2011/12 Cost Allocation Plan and Schedule of City Fees



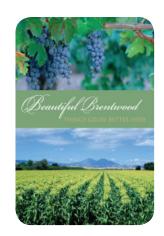


City of Brentwood
708 Third Street Brentwood, CA 94513



Every year the City selects a theme for the covers of its major financial documents - the Capital Improvement Program (CIP), the Fiscal Model, the Operating Budget, the Cost Allocation Plan, the Comprehensive Annual Financial Report (CAFR) and the Public Facilities Fee Report. This year each of the covers showcases an aspect of "Beautiful Brentwood."

This year the City of Brentwood is one of sixty-five companies chosen by The Bay Area News Group to receive the Top Workplaces Award for 2011. This award recognizes the best places to work in the Bay Area and is based upon feedback from employees.





List of Principal Officials

City Officials

Robert Taylor	Mayor
Steve Barr	Vice Mayor
Robert Brockman	Council Member
Joel Bryant	Council Member
Erick Stonebarger	Council Member

Executive Team

Donna Landeros	City Manager
Damien Brower	City Attorney
Craig Bronzan	
	Assistant City Manager
Pamela Ehler	City Treasurer / Director of Finance & Information Systems
Paul Eldredge	
Mark Evenson	
Bailey Grewal	Director of Public Works / City Engineer
	Director of Community Development

Table of Contents

Cost Allocation Plan	1
Compliance with OMB Circular A-87	10
Budget Assumptions	11
Hourly Rates by Classification	13
Fees	195
Certificate	277
Resolution No. 2011-121 (City Council Adopting the 2011/12 Cost Allocation Plan)	279

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 Supporting Overhead Calculations					
Management Positions/Sup	port	Non-Pe	rsonnel Costs		
Coi	mmunity	Development			
Community Development Direct Administrative Supervisor Senior Planner (60%) Assistant Planner (40%) Administrative Secretary Administrative Assistant		Building	omic Development		
	Public	Works			
Public Works Director / City Eng Asst. Director of PW / Asst. City Deputy Public Works Director / Administrative Supervisor – Eng Administrative Supervisor – Pub	Engineer Operations gineering	Development En Traffic and Tran Construction Ins Capital Improve Streets Solid Waste Ent Water Enterprise Wastewater Ente	erprise		
	Dorke &	Recreation	erprise		
Parks & Recreation Director Park / Maintenance Manager Administrative Supervisor	I uI kis ac	Administration Programs Landscape Community Cer City Pool Sports Senior Center Senior Programs			
	Pol	ice			
Police Chief Police Captain Executive Assistant Accounting Technician Administrative Assistant		Police			
Re	edevelopn	nent Agency ¹			
		Redevelopment			
	Other C	city-wide			
City Clerk No.	ty Attorney on-Departm etiree Medic	ental	Community Facilities Finance & Information Systems		

¹ On July 2011, the Redevelopment Agency underwent a reorganization, which included the elimination of funding for the Redevelopment Manager Position.

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	79.78%			
Public Works	114.54%			
Parks and Recreation	122.24%			
Police	45.50%			
Redevelopment	129.11%			
Other City-wide	24.85%			

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.

There are certain benefits that are not provided to all individual employees within a particular job classification. Examples of these benefits include: benefits paid for stand-by, bilingual and education supplemental pay. These benefit types are excluded from the job classification costs included in this Plan.

Retiree Medical benefits are included in the job classification costs only to the extent by which the City is currently budgeting and setting aside funds for this purpose. The City transfers a certain dollar amount per sworn and non-sworn employee which is included in the job classification calculations in this Plan. These transfers, however, are currently not sufficient to meet the City's existing retiree medical cost obligation, requiring the City to utilize existing resources to subsidize retiree medical costs. This use of existing City resources is classified as Citywide overhead and is included in the citywide overhead rate included for each job classification. Over the next decade both of these costs are expected to rapidly escalate as the City strives to achieve 85% funding of its actuarial required contribution.

On July 27, 2010, a second tier level was approved by City Council which changed the pension contribution requirements and pension benefits for non-sworn staff hired on or after October 1, 2010. Rates included within the Cost Allocation Plan are calculated based on the

benefits provided to employees in the first tier level due to the low percentage of staff who are in the second tier level at this time.

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
Contract, Directors, Assistant Directors (at-will)					
Assistant City Attorney	9,379.43	9,849.18	10,341.46	10,858.02	11,400.57
Assistant City Manager	11,710.85	12,296.74	12,912.10	13,556.92	14,234.68
Assistant Community Development Dir.	10,230.53	10,741.88	11,279.23	11,842.59	12,435.41
Assistant Finance Director	8,897.54	9,343.03	9,811.04	10,301.60	10,816.42
Assistant Parks & Recreation Director	8,490.19	8,914.88	9,360.36	9,828.38	10,320.66
Assistant Dir of PW/Engineering or Operations	10,513.07	11,038.29	11,589.51	12,168.47	12,776.89
City Attorney	15,614.47	16,394.50	17,214.40	18,075.90	18,979.00
City Manager					19,949.70
City Treasurer/Director of Finance & I.S.	11,710.85	12,296.74	12,912.10	13,556.92	14,234.68
Deputy City Attorney	7,814.17	8,204.18	8,615.00	9,046.61	9,499.03
Deputy Director of Public Works/Ops.	9,563.17	10,041.59	10,544.27	11,071.23	11,624.18
Director of Community Development	11,384.97	11,953.53	12,551.55	13,179.04	13,837.73
Director of Parks and Recreation	11,384.97	11,953.53	12,551.55	13,179.04	13,837.73
Director of Public Works/City Engineer	12,090.47	12,695.42	13,329.85	13,997.21	14,697.50
Police Captain	10,608.41	11,138.83	11,695.25	12,279.41	12,893.03
Police Chief	12,485.68	13,109.70	13,764.93	14,453.09	15,175.92
Lieutenants_					
Police Lieutenant	9,240.76	9,703.57	10,188.93	10,698.54	11,234.17
Managers and Confidential Employees					
Accounting Manager	7,587.09	7,966.71	8,365.39	8,783.14	9,221.69
Chief Building Official	9,339.56	9,805.84	10,296.40	10,811.22	11,352.04
Chief Financial Operations Officer	8,344.59	8,762.34	9,200.89	9,660.24	10,143.86
Chief Information Systems Officer	9,323.96	9,790.24	10,279.06	10,793.88	11,332.97
City Clerk	8,138.31	8,545.66	8,973.81	9,422.76	9,894.25
Economic Development Manager	8,490.19	8,914.88	9,360.36	9,828.38	10,320.66
Economic Development/Planning Mgr.	9,339.56	9,805.84	10,296.40	10,811.22	11,352.04
Engineering Manager	9,159.29	9,616.90	10,097.06	10,601.47	11,131.89
Fleet/Facilities Maintenance Manager	7,434.55	7,805.50	8,195.52	8,604.60	9,034.48
Human Resources Manager	8,138.31	8,545.66	8,973.81	9,422.76	9,894.25
Park/Maintenance Manager	7,774.30	8,162.58	8,569.93	8,998.08	9,448.76
Planning Manager	9,339.56	9,805.84	10,296.40	10,811.22	11,352.04
Purchasing Manager	5,997.56	6,297.44	6,612.92	6,944.00	7,290.68
Records Manager	5,491.41	5,765.29	6,053.03	6,356.38	6,673.59
Recreation Manager	6,815.73	7,157.21	7,514.29	7,890.44	8,285.65
Redevelopment Manager	9,339.56	9,805.84	10,296.40	10,811.22	11,352.04
Solid Waste Manager	7,536.82	7,912.97	8,308.19	8,724.20	9,161.02
Streets Manager	7,434.55	7,805.50	8,195.52	8,604.60	9,034.48
Wastewater Operations Manager	7,604.43	7,984.04	8,382.72	8,802.21	9,242.49
Water Operations Manager	7,604.43	7,984.04	8,382.72	8,802.21	9,242.49

BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
Professional and Supervisor Employees					
Accountant I	5,203.67	5,463.68	5,737.55	6,025.30	6,326.91
Accountant II	5,737.55	6,025.30	6,326.91	6,644.12	6,976.94
Assistant City Clerk	5,491.41	5,765.29	6,053.03	6,356.38	6,673.59
Assistant Engineer	6,543.59	6,871.20	7,214.41	7,574.96	7,952.84
Assistant Planner	6,042.63	6,344.24	6,661.46	6,994.27	7,344.42
Associate Engineer	7,214.41	7,574.96	7,952.84	8,349.79	8,767.54
Associate Planner	6,661.46	6,994.27	7,344.42	7,711.90	8,096.71
Facilities Maintenance Supervisor	5,695.95	5,980.23	6,280.11	6,593.85	6,923.20
Geographic Info Systems Coordinator	7,568.02	7,945.91	8,342.85	8,760.60	9,199.15
Grants Program Manager	6,599.05	6,928.40	7,275.08	7,639.09	8,020.44
Housing Analyst	6,661.46	6,994.27	7,344.42	7,711.90	8,096.71
Information Systems Specialist	6,789.73	7,129.47	7,486.55	7,860.97	8,254.45
Management Analyst	6,651.06	6,983.87	7,332.28	7,699.76	8,084.58
Park/Maintenance Supervisor	5,695.95	5,980.23	6,280.11	6,593.85	6,923.20
Parks Planner	6,661.46	6,994.27	7,344.42	7,711.90	8,096.71
Principal Planner	8,445.12	8,868.07	9,311.82	9,778.11	10,266.93
Project Manager - Economic Dev.	7,658.16	8,041.24	8,443.39	8,866.34	9,310.09
Recreation Supervisor	5,680.35	5,964.63	6,262.77	6,576.52	6,905.87
Redevelopment Analyst	6,661.46	6,994.27	7,344.42	7,711.90	8,096.71
Regulatory Compliance Supervisor	6,661.46	6,994.27	7,344.42	7,711.90	8,096.71
Senior Accountant	6,644.12	6,976.94	7,325.35	7,691.10	8,075.91
Senior Associate Engineer	7,574.96	7,952.84	8,349.79	8,767.54	9,206.09
Senior Community Development Analyst	7,659.89	8,042.98	8,445.12	8,868.07	9,311.82
Senior Engineer	8,325.52	8,741.54	9,178.35	9,637.70	10,119.59
Senior Planner	7,659.89	8,042.98	8,445.12	8,868.07	9,311.82
Senior Redevelopment Analyst	7,659.89	8,042.98	8,445.12	8,868.07	9,311.82
Solid Waste Supervisor	6,281.84	6,595.59	6,924.93	7,271.61	7,635.63
Streets Supervisor	6,465.58	6,789.73	7,129.47	7,486.55	7,860.97
Wastewater Treatment Plant Supervisor	6,661.46	6,994.27	7,344.42	7,711.90	8,096.71
Water Distribution Supervisor	6,661.46	6,994.27	7,344.42	7,711.90	8,096.71
Water Production Supervisor	6,661.46	6,994.27	7,344.42	7,711.90	8,096.71
Webmaster	5,704.62	5,990.63	6,290.51	6,604.25	6,935.33
Office Employees					
Accounting Assistant I	3,577.74	3,756.28	3,943.49	4,141.09	4,347.37
Accounting Assistant II	3,943.49	4,141.09	4,347.37	4,564.04	4,792.85
Accounting Specialist	5,214.07	5,474.08	5,747.95	6,035.70	6,337.31
Accounting Technician	4,538.04	4,765.12	5,002.59	5,252.20	5,515.68
Administrative Assistant I	3,387.06	3,556.94	3,735.48	3,922.68	4,118.56
Administrative Assistant II	3,735.48	3,922.68	4,118.56	4,324.83	4,541.51
Administrative Secretary	4,324.83	4,541.51	4,768.58	5,007.79	5,257.40
Administrative Supervisor	4,756.45	4,993.93	5,243.54	5,505.28	5,780.89

BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
Office Employees (continued)					
Building Inspector I	5,512.21	5,787.82	6,077.30	6,380.65	6,699.59
Building Inspector II	6,077.30	6,380.65	6,699.59	7,034.14	7,386.02
Code Enforcement Officer I	5,167.27	5,425.54	5,695.95	5,980.23	6,280.11
Code Enforcement Officer II	5,695.95	5,980.23	6,280.11	6,593.85	6,923.20
Community Development Specialist	6,016.63	6,318.24	6,633.72	6,964.80	7,313.21
Community Development Technician	4,973.12	5,221.00	5,482.74	5,756.62	6,044.37
Construction Inspector I	5,512.21	5,787.82	6,077.30	6,380.65	6,699.59
Construction Inspector II	6,077.30	6,380.65	6,699.59	7,034.14	7,386.02
Engineering Services Specialist	6,385.85	6,704.79	7,039.34	7,391.22	7,760.43
Engineering Technician	5,552.08	5,829.42	6,120.64	6,427.45	6,748.13
Executive Assistant	5,229.67	5,491.41	5,765.29	6,053.03	6,356.38
Finance/Special Projects Coordinator	5,545.15	5,822.49	6,113.70	6,418.78	6,739.46
Human Resources Assistant I	3,898.42	4,092.56	4,297.10	4,512.04	4,737.38
Human Resources Assistant II	4,297.10	4,512.04	4,737.38	4,974.86	5,224.47
Human Resources Specialist	5,545.15	5,822.49	6,113.70	6,418.78	6,739.46
Information Systems Technician	5,434.21	5,706.35	5,992.36	6,292.24	6,607.72
Parks Planning Technician	4,973.12	5,221.00	5,482.74	5,756.62	6,044.37
Permit Services Specialist	6,077.30	6,380.65	6,699.59	7,034.14	7,386.02
Plan Check Engineer	6,683.99	7,018.54	7,368.68	7,737.90	8,124.45
Police Records Clerk I	3,732.01	3,919.22	4,115.09	4,321.37	4,538.04
Police Records Clerk II	4,115.09	4,321.37	4,538.04	4,765.12	5,002.59
Project Services Specialist	5,803.42	6,092.90	6,397.98	6,718.66	7,054.94
Records Supervisor	5,203.67	5,463.68	5,737.55	6,025.30	6,326.91
Recreation Coordinator	4,940.19	5,188.07	5,448.08	5,720.22	6,006.23
Right-of-Way Specialist	6,016.63	6,318.24	6,633.72	6,964.80	7,313.21
Safety/Special Projects Coordinator	5,545.15	5,822.49	6,113.70	6,418.78	6,739.46
Senior Building Inspector	6,683.99	7,018.54	7,368.68	7,737.90	8,124.45
Senior Code Enforcement Officer	6,262.77	6,576.52	6,905.87	7,250.81	7,613.09
Senior Community Development Tech.	5,467.14	5,741.02	6,028.77	6,330.38	6,647.59
Senior Construction Inspector	6,683.99	7,018.54	7,368.68	7,737.90	8,124.45
Senior Police Records Clerk	4,765.12	5,002.59	5,252.20	5,515.68	5,791.29
Technical Assistant I	4,092.56	4,297.10	4,512.04	4,737.38	4,974.86
Technical Assistant II	4,512.04	4,737.38	4,974.86	5,224.47	5,486.21
Public Works - Maintenance					
Collection System Worker I	4,411.50	4,631.64	4,863.92	5,106.60	5,361.41
Collection System Worker II	4,863.92	5,106.60	5,361.41	5,630.08	5,910.89
Cross-Connection Control Specialist	5,108.33	5,363.14	5,631.82	5,912.63	6,209.04
Electrician	5,307.67	5,572.88	5,851.96	6,144.90	6,451.71
Equipment Mechanic	4,995.66	5,245.27	5,507.01	5,782.62	6,072.10
Facilities Maintenance Worker I	3,917.48	4,113.36	4,319.63	4,536.31	4,763.38
Facilities Maintenance Worker II	4,319.63	4,536.31	4,763.38	5,000.86	5,250.47
Park/Maintenance Worker I	3,917.48	4,113.36	4,319.63	4,536.31	4,763.38
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BARGAINING UNIT & POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
Public Works - Maintenance (continued)					
Park/Maintenance Worker II	4,319.63	4,536.31	4,763.38	5,000.86	5,250.47
Purchasing Assistant	4,988.73	5,238.33	5,500.08	5,775.69	6,065.17
Senior Collection System Worker	5,361.41	5,630.08	5,910.89	6,207.31	6,517.58
Senior Equipment Mechanic	5,507.01	5,782.62	6,072.10	6,375.45	6,694.39
Senior Park/Maintenance Worker	4,763.38	5,000.86	5,250.47	5,512.21	5,787.82
Senior Solid Waste Equipment Operator	5,245.27	5,507.01	5,782.62	6,072.10	6,375.45
Senior Street Maintenance Worker	4,964.46	5,212.33	5,472.34	5,746.22	6,033.97
Senior Water Distribution Worker	5,635.28	5,917.83	6,214.24	6,524.52	6,850.40
Senior Water Service Worker	5,106.60	5,361.41	5,630.08	5,910.89	6,207.31
Solid Waste Equipment Operator I	4,316.17	4,531.11	4,758.18	4,995.66	5,245.27
Solid Waste Equipment Operator II	4,758.18	4,995.66	5,245.27	5,507.01	5,782.62
Street Maintenance Worker I	3,917.48	4,113.36	4,319.63	4,536.31	4,763.38
Street Maintenance Worker II	4,319.63	4,536.31	4,763.38	5,000.86	5,250.47
Street Sweeper Operator	4,532.84	4,759.92	4,997.39	5,247.00	5,508.75
Utilities Maintenance Mechanic	5,663.02	5,945.56	6,243.71	6,555.72	6,883.33
Wastewater Laboratory Technician I	4,811.92	5,052.86	5,305.94	5,571.15	5,850.23
Wastewater Laboratory Technician II	5,305.94	5,571.15	5,850.23	6,143.17	6,449.98
Wastewater Treatment Plant Op. Asst.	3,770.15	3,959.09	4,156.69	4,364.70	4,583.11
Wastewater Treatment Plant Operator I	4,583.11	4,811.92	5,052.86	5,305.94	5,571.15
Wastewater Treatment Plant Operator II	5,052.86	5,305.94	5,571.15	5,850.23	6,143.17
Wastewater Treatment Plant Operator III	5,571.15	5,850.23	6,143.17	6,449.98	6,772.39
Water Distribution Worker I	4,636.85	4,869.12	5,111.80	5,366.61	5,635.28
Water Distribution Worker II	5,111.80	5,366.61	5,635.28	5,917.83	6,214.24
Water Production Worker I	4,414.97	4,635.11	4,867.39	5,110.06	5,364.87
Water Production Worker II	4,867.39	5,110.06	5,364.87	5,633.55	5,916.09
Water Conservation Specialist	4,631.64	4,863.92	5,106.60	5,361.41	5,630.08
Water Service Worker I	4,201.76	4,411.50	4,631.64	4,863.92	5,106.60
Water Service Worker II	4,631.64	4,863.92	5,106.60	5,361.41	5,630.08
Police Police					
Community Service Officer I	3,919.22	4,115.09	4,321.37	4,538.04	4,765.12
Community Service Officer II	4,321.37	4,538.04	4,765.12	5,002.59	5,252.20
Senior Community Service Officer	4,967.92	5,215.80	5,475.81	5,749.69	6,037.43
Police Officer	6,098.10	6,403.18	6,723.86	7,060.14	7,413.75
Police Officer - Special Assignment	6,403.18	6,723.86	7,060.14	7,413.75	7,784.70
Police Sergeant	7,236.95	7,599.23	7,978.84	8,377.52	8,797.01

ECONOMIC CONSIDERATIONS

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

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

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

METHODOLOGY

Based upon time estimates, a model of departmental activities is developed and then reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's 2011/12 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 down to the nearest dollar nearest quarter and/or dime. Fees rounded down 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 down to the nearest 25 cents with the exception of the per page copy fee. Parks and Recreation Fees and Public Works Laboratory fees adjusted by CPI are being rounded down to the nearest dime. Finally, Parks Aquatic fees are updated on January 1 rather than July 1.

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.

COMPLIANCE WITH OMB CIRCULAR A-87

• OMB Circular A-87 - The Cost Allocation Plan was developed using the guidelines of OMB Circular A-87. The OMB A-87 guidelines do not require that audited expenditures are used to establish the Cost Allocation Plan, so long as the indirect cost rate is not applied to federal grant programs. As directed by OMB A-87, the City has excluded any costs related to the legislative function (City Council and the City Manager, City Clerk, & City Attorney to the extent that they support the City Council) from the indirect cost rate calculation. Should the indirect cost rates be applied to federal award programs, the audited actual expenditures will be used to determine whether an adjustment to the indirect cost rate is necessary. A separate Cost Allocation Plan is prepared for purposes of federal award programs. The City's Certificate of Cost Allocation Plan can be found on page 277 of this plan.

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 may be 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.

Budget Assumptions

Budget Assumptions are utilized to calculate overhead costs for each Department. Each Department's personnel costs, supplies and services and capital purchases are included within this calculation. Each overhead cost is broken down into two categories, City-wide and Departmental.

Page 11

Budget Assu	ımptions for (Computing O	verhead Costs	;
Department/Division	Personnel	Supplies	Capital	Total
		& Services		
City-wide				
City Manager (a)	\$894,574	\$121,451	\$0	\$1,016,025
City Clerk (a)	\$303,157	\$99,978	\$0	\$403,135
Human Resources (a)	\$568,910	\$124,627	\$0	\$693,537
City Attorney (a)	\$709,697	\$175,726	\$0	\$885,423
Finance and Information Systems(a)	\$1,285,595	\$402,360	\$0	\$1,687,955
Community Services (a)	\$0	\$604,696	\$0	\$604,696
Non-Departmental (a)	\$0	\$826,613	\$0	\$826,613
Operational Transfers Out (a)	\$0	\$475,388	\$0	\$475,388
Retiree Medical (a)	\$1,016,897	\$0	\$0	\$1,016,897
Community Development				
Building	\$1,576,887	\$396,622	\$0	\$1,973,509
Planning / Economic Development	\$1,127,341	\$255,420	\$0	\$1,382,761
Housing	\$251,004	\$466,368	\$5,000	\$722,372
Police				
Police	\$12,809,583	\$4,260,849	\$2,500	\$17,072,932
Parks and Recreation				
Administration	\$1,363,997	\$303,258	\$0	\$1,667,255
City Pool	\$317,886	\$406,038	\$0	\$723,924
Sports	\$84,556	\$232,973	\$0	\$317,529
Programs	\$156,113	\$282,687	\$0	\$438,800
Community Center	\$39,071	\$121,932	\$0	\$161,003
Senior Programs	\$143,965	\$60,485	\$0	\$204,450
Senior Center	\$10,585	\$152,284	\$0	\$162,869
Landscape	\$396,250	\$742,888	\$0	\$1,139,138
Public Works				
Solid Waste Enterprise	\$2,795,328	\$5,542,742	\$7,778,264	\$16,116,334
Water Enterprise	\$3,223,077	\$15,279,948	\$1,949,475	\$20,452,500
Wastewater Enterprise	\$2,050,730	\$5,270,907	\$1,533,756	\$8,855,393
Streets	\$1,652,736	\$1,135,965	\$0	\$2,788,701
Engineering	\$567,783	\$343,675	\$1,000	\$912,458
Traffic and Transportation	\$314,530	\$211,544	\$2,000	\$528,074
Construction Inspection	\$367,302	\$110,483	\$1,000	\$478,785
Capital Improvement Program	\$548,316	\$266,360	\$2,000	\$816,676
Redevelopment Agency				
Redevelopment	\$422,539	\$1,979,909	\$2,915,287	\$5,317,735

⁽a) Factored into Other City-wide overhead



Rates:

Each position within the City's organization structure is included within the Rates Section. Each position's rate sheet provides a breakdown of salary, hourly rates (based upon 1,800 hours per year), benefits and overhead costs associated with that position.

The hourly rate is based upon 2,080 hours reduced by assumed hours of vacation (120), sick (48) and holidays (112) for a total hourly rate calculation of 1,800.

Accountant I
Department: Finance & Information Systems

C4 A	-1	rument, rma					
Step A		\$5,203.67 /N	Month	\$34.69	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Categ</u>	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$312.22 880.15 2.00 0.00		Non-S	Sworn Professi	onals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance	0.006500 0.000205	3.91 1,188.91 178.96 33.82 19.20					
BPOA Holiday Pay Uniform Allowance Retiree Medical Deferred Comp. Workers Comp.	0.004000	0.00 0.00 98.52 110.00 20.81			31.30%	25.18%	
Vision Benefit Medicare	0.014500	33.53 75.45		Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$2,957.49	56.83%	\$54.41	\$17.03	\$13.70	\$85.14
		Annual Salary	+ Benefits	\$97,933.96	i		
Step B		\$5,463.68 /N	Month	\$36.42	/Hour		
	Total Benefits	\$3,024.53	55.36%	\$56.59	\$17.71	\$14.25	\$88.55
		Annual Salary	+ Benefits	\$101,858.54			
Step C		\$5,737.55 /N	Month	\$38.25	/Hour		
	Total Benefits	\$3,095.14	53.95%	\$58.88	\$18.43	\$14.83	\$92.14
		Annual Salary	+ Benefits	\$105,992.32	:		
Step D		\$6,025.30 /N	Month	\$40.17	/Hour		
	Total Benefits	\$3,169.33	52.60%	\$40.17 \$61.30	\$19.18	\$15.44	\$95.92
		Annual Salary		\$110,335.61	ı		
Step E		¢6 226 01 /n	Month	¢40.10	/Hour		
	Total Benefits	\$ 6,326.91 /N \$3,247.10	51.32%	\$42.18 \$63.83	/Hour \$19.98	\$16.07	\$99.88
	2000110	Annual Salary		\$114,888.10	, <u>-</u> , -, -, -	+ - 0.01	+>>.00

Accountant I Department: Parks and Recreation

Step A							
		\$5,203.67 /I	Month	\$34.69	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$312.22		Non-	Sworn Professi	onals / Superv	visors
PERS - Employer	0.169140	880.15				•	
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.006500	178.96					
LTD Insurance	0.006500	33.82					
Life Insurance	0.000205	19.20 0.00					
BPOA Holiday Pay Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		110.00					
Workers Comp.	0.004000	20.81			122.24%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	75.45		& Benefits	Overhead	Overhead Overhead	Rate
					0 / 0222044	<u> </u>	21400
	Total Benefits	\$ 2,957.49	56.83%	\$54.41	\$66.51	\$13.70	\$134.61
		Annual Salary	+ Benefits	\$97,933.96	•		
Step B							
•	_	\$5,463.68 /I	Month	\$36.42	/Hour		
	Total Benefits	\$3,024.53	55.36%	\$56.59	\$69.17	\$14.25	\$140.01
		Annual Salary	Ronofite	\$101,858.54			
		Allitual Salai y	+ Delicitis	\$101,030.34	•		
Step C		4.5.5.5. 5.5. 6.5.					
		\$5,737.55 /I	Vionth	\$38.25	/Hour		
	Total Benefits	\$3,222.79	56.17%	\$59.74	\$73.02	\$15.04	\$147.80
		Annual Salary	+ Benefits	\$107,524.03			
					!		
Step D		¢	Month	¢40.17	/11		
		\$6,025.30 /I	vionui	\$40.17	/Hour		
	Total Benefits	\$3,169.33	52.60%	\$61.30	\$74.93	\$15.44	\$151.66
		Annual Salary	+ Benefits	\$110,335.61			
		<i></i>		Ţ===, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	:		
Step E		\$6 226 01 /I	Month	¢4 2 10	/Hour		
		\$6,326.91 /I		\$42.18			
	Total Benefits	\$3,247.10	51.32%	\$63.83	\$78.02	\$16.07	\$157.92
		Annual Salary	+ Benefits	\$114,888.10			
					•		

Accountant II
Department: Finance & Information Systems

Step A							
		\$5,737.55 /I	Month	\$38.25	/Hour		
<u>Benefit</u>	Multiplier				Categ	gory	
PERS - Employee	0.060000	\$344.25		Non-	Sworn Professi	onals / Superv	visors
PERS - Employer	0.169140	970.45					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.006500	178.96					
LTD Insurance	0.006500	37.29					
Life Insurance	0.000205	21.17					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.	0.004000	110.00					
Workers Comp.	0.004000	22.95		II 1 D 4	31.30%	25.18%	T 4 1 TT 1
Vision Benefit	0.014500	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	83.19		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 3,095.14	53.95%	\$58.88	\$18.43	\$14.83	\$92.14
		Annual Salary	+ Benefits	\$105,992.32	ı		
Ctora D							
Step B		\$6,025.30 /I	Month	\$40.17	/Hour		
	Total Benefits	\$3,169.33	52.60%	\$61.30	\$19.18	\$15.44	\$95.92
	Total Beliefits				φ17.10	φ13. 	Ψ)3.)2
		Annual Salary	+ Benefits	\$110,335.61	1		
Step C		¢6 226 01 //	Month	¢42.10	/II		
		\$6,326.91 /I		\$42.18			
	Total Benefits	\$3,247.10	51.32%	\$63.83	\$19.98	\$16.07	\$99.88
		Annual Salary	+ Benefits	\$114,888.10			
Step D		h < < 4.4.4.2. (1)					
		\$6,644.12 /I	Month	\$44.29	/Hour		
	Total Benefits	\$3,328.88	50.10%	\$66.49	\$20.81	\$16.74	\$104.04
		Annual Salary	+ Benefits	\$119,676.05	ı		
Step E							
		\$6,976.94 / I	Month	\$46.51	/Hour		
	Total Benefits	\$3,414.70	48.94%	\$69.28	\$21.68	\$17.44	\$108.40

