saidi y   Denemis	Ψ121,050.00			
Step E						
		<b>\$7,652.96</b> /Month	\$51.02 /Ho	our		
	Total Benefits	\$3,449.00 45.07%	\$74.01	\$96.02	\$23.18	\$193.22
		Annual Salary + Benefits	\$133,223.54			

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

~ .					
Step A		** *** <b>=</b> 0	***		
		<b>\$4,411.50</b> /Month	<b>\$29.41</b> /Hou	ır	
<u>Benefit</u>	Multiplier			Category	
PERS - Employee	0.080000	352.92	Public	c Works - Maintenance	e
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		9.73% 31.32%	
Vision Benefit		37.67		artment City-Wide	-
Medicare	0.014500	63.97	& Benefits Ove	erhead Overhead	Rate
	Total Benefits	\$ 2,421.64 54.89%	\$45.55	\$59.10 \$14.27	\$118.92
		Annual Salary + Benefits	\$81,997.73		
Step B					
		<b>\$4,631.64</b> /Month	\$30.88 /Hour	r	
		4 1,00 200 1 7 17 10 11 MI	φεσίου /11σα.	•	
	Total Benefits	\$2,476.15 53.46%	\$47.39 \$6	51.47 \$14.84	\$123.70
		Annual Salary + Benefits	\$85,293.53		
Step C					
		<b>\$4,863.92</b> /Month	\$32.43 /Hour	r	
		, ,			
	Total Benefits	\$2,539.79 52.22%	\$49.36 \$6	54.03 \$15.46	\$128.85
		Annual Salary + Benefits	\$88,844.51		
Step D					
~ <u>F</u> =	_	<b>\$5,106.60</b> /Month	\$34.04 /Hour	r	
	Total Benefits	\$2,606.27 51.04%	\$51.42    \$6	66.71 \$16.11	\$134.23
	Total Belletits	\$2,000.27 31.04%	<b>\$31.42</b> ф0	,0.71 \$10.11	\$13 <b>4.2</b> 3
		Annual Salary + Benefits	\$92,554.49		
Step E					
Step B		<b>\$5,361.41</b> /Month	\$35.74 /Hour	r	
	Total Benefits	\$2,676.08 49.91%	\$53.58 \$6	59.52 \$16.78	\$139.88
	Total Delicitis		φυσίου φυ	φ10.70	Ψ1.57.00
		Annual Salary + Benefits	\$96,449.90		

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

	_		nenti Tubii				
Step A		\$4,863.92	/Month	\$32.43	/Hour		
		Ψ1,002.72	7141011111	ψυ2.10	/110 <b>u</b> 1		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
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	2				
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			129.73%	31.32%	
Vision Benefit	0.044500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	70.53	<u> </u>	& Benefits	<b>Overhead</b>	<b>Overhead</b>	<u>Rate</u>
	Total Benefits	\$ 2,545.59	52.34%	\$49.40	\$64.08	\$15.47	\$128.95
		Annual Sala	ry + Benefits	\$88,914.11	=		
Step B							
экер Б		¢5 106 60	Month	¢24.04	/11		
		\$5,106.60	/Month	\$34.04	/Hour		
	Total Benefits	\$2,606.27	51.04%	\$51.42	\$66.71	\$16.11	\$134.23
		, in the second second					·
		Annual Sala	ry + Benefits	\$92,554.49	=		
Step C							
		\$5,361.41	/Month	\$35.74	/Hour		
	T . 1 D . C.	Φ <b>2</b> ( <b>7</b> ( 00	40.010/	φ <b>53.5</b> 0	<b>4.0.53</b>	<b>41 € ₹0</b>	<b>\$120.00</b>
	Total Benefits	\$2,676.08	49.91%	\$53.58	\$69.52	\$16.78	\$139.88
		Annual Sala	ry + Benefits	\$96,449.90			
		Aimuai Saia	ny i benefits	Ψ70,447.70	=		
Step D							
Step D		\$5,630.08	/Month	\$37.53	/Hour		
		φ <b>3,</b> 030.00	/Wionth	\$37.33	Hour		
	Total Benefits	\$2,749.69	48.84%	\$55.87	\$72.48	\$17.50	\$145.84
		Annual Sala	ry + Benefits	\$100,557.20	_		
					- 		
Step E							
		\$5,910.89	/Month	\$39.41	/Hour		
	<b></b>	4- 0-		<b>.</b>	A== ==	440.5=	A = = = =
	Total Benefits	\$2,826.62	47.82%	\$58.25	\$75.57	\$18.25	\$152.07
		Anny al C-1-	nu   Domofit-	¢104 050 00			
		Amuai Sala	ry + Benefits	\$104,850.09	=		

## Water Operations Manager Department: Public Works

G. A							1
Step A		\$7.226.05	Month	¢49.25	/II over		
		\$7,236.95	/IVIOIIIII	\$48.25	/HOUI		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.080000	578.96		Non-Swe	orn Managemen	nt & Mid-Mar	nagement
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.	0.00.5500	110.00					
Workers Comp.	0.026600	192.50		TT 1 D 4	129.73%	31.32%	T 4 1 TT 1
Vision Benefit Medicare	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	104.94	-	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,333.12	46.06%	\$70.47	\$91.42	\$22.07	\$183.96
		Annual Sala	ry + Benefits	\$126,840.87			
		Timudi Suid	I J · Delicites	Ψ120,010.07	į		
Step B							
1		\$7,599.23	/Month	\$50.66	/Hour		
		ψ.,ε>>120	,1 <b>1101111</b>	Ψ20.00	/110 <b>u</b> 1		
	Total Benefits	\$3,434.04	45.19%	\$73.56	\$95.43	\$23.04	\$192.02
		Annual Cala	wy   Domofita	¢122 200 10			
		Annuai Saia	ry + Benefits	\$132,399.19			
Step C							
Step C		¢7 070 0 <i>1</i>	/Month	ф <b>52.10</b>	ar.		
		\$7,978.84	/Month	\$53.19	/Hour		
	Total Benefits	\$3,539.78	44.36%	\$76.79	\$99.62	\$24.05	\$200.47
		Annual Sala	ry + Benefits	\$138,223.39	:		
a. D							
Step D		φο 2== ==	A # 3				
		\$8,377.52	/Month	\$55.85	/Hour		
	Total Benefits	\$3,650.83	43.58%	\$80.19	\$104.03	\$25.12	\$209.34
		Annual Sala	ry + Benefits	\$144,340.18	•		
Step E		φο <b>π</b> οπ ο :	2.5				
		\$8,797.01	/Month	\$58.65	/Hour		
	Total Benefits	\$3,767.68	42.83%	\$83.76	\$108.67	\$26.24	\$218.67
		,,,,,,,,	.2.0070	432.70	+	T- ~.	+==0.0.
		Annual Sala	ry + Benefits	\$150,776.25	•		
					-		

## Water Production Supervisor Department: Public Works

Stop A						
Step A	_	<b>\$6,295.71</b> /Month	<b>\$41.97</b> /H	Hour		
Benefit	Multiplier			Categ	gory	
PERS - Employee	0.080000	503.66	Non-Sworr	n Managemer	nt & Mid-Mar	nagement
PERS - Employer	0.143660	904.44	TYON SWON	ii ivianagemei	11 66 14114 14141	mgement
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		129.73%	31.32%	
Vision Benefit		37.67	Hourly Rate D	Department	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	91.29		Overhead	Overhead	Rate
	Total Benefits	\$ 3,070.94 48.78%	\$62.44	\$81.01	\$19.56	\$163.02
		. IGI D at	<b>444.200.00</b>			
		Annual Salary + Benefits	\$112,399.80			
Step B						
1	_	<b>\$6,611.19</b> /Month	\$44.07 /H	Hour		
		•				
	Total Benefits	\$3,158.82 47.78%	\$65.13	\$84.50	\$20.40	\$170.04
		Annual Salary + Benefits	\$117,240.08			
		<i>y</i>	<del></del>			
Step C						
		<b>\$6,942.27</b> /Month	\$46.28 /H	Hour		
		*****	*	***	444.40	****
	Total Benefits	\$3,251.04 46.83%	\$67.96	\$88.16	\$21.29	\$177.40
		Annual Salary + Benefits	\$122,319.71			
Step D						
		<b>\$7,288.95</b> /Month	\$48.59 /H	Hour		
	Total Benefits	\$3,347.61 45.93%	\$70.91	\$91.99	\$22.21	\$185.12
		Annual Calamy   Danset-	¢127 (20 (0			
		Annual Salary + Benefits	\$127,638.68			
Step E						
		<b>\$7,652.96</b> /Month	\$51.02 /H	Hour		
	Total Benefits	\$3,449.00 45.07%	\$74.01	\$96.02	\$23.18	\$193.22
	Total Delicitis	φ <i>ɔ</i> , <del>44</del> 7.00 4 <i>J</i> .0/%	φ/4.01	φ <b>20.0</b> 4	φ43.10	Ф173,44
		Annual Salary + Benefits	\$133,223.54			

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

C. A						
Step A		<b>\$4,201.76</b> /Month	<b>\$28.01</b> /Ho	our		
<u>Benefit</u>	<u>Multiplier</u>			Catego	ory	
PERS - Employee	0.080000	336.14	Publi	ic Works - I	Maintenance	
PERS - Employer	0.143660	603.62	T uon	ic works i	· lannenance	
PERS Survivor	0.1.0000	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	1:	29.73%	31.32%	
Vision Benefit		37.67	Hourly Rate Dep	partment	City-Wide	<b>Total Hourly</b>
Medicare	0.014500	60.93	& Benefits Ov	<u>verhead</u>	Overhead	Rate
	Total Benefits	\$ 2,364.18 56.27%	\$43.77	\$56.79	\$13.71	\$114.27
		Annual Salary + Benefits	\$78,791.33			
		Tamuur Sulur y + Beriering	ψ10,12 I.00			
Step B						
		<b>\$4,411.50</b> /Month	\$29.41 /Hou	ur		
	Total Benefits	\$2,415.84 54.76%	\$45.52 \$	659.05	\$14.26	\$118.82
		Annual Salary + Benefits	\$81,928.13			
Step C						
Stop C		<b>\$4,631.64</b> /Month	\$30.88 /Hou	ur		
		\$ 1,00 100 1 / 1/1011UII	φ50100 /1100			
	Total Benefits	\$2,476.15 53.46%	\$47.39 \$	661.47	\$14.84	\$123.70
		Annual Salary + Benefits	\$85,293.53			
Step D						
		<b>\$4,863.92</b> /Month	\$32.43 /Hou	ur		
	Total Benefits	\$2,539.79 52.22%	\$49.36 \$	664.03	\$15.46	\$128.85
		Annual Salary + Benefits	\$88,844.51			
Step E		<b>\$5,106.60</b> /Month	\$24.04 /II			
		•	\$34.04 /Hou			
	Total Benefits	\$2,606.27 51.04%	\$51.42 \$	666.71	\$16.11	\$134.23
		Annual Salary + Benefits	\$92,554.49			