Accountant II Department: Parks and Recreation

	\$5,737.55 /N	Month	\$38.25	/Hour		
<u>Multiplier</u>				Categ	gory	
0.060000 0.169140	\$344.25 970.45 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
0.006500 0.000205	3.91 1,188.91 178.96 37.29 21.17 0.00 0.00 98.52					
0.004000 0.014500	110.00 22.95 33.53 83.19		Hourly Rate & Benefits	122.24% Department Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
Total Benefits	\$ 3,095.14	53.95%	\$58.88	\$71.98	\$14.83	\$145.69
	Annual Salary	+ Benefits	\$105,992.32	1		
	\$6,025.30 /N	Month	\$40.17	/Hour		
Total Benefits	\$3,169.33	52.60%	\$61.30	\$74.93	\$15.44	\$151.66
	Annual Salary	+ Benefits	\$110,335.61	i.		
	\$6,326.91 /N	Month	\$42.18	/Hour		
Total Benefits	\$3,247.10	51.32%	\$63.83	\$78.02	\$16.07	\$157.92
	Annual Salary	+ Benefits	\$114,888.10			
	\$6,644.12 /N	Month	\$44.29	/Hour		
Total Benefits	\$3,328.88	50.10%	\$66.49	\$81.27	\$16.74	\$164.50
	Annual Salary	+ Benefits	\$119,676.05	ı		
	\$6.076.04 A	Month	¢1/ 51	/Hour		
Total Ranafita					\$17 <i>AA</i>	\$171.41
Total Dellettis			\$124,699.62	φο 4. υο	Ф17.44	Ф1/1.41
	0.060000 0.169140 0.006500 0.000205 0.004000 0.014500 Total Benefits Total Benefits	Multiplier	0.060000 \$344.25 0.169140 970.45 2.00 0.00 3.91 1,188.91 178.96 0.006500 37.29 0.000205 21.17 0.00 0.00 98.52 110.00 0.004000 22.95 33.53 0.014500 83.19 Total Benefits \$3,095.14 53.95% Annual Salary + Benefits \$6,025.30 /Month Total Benefits \$3,169.33 52.60% Annual Salary + Benefits \$6,326.91 /Month Total Benefits \$3,247.10 51.32% Annual Salary + Benefits \$6,644.12 /Month Total Benefits \$3,328.88 50.10% Annual Salary + Benefits	Multiplier 0.060000 \$344.25 Non-0.169140 0.169140 970.45 Non-0.00 0.00 3.91 1,188.91 178.96 0.006500 37.29 0.000205 21.17 0.00 0.00 98.52 110.00 110.00 22.95 33.53 Hourly Rate & Benefits Annual Salary + Benefits \$105,992.32 ***Stable** **Stable** \$105,992.32 ***Total Benefits \$3,169.33 52.60% \$61.30 Annual Salary + Benefits \$110,335.61 ***Total Benefits \$3,247.10 51.32% \$63.83 Annual Salary + Benefits \$114,888.10 ***Total Benefits \$3,328.88 50.10% \$66.49 Annual Salary + Benefits \$119,676.05 ***G,976.94 /Month \$46.51 ***Total Benefits \$3,414.70 48.94% \$69.28	Multiplier Cates 0.060000 \$344.25 Non-Sworn Profession 0.169140 970.45 Non-Sworn Profession 0.169140 970.45 Non-Sworn Profession 0.169140 970.45 Non-Sworn Profession 1.188.91 1.1,188.91 178.96 0.006500 37.29 0.00 0.004000 22.95 110.00 0.014500 83.19 Hourly Rate & Department & Benefits Annual Salary + Benefits \$105,992.32 Total Benefits \$3,095.14 53.95% \$58.88 \$71.98 Annual Salary + Benefits \$105,992.32 \$105,992.32 \$105,992.32 \$74.93 Total Benefits \$3,169.33 52.60% \$61.30 \$74.93 Annual Salary + Benefits \$110,335.61 \$100,335.61 \$100,335.61 \$100,335.61 Total Benefits \$3,247.10 51.32% \$63.83 \$78.02 Annual Salary + Benefits \$114,888.10 \$114,888.10 \$114,888.10 Total Benefits	Multiplier Category 0.060000 \$344.25 Non-Sworn Professionals / Supervolution of Supervo

Accounting Assistant I Department: Finance & Information Systems

\$3,577.74 /Month \$23.85 /Hour	Step A							
PERS - Employee	•		\$3,577.74 /N	l onth	\$23.85	/Hour		
PERS Employer	<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS Survivor						Office En	nployees	
Management Incentive		0.169140						
EAP								
Health Insurance	_							
Dental Insurance								
LTD Insurance								
BPOA Holiday Pay Uniform Allowance Retiree Medical 98,52 0.00 0.		0.006500						
Uniform Allowance Retire Medical 98.52 Deferred Comp. 0.00 0.00 Workers Comp. 0.004000 14.31 33.53 Hourly Rate Negative Medicare 0.014500 51.88 Negative Medicare 0.014500 Negative Medicare	Life Insurance							
Retiree Medical Deferred Comp. 0.00	BPOA Holiday Pay		0.00					
Deferred Comp.	Uniform Allowance		0.00					
Workers Comp.								
Note								
Medicare		0.004000						
Total Benefits \$ 2,419.88 67.64% \$ 39.98 \$ 12.51 \$ 10.07 \$ 62.57		0.04.4700			-	_	-	-
Step B \$3,756.28 Month \$25.04 Hour	Medicare	0.014500	51.88		& Benefits	<u>Overhead</u>	<u>Overhead</u>	<u>Rate</u>
Step B		Total Benefits	\$ 2,419.88	67.64%	\$39.98	\$12.51	\$10.07	\$62.57
\$3,756.28 /Month \$25.04 /Hour Total Benefits \$2,465.25 65.63% \$41.48 \$12.98 \$10.44 \$64.90 Annual Salary + Benefits \$74,658.38 Step C \$3,943.49 /Month \$26.29 /Hour Total Benefits \$2,512.83 63.72% \$43.04 \$13.47 \$10.84 \$67.35 Annual Salary + Benefits \$77,475.83 Step D \$4,141.09 /Month \$27.61 /Hour Total Benefits \$2,563.05 61.89% \$44.69 \$13.99 \$11.25 \$69.94 Annual Salary + Benefits \$80,449.65 Step E \$4,347.37 /Month \$28.98 /Hour Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64			Annual Salary	+ Benefits	\$71,971.41			
\$3,756.28 /Month \$25.04 /Hour Total Benefits \$2,465.25 65.63% \$41.48 \$12.98 \$10.44 \$64.90 Annual Salary + Benefits \$74,658.38 Step C \$3,943.49 /Month \$26.29 /Hour Total Benefits \$2,512.83 63.72% \$43.04 \$13.47 \$10.84 \$67.35 Annual Salary + Benefits \$77,475.83 Step D \$4,141.09 /Month \$27.61 /Hour Total Benefits \$2,563.05 61.89% \$44.69 \$13.99 \$11.25 \$69.94 Annual Salary + Benefits \$80,449.65 Step E \$4,347.37 /Month \$28.98 /Hour Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64	Stop D							
Step C \$3,943.49 Month \$26.29 Hour	Step В		\$3,756.28 /N	I onth	\$25.04	/Hour		
Step C \$3,943.49 Month \$26.29 Hour		Total Benefits	\$2,465.25	65.63%	\$41.48	\$12.98	\$10.44	\$64.90
Step C			Annual Salary	+ Renefits	\$74 65 8 3 8			
\$3,943.49 /Month \$26.29 /Hour Total Benefits \$2,512.83 63.72% \$43.04 \$13.47 \$10.84 \$67.35 Annual Salary + Benefits \$77,475.83 Step D \$4,141.09 /Month \$27.61 /Hour Total Benefits \$2,563.05 61.89% \$44.69 \$13.99 \$11.25 \$69.94 Annual Salary + Benefits \$80,449.65 Step E \$4,347.37 /Month \$28.98 /Hour Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64				. 20101105	Ψ. 1,020120	ı		
Total Benefits \$2,512.83 63.72% \$43.04 \$13.47 \$10.84 \$67.35 Annual Salary + Benefits \$77,475.83	Step C		¢2 042 40 /\	/ a 4 la	Ф2 (20	/T.T.		
Step D \$4,141.09 Month \$27.61 Hour			\$3,943.49 /N	4ontn	\$26.29	/Hour		
Step D \$4,141.09 /Month \$27.61 /Hour Total Benefits \$2,563.05 61.89% \$44.69 \$13.99 \$11.25 \$69.94 Annual Salary + Benefits \$80,449.65 Step E \$4,347.37 /Month \$28.98 /Hour Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64		Total Benefits	\$2,512.83	63.72%	\$43.04	\$13.47	\$10.84	\$67.35
\$4,141.09 /Month \$27.61 /Hour Total Benefits \$2,563.05 61.89% \$44.69 \$13.99 \$11.25 \$69.94 Annual Salary + Benefits \$80,449.65 Step E \$4,347.37 /Month \$28.98 /Hour Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64			Annual Salary	+ Benefits	\$77,475.83			
Total Benefits \$2,563.05 61.89% \$44.69 \$13.99 \$11.25 \$69.94 Annual Salary + Benefits \$80,449.65 Step E \$4,347.37 /Month \$28.98 /Hour Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64	Step D							
Annual Salary + Benefits \$80,449.65 Step E \$4,347.37 /Month \$28.98 /Hour Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64			\$4,141.09 /N	I onth	\$27.61	/Hour		
Step E \$4,347.37 /Month \$28.98 /Hour Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64		Total Benefits	\$2,563.05	61.89%	\$44.69	\$13.99	\$11.25	\$69.94
\$4,347.37 /Month \$28.98 /Hour Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64			Annual Salary	+ Benefits	\$80,449.65			
\$4,347.37 /Month \$28.98 /Hour Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64						i		
Total Benefits \$2,615.47 60.16% \$46.42 \$14.53 \$11.69 \$72.64	Step E		\$4,347.37 /N	I onth	\$28.98	/Hour		
		Total Benefits	·				\$11.69	\$72.64
A		_ omi _onomi				Ψ - υ	422.02	Ψ. Δ. υ.
Annual Salary + Benefits \$83,554.10			Annual Salary	+ Benefits	\$85,554.10			

Accounting Assistant II Department: Finance & Information Systems

0.060000 0.169140 0.006500	\$236.6 667.0 2.0 0.0 3.9 1,188.9 178.9 25.6 4.8	00 00 00 01 01 06	\$26.29	Cates Office En		
0.060000 0.169140	667.0 2.0 0.0 3.9 1,188.9 178.9 25.6 4.8	00 00 00 01 01 06				
0.169140	667.0 2.0 0.0 3.9 1,188.9 178.9 25.6 4.8	00 00 00 01 01 06		Office En	npioyees	
	2.0 0.0 3.9 1,188.9 178.9 25.6 4.8	00 00 01 01 06				
0.006500	0.0 3.9 1,188.9 178.9 25.6 4.8	00 01 01 06				
0.006500	3.9 1,188.9 178.9 25.6 4.8	91 91 96				I
0.006500	1,188.9 178.9 25.6 4.8	91 96				
0.006500	25.6 4.8					
0.006500	4.8	53				
	0.0					
	0.0					
0.004000				24 2007	•• •••	
0.004000			Hourly Data			Total Hourly
0.014500			-	_	-	Rate
0.014300	37.1	.0	& Belletits	Overneau	Overneau	Katt
l Benefits	\$ 2,512.83	3 63.72%	\$43.04	\$13.47	\$10.84	\$67.35
	Annual Sal	lary + Benefits	\$77,475.83	:		
	\$4,141.0	9 /Month	\$27.61	/Hour		
l Benefits	\$2,563.03	5 61.89%	\$44.69	\$13.99	\$11.25	\$69.94
	Annual Sal	lary + Benefits	\$80,449.65			
				•		
	\$4.347.3	7 /Month	\$28.98	/Hour		
	Ψ 1,0 1710	, , , , , , , , , , , , , , , , , , , ,	Ψ20.90	/110 u 1		
l Benefits	\$2,615.4	7 60.16%	\$46.42	\$14.53	\$11.69	\$72.64
	Annual Sal	lary + Benefits	\$83,554.10			
	\$4,564.0	4 /Month	\$30.43	/Hour		
l Benefits	\$2,670.54	4 58.51%	\$48.23	\$15.09	\$12.15	\$75.47
	Annual Sal	lary + Benefits	\$86,814.91			
	\$4,792.8	5 /Month	\$31.95	/Hour		
l Benefits	\$2,728.69	9 56.93%	\$50.14	\$15.69	\$12.63	\$78.46
	Annual Sa	lary + Benefits	\$90,258.43	_		
	0.004000 0.014500 l Benefits l Benefits	0.004000 15.7 33.5 0.014500 57.1 Benefits \$ 2,512.8 Annual Sal \$4,141.0 Benefits \$2,563.0 Annual Sal \$4,347.3 Annual Sal \$4,564.0 Benefits \$2,670.5 Annual Sal \$4,792.8 \$4,792.8 \$2,728.69	33.53 57.18 1 Benefits \$ 2,512.83 63.72% Annual Salary + Benefits \$ 4,141.09 /Month 1 Benefits \$ 2,563.05 61.89% Annual Salary + Benefits \$ 4,347.37 /Month 1 Benefits \$ 2,615.47 60.16% Annual Salary + Benefits \$ 4,564.04 /Month 1 Benefits \$ 2,670.54 58.51% Annual Salary + Benefits \$ 4,792.85 /Month	0.004000 15.77 33.53 Hourly Rate & Benefits 1 Benefits \$ 2,512.83 63.72% \$43.04 Annual Salary + Benefits \$77,475.83 \$4,141.09 /Month \$27.61 1 Benefits \$2,563.05 61.89% \$44.69 Annual Salary + Benefits \$80,449.65 \$4,347.37 /Month \$28.98 1 Benefits \$2,615.47 60.16% \$46.42 Annual Salary + Benefits \$83,554.10 \$4,564.04 /Month \$30.43 1 Benefits \$2,670.54 58.51% \$48.23 Annual Salary + Benefits \$86,814.91 \$4,792.85 /Month \$31.95 1 Benefits \$2,728.69 56.93% \$50.14	0.004000	0.004000