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

Step A						
Step A	_	<b>\$4,631.64</b> /Month	\$30.88	8 /Hour		
<u>Benefit</u>	Multiplier			Cate	gory	
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		129.73%	31.32%	
Vision Benefit	0.014500	37.67	Hourly Rate			Total Hourly
Medicare	0.014500	67.16	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,481.95 53.59	9% \$47.42	\$61.52	\$14.85	\$123.80
		Annual Salary + Bene	fits \$85,363.13	<u> </u>		
Step B						
Step B		<b>\$4,863.92</b> /Month	\$32.4	3 /Hour		
		φ <b></b> ,003.72 /Wionui	\$32.4	3 /110u1		
	Total Benefits	\$2,539.79 52.22	\$49.36	\$64.03	\$15.46	\$128.85
		Annual Salary + Bene	fits \$88,844.51			
Step C						
		<b>\$5,106.60</b> /Month	\$34.0	4 /Hour		
	m . 1 n	ha so s an			<b>**</b> **********************************	4121.02
	Total Benefits	\$2,606.27 51.0	1% <b>\$51.42</b>	\$66.71	\$16.11	\$134.23
		Annual Salary + Bene	fits \$92,554.49	) =		
Stan D						
Step D		<b>\$5,361.41</b> /Month	¢25 7	4 /Hour		
	Total Benefits	\$2,676.08 49.9	\$53.58	\$69.52	\$16.78	\$139.88
		Annual Salary + Bene	fits \$96,449.90	<u></u>		
Step E						
	_	<b>\$5,630.08</b> /Month	\$37.5	3 /Hour		
	Total Benefits	\$2,749.69 48.8	1% \$55.87	\$72.48	\$17.50	\$145.84
		Annual Salary + Bene	fits \$100,557.20	<u>'</u>		
l-						

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

Step A							
		\$3,998.95	/Month	\$26.66	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.080000	319.92			Public Works -	Maintenance	
PERS - Employer	0.143660	574.49	1				
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.	0.00.5500	0.00					
Workers Comp.	0.026600	106.37		TT 1 D 4	129.73%	31.32%	T 4 1 TT 1
Vision Benefit	0.014500	37.67		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	57.98	_	& Benefits	<b>Overhead</b>	Overhead	Rate
	Total Benefits	\$ 2,308.62	57.73%	\$42.05	\$54.55	\$13.17	\$109.78
		Annual Sala	ry + Benefits	\$75,690.87	:		
Step B	_						
Step D		\$4,198.29	Month	<b>#27</b> 00	/T.T		
		\$4,198.29	/Monun	\$27.99	/Hour		
	Total Benefits	\$2,357.43	56.15%	\$43.70	\$56.70	\$13.69	\$114.09
		Annual Sala	ry + Benefits	\$78,668.68	<u> </u>		
Step C							
		\$4,408.04	/Month	\$29.39	/Hour		
		+ -,	,	4-7107	,		
	Total Benefits	\$2,414.90	54.78%	\$45.49	\$59.01	\$14.25	\$118.74
		Annual Sala	ry + Benefits	\$81,875.24			
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 Sala	ry + Benefits	\$85,240.63			
					<u> </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 Sala	ry + Benefits	\$88,791.47			
					•		

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

~ .	_	Department: Tubi		
Step A				
		<b>\$4,408.04</b> /Month	<b>\$29.39</b> /Hour	
<u>Benefit</u>	Multiplier		<u>Cat</u>	egory
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	Hourly Rate Departmen	t City-Wide Total Hourly
Medicare	0.014500	63.92	& Benefits Overhead	Overhead Rate
	Total Benefits	\$ 2,420.70 54.92%	\$45.52 \$59.06	\$14.26 \$118.85
		Annual Salary + Benefits	\$81,944.84	
~ ~				
Step B				
		<b>\$4,628.18</b> /Month	\$30.85 /Hour	
	m . 15	42.457.24	<b></b>	44.02
	Total Benefits	\$2,475.21 53.48%	\$47.36 \$61.44	\$14.83 \$123.63
		Annual Salary + Benefits	\$85,240.63	
		<i>y</i> :		
Step C				
Step C		\$4.960.45 /Month	\$20.40 JU	
		<b>\$4,860.45</b> /Month	\$32.40 /Hour	
	Total Benefits	\$2,538.84 52.23%	\$49.33 \$64.00	\$15.45 \$128.78
		<del>+-,</del> ,	7	72000 72000
		Annual Salary + Benefits	\$88,791.47	
		<u> </u>		
Step D				
		<b>\$5,103.13</b> /Month	\$34.02 /Hour	
		φυςίου / Ινιοπαι	φυπ.υΣ /110μ1	
	Total Benefits	\$2,605.32 51.05%	\$51.39 \$66.67	\$16.10 \$134.16
		Annual Salary + Benefits	\$92,501.44	
Step E				
		\$5,357.94 /Month	\$35.72 /Hour	
	Total Benefits	\$2,675.13 49.93%	\$53.55 \$69.48	\$16.78 \$139.81
		A1 C-1 D	φος 20ς 9 <b>7</b>	
		Annual Salary + Benefits	\$96,396.85	

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

Chan A		irtinent. Finance &	
Step A	_	\$5,427.28 /Month	<b>\$36.18</b> /Hour
		φο, 127.20 / Ινιοπαί	
<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	0.000200	156.99	
LTD Insurance Life Insurance	0.009200	49.93	
Deferred Comp.	0.000255	24.91 110.00	
Workers Comp.	0.026600	144.37	27.55% 31.32%
Vision Benefit	0.020000	37.67	Hourly Rate Department City-Wide Total Hourly
Medicare	0.014500	78.70	& Benefits Overhead Overhead Rate
Wiedicare	0.014300	70.70	a benenis overneau overneau Rate
	Total Benefits	\$ 2,829.04 52.13	% \$55.04 \$15.16 \$17.24 \$87.45
		Annual Salary + Benef	sts <u>\$99,075.83</u>
Step B			
Біср В		<b>\$5,699.42</b> /Month	\$29.00 /Hour
		\$5,099.42 /Wollin	\$38.00 /Hour
	Total Benefits	\$2,904.84 50.97	% \$57.36 \$15.80 \$17.97 \$91.13
		Annual Salary + Benef	\$103,251.16
Step C			
1		<b>\$5,983.70</b> /Month	\$39.89 /Hour
		φο, σουν σ γινισικοί	\$60,100 / 120d1
	Total Benefits	\$2,984.03 49.87	% \$59.78 \$16.47 \$18.73 \$94.98
		Annual Salary + Benef	its <u>\$107,612.76</u>
Step D			
Step D	_	<b>\$6,283.58</b> /Month	\$41.89 /Hour
	Total Benefits	\$3,067.56 48.82	% \$62.34 \$17.17 \$19.53 \$99.04
		Annual Calany   Danaf	42 \$112.212.60
		Annual Salary + Benef	sits <u>\$112,213.69</u>
Step E			
		<b>\$6,597.32</b> /Month	\$43.98 /Hour
		•	
	Total Benefits	\$3,154.95 47.82	% \$65.02 \$17.91 \$20.37 \$103.29
		A	41- 011-02-20
		Annual Salary + Benef	its <u>\$117,027.28</u>



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## **Administration Fees**

<b>Fee Description</b>	Fee
Agenda Packet Subscription	\$400.63/per year
Audio Tape	\$18.96
Candidate Statement's of Qualifications <sup>1</sup>	Actual Cost
Compact Disc	\$11.41
Document Certification	\$12.64
Notary Fee <sup>2</sup>	\$10.00/per signature
Notice of Intent to Circulate Petition <sup>3</sup>	\$200.00
Passport Execution Fee <sup>4</sup>	\$25.00
Passport Photos	\$11.42
Peddler/Solicitor Permit <sup>5</sup>	\$25.00
Photocopies	\$0.23 per page
Political Reform Act Copies of Documents <sup>6</sup>	\$0.10 per page
Political Reform Act Retrieval Fee <sup>6</sup>	More Than Five Years Old: \$5.00
Subpoenaed Staff as Witness <sup>7</sup>	\$150.00/per day
Taxi Permit <sup>8</sup>	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

- Election Code 13307
- G.C. 8211
- E.C. 9202
- U.S. Department of State
- BMC 5.48.050
- § 81008 Political Reform Act
- G.C. §68096.1
- BMC 5.60.050

# **Community Development Building Fees**

## CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

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

# **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.

# **Community Development Building Fees**

## CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

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

# **Community Development Building Fees**

## CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

PUBLIC BUILDINGS:	
Type I or II F.R.	\$107.40 /sq.ft.
Type II - 1 Hour	\$80.10 /sq.ft.
Type II - N	\$76.60 /sq.ft.
Type III - 1 Hour	\$89.70 /sq.ft.
Type III - N	\$85.70 /sq.ft.
Type V - 1 Hour	\$79.30 /sq.ft.
Type V - N	\$76.10 /sq.ft.
VI.	1
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:	
SCHOOLS: Type I or II F.R.	\$96.30 /sq.ft.
Type I or II F.R. Type II - 1 Hour	\$68.70 /sq.ft.
Type I or II F.R.	· ·
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - 1 N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft.
Type I or II F.R. Type II - 1 Hour Type III - 1 Hour Type III - 1 N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft.
Type I or II F.R.  Type II - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  SERVICE STATIONS:  Type III - N  Type III - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type IIII - 1 Hour  Type III - N  SERVICE STATIONS:  Type III - N  Type III - 1 Hour  Type V - 1 Hour  Type V - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  SERVICE STATIONS:  Type III - N  Type III - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N  Type III - 1 Hour  Type V - 1 Hour  Canopies	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N  Type III - 1 Hour  Type V - 1 Hour  Canopies  STORES:	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N  Type III - 1 Hour  Type V - 1 Hour  Canopies  STORES:  Type I or II F.R.*	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N  Type III - 1 Hour  Type V - 1 Hour  Canopies  STORES:  Type I or II F.R.*  Type II - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft.
Type I or II F.R.  Type III - 1 Hour  Type III - 1 Hour  Type III - N  Type V - 1 Hour  Type V - N  SERVICE STATIONS:  Type II - N  Type III - 1 Hour  Type V - 1 Hour  Canopies  STORES:  Type I or II F.R.*  Type II - 1 Hour  Type II - 1 Hour  Type II - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft. \$72.10 /sq.ft. \$43.40 /sq.ft.
Type II - 1 Hour Type III - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N  SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Canopies  STORES: Type I or II F.R.* Type II - 1 Hour Type II - N Type III - 1 Hour Type III - 1 Hour Type III - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft.
Type II - 1 Hour Type III - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N  SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Canopies  STORES: Type I or II F.R.* Type II - 1 Hour Type II - N Type II - 1 Hour Type II - N Type III - N Type III - N Type III - N Type III - N	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$53.10 /sq.ft.
Type II - 1 Hour Type III - 1 Hour Type III - 1 Hour Type III - N Type V - 1 Hour Type V - N  SERVICE STATIONS: Type II - N Type III - 1 Hour Type V - 1 Hour Canopies  STORES: Type I or II F.R.* Type II - 1 Hour Type II - N Type III - 1 Hour Type III - 1 Hour Type III - 1 Hour	\$68.70 /sq.ft. \$69.20 /sq.ft. \$65.60 /sq.ft. \$63.30 /sq.ft. \$69.90 /sq.ft. \$57.10 /sq.ft. \$57.40 /sq.ft. \$50.40 /sq.ft. \$22.00 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft. \$43.40 /sq.ft.