Accounting Manager Department: Finance & Information Systems

Step A		Timent. Timanec		•			
Step 11		\$7,587.09 /Mon	th	\$50.58	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$455.23 1,283.28 2.00 0.00		Non	n-Sworn Manag	ers / Confider	ntial
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 49.32 28.00 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 30.35 33.53 110.01		Hourly Rate <u>& Benefits</u>	31.30% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,572.01 47	7.08%	\$74.39	\$23.28	\$18.73	\$116.41
		Annual Salary + Be	nefits	\$133,909.20	ı		
Step B	Total Benefits	\$7,966.71 /Mon \$3,669.89 40 Annual Salary + Bo	5.07%	\$53.11 \$77.58 \$139,639.17	/Hour \$24.28	\$19.53	\$121.39
Step C	Total Benefits	\$8,365.39 /Mon \$3,772.68 45 Annual Salary + Be	5.10%	\$55.77 \$80.92 \$145,656.83	/Hour \$25.33	\$20.38	\$126.62
Step D	Total Benefits	\$8,783.14 /Mon \$3,880.39 44 Annual Salary + Be	4.18%	\$58.55 \$84.42 \$151,962.33	/Hour \$26.42	\$21.26	\$132.10
Step E	Total Benefits	\$9,221.69 /Mon \$3,993.46 43 Annual Salary + B6	3.31%	\$61.48 \$88.10 \$158,581.79	/Hour \$27.57	\$22.18	\$137.86

Accounting Specialist Department: Finance & Information Systems

Step A							
•		\$5,214.07 /M	onth	\$34.76	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$312.84			Office En	nployees	
PERS - Employer	0.169140	881.91					
PERS Survivor Management Incentive		2.00 0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	33.89					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52 0.00					
Deferred Comp. Workers Comp.	0.004000	20.86			31.30%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	75.60		& Benefits	Overhead	Overhead Overhead	Rate
			5.4.200V				<u> </u>
	Total Benefits	\$ 2,835.73	54.39%	\$53.67	\$16.80	\$13.51	\$83.97
		Annual Salary +	Benefits	\$96,597.65			
Step B							
		\$5,474.08 /M	onth	\$36.49	/Hour		
	Total Benefits	\$2,901.81	53.01%	\$55.84	\$17.48	\$14.06	\$87.38
		Annual Salary +	Benefits	\$100,510.72			
Step C							
		\$5,747.95 /M	onth	\$38.32	/Hour		
	Total Benefits	\$2,971.41	51.70%	\$58.13	\$18.19	\$14.64	\$90.96
		Annual Salary +	Benefits	\$104,632.38			
Step D							
		\$6,035.70 /M	onth	\$40.24	/Hour		
	Total Benefits	\$3,044.54	50.44%	\$60.53	\$18.95	\$15.24	\$94.72
		Annual Salary +	Benefits	\$108,962.92			
Step E							
		\$6,337.31 /M	onth	\$42.25			
	Total Benefits	\$3,121.19	49.25%	\$63.06	\$19.74	\$15.88	\$98.67
		Annual Salary +	Benefits	\$113,502.06			

Accounting Technician Department: Finance & Information Systems

	\$4,538.04 /N	Month	\$30.25	/Hour		
Multiplier				Cates	<u>gory</u>	
0.060000 0.169140	\$272.28 767.56 2.00 0.00			Office En	nployees	
0.006500	3.91 1,188.91 178.96 29.50 4.80 0.00 0.00 98.52					
0.004000 0.014500	0.00 18.15 33.53 65.80		Hourly Rate & Benefits	31.30% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
Total Benefits	\$ 2,663.93	58.70%	\$48.01	\$15.03	\$12.09	\$75.13
	Annual Salary	+ Benefits	\$86,423.62	:		
	\$4,765.12 /N	Month	\$31.77	/Hour		
Total Benefits	\$2,721.64	57.12%	\$49.91	\$15.62	\$12.57	\$78.10
	Annual Salary	+ Benefits	\$89,841.10	•		
	\$5.002.59 /N	Month	\$33.35	/Hour		
Total Benefits	,				\$13.07	\$81.21
			\$93,414.95	,	4-200	, , , , ,
	47.47. 40.7					
	•					
Total Benefits	\$2,845.42	54.18%	\$53.98	\$16.90	\$13.59	\$84.47
	Annual Salary	+ Benefits	\$97,171.50	:		
	\$5.515.68 /N	Month	\$36 77	/Hour		
Total Benefits	•				\$14.15	\$87.92
_ 0 000 2 0000000	~=,> 12.0>	22.0070	φε 0.17	¥=.••>	Ψ= 1110	¥0,10
	0.060000 0.169140 0.006500 0.004000 0.014500 Total Benefits	Multiplier 0.0600000 \$272.28 0.169140 767.56 2.00 0.00 3.91 1,188.91 178.96 178.96 0.00 0.00 29.50 4.80 0.00 0.00 98.52 0.00 0.00 98.52 0.00 18.15 33.53 0.014500 65.80 Total Benefits \$ 2,663.93 Annual Salary \$5,002.59 /M Total Benefits \$2,781.99 Annual Salary \$5,252.20 /M Annual Salary \$5,252.20 /M Annual Salary	0.060000 \$272.28 0.169140 767.56 2.00 0.00 3.91 1,188.91 178.96 0.006500 29.50 4.80 0.00 0.00 98.52 0.00 0.000 98.52 0.00 0.004000 18.15 33.53 0.014500 65.80 Total Benefits \$2,663.93 58.70% Annual Salary + Benefits \$4,765.12 /Month Total Benefits \$2,721.64 57.12% Annual Salary + Benefits \$5,002.59 /Month Total Benefits \$2,781.99 55.61% Annual Salary + Benefits \$5,252.20 /Month Total Benefits \$2,845.42 54.18% Annual Salary + Benefits	Multiplier 0.060000 \$272.28 8 10.060000 \$270.56 2.00 0.00 0.00 3.91 1.188.91 178.96 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 98.52 0.00 0.00 0.00 98.52 0.00 \$65.80 Hourly Rate & Benefits Total Benefits \$ 2,663.93 58.70% \$48.01 Annual Salary + Benefits \$86,423.62 **S4,765.12 /Month \$31.77 Total Benefits \$2,721.64 57.12% \$49.91 Annual Salary + Benefits \$89,841.10 **S5,002.59 /Month \$33.35 Total Benefits \$2,781.99 55.61% \$51.90 Annual Salary + Benefits \$93,414.95 **S5,252.20 /Month \$35.01 Total Benefits \$2,845.42 54.18% \$53.98 Annual Salary + Benefits \$97,171.50 <td>Multiplier Cates 0.060000 \$272.28 Office En 0.169140 767.56 Office En 0.169140 767.56 Office En 0.00 0.00 Office En 0.006300 3.91 I.188.91 1.188.91 178.96 O.00 0.000 0.00 O.00 98.52 0.00 O.00 0.0014500 65.80 Hourly Rate & Department Overhead Annual Salary + Benefits \$86,423.62 Annual Salary + Benefits \$86,423.62 Annual Salary + Benefits \$89,841.10 Total Benefits \$2,721.64 57.12% \$49.91 \$15.62 Annual Salary + Benefits \$89,841.10 \$15.62 Annual Salary + Benefits \$93,414.95 \$16.24 Annual Salary + Benefits \$93,414.95 \$16.90 Annual Salary + Benefits \$97,171.50 \$16.90</td> <td>Multiplier Category 0.060000 \$272.28 Office Employees 0.169140 767.56 Colo 0.00 2.00 Colo 0.00 3.91 1,188.91 1,188.91 178.96 Colo 0.006500 29.50 4.80 0.000 0.000 98.52 0.000 0.000 98.52 0.004000 18.15 33.53 0.014500 65.80 Hourly Rate & Department & City-Wide Overhead Total Benefits \$ 2,663.93 58.70% \$48.01 \$15.03 \$12.09 Annual Salary + Benefits \$86,423.62 \$15.03 \$12.09 Annual Salary + Benefits \$89,841.10 \$15.62 \$12.57 Annual Salary + Benefits \$93,414.95 \$13.07 Annual Salary + Benefits \$93,414.95 \$13.59 Annual Salary + Benefits \$93,414.95 \$13.59 Annual Salary + Benefits \$97,171.50 \$13.59</td>	Multiplier Cates 0.060000 \$272.28 Office En 0.169140 767.56 Office En 0.169140 767.56 Office En 0.00 0.00 Office En 0.006300 3.91 I.188.91 1.188.91 178.96 O.00 0.000 0.00 O.00 98.52 0.00 O.00 0.0014500 65.80 Hourly Rate & Department Overhead Annual Salary + Benefits \$86,423.62 Annual Salary + Benefits \$86,423.62 Annual Salary + Benefits \$89,841.10 Total Benefits \$2,721.64 57.12% \$49.91 \$15.62 Annual Salary + Benefits \$89,841.10 \$15.62 Annual Salary + Benefits \$93,414.95 \$16.24 Annual Salary + Benefits \$93,414.95 \$16.90 Annual Salary + Benefits \$97,171.50 \$16.90	Multiplier Category 0.060000 \$272.28 Office Employees 0.169140 767.56 Colo 0.00 2.00 Colo 0.00 3.91 1,188.91 1,188.91 178.96 Colo 0.006500 29.50 4.80 0.000 0.000 98.52 0.000 0.000 98.52 0.004000 18.15 33.53 0.014500 65.80 Hourly Rate & Department & City-Wide Overhead Total Benefits \$ 2,663.93 58.70% \$48.01 \$15.03 \$12.09 Annual Salary + Benefits \$86,423.62 \$15.03 \$12.09 Annual Salary + Benefits \$89,841.10 \$15.62 \$12.57 Annual Salary + Benefits \$93,414.95 \$13.07 Annual Salary + Benefits \$93,414.95 \$13.59 Annual Salary + Benefits \$93,414.95 \$13.59 Annual Salary + Benefits \$97,171.50 \$13.59

Accounting Technician Department: Police

Step A							
		\$4,538.04 /Mo	onth	\$30.25	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.060000	\$272.28			Office Em	nployees	
PERS - Employer	0.169140	767.56					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91 178.96					
Dental Insurance LTD Insurance	0.006500	29.50					
Life Insurance	0.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	18.15			45.50%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	65.80		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,663.93	58.70%	\$48.01	\$21.85	\$12.09	\$81.95
		Annual Salary +	Benefits	\$86,423.62			
~ -							
Step B		\$4.765.12 /N/a	mela	¢21.77	/TT		
		\$4,765.12 /Mo	onui	\$31.77	/Hour		
	Total Benefits	\$2,721.64	57.12%	\$49.91	\$22.71	\$12.57	\$85.19
		Annual Salary +	Benefits	\$89,841.10			
Step C							
		\$5,002.59 /Mo	onth	\$33.35	/Hour		
	Total Benefits	\$2,781.99	55.61%	\$51.90	\$23.62	\$13.07	\$88.58
		Annual Salary +	Benefits	\$93,414.95			
Step D		\$5,252.20 /Mc	nth	\$25.01	/П		
		\$5,252.20 /WIC	HUH	\$35.01	/Hour		
	Total Benefits	\$2,845.42	54.18%	\$53.98	\$24.56	\$13.59	\$92.14
		Annual Salary +	Benefits	\$97,171.50			
G. F							
Step E		\$5,515.68 /Mc	onth	\$36.77	/Hour		
	Total Benefits	•	52.80%	\$56.19	\$25.57	\$14.15	\$95.90
		Annual Salary +			•		
		Alliuai Salary +	Denemis	\$101,136.79			

Administrative Assistant I Department: Administration

Step A				
Step 11		\$3,387.06 /Month	\$22.58 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Cate</u>	gory
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$203.22 572.89 2.00 0.00	Office En	mployees
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 22.02 4.80 0.00 0.00 98.52		
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 13.55 33.53 49.11	19.59% Hourly Rate Department & Benefits Overhead	25.18% City-Wide Total Hourly Overhead Rate
	Total Benefits	\$ 2,371.42 70.01%	\$38.39 \$7.52	\$9.67 \$55.58
		Annual Salary + Benefits	\$69,101.74	
Step B		\$3,556.94 /Month	\$23.71 /Hour	
	Total Benefits	\$2,414.59 67.88%	\$39.81 \$7.80	\$10.02 \$57.63
		Annual Salary + Benefits	\$71,658.38	
Step C		\$3,735.48 /Month	\$24.90 /Hour	
	Total Benefits	\$2,459.97 65.85%	\$41.30 \$8.09	\$10.40 \$59.79
		Annual Salary + Benefits	\$74,345.35	
Step D		\$3,922.68 /Month	\$26.15 /Hour	
	Total Benefits	\$2,507.54 63.92%	\$42.87 \$8.40	\$10.79 \$62.06
		Annual Salary + Benefits	\$77,162.65	
Step E		\$4.110.56 Manual	\$27.4C TI	
	Total Benefits	\$4,118.56 /Month \$2,557.32 62.09%	\$27.46 /Hour \$44.51 \$8.72	\$11.21 \$64.43
	Total Delicitis	Annual Salary + Benefits	\$80,110.58	ф11.21 Ф 04.4 3
		Amiuai Saiary + Denemis	φου,11υ.50	

Administrative Assistant I Department: Community Development

Step A							
		\$3,387.06 /Mont	h S	\$22.58 /H	our		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$203.22 572.89 2.00 0.00			Office En	nployees	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 22.02 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 13.55 33.53 49.11		-	79.78% epartment Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,371.42 70	.01%	\$38.39	\$30.63	\$9.67	\$78.68
		Annual Salary + Be	nefits \$69,	,101.74			
Step B							
		\$3,556.94 /Mont	h	\$23.71 /Ho	our		
	Total Benefits	\$2,414.59 67	.88%	\$39.81	\$31.76	\$10.02	\$81.59
		Annual Salary + Be	nefits \$71.	,658.38			
Step C		\$3,735.48 /Mont	h	\$24.90 /Ho	our		
	Total Benefits	\$2,459.97 65	.85%	\$41.30	\$32.95	\$10.40	\$84.65
		Annual Salary + Be	nefits \$74	,345.35			
Step D		\$3,922.68 /Mont	h	\$26.15 /Ho			
	Total Benefits				\$34.20	\$10.79	\$87.86
	Total Belletits				Ф34.2 0	\$10.79	φο7.ου
		Annual Salary + Be	11 5/7,	,162.65			
Step E		\$4,118.56 /Mont	h	\$27.46 /Ho	our		
	Total Benefits	\$2,557.32 62	.09%	\$44.51	\$35.51	\$11.21	\$91.22
		Annual Salary + Be	nefits \$80,	,110.58			
		-					