# **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.
Residential	φ3.000 / Sq.11.
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
IEMENI IM ROTEMENTO	17.307 sq. it. of 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.
	<del>-</del>

## 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. 1/2 hours \* 5,001 sq. ft. and above 1 1/2 hours \*

st 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 Hourly rate \*
(Minimum charge - 1/2 hour)

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

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

<sup>\*\*</sup>Total hourly cost to the jurisdiction. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

## 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

#### 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

<sup>\*\*</sup>Note: Option to Use Unit Fee Schedule



<sup>\*</sup> 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 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

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

(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:

Additional branch circuits within the sign, outline lighting system or marquee  SERVICES: Services of 600 volts or less and not over 200 amperes in rating	\$3.86 each
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating Services over 600 volts or over 1000 amperes in rating	\$23.90 each \$48.45 each \$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

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 photovolatic 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 \*

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

<sup>\*\*</sup> Total hourly cost to the jurisdiction. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

## **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
(Minimum charge - one-half hour)

Hourly rate \*

Additional plan review required by changes, additions

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

#### 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

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

<sup>\*\*</sup> Total hourly cost to the jurisdiction. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

## **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:**

<ol> <li>For the installation or relocation of each forced-air or gravity-type furnace or burner, including ducts and vents attached to such appliance, up to and including 100,000 Btu/h</li> </ol>	\$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
<ol> <li>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</li> </ol>	\$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 For each fuel-gas piping system of five or more outlets, per outlet	\$6.47 \$1.30
20.	Permit fees for process piping shall be:	
	For each process piping system of one to four outlets For each process piping system of five or more outlets, per outlet	\$6.47 \$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

(Minimum charge - one-half hour)

Hourly rate \*

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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

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

<sup>\*\*</sup> Total hourly cost to the jurisdiction. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

# **Community Development Building Fees**

## BUILDING PERMIT FEE RATE SCHEDULE

VALUATION FEE			FEE
R	ange		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

## **Community Development Code Enforcement Fees**

Administrative Citations		
Description	Fine	
First Violation	\$100.00	
Second Violation	\$250.00	
Third Violation	\$500.00	
Further Violation	\$500.00	

Each day a violation continues is deemed a separate offense.

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

## Community Development 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 ProjectDevelopment FeeZone I\$12,078 / acreZone II\$24,155 / acreZone 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).

		Required Compensation Ratio for	
Land Cover Type	Fee per unit of Impact <sup>1</sup>	Restoration/Creation <sup>1</sup>	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 <sup>2</sup> , 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 <sup>2</sup> , 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
<u>Streams</u>			
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 <sup>3</sup>	\$761 / linear foot	1:1	Stream length measured along stream centerline. Stream width measured between top of bank.

<sup>&</sup>lt;sup>1</sup> 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.

<sup>&</sup>lt;sup>3</sup> 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	\$ 3,000/Deposit	
involving one or more of the following: wetland land cover types, dedication of land, or project sites		

involving one or more of the following: wetland land cover types, dedication of land, or project sites of 10 acres or more in size.

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



<sup>&</sup>lt;sup>2</sup> Using methods for determining state and federal jurisdictional wetlands and waters at the time of HCP/NCCP approval.

<sup>\*</sup>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.

<sup>\*\*</sup>Fees to be automatically adjusted annually on July 1 by CPI.

# **Community Development Planning Fees**

	Fee Description	Fee
1.	Annexations	
Ĭ.,	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
L	Application submittal for actual cost of legal review and consulting.	

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

Actual Cost: Consultant cost + 20% City Administration

City Staff - Total Hourly Rate, Step E



# **Community Development Planning Fees**

	Fee Description	Fee
5.	Conditional Use Permit	- 23
	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 an	nd 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
I	50.01+ ac.	\$14,310.00
I	Deposit*	\$3,000.00
	Application submittal for actual cost of legal review an	nd consulting.

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

Actual Cost: Consultant cost + 20% City Administration

City Staff - Total Hourly Rate, Step E



# **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 consul	ting.
11. Admin Oil Permit	\$632.00
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consu	ılting.
12. Development Agreement	\$4,393.00
Deposit**	\$3,000.00
Application submittal for actual cost of legal review and consu	ılting.
13. Affordable Housing	
Deposit*	\$3,000.00
Application submittal for actual cost of legal review and consu	ılting.
14. Appeals	\$126.00
15. Categorical Exemption	\$184.00
16. Temporary Use Permit	\$489.00

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

Actual Cost: Consultant cost + 20% City Administration

City Staff - Total Hourly Rate, Step 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

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

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

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

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

## Community Development Affordable Housing

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

Breakdown of Affordable Levels			
	3% Moderate		
Single Family	4% Low Income		
	3% Very Low Income		
Multi Family	5% Low Income		
	5% Very Low Income		

One of the options available for satisfying the Affordable Housing Ordinance for single family projects is thru the payment of In-Lieu fees. Authorization to pay In-Lieu fees must be secured from the City Manager and is discouraged by the City Council.

In-Lieu Fee			
\$201,963 per low income unit not built *			
\$269,666 per very low income unit not built			

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

First Time Homebuyer Contribution
\$78,031 per moderate income unit not built **

<sup>\*\*</sup>An applicant/developer may request to make a contribution to the City's First Time Homebuyer Program to satisfy the moderate unit requirement.

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

# 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 <sup>1</sup>	1	2	3	4	5	6	7
Area Median Income (AMI) <sup>2</sup>	\$60,300	\$68,900	\$77,500	\$86,100	\$93,000	\$99,900	\$106,800
Very Low Income Households: Maxi	mum Afford	dable 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 <sup>3</sup>	<u>\$127</u>	<u>\$131</u>	<u>\$177</u>	\$207	<u>\$225</u>	<u>\$249</u>	<u>\$290</u>
<b>Maximum Affordable Monthly Rent</b>	\$627	\$730	\$792	\$869	\$938	\$1,000	\$1,045
Low Income Households: Maximum	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 <sup>3</sup>	\$127	<u>\$131</u>	<u>\$177</u>	\$207	<u>\$225</u>	<u>\$249</u>	<u>\$290</u>
<b>Maximum Affordable Monthly Rent</b>	\$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 <sup>3</sup>	<u>\$127</u>	<u>\$131</u>	<u>\$177</u>	\$207	<u>\$225</u>	<u>\$249</u>	<u>\$290</u>
<b>Maximum Affordable Monthly Rent</b>	\$1,531	\$1,764	\$1,956	\$2,161	\$2,333	\$2,499	\$2,648

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

<sup>&</sup>lt;sup>2</sup> 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.

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

<sup>\* =</sup> Contract Charges

<sup>\*\* =</sup> 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

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

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 Socccer 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
<b>Animal Activities Classes</b>	
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

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

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	<b>\$40.5</b> 6
CPR 4 Hour Class CPR First Aid Combination	\$42.56
	\$69.44
Child & Babysitting Safety Course	\$72.74
Feng Shui First Aid 4 Hour Class	\$44.69 \$42.56
Great Expectation-Childbirth/Pre-natal	\$42.56 \$82.03
Pediatric Day Care CPR Certification & First Aid	\$69.44
Put Balance Into Your Life	\$43.10
Language Classes	φ43.10
Baby Sign	\$63.84
Fun Spanish for Children	\$91.69
Kids Love to Sign (ages 3-8)	\$56.76

Fee Description	Fee
Martial Arts	100
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
	\$32.00
	\$17.00
· · · · · · · · · · · · · · · · · · ·	\$11.00
	\$7.00
•	
	\$5.86
Children	\$3.52
Pre-Registration Race Day Registration Youth Under 12 5K/1 Mile Both Races Additional (Bike/Run) Fun Run T-Shirts Lunch with Bunny: Adults Children	\$32.00 \$17.00 \$11.00 \$7.00

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

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

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

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

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

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

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
<b>Dedication Trees and Amenities:</b>	
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 <sup>1</sup>	\$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 <sup>2</sup>	\$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 <sup>3</sup>	\$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 <sup>4</sup>	\$340.00

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

<sup>&</sup>lt;sup>1</sup> Police & Accident Reports estimated average of 3 pages per report

<sup>&</sup>lt;sup>6</sup> Caltrans Published Rates, Labor Surcharge and Equipment Rental, in effect at the time of CAP



<sup>&</sup>lt;sup>2</sup> Repossession fee - Government Code Sec. 41612

<sup>&</sup>lt;sup>3</sup> Includes the cost of finger printing

<sup>&</sup>lt;sup>4</sup> Established by County, fee increases automatically when County's fee increases

<sup>&</sup>lt;sup>5</sup> Non-Profit Organizations - Police Officer Step E Rate per CAP (not including overhead)

<sup>&</sup>lt;sup>5</sup> For Profit Organizations - Police Officer Step E Rate per CAP (including overhead)

# **Public Works Engineering**

F.R. Unit ,135.87 ,260.78	General P A.S.R. Per Unit \$5,794.77 \$2,817.98	Plan Build O M.F.R. Per Unit \$5,600.14	S.H.U. (1200 SF Max)	Office Sq. Ft.	Commercial Sq. Ft.	Industrial Sq. Ft.
Unit ,135.87 ,260.78	Per Unit \$5,794.77	Per Unit	(1200 SF Max)	Sq. Ft.		
,260.78	. ,	\$5,600.14	\$2,800,07			
<i>'</i>	\$2 817 08		\$4,000.07	\$1.5387	\$1.5387	\$0.8905
	Ψ4,011.70	\$3,240.62	\$1,620.31	\$1.2788	\$1.0394	\$0.5467
,745.97	\$4,635.52	\$6,637.22	\$3,318.61	\$6.7043	\$4.3664	\$4.6300
,198.70	\$4,698.10	\$5,430.60	\$2,715.30	-	-	-
660.20	\$2,426.01	\$2,787.54	\$1,393.77	\$0.4935	\$0.4935	\$0.3427
8574.71	\$354.78	\$412.66	\$206.33	\$0.1744	\$0.1295	\$0.1116
\$780.98	\$780.98	\$780.98	\$780.98	\$0.1538	\$0.1538	\$0.1538
,357.21	\$21,508.14	\$24,889.76	\$12,835.37	\$10.34	\$7.72	\$6.68
	\$574.71 \$780.98	\$354.78 \$780.98 \$780.98	\$354.71 \$354.78 \$412.66 \$780.98 \$780.98 \$780.98	\$574.71 \$354.78 \$412.66 \$206.33 \$780.98 \$780.98 \$780.98 \$780.98	\$574.71 \$354.78 \$412.66 \$206.33 \$0.1744 \$780.98 \$780.98 \$780.98 \$780.98 \$0.1538	\$574.71 \$354.78 \$412.66 \$206.33 \$0.1744 \$0.1295 \$780.98 \$780.98 \$780.98 \$780.98 \$0.1538 \$0.1538

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.