Administrative Assistant I Department: Finance & Information Systems

Step A		\$3,387.06 /Month	\$22.58 /Hour	
		\$3,367.00 /1011011		~ .
<u>Benefit</u>	<u>Multiplier</u>		<u>(</u>	<u>Category</u>
PERS - Employee	0.060000	\$203.22	Offic	e Employees
PERS - Employer	0.169140	572.89		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.91		
Health Insurance Dental Insurance		1,188.91 178.96		
LTD Insurance	0.006500	22.02		
Life Insurance	0.000300	4.80		
BPOA Holiday Pay		0.00		
Uniform Allowance		0.00		
Retiree Medical		98.52		
Deferred Comp.		0.00		
Workers Comp.	0.004000	13.55	31.30%	25.18%
Vision Benefit		33.53	Hourly Rate Departm	ent City-Wide Total Hourly
Medicare	0.014500	49.11	& Benefits Overhe	ad Overhead Rate
	Total Benefits	\$ 2,371.42 70.01%	\$38.39 \$12.02	\$9.67 \$60.07
		Annual Salary + Benefit	\$ \$69,101.74	
Step B		40 FFC 04 05 1	1.5.	
		\$3,556.94 /Month	\$23.71 /Hour	
	Total Benefits	\$2,414.59 67.88%	\$39.81 \$12.46	\$10.02 \$62.29
		Annual Salary + Benefit	\$71,658.38	
Step C				
		\$3,735.48 /Month	\$24.90 /Hour	
	Total Benefits	\$2,459.97 65.85%	\$41.30 \$12.93	\$10.40 \$64.63
		Annual Salary + Benefit	s \$74,345.35	
		•		
Step D				
		\$3,922.68 /Month	\$26.15 /Hour	
	Total Benefits	\$2,507.54 63.92%	\$42.87 \$13.42	\$10.79 \$67.08
		Annual Salary + Benefit	s \$77,162.65	
			7,	
Step E				
		\$4,118.56 /Month	\$27.46 /Hour	
	Total Benefits	\$2,557.32 62.09%	\$44.51 \$13.93	\$11.21 \$69.64
		Annual Salary + Benefit	\$ \$80,110.58	
		Annual Salary + Benefit	\$ \$80,110.58	

Administrative Assistant I Department: Parks and Recreation

Step A		\$2 297 06 /Month	\$22.58	/Lour		
		\$3,387.06 /Month	\$22.50			
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.060000	\$203.22		Office En	nployees	
PERS - Employer	0.169140	572.89				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.91				
Health Insurance		1,188.91				
Dental Insurance LTD Insurance	0.006500	178.96 22.02				
Life Insurance	0.006300	4.80				
BPOA Holiday Pay		0.00				
Uniform Allowance		0.00				
Retiree Medical		98.52				
Deferred Comp.		0.00				
Workers Comp.	0.004000	13.55		122.24%	25.18%	
Vision Benefit	0.004000	33.53	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	49.11	& Benefits	Overhead	Overhead	Rate
Nedicare						
	Total Benefits	\$ 2,371.42 70.01%	\$38.39	\$46.93	\$9.67	\$94.98
		Annual Salary + Benefit	\$69,101.74	i		
Step B						
-		\$3,556.94 /Month	\$23.71	/Hour		
	Total Benefits	\$2,414.59 67.88%	\$39.81	\$48.66	\$10.02	\$98.50
		Annual Salary + Benefit	s \$71,658.38			
Step C						
Step C		\$3,735.48 /Month	\$24.90	/Hour		
	Total Benefits	\$2,459.97 65.85%	\$41.30	\$50.49	\$10.40	\$102.19
		Annual Salary + Benefit	s \$74,345.35			
			. ,-	1		
Step D		\$3,922.68 /Month	\$26.15	/Hour		
		•				
	Total Benefits	\$2,507.54 63.92%	\$42.87	\$52.40	\$10.79	\$106.06
		Annual Salary + Benefit	\$ \$77,162.65	ı		
Step E						
		\$4,118.56 /Month	\$27.46	/Hour		
	Total Benefits	\$2,557.32 62.09%	\$44.51	\$54.40	\$11.21	\$110.12
		Annual Salary + Benefit	s \$80,110.58	ı		

Administrative Assistant I Department: Public Works

Stop A			ic works					
Step A		\$3,387.06 /Month	\$22.58 /Hour					
<u>Benefit</u>	<u>Multiplier</u>		<u>Cate</u>	gorv				
PERS - Employee PERS - Employer PERS Survivor Management Incentive	ERS - Employer 0.169140 572.89 ERS Survivor 2.00			Office Employees				
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 22.02 4.80 0.00 0.00 98.52						
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 13.55 33.53 49.11	Hourly Rate Department & Benefits Overhead	25.18% City-Wide Total Hourly Overhead Rate				
	Total Benefits	\$ 2,371.42 70.01%	\$38.39 \$43.97	\$9.67 \$92.03				
		Annual Salary + Benefits	\$69,101.74					
Step B		\$3,556.94 /Month	\$23.71 /Hour					
	Total Benefits	\$2,414.59 67.88%	\$39.81 \$45.60	\$10.02 \$95.43				
		Annual Salary + Benefits	\$71,658.38					
Step C		\$3,735.48 /Month	\$24.90 /Hour					
	Total Benefits	\$2,459.97 65.85%	\$41.30 \$47.31	\$10.40 \$99.01				
		Annual Salary + Benefits	\$74,345.35					
Step D		\$3,922.68 /Month	\$26.15 /Hour					
	Total Benefits	\$2,507.54 63.92%	\$42.87 \$49.10	\$10.79 \$102.76				
		Annual Salary + Benefits	\$77,162.65	,				
Step E		\$4.119.56 Manual	607.46.71					
	Total Benefits	\$4,118.56 /Month \$2,557.32 62.09%	\$27.46 /Hour \$44.51 \$50.98	\$11.21 \$106.69				
	Total Delicitis	Annual Salary + Benefits	\$44.51 \$50.98 \$80,110.58	ф11. 2 1 \$100.09				
		-						

Administrative Assistant II Department: Administration

Step A								
	\$3,735.48 /Month			\$24.90 /Hour				
<u>Benefit</u>	Multiplier				Categ	gory		
PERS - Employee	0.060000	\$224.13			Office Em	ployees		
PERS - Employer	0.169140	631.82						
PERS Survivor		2.00						
Management Incentive		0.00						
EAP Health Insurance		3.91						
Dental Insurance		1,188.91 178.96						
LTD Insurance	0.006500	24.28						
Life Insurance	0.000200	4.80						
BPOA Holiday Pay		0.00						
Uniform Allowance		0.00						
Retiree Medical		98.52						
Deferred Comp.		0.00						
Workers Comp.	0.004000	14.94			19.59%	25.18%		
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly	
Medicare	0.014500	54.16		& Benefits	Overhead	Overhead	Rate	
	Total Benefits	\$ 2,459.97 6	5.85%	\$41.30	\$8.09	\$10.40	\$59.79	
		Annual Salary + Bo	enefits	\$74,345.35				
Step B								
Зіер В		\$3,922.68 /Mon	ıth	\$26.15	/Hour			
	Total Benefits	\$2,507.54	3.92%	\$42.87	\$8.40	\$10.79	\$62.06	
		Annual Salary + Bo	enefits	\$77,162.65				
Step C		*****						
		\$4,118.56 /Mon	ıth	\$27.46	/Hour			
	Total Benefits	\$2,557.32	2.09%	\$44.51	\$8.72	\$11.21	\$64.43	
		Annual Salary + Bo	enefits	\$80,110.58				
Step D			_					
		\$4,324.83 /Mon	ıth	\$28.83	/Hour			
	Total Benefits	\$2,609.74	0.34%	\$46.23	\$9.06	\$11.64	\$66.93	
		Annual Salary + Bo	enefits	\$83,214.88				
Step E			_					
		\$4,541.51 /Mon		\$30.28				
	Total Benefits	\$2,664.81	8.68%	\$48.04	\$9.41	\$12.10	\$69.55	
		Annual Salary + Bo	enefits	\$86,475.84				

Administrative Assistant II Department: City Attorney

Stan A								
Step A		\$3,735.48 /M	onth	\$24.90 /Hour				
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory		
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$224.13 631.82 2.00			Office En	nployees		
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 24.28 4.80 0.00 0.00 98.52						
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 14.94 33.53 54.16		Hourly Rate & Benefits	24.76% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>	
	Total Benefits	\$ 2,459.97	65.85%	\$41.30	\$10.23	\$10.40	\$61.93	
		Annual Salary +	Benefits	\$74,345.35				
Step B		\$3,922.68 /M	onth	\$26.15	/Hour			
	Total Benefits	\$2,507.54	63.92%	\$42.87	\$10.61	\$10.79	\$64.28	
		Annual Salary +	Benefits	\$77,162.65				
Step C		\$4,118.56 /M	onth	\$27.46	/Hour			
	Total Benefits	\$2,557.32	62.09%	\$44.51	\$11.02	\$11.21	\$66.73	
		Annual Salary +	Benefits	\$80,110.58				
Step D		\$4,324.83 /M	onth	\$28.83	/Hour			
	Total Benefits	\$2,609.74	60.34%	\$46.23	\$11.45	\$11.64	\$69.32	
		Annual Salary +		\$83,214.88				
Step E		\$4 541 51 /NA	onth	¢20.20	/Hour			
	Total Benefits	\$4,541.51 /M		\$30.28 \$48.04	/Hour \$11.90	\$12.10	\$72.04	
	Total Delietits	\$2,664.81 Annual Salary +	58.68% Benefits	\$86,475.84	φ11 . 7U	φ1 <i>2</i> .1V	φ/ 2.U4	

Administrative Assistant II Department: Community Development

Step A		\$3 735 48 /I	Month	\$24 90	/Hour		
<u>Benefit</u>	<u>Multiplier</u>	\$3,735.48 /Month		\$24.90 /Hour <u>Category</u>			
		\$224.12					
PERS - Employee PERS - Employer	0.060000 0.169140	\$224.13 631.82			Office En	npioyees	
PERS Survivor	0.107140	2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	24.28					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	14.94			79.78%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourl
Medicare	0.014500	54.16		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,459.97	65.85%	\$41.30	\$32.95	\$10.40	\$84.65
		Annual Salary	+ Benefits	\$74,345.35			
					•		
Step B		\$3,922.68 /I	Month	\$26.15	/Lour		
		·				***	
	Total Benefits	\$2,507.54	63.92%	\$42.87	\$34.20	\$10.79	\$87.86
		Annual Salary	+ Benefits	\$77,162.65	ı		
Step C							
		\$4,118.56 /I	Month	\$27.46	/Hour		
	Total Benefits	\$2,557.32	62.09%	\$44.51	\$35.51	\$11.21	\$91.22
		Annual Salary	+ Benefits	\$80,110.58	1		
Step D							
Step D		\$4,324.83 /I	Month	\$28.83	/Hour		
	Total Benefits	\$2,609.74	60.34%	\$46.23	\$36.88	\$11.64	\$94.75
		Annual Salary					
		Amiuai Saiafy	- Denents	\$83,214.88	1		
Step E		\$4,541.51 /I	Month	\$30.28	/Hour		
	Table Co	·				# 4 # 40	# 00 4 =
	Total Benefits	\$2,664.81	58.68%	\$48.04	\$38.33	\$12.10	\$98.47

Administrative Assistant II Department: Finance & Information Systems

Step A		\$3,735.48 /M	Ionth	\$24.90	/Hour		
		ф э,7ээ.40 /1v	1011111	φ 24. 70			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.060000	\$224.13			Office En	nployees	
PERS - Employer	0.169140	631.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	24.28					
Life Insurance	0.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	14.94			31.30%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	54.16		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,459.97	65.85%	\$41.30	\$12.93	\$10.40	\$64.63
		Annual Salary	+ Benefits	\$74,345.35			
Step B							
-		\$3,922.68 /N	Ionth	\$26.15	/Hour		
	Total Benefits	\$2,507.54	63.92%	\$42.87	\$13.42	\$10.79	\$67.08
		Annual Salary + Benefits		\$77,162.65			
		Aimuai Salai y	Denerits	ψ77,102.03	ı		
Step C		Φ4.110. F C./λ	<i>a</i> r .1	***	~~		
		\$4,118.56 /N	Ionth	\$27.46	/Hour		
	Total Benefits	\$2,557.32	62.09%	\$44.51	\$13.93	\$11.21	\$69.64
			T. M.	000 dd0 2 0			
		Annual Salary -	+ Benefits	\$80,110.58			
Step D							
_		\$4,324.83 /N	Ionth	\$28.83	/Hour		
	Total Benefits	\$2,609.74	60.34%	\$46.23	\$14.47	\$11.64	\$72.34
			. D. 64	ф оз 214 00			
		Annual Salary -	+ Benefits	\$83,214.88			
Step E							
		\$4,541.51 /M	Ionth	\$30.28	/Hour		
	Total Benefits	\$2,664.81	58.68%	\$48.04	\$15.04	\$12.10	\$75.18
		Annual Salary -	+ Benefits	\$86,475.84			
					!		

Administrative Assistant II Department: Parks and Recreation

Step A		\$3,735.48 //	Month	\$24.90	/Hour				
Dono£4	Multiplion	φ3,733.40 /1	vionui	φ 24. 90	<u>Category</u>				
<u>Benefit</u>	<u>Multiplier</u>	*****							
PERS - Employee PERS - Employer	0.060000 0.169140	\$224.13 631.82			Office En	nployees			
PERS Survivor	0.109140	2.00							
Management Incentive		0.00							
EAP		3.91							
Health Insurance		1,188.91							
Dental Insurance		178.96							
LTD Insurance	0.006500	24.28							
Life Insurance		4.80							
BPOA Holiday Pay		0.00							
Uniform Allowance		0.00							
Retiree Medical		98.52							
Deferred Comp.	0.004000	0.00			122 249/	25 100/			
Workers Comp. Vision Benefit	0.004000	14.94 33.53		Hourly Rate	122.24% Department	25.18% City-Wide	Total Hourly		
Medicare	0.014500	54.16		& Benefits	Overhead	Overhead	Rate		
Wedicare	0.014300	34.10		& Deficites	Overneau	Overneau	Katt		
	Total Benefits	\$ 2,459.97	65.85%	\$41.30	\$50.49	\$10.40	\$102.19		
		Annual Salary	+ Benefits	\$74,345.35	:				
Step B									
·		\$3,922.68 /	Month	\$26.15	/Hour				
	Total Benefits	\$2,507.54	63.92%	\$42.87	\$52.40	\$10.79	\$106.06		
		Annual Salary	+ Benefits	\$77,162.65	ı				
Step C									
_		\$4,118.56 /	Month	\$27.46	/Hour				
	Total Benefits	\$2,557.32	62.09%	\$44.51	\$54.40	\$11.21	\$110.12		
		Annual Salary	+ Benefits	\$80,110.58	•				
Step D									
T .		\$4,324.83 /]	Month	\$28.83	/Hour				
	Total Benefits	\$2,609.74	60.34%	\$46.23	\$56.51	\$11.64	\$114.38		
		Annual Salary	+ Benefits	\$83,214.88	ı				
Step E									
		\$4,541.51 /	Month	\$30.28	/Hour				
	Total Benefits	\$2,664.81	58.68%	\$48.04	\$58.73	\$12.10	\$118.86		
		Annual Salary		\$86,475.84					

Administrative Assistant II Department: Public Works

Step A							
		\$3,735.48 /	Month	\$24.90	/Hour		
Benefit	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.060000	\$224.13			Office En	nployees	
PERS - Employer	0.169140	631.82					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	24.28					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.	0.004000	0.00					
Workers Comp. Vision Benefit	0.004000	14.94 33.53		Housely Data	114.54%	25.18%	Total Hander
Medicare	0.014500	53.55 54.16		Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
Wedicale	0.014300	34.10		& Denems	Overneau	Overneau	Kate
	Total Benefits	\$ 2,459.97	65.85%	\$41.30	\$47.31	\$10.40	\$99.01
		Annual Salary	+ Benefits	\$74,345.35	ı		
Step B							
экер Б		\$3,922.68 /	Month	\$26.15	/Hour		
	Tatal Dan effe	•				¢10.70	¢102.77
	Total Benefits	\$2,507.54	63.92%	\$42.87	\$49.10	\$10.79	\$102.76
		Annual Salary	+ Benefits	\$77,162.65	1		
Step C							
		\$4,118.56 /	Month	\$27.46	/Hour		
	Total Benefits	\$2,557.32	62.09%	\$44.51	\$50.98	\$11.21	\$106.69
		Annual Salary	+ Benefits	\$80,110.58	1		
Step D							
		\$4,324.83 /	Month	\$28.83	/Hour		
	Total Benefits	\$2,609.74	60.34%	\$46.23	\$52.95	\$11.64	\$110.82
		Annual Salary	+ Benefits	\$83,214.88	ı		
Step E							
		\$4,541.51 /	Month	\$30.28	/Hour		
	Total Benefits	\$2,664.81	58.68%	\$48.04	\$55.03	\$12.10	\$115.17
		Annual Salary	+ Benefits	\$86,475.84	ı		

Administrative Secretary Department: Administration

Step A							
Step 11		\$4,324.83 /M	onth	\$28.83	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee PERS - Employer	0.060000 0.169140	\$259.49 731.50					
PERS Survivor Management Incentive EAP		2.00 0.00 3.91					
Health Insurance Dental Insurance		1,188.91 178.96					
LTD Insurance Life Insurance BPOA Holiday Pay	0.006500	28.11 4.80 0.00					
Uniform Allowance Retiree Medical		0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit	0.004000	0.00 17.30 33.53		Hourly Rate	19.59% Department	25.18% City-Wide	Total Hourly
Medicare	0.014500	62.71		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,609.74	60.34%	\$46.23	\$9.06	\$11.64	\$66.93
		Annual Salary +	Benefits	\$83,214.88			
Step B		φ <i>4 Ε 4</i> 1 <i>Ε</i> 1 /λ <i>4</i>	1	#20.20	A.		
	Total Benefits	\$4,541.51 /M \$2,664.81	onun 58.68%	\$30.28 \$48.04	/Hour \$9.41	\$12.10	\$69.55
	Total Belients	Annual Salary +		\$86,475.84	φ 7.41	φ12.10	φυν.55
		Zimiruai Saiai y	Denemas	ψου, ττο το			
Step C		\$4,768.58 /M	onth	\$31.79	/Hour		
	Total Benefits	\$2,722.52	57.09%	\$49.94	\$9.78	\$12.58	\$72.30
		Annual Salary +	Benefits	\$89,893.17			
Step D		\$5,007.79 /M	onth	\$33.39	/Hour		
	Total Benefits	\$2,783.31	55.58%	\$51.94	\$10.17	\$13.08	\$75.19
		Annual Salary +	Benefits	\$93,493.21			
Step E		ΦΕ 255 40 2.5	41-	427.7-			
	Total Benefits	\$5,257.40 /M \$2,846.75	onth 54.15%	\$35.05 \$54.03	/Hour \$10.58	\$13.60	\$78.22
	Zom Benefitts	Annual Salary +		\$97,249.76	¥20.00	Ψ.10100	ų <i>i Oizizi</i>

Administrative Secretary Department: Community Development

Step A							
I .		\$4,324.83 /	Month	\$28.83	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$259.49 731.50 2.00			Office En	nployees	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 28.11 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 17.30 33.53 62.71		Hourly Rate & Benefits	79.78% Department Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,609.74	60.34%	\$46.23	\$36.88	\$11.64	\$94.75
		Annual Salary	+ Benefits	\$83,214.88			
Step B		\$4,541.51 /	Month	\$30.28	/Hour		
	Total Benefits	\$2,664.81	58.68%	\$48.04	\$38.33	\$12.10	\$98.47
		Annual Salary	+ Benefits	\$86,475.84			
Step C		\$4,768.58 /	Month	\$31.79	/Hour		
	Total Benefits	\$2,722.52	57.09%	\$49.94	\$39.84	\$12.58	\$102.36
		Annual Salary	+ Benefits	\$89,893.17			
Step D		\$5,007 . 79 /	Month	\$33.39	/Hour		
	Total Benefits	\$2,783.31	55.58%	\$51.94	\$41.44	\$13.08	\$106.46
		Annual Salary	+ Benefits	\$93,493.21			
Step E		\$5,257.40 /	Month	\$25 NS	/Hour		
	Total Benefits	\$2,846.75	54.15%	\$35.05 \$54.03	\$43.10	\$13.60	\$110.74
	Total Delicitis	Annual Salary		\$97,249.76	φ - ₹J• 1 U	φ13.00	φ 110./4

Administrative Secretary Department: Finance & Information Systems

Step A								
_k		\$4,324.83 /N	Ionth	\$28.83	/Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>			
PERS - Employee	0.060000	\$259.49			Office En	nployees		
PERS - Employer	0.169140	731.50						
PERS Survivor		2.00						
Management Incentive		0.00						
EAP		3.91						
Health Insurance		1,188.91						
Dental Insurance LTD Insurance	0.006500	178.96 28.11						
Life Insurance	0.006300	4.80						
BPOA Holiday Pay		0.00						
Uniform Allowance		0.00						
Retiree Medical		98.52						
Deferred Comp.		0.00						
Workers Comp.	0.004000	17.30			31.30%	25.18%		
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly	
Medicare	0.014500	62.71		& Benefits	<u>Overhead</u>	<u>Overhead</u>	Rate	
	Total Benefits	\$ 2,609.74	60.34%	\$46.23	\$14.47	\$11.64	\$72.34	
		Annual Salary	- Benefits	\$83,214.88				
Step B		φ <i>4 Ε 4</i> 1 <i>Ε</i> 1 /λ/	F 41-	ф 20.20	/T.T			
		\$4,541.51 /M	iontn	\$30.28	/Hour			
	Total Benefits	\$2,664.81	58.68%	\$48.04	\$15.04	\$12.10	\$75.18	
		Annual Salary -	- Benefits	\$86,475.84				
Step C		Φ 4.5 .0.50 Ω	1					
		\$4,768.58 /M	Ionth	\$31.79	/Hour			
	Total Benefits	\$2,722.52	57.09%	\$49.94	\$15.63	\$12.58	\$78.15	
		Annual Salary	- Benefits	\$89,893.17				
Step D		45.005.50 2.00						
		\$5,007.79 /M	Ionth	\$33.39	/Hour			
	Total Benefits	\$2,783.31	55.58%	\$51.94	\$16.26	\$13.08	\$81.28	
		Annual Salary -	- Benefits	\$93,493.21				
Step E								
		\$5,257.40 /M	Ionth	\$35.05	/Hour			
	Total Benefits	\$2,846.75	54.15%	\$54.03	\$16.91	\$13.60	\$84.54	
		Annual Salary	- Benefits	\$97,249.76				

Administrative Secretary Department: Parks and Recreation

Step A		** ** ** ** ** ** ** **		420.00	~~			
		\$4,324.83 /N	Month	\$28.83	/Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>				
PERS - Employee	0.060000	\$259.49			Office En	nployees		
PERS - Employer	0.169140	731.50						
PERS Survivor		2.00						
Management Incentive		0.00						
EAP		3.91						
Health Insurance		1,188.91						
Dental Insurance	0.00.5700	178.96						
LTD Insurance	0.006500	28.11						
Life Insurance		4.80						
BPOA Holiday Pay Uniform Allowance		0.00 0.00						
Retiree Medical		98.52						
Deferred Comp.		0.00						
Workers Comp.	0.004000	17.30			122.24%	25.18%		
Vision Benefit	0.00+000	33.53		Hourly Rate	Department	City-Wide	Total Hourly	
Medicare	0.014500	62.71		& Benefits	<u>Overhead</u>	Overhead Overhead	Rate	
Medicale	0.01 1300	02.71		<u>co Bonorius</u>	Overneud	Overneuu	<u> 1tate</u>	
	Total Benefits	\$ 2,609.74	60.34%	\$46.23	\$56.51	\$11.64	\$114.38	
		Annual Salary	+ Benefits	\$83,214.88	:			
Step B								
Stop B		\$4,541.51 /N	Month	\$30.28	/Hour			
	Total Benefits	\$2,664.81	58.68%	\$48.04	\$58.73	\$12.10	\$118.86	
		Annual Salary	+ Benefits	\$86,475.84				
					•			
Step C		\$4,768.58 /N	Month	\$31.79	/Hour			
		φ 1,7 00.00 71	violitii	Ψ31.77	/110 u 1			
	Total Benefits	\$2,722.52	57.09%	\$49.94	\$61.05	\$12.58	\$123.56	
		Annual Salary	+ Benefits	\$89,893.17				
Step D		¢5 007 70 /N	/ 1 -	Ф22.20	/T.T			
		\$5,007.79 /N	vionth	\$33.39	/Hour			
	Total Benefits	\$2,783.31	55.58%	\$51.94	\$63.49	\$13.08	\$128.51	
		Annual Salary	. Ronofite	\$03 <i>1</i> 03 21				
		Aimuai Saiai y	Denents	\$93,493.21	i 			
Step E								
		\$5,257.40 /N	Month	\$35.05	/Hour			
	Total Benefits	\$2,846.75	54.15%	\$54.03	\$66.04	\$13.60	\$133.67	
		Annual Salary	+ Benefits	\$97,249.76				
					I			

Administrative Secretary Department: Public Works

Step A							
Step A		\$4,324.83 /M	lonth	\$28.83	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee PERS - Employer	0.060000 0.169140	\$259.49 731.50			Office En	nployees	
PERS Survivor	0.109140	2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	28.11					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.	0.004000	0.00					
Workers Comp.	0.004000	17.30		IIl D - 4 -	114.54%	25.18%	T-4-1 II
Vision Benefit	0.014500	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	62.71		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,609.74	60.34%	\$46.23	\$52.95	\$11.64	\$110.82
		Annual Salary +	- Benefits	\$83,214.88			
Step B							
		\$4,541.51 /M	Ionth	\$30.28	/Hour		
	Total Benefits	\$2,664.81	58.68%	\$48.04	\$55.03	\$12.10	\$115.17
		Annual Salary +	- Benefits	\$86,475.84			
Ston C							
Step C		\$4,768.58 /M	lonth	\$31.79	/Hour		
	Total Benefits	\$2,722.52	57.09%	\$49.94	\$57.20	\$12.58	\$119.72
		Annual Salary →	- Benefits	\$89,893.17			
		J.					
Step D		\$5,007.79 /M	Ionth	\$33.39	/Hour		
		•					
	Total Benefits	\$2,783.31	55.58%	\$51.94	\$59.49	\$13.08	\$124.51
		Annual Salary +	- Benefits	\$93,493.21			
Step E							
		\$5,257.40 /M	Ionth	\$35.05	/Hour		
	Total Benefits	\$2,846.75	54.15%	\$54.03	\$61.88	\$13.60	\$129.52
		Annual Salary +	- Benefits	\$97,249.76			

Administrative Supervisor Department: Community Development

Step A		\$4,756.45 /I	Month	\$31.71	/Hour				
D #4	25 14 11	Ф4,/30.43 /1	WIOHHI	Ф31./1					
Benefit	<u>Multiplier</u>				<u>Category</u>				
PERS - Employee	0.060000	\$285.39			Office En	nployees			
PERS - Employer	0.169140	804.51							
PERS Survivor		2.00							
Management Incentive		0.00							
EAP		3.91							
Health Insurance Dental Insurance		1,188.91 178.96							
LTD Insurance	0.006500	30.92							
Life Insurance	0.000300	4.80							
BPOA Holiday Pay		0.00							
Uniform Allowance		0.00							
Retiree Medical		98.52							
Deferred Comp.		0.00							
Workers Comp.	0.004000	19.03			79.78%	25.18%			
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourl		
Medicare	0.014500	68.97		& Benefits	Overhead	Overhead	Rate		
	Total Benefits	\$ 2,719.44	57.17%	\$49.84	\$39.76	\$12.55	\$102.15		
		A 1 G - 1	D	\$00.710.63					
		Annual Salary	+ Benefits	\$89,710.62					
Step B									
200 _F =		\$4,993.93 /I	Month	\$33.29	/Hour				
	Total Benefits	\$2,779.79	55.66%	\$51.82	\$41.35	\$13.05	\$106.22		
		Annual Salary	+ Benefits	\$93,284.62					
					•				
Step C		\$5 242 54 /I	Month	¢24.0 <i>c</i>	/TT				
		\$5,243.54 /I	VIOIIII	\$34.96	/Hour				
	Total Benefits	\$2,843.22	54.22%	\$53.91	\$43.01	\$13.58	\$110.50		
		Annual Salary	Donofita	\$97,041.17					
		Amiuai Salai y	+ Delicits	\$97,041.17	•				
Step D									
		\$5,505.28 /I	Month	\$36.70	/Hour				
		·							
	Total Benefits	\$2,909.74	52.85%	\$56.10	\$44.76	\$14.13	\$114.98		
		Annual Salary	_ L Ronofite	\$100,980.27					
		Amiuai Salal y	Denents	Ψ±00,700.47	į				
Step E		\$5,780.89 /1	Month	\$38.54	/Hour				
Step E		φ3,700.09/1							
Step E	Total Benefits	\$2,979.79	51.55%	\$58.40	\$46.59	\$14.71	\$119.71		
Step E	Total Benefits	·	51.55%	\$58.40 \$105,128.11	\$46.59	\$14.71	\$119.71		