	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
	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.	<b>Project Processing and Review -</b> 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	
	<ul> <li>A. Final Map Checking - Deposit for Actual Cost</li> <li>1. Deposit at the time of first submittal for actual cost of labor and materials</li> </ul>	\$2,583.00 + \$30.00/lot
	2. Planning Department plan check fee	\$2,791.00
	<ul> <li>B. Plan Checking - Deposit for Actual Cost</li> <li>1. Grading Plans</li> <li>a. 3% of the estimated cost of the grading and associated improvements</li> <li>b. Plan revisions after approval</li> </ul>	\$126.00 /sheet
	<ul> <li>2. Public Improvements and Private Streets - Deposit for Actual Cost <ul> <li>a. 2.5% of construction cost for first \$250,000, plus</li> <li>b. 2.25% of construction cost from \$250,000 - \$1,000,000, plus</li> <li>c. 2% of construction cost over \$1,000,000, plus</li> <li>d. Additional deposit of ½% of construction cost if costs exceed fees collected</li> <li>e. Plan revisions after approval</li> </ul> </li> </ul>	\$126.00 /sheet
	<ul> <li>3. Other On-Site Private Improvements - Deposit for Actual Cost</li> <li>a. 1% of construction cost at the time of first submittal.</li> <li>b. ¼% of construction cost additional deposit if costs exceed fees collected</li> <li>c. Plan revisions after approval</li> </ul>	\$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
	Legal description     Miscellaneous document review	\$126.00 \$126.00
		ψ120.00
	D. Overhead Multiplier  As shown in Cost Allocation Plan per Department and Position performing work (Step E including overhead)	

work (Step E including overhead)

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

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	4. 2. 2.
a. Street Crossing	\$1.21 /LF
b. Parallel to Street	\$0.11 /LF
4. Paving	ф1 40 /QE
a. Conform Paving	\$1.48 /SF
b. Minor Pavement Repair	\$88.41
c. Street Lane	\$1.74 /SF x 3% cost
<ul><li>5. Install Curb and Gutter</li><li>6. Curb Drain</li></ul>	\$0.17 /LF \$14.15 /each
6. Curb Drain 7. Install Sidewalk	\$14.15 /each \$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

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



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 Cost Allocation Plan (including overhead)	Rate Step E rate per
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  Traffic signal maintenance once energized by PG&E until project acceptance	\$4,947.00
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 Depost 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

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

Fee Units	Fee Amount
Per dwelling unit	\$16,634.03
Per dwelling unit	\$10,211.08
Per square foot of gross floor area	\$1.390
Per square foot of gross floor area	\$1.22
Per square foot of gross floor area	\$1.22
Per peak hour trips as determined	As Calculated
	Per dwelling unit Per dwelling unit Per square foot of gross floor area Per square foot of gross floor area Per square foot of gross floor area

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*

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

#### **Public Works**

							id Waste								
							ULED S			3					
	_	1		_	R	esic	dential Cart	Se	rvice	_					
e		*Ser	nior 32 Gal.		32 Gal.		64 Gal.		96 Gal.				ne garbage cart		-
Service Per Week	1										•		of the recyclic ther week at no		
ervi W	2	\$	15.23	\$	22.71	\$	33.76	\$	40.52				rd cart is \$11.4		
S	3										t.**				
					Co	mı	mercial Car	t S	ervice						
er					32 Gal.		64 Gal.		96 Gal.				ne garbage cart		-
Service Per Week	1			\$	25.78	\$	29.47	\$	47.88		•		of the recycli		
rvic We	2			\$	49.28	\$	56.66	\$	93.47			•	ther week at no rd cart is \$11.4		
S	3			\$	72.78	\$	83.85	\$	139.07		t.**	iic 3	ra cart is \$11	71/11	ionui pei
														_	
					Comme	rci	al Front-Lo	he	Rin Service						
Garbage					Comme	CI	ar i ront-Lo	u	Din Sei vice					_	
Non-compacted		(****	*)			C	ontainer Size								
	Kates ( )	1	1 Yard		2 Yard		3 Yard		4 Yard		5 Yard		6 Yard		8 Yard
Service Per Week	1	\$	103.76	\$	207.52	\$	288.54	\$	374.51	\$	448.19	\$	536.58	\$	712.17
N IS	2	\$	190.33	\$	380.64	\$	540.26	\$	724.45	\$	874.25	\$	1,048.61	\$	1,399.79
e P	3	\$	276.28	\$	552.55	\$	825.13	\$	1,080.54	\$	1,311.39	\$	1,572.92	\$	2,097.23
rvić	4	\$	380.64	\$	761.28	\$	1,080.54	\$	1,448.90	\$	1,748.49	\$	2,097.23	\$	2,799.56
Š	5	\$	466.59	\$	933.19	\$	1,365.41	\$	1,804.98	\$	2,185.64	\$	2,621.53	\$	3,497.02
Mixed R	ecvclal	bles		<u> </u>						<u> </u>			·	_	
Non-compacted	•		*)			C	ontainer Size								
¥			1 Yard		2 Yard		3 Yard		4 Yard		5 Yard		6 Yard		8 Yard
Service Per Week	1	\$	83.01	\$	166.00	\$	230.84	\$	299.61	\$	358.54	\$	429.25	\$	569.74
er '	2	\$	152.27	\$	304.51	\$	432.22	\$	579.57	\$	732.55	\$	838.89	\$	1,119.84
ice I	3		N/A		N/A		N/A	\$	876.78		N/A		N/A	\$	1,621.31
ervi	4		N/A		N/A		N/A		N/A		N/A		N/A		N/A
S	5		N/A		N/A		N/A		N/A		N/A		N/A		N/A
Cardboa	rd Onl	v													
Non-compacted	Rates (***)	, (****	*)			C	ontainer Size								
			1 Yard		2 Yard		3 Yard		4 Yard		5 Yard		6 Yard	Ĺ	8 Yard
We	1		N/A	\$	36.83	\$	53.24	\$	67.53	\$	80.47	\$	98.23	\$	122.79
Per	2		N/A	\$	67.53	\$	81.42	\$	122.79	\$	143.06	\$	171.90	\$	221.02
Service Per Week	3		N/A		N/A		N/A		N/A		N/A		N/A	L	N/A
Serv	4		N/A		N/A		N/A		N/A		N/A		N/A		N/A
<b>9</b> 2	5		N/A		N/A		N/A		N/A		N/A		N/A		N/A