Administrative Supervisor Department: Finance and Information Systems

Step A		\$4.756.45 (Month	\$21.71	///		
		\$4,756.45 /Month	\$31./1	l /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cate	<u>gory</u>	
PERS - Employee	0.060000	\$285.39		Office En	nployees	
PERS - Employer	0.169140	804.51				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.91				
Health Insurance		1,188.91 178.96				
Dental Insurance LTD Insurance	0.006500	30.92				
Life Insurance	0.000500	4.80				
BPOA Holiday Pay		0.00				
Uniform Allowance		0.00				
Retiree Medical		98.52				
Deferred Comp.		0.00				
Workers Comp.	0.004000	19.03		31.30%	25.18%	
Vision Benefit		33.53	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	68.97	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,719.44 57.17	\$49.84	\$15.60	\$12.55	\$77.99
		Annual Salary + Bene	its \$89,710.62	=		
C D						
Step B	_	\$4,993.93 /Month	\$33.29	9 /Hour		
	Total Benefits	\$2,779.79 55.66	5% \$51.82	\$16.22	\$13.05	\$81.09
		Annual Salary + Bene	its \$93,284.62	=		
Step C						
		\$5,243.54 /Month	\$34.96	6 /Hour		
	Total Benefits	\$2,843.22 54.22	\$53.91	\$16.87	\$13.58	\$84.36
		Annual Salary + Bene	its \$97,041.17	=		
Step D						
		\$5,505.28 /Month	\$36.70) /Hour		
	Total Benefits	\$2,909.74 52.85	\$56.10	\$17.56	\$14.13	\$87.78
		Annual Salary + Bene	its \$100,980.27	=		
Step E						
		\$5,780.89 /Month	\$38.54	4 /Hour		
	Total Benefits	\$2,979.79 51.55	\$58.40	\$18.28	\$14.71	\$91.39
		Annual Salary + Bene	its \$105,128.11	=		

Administrative Supervisor Department: Parks and Recreation

Step A		\$4.756.45 (Month	¢21.71	/Hour		
		\$4,756.45 /Month	\$31./1	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee	0.060000	\$285.39		Office En	nployees	
PERS - Employer	0.169140	804.51				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.91				
Health Insurance Dental Insurance		1,188.91 178.96				
LTD Insurance	0.006500	30.92				
Life Insurance	0.000500	4.80				
BPOA Holiday Pay		0.00				
Uniform Allowance		0.00				
Retiree Medical		98.52				
Deferred Comp.		0.00				
Workers Comp.	0.004000	19.03		122.24%	25.18%	
Vision Benefit		33.53	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	68.97	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,719.44 57.179	% \$49.84	\$60.92	\$12.55	\$123.31
		Annual Salary + Benefi	\$89,710.62	=		
C/ D						
Step B		\$4,993.93 /Month	\$33.29	/Hour		
	Total Benefits	\$2,779.79 55.669	% \$51.82	\$63.35	\$13.05	\$128.22
		Annual Salary + Benefi	\$93,284.62	=		
Step C		φ5 242 54 D.f1	#2.1 0.1			
		\$5,243.54 /Month	\$34.96	6 /Hour		
	Total Benefits	\$2,843.22 54.229	% \$53.91	\$65.90	\$13.58	\$133.39
		Annual Salary + Benefi	\$97,041.17	=		
Step D		\$5 505 29 /Month	\$2.C.70) /II.		
		\$5,505.28 /Month	\$36.70) /Hour		
	Total Benefits	\$2,909.74 52.859	\$56.10	\$68.58	\$14.13	\$138.80
		Annual Salary + Benefi	\$100,980.27	=		
Step E		¢5 700 00 /M = = 4	#20.51	/II.		
		\$5,780.89 /Month		/Hour		
	Total Benefits	\$2,979.79 51.559	\$58.40	\$71.39	\$14.71	\$144.50
		Annual Salary + Benefi	ts \$105,128.11	=		

Administrative Supervisor Department: Public Works

Step A				
Step A		\$4,756.45 /Month	\$31.71 /Hou	r
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$285.39 804.51 2.00	C	office Employees
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 30.92 4.80 0.00 0.00 98.52		
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 19.03 33.53 68.97	Hourly Rate Depa	.54% 25.18% rtment City-Wide Total Hourly rhead <u>Overhead</u> <u>Rate</u>
	Total Benefits	\$ 2,719.44 57.17%	\$49.84 \$57	7.09 \$12.55 \$119.48
		Annual Salary + Benefit	s <u>\$89,710.62</u>	
Step B		\$4,993.93 /Month	\$33.29 /Hour	
	Total Benefits	\$2,779.79 55.66%	\$51.82 \$59	0.36 \$13.05 \$124.23
		Annual Salary + Benefit	s \$93,284.62	
Step C		\$5,243.54 /Month	\$34.96 /Hour	
	Total Benefits	\$2,843.22 54.22%	\$53.91 \$61	1.75 \$13.58 \$129.24
		Annual Salary + Benefit	s <u>\$97,041.17</u>	
Step D		\$5,505.28 /Month	\$36.70 /Hour	
	Total Benefits	\$2,909.74 52.85%	\$56.10 \$64	1.26 \$14.13 \$134.48
		Annual Salary + Benefit	s <u>\$100,980.27</u>	
Step E		\$5,780.89 /Month	\$20.54 /III	
	Total Benefits	\$2,979.79 51.55%	\$38.54 /Hour \$58.40 \$60	5.90 \$14.71 \$140.01
	Total Delicitis	Annual Salary + Benefit		γιτιί ψιτυιυΙ

Assistant City Attorney Department: City Attorney

	\$9,379.43 /N	Month	\$62.53	/Hour			
Multiplier				Categ	ory		
0.060000 0.169140	\$562.77 1,586.44 2.00		Non-Sworn Asst Director / Asst City Attorney				
0.006500 0.000205	3.91 1,188.91 178.96 60.97 34.61 0.00 0.00 98.52						
0.004000 0.014500	110.00 37.52 33.53 136.00		Hourly Rate <u>& Benefits</u>	24.76% Department Overhead	25.18% City-Wide Overhead	Total Hourly Rate	
Total Benefits	\$ 4,034.13	43.01%	\$89.42	\$22.14	\$22.52	\$134.08	
	Annual Salary	+ Benefits	\$160,962.71	:			
Total Benefits	\$9,849.18 /N \$4,155.24	Month 42.19%	\$65.66 \$93.36	/Hour \$23.12	\$23.51	\$139.99	
	Annual Salary	+ Benefits	\$168,053.10				
Total Benefits	\$10,341.46 /N \$4,282.17	Month 41.41%	\$68.94 \$97.49	/Hour \$24.14	\$24.55	\$146.18	
	Annual Salary	+ Benefits	\$175,483.55	ı			
	\$10,858.02 /N	Month	\$72.39	/Hour			
Total Benefits	\$4,415.35 Annual Salary	40.66% + Benefits	\$101.82 \$183,280.49	\$25.21	\$25.64	\$152.67	
	\$11,400.57 /N	Month	\$76.00	/Hour			
Total Benefits	\$4,555.24	39.96%	\$106.37	\$26.34	\$26.79	\$159.50	
	Annual Salary	+ Benefits	\$191,469.72	ı			
	0.060000 0.169140 0.006500 0.000205 0.004000 0.014500 Total Benefits Total Benefits Total Benefits	Multiplier	0.060000 \$562.77 0.169140 1,586.44 2.00 0.00 3.91 1,188.91 178.96 0.006500 60.97 0.000205 34.61 0.00 0.00 98.52 110.00 0.004000 37.52 33.53 0.014500 136.00 Total Benefits \$4,034.13 43.01% Annual Salary + Benefits \$9,849.18 /Month Total Benefits \$4,155.24 42.19% Annual Salary + Benefits \$10,341.46 /Month Total Benefits \$4,282.17 41.41% Annual Salary + Benefits \$10,858.02 /Month Total Benefits \$4,415.35 40.66% Annual Salary + Benefits	Multiplier 0.060000 \$562.77 Non-Swo 0.169140 1,586.44 Non-Swo 0.00 3.91 Non-Swo 1,188.91 178.96 Non-Swo 0.006500 60.97 Non-Swo 0.000 0.00 Non-Swo 0.000 60.97 Non-Swo 0.000 0.00 Non-Swo 0.000 Non-Swo Non-Swo 0.000 Non-Swo Non-Swo 0.000 Non-Swo Non-Swo 0.000 Non-Swo Non-Swo 10.00 Non-Swo Non-Swo 10.00	Multiplier Cates 0.060000 \$562.77 Non-Swort Asst Directed 0.169140 1,586.44 2.00 0.00 3.91 1,188.91 1,188.91 178.96 0.006500 0.006500 60.97 34.61 0.00 0.00 0.00 98.52 110.00 0.00 0.014500 136.00 \$89.42 \$22.14 Annual Salary + Benefits \$160,962.71 \$22.14 Annual Salary + Benefits \$168,053.10 \$23.12 Annual Salary + Benefits \$168,053.10 \$24.14 Total Benefits \$4,282.17 41.41% \$97.49 \$24.14 Total Benefits \$4,282.17 41.41% \$97.49 \$24.14 Total Benefits \$4,415.35 40.66% \$101.82 \$25.21 Annual Salary + Benefits \$10.858.02 Hour \$72.39 Hour Total Benefits \$4,415.35 40.66% \$101.82 \$25.21 <	Multiplier Category 0.060000 \$562.77 Non-Swr-Asst Director / Asst City 0.169140 1,586.44 Ponch 2.00 0.00 3.91 1,188.91 178.96 4.00 0.006500 60.97 0.00 0.00205 34.61 0.00 0.004000 98.52 110.00 110.00 37.52 Benefits Department City-Wide Overhead 0.014500 136.00 \$89.42 \$22.14 \$22.52 Annual Salary + Benefits \$160,962.71 \$160,962.71 \$22.52 Annual Salary + Benefits \$168.053.10 \$23.12 \$23.51 Total Benefits \$4,282.17 41.41% \$97.49 \$24.14 \$24.55 Annual Salary + Benefits \$175,483.55 \$175,483.55 \$25.21 \$25.64 Total Benefits \$4,415.35 40.66% \$101.82 \$25.21 \$25.64 Annual Salary + Benefits \$183,280.49 \$10.00 \$10.00 \$10.00<	

Assistant City Clerk Department: Administration

Step A							
Suph		\$5,491.41 /N	Month	\$36.61	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$329.48 928.82 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 35.69 20.26 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 21.97 33.53 79.63		Hourly Rate & Benefits	19.59% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,031.68	55.21%	\$56.82	\$11.13	\$14.31	\$82.26
		Annual Salary	+ Benefits	\$102,277.09			
Step B		\$5,765.29 /I	Month	\$38.44	/Hour		
	Total Benefits	\$3,102.30	53.81%	\$59.12	\$11.58	\$14.89	\$85.58
		Annual Salary	+ Benefits	\$106,411.03			
Step C		\$6,053.03 /N	Month	\$40.35	/Hour		
	Total Benefits	\$3,176.48	52.48%	\$61.53	\$12.05	\$15.49	\$89.08
		Annual Salary	+ Benefits	\$110,754.16			
Step D		\$6,356.38 /I	Month	\$42.38	/Hour		
	Total Benefits	\$3,254.70	51.20%	\$64.07	\$12.55	\$16.13	\$92.76
		Annual Salary		\$115,332.92			
Step E		ф 					
		\$6,673.59 /1		\$44.49		44.00	40.0
	Total Benefits	\$3,336.48	50.00%	\$66.73	\$13.07	\$16.80	\$96.61
		Annual Salary	+ Benefits	\$120,120.87			

Assistant City Manager Department: Administration

		Department: Runn	
Step A		\$11,710.85 /Month	\$78.07 /Hour
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>
PERS - Employee	0.060000	\$747.24	Non-Sworn Director
PERS - Employee	0.169140	2,106.47	Non-Sworn Director
PERS Survivor	0.107140	2.00	
Management Incentive		743.16	
EAP		3.91	
Health Insurance		1,188.91	
Dental Insurance		178.96	
LTD Insurance	0.006500	76.12	
Life Insurance	0.000205	43.21	
BPOA Holiday Pay		0.00	
Uniform Allowance		0.00	
Retiree Medical		98.52	
Deferred Comp.		110.00	
Workers Comp.	0.004000	46.84	19.59% 25.18%
Vision Benefit		33.53	Hourly Rate Department City-Wide Total Hour
Medicare	0.014500	169.81	& Benefits Overhead Overhead Rate
	Total Benefits	\$ 5,548.69 47.38%	\$115.06 \$22.54 \$28.97 \$166.58
		Annual Salary + Benefits	\$207,114.44
Step B		φ4 3.3 0 < Ε 4.0 <	11.00
		\$12,296.74 /Month	\$81.98 /Hour
	Total Benefits	\$5,699.75 46.35%	\$119.98 \$23.50 \$30.21 \$173.69
		Annual Salary + Benefits	\$215,957.84
Step C		\$12,912.10 /Month	\$86.08 /Hour
		\$12,912.10 /1v10fffff	\$60.06 / Hour
	Total Benefits	\$5,858.41 45.37%	\$125.14 \$24.51 \$31.51 \$181.16
		Annual Salary + Benefits	\$225,246.06
Step D		440 55 662 55	
		\$13,556.92 /Month	\$90.38 /Hour
	Total Benefits	\$6,024.66 44.44%	\$130.54 \$25.57 \$32.87 \$188.99
		Annual Salary + Benefits	\$234,978.95
Step E			
		\$14,234.68 /Month	\$94.90 /Hour
	Total Benefits	\$6,199.41 43.55%	\$136.23 \$26.68 \$34.30 \$197.22
		Annual Salary + Benefits	\$245,209.03
			<u> </u>