<sup>\*</sup>Subject to qualification.

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

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

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

#### **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									

_											
		Bags	3	2 Gal.	6	4 Gal.	Additional Bags/Ma	Material			
<b>&gt;</b>	1	\$ 11.04	\$	11.04	\$	11.04	\$ 14.71	Each additional bag or 32-gallon equivalent	ent of material		
QT	2	\$ 11.04	\$	11.04	\$	18.38	\$ 18.38		collected =	\$3.67	
	3	\$ 14.71	\$	14.71	\$	25.72	\$ 22.05				

				Extra Bin Service Charges**											
Dumpster (	Front-load)	1 yd.	2 yd.		d. 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		LEVEL 4 (examples liste	ed) \$49.12				
Mattresses/box springs (any size)	•	TV w/console or 42"+ screen	TV w/console or 42"+ screen				
Chair/recliners/table/bicycle/stroller/play pool							
Printers/CPU's/VCR's/stereos/faxes/microwaves		LEVEL 5 (examples liste	ed) \$61.39				
		Refrigerator w/CFC					
LEVEL 2 (examples listed) \$24.55		TIRES					
couch, large BBQ	•	Passenger tires (16" or less)	\$4.90				
		Passenger tires (16" or less) w/rims	\$7.33				
LEVEL 3 (examples listed) \$30.70		Truck tires (16" or more)	\$8.60				
Appliances (non-hazardous)		Truck tires (16" or more) w/rims	\$12.23				
Water heater, stove, washer, dryer		Tractor tires	\$30.68-\$244.90				
Refrigerator w/o CFC							
TV's (less than 42")/monitors/CRT's		Compost bins = \$55.00 (Actual Cos	t) Leaf bag = No Charge				

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

<sup>\*</sup>Minimum of two pull charges per month

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



#### **Public Works**

## Wastewater Fees

	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13		
Customer Category	Customer Category								
Residential	<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		
Non-Residential									
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		

<sup>\*</sup>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.

#### **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 galle	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	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		
Phosephate	\$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		
Phosephate	\$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:
  - 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
  - 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 <u>not</u> 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 26<sup>th</sup> day of August 2008 by the following vote:

Becnel, Brockman, Richey, Stonebarger, Taylor AYES:

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 F	ee
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 a	ctual
	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.	

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

Actual Cost: Consultant cost + 20% City Administration

City Staff - Total Hourly Rate, Step E



# **Community Development Planning Fees**

	1 faining rees					
	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 an	d 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 an	d consulting.				

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

Actual Cost: Consultant cost + 20% City Administration

City Staff - Total Hourly Rate, Step E



# **Community Development Planning Fees**

	Fee Description	Fee
8. Va	riance	
Re	esidential	
	1-4 units	\$2,584.00
	5-15 units	\$4,652.00
	16+ units	\$5,170.00
Re	sidential Plan Check	\$516.00
No	onresidential	
	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
No	onresidential Plan Check	\$516.00
	Imin Variance	\$675.00
	lmin Variance Plan Check	51.00
,	gn Permit/Review	
	dministrative	\$228.00
Si	gn CUP	\$675.00
10. E	Invironmental Impact Report Co	onsultant Cost + 25% for City Admin.
D	Deposit*	\$3,000.00
1	Application submittal for actual cost of legal review and consulting	ng.
11. A	dmin Oil Permit	\$632.00
D	Deposit*	\$3,000.00
	Application submittal for actual cost of legal review and consul-	ting.
12. D	Development Agreement	\$4,393.00
D	Deposit**	\$3,000.00
	Application submittal for actual cost of legal review and consul-	ting.
13. A	ffordable Housing	
D	Deposit*	\$3,000.00
	Application submittal for actual cost of legal review and consult	ting.
14. A	ppeals	\$126.00
15. C	Categorical Exemption	\$184.00
16. T	emporary Use Permit	\$489.00

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

Actual Cost: Consultant cost + 20% City Administration

City Staff - Total Hourly Rate, Step 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

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



<sup>\*\*</sup>Contra Costa County Clerk Filing Fees