Assistant Community Development Director Department: Community Development

Senefit Multiplier	Step A				<u> </u>			
PERS - Employee			\$10,230.53	3 /Month	\$68.20	/Hour		
PERS Survivor 2.00 Management Incentive 0.00 EAP 3.91 Health Insurance 1.18.8.91 Dental Insurance 1.18.8.91 Dental Insurance 0.006500 66.50 Life Insurance 0.000205 37.75 BPOA Holiday Pay 0.00 Uniform Allowance 0.00 Retiree Medical 98.52 Deferred Comp. 0.004000 40.92 Vision Benefit 33.53 Medicare 0.014500 148.34 Medicare 0.014500 148.34 Total Benefits \$ 4,253.57 41.58% \$96.56 \$77.03 \$24.32 \$197.91 Step B \$10,741.88 /Month \$71.61 /Hour Total Benefits \$4,385.41 40.83% \$100.85 \$80.46 \$25.39 \$206.70 Annual Salary + Benefits \$11,279.23 /Month \$75.19 /Hour Step C \$11,279.23 /Month \$75.19 /Hour Total Benefits \$4,669.21 39.43% \$110.08 \$87.82 \$27.72 \$225.62 Step E \$12,435.41 /Month \$82.90 /Hour	<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS Survivor		0.060000			Non-Swo	rn Asst Directo	or / Asst City	Attorney
Management Incentive		0.169140						
EAP								
Health Insurance	_							
Dental Insurance								
Life Insurance								
Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical Deferred Comp. Vision Benefit Medicare Total Benefits Step B Step C Step		0.006500						
BPOA Holiday Pay Uniform Allowance								
Uniform Allowance Retiree Medical 98.52 98.52 10.00								
Deferred Comp.								
Workers Comp.	Retiree Medical		98.5	2				
Vision Benefit Medicare 0.014500 148.34 Hourly Rate & Benefits Department City-Wide Nate Nate City-Wide Nate	Deferred Comp.		110.0	0				
Medicare		0.004000						
Total Benefits \$ 4,253.57 41.58% \$96.56 \$77.03 \$24.32 \$197.91					•	-	-	-
Step B	Medicare	0.014500	148.3	4	& Benefits	Overhead	Overhead	Rate
Step B		Total Benefits	\$ 4,253.57	41.58%	\$96.56	\$77.03	\$24.32	\$197.91
\$10,741.88 /Month \$71.61 /Hour Total Benefits \$4,385.41			Annual Sal	ary + Benefits	\$173,809.18	:		
\$10,741.88 /Month \$71.61 /Hour Total Benefits \$4,385.41	Sten B							
Step C \$11,279.23 Month \$75.19 Hour	Step B	_	\$10,741.88	3 /Month	\$71.61	/Hour		
Step C		Total Benefits	\$4,385.41	40.83%	\$100.85	\$80.46	\$25.39	\$206.70
\$11,279.23 /Month \$75.19 /Hour Total Benefits \$4,523.95			Annual Sal	ary + Benefits	\$181,527.48	•		
Total Benefits \$4,523.95	Step C							
Step D \$11,842.59 /Month \$78.95 /Hour Total Benefits \$4,669.21 39.43% \$110.08 \$87.82 \$27.72 \$225.62 Annual Salary + Benefits \$198,141.55			\$11,279.23	3 /Month	\$75.19	/Hour		
Step D \$11,842.59 /Month \$78.95 /Hour Total Benefits \$4,669.21 39.43% \$110.08 \$87.82 \$27.72 \$225.62 Annual Salary + Benefits \$198,141.55 Step E \$12,435.41 /Month \$82.90 /Hour		Total Benefits	\$4,523.95	40.11%	\$105.35	\$84.05	\$26.53	\$215.93
\$11,842.59 /Month \$78.95 /Hour Total Benefits \$4,669.21 39.43% \$110.08 \$87.82 \$27.72 \$225.62 Annual Salary + Benefits \$198,141.55 Step E \$12,435.41 /Month \$82.90 /Hour			Annual Sal	ary + Benefits	\$189,638.22			
Total Benefits \$4,669.21 39.43% \$110.08 \$87.82 \$27.72 \$225.62 Annual Salary + Benefits \$198,141.55 Step E \$12,435.41 /Month \$82.90 /Hour	Step D		¢11 042 74) /Ma41-	##O 0.5	/11.		
Annual Salary + Benefits \$198,141.55 Step E \$12,435.41 /Month \$82.90 /Hour			Ф11,844.3 3	7 /IVIOIIUI	\$/8.95	/Hour		
Step E \$12,435.41 /Month \$82.90 /Hour		Total Benefits	\$4,669.21	39.43%	\$110.08	\$87.82	\$27.72	\$225.62
\$12,435.41 /Month \$82.90 /Hour			Annual Sal	ary + Benefits	\$198,141.55	•		
	Step E		¢10 /25 /1	1 /Month	Φ00.00	/Uou-		
Total Benefits \$4,822.05 38.78% \$115.05 \$91.79 \$28.97 \$235.81		T (15 °	•				420.07	ф 227 .03
		Total Benefits	\$4,822.05	38.78%	\$115.05	\$91.79	\$28.97	\$235.81
Annual Salary + Benefits \$207,089.55			Annual Sal	ary + Benefits	\$207,089.55	.		

Assistant Director of Public Works / Engineering or Operations Department: Public Works

		•					
Step A		\$10,513.07 /Mo	nth	\$70.09	/Hour		
<u>Benefit</u>	Multiplier				Categ	ory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$630.78 1,778.18 2.00 0.00		Non-Swo	rn Asst Directo	or / Asst City	Attorney
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 68.33 38.79 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 42.05 33.53 152.44		Hourly Rate & Benefits	114.54% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 4,326.42	41.15%	\$98.93	\$113.31	\$24.91	\$237.16
		Annual Salary + I	Benefits	\$178,073.83			
Step B	Total Benefits	\$11,038.29 /Mo \$4,461.83 Annual Salary + H	40.42%	\$73.59 \$103.33 \$186,001.48	/Hour \$118.36	\$26.02	\$247.71
Step C	Total Benefits	\$11,589.51 /Mo \$4,603.95 Annual Salary + H	39.73%	\$77.26 \$107.96 \$194,321.57	/Hour \$123.65	\$27.18	\$258.79
Step D	Total Benefits	\$12,168.47 /Mo \$4,753.23 Annual Salary + I	39.06%	\$81.12 \$112.81 \$203,060.37	/Hour \$129.21	\$28.41	\$270.43
Step E	Total Benefits	\$12,776.89 /Mo \$4,910.10 : Annual Salary + H	38.43%	\$85.18 \$117.91 \$212,243.84	/Hour \$135.06	\$29.69	\$282.66

Assistant Engineer Department: Public Works

~ .		-						
Step A		\$6,	543.59 /]	Month	\$43.62	/Hour		
<u>Benefit</u>	Multiplier					Categ	ory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140		\$392.62 1,106.78 2.00 0.00		Non-S	Sworn Profession	onals / Super	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	1	3.91 1,188.91 178.96 42.53 24.15 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500		110.00 26.17 33.53 94.88		Hourly Rate & Benefits	114.54% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,	,302.96	50.48%	\$65.64	\$75.19	\$16.53	\$157.36
		Annı	ual Salary	+ Benefits	\$118,158.66	1		
Step B	Total Benefits	\$3,	871.20 /1,387.43	Month 49.30% y + Benefits	\$45.81 \$68.39 \$123,103.59	/Hour \$78.33	\$17.22	\$163.95
Step C	Total Benefits	\$7, 2	214.41 /1,475.92		\$48.10 \$71.27 \$128,283.99	/Hour \$81.63	\$17.95	\$170.85
Step D	Total Benefits	\$3,	574.96 /1 ,568.88 ual Salary	Month 47.11% 7 + Benefits	\$50.50 \$74.29 \$133,726.11	/Hour \$85.09	\$18.71	\$178.09
Step E	Total Benefits	\$3,	952.84 /1 ,666.31 ual Salary	Month 46.10% 7 + Benefits	\$53.02 \$77.46 \$139,429.82	/Hour \$88.72	\$19.51	\$185.69

Assistant Finance Director Department: Finance & Information Systems

Step A								
		\$	\$8,89 7. 54 /	Month	\$59.32	/Hour		
<u>Benefit</u>	<u>Multiplier</u>					Categ	<u>ory</u>	
PERS - Employee	0.060000		\$533.85		Non-Swo	rn Asst Directo	or / Asst City	Attorney
PERS - Employer	0.169140		1,504.93					
PERS Survivor			2.00					
Management Incentive			0.00					
EAP Health Insurance			3.91 1,188.91					
Dental Insurance			1,188.91					
LTD Insurance	0.006500		57.83					
Life Insurance	0.000205		32.83					
BPOA Holiday Pay			0.00					
Uniform Allowance			0.00					
Retiree Medical			98.52					
Deferred Comp.			110.00					
Workers Comp.	0.004000		35.59			31.30%	25.18%	
Vision Benefit			33.53		Hourly Rate	Department	-	Total Hourly
Medicare	0.014500		129.01		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$	3,909.88	43.94%	\$85.38	\$26.72	\$21.50	\$133.61
		A	nnual Salary	y + Benefits	\$153,689.08	ı		
Step B								
Step В		\$	\$9,343.03 /	Month	\$62.29	/Hour		
	Total Benefits		\$4,024.74	43.08%	\$89.12	\$27.89	\$22.44	\$139.45
	Total Belieffts					Ψ27.05	Ψ 22.	φιολίτο
		A	nnual Salary	y + Benefits	\$160,413.29	i.		
Step C			ho 044 04 /					
		1	\$9,811.04 /	Month	\$65.41	/Hour		
	Total Benefits		\$4,145.41	42.25%	\$93.04	\$29.12	\$23.43	\$145.59
		A	nnual Salary	y + Benefits	\$167,477.42			
~ 5						1		
Step D		\$ 1	10,301.60 /	Month	\$68.68	/Hour		
		ιψ	,					
	Total Benefits		\$4,271.89	41.47%	\$97.16	\$30.41	\$24.47	\$152.03
		A	nnual Salary	y + Benefits	\$174,881.91	ı		
Step E								
		\$ 1	10,816.42 /	Month	\$72.11	/Hour		
	Total Benefits		\$4,404.63	40.72%	\$101.47	\$31.76	\$25.55	\$158.78
		A	nnual Salary	y + Benefits	\$182,652.58			
				01101100	+-0 - ,0 -2 ,00	1		

Assistant Parks and Recreation Director Department: Parks and Recreation

Step A							
1		\$8,490.19 /	Month	\$56.60	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>ory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$509.41 1,436.03 2.00 0.00		Non-Swo	rn Asst Directo	or / Asst City	Attorney
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 55.19 31.33 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 33.96 33.53 123.11		Hourly Rate & Benefits	122.24% Department Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,804.86	44.81%	\$81.97	\$100.19	\$20.64	\$202.80
		Annual Salary	y + Benefits	\$147,540.56			
Step B	Total Benefits	\$8,914.88 / \$3,914.35 Annual Salary	43.91%	\$59.43 \$85.53 \$153,950.81	/Hour \$104.55	\$21.54	\$211.61
Step C	Total Benefits	\$9,360.36 / \$4,029.21 Annual Salary	43.05%	\$62.40 \$89.26 \$160,674.87	/Hour \$109.11	\$22.48	\$220.85
Step D	Total Benefits	\$9,828.38 / \$4,149.88 Annual Salary	42.22%	\$65.52 \$93.19 \$167,739.14	/Hour \$113.91	\$23.47	\$230.56
Step E	Total Benefits	\$10,320.66 / \$4,276.81 Annual Salary	41.44%	\$68.80 \$97.32 \$175,169.60	/Hour \$118.96	\$24.51	\$240.78

Assistant Planner Department: Community Development

Step A							
		\$6,042.63 /	Month	\$40.28	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$362.56 1,022.05 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 39.28 22.30 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 24.17 33.53 87.62		Hourly Rate & Benefits	79.78% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,173.80	52.52%	\$61.44	\$49.02	\$15.47	\$125.93
		Annual Salary	+ Benefits	\$110,597.19	:		
Step B		\$6,344.24 /	Month	\$42.29	/Hour		
	Total Benefits	\$3,251.57	51.25%	\$63.97	\$51.04	\$16.11	\$131.12
		Annual Salary	+ Benefits	\$115,149.67	•		
Step C		\$6,661.46 /	Month	\$44.41	/Hour		
	Total Benefits	\$3,333.36	50.04%	\$66.63	\$53.16	\$16.78	\$136.57
		Annual Salary	+ Benefits	\$119,937.78	•		
Step D		\$6,994.27 /	Month	\$46.63	/Hour		
	Total Benefits	\$3,419.16	48.89%	\$69.42	\$55.38	\$17.48	\$142.29
		Annual Salary	+ Benefits	\$124,961.20	•		
Step E		\$7,344.42 /	Month	\$48.96	/Hour		
	Total Benefits	\$3,509.44	47.78%	\$ 72.36	\$57.73	\$18.22	\$148.31
		Annual Salary		\$130,246.35			

Associate Engineer Department: Public Works

Sten A							
Step A		\$7,214.41 /N	Month	\$48.10	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$432.86 1,220.25 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 46.89 26.62 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 28.86 33.53 104.61		Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,475.92	48.18%	\$71.27	\$81.63	\$17.95	\$170.85
		Annual Salary	+ Benefits	\$128,283.99	:		
Step B		\$7,574.96 /N	Month	\$50.50	/Hour		
	Total Benefits	\$3,568.88	47.11%	\$74.29	\$85.09	\$18.71	\$178.09
		Annual Salary	+ Benefits	\$133,726.11			
Step C		\$7,952.84 /N	Month	\$53.02	/Hour		
	Total Benefits	\$3,666.31	46.10%	\$77.46	\$88.72	\$19.51	\$185.69
		Annual Salary	+ Benefits	\$139,429.82	ı		
Step D		\$8,349.79 /N	Month	\$55.67	/Hour		
	Total Benefits	\$3,768.66	45.13%	\$80.79	\$92.54	\$20.34	\$193.67
	10 20	Annual Salary		\$145,421.37	ψ> 2.0 .	Ψ20.0.1	Ψ22000
Step E		ho = := = :					
		\$8,767.54 /N		\$58.45			
	Total Benefits	\$3,876.37	44.21%	\$84.29	\$96.55	\$21.23	\$202.07
		Annual Salary	+ Benefits	\$151,726.87			

Associate Planner Department: Community Development

	\$6,661.46 /	Month	\$44.41	/Hour			
<u>Multiplier</u>				Categ	<u>gory</u>		
0.060000 0.169140	\$399.69 1,126.72 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors	
0.006500 0.000205	1,188.91 178.96 43.30 24.58 0.00 0.00 98.52						
0.004000 0.014500	110.00 26.65 33.53 96.59		Hourly Rate & Benefits	79.78% Department Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>	
Total Benefits	\$ 3,333.36	50.04%	\$66.63	\$53.16	\$16.78	\$136.57	
	Annual Salary	+ Benefits	\$119,937.78	1			
	\$6,994.27 /	Month	\$46.63	/Hour			
Total Benefits	\$3,419.16	48.89%	\$69.42	\$55.38	\$17.48	\$142.29	
	Annual Salary	+ Benefits	\$124,961.20	·			
	\$7,344.42 /3	Month	\$48.96	/Hour			
Total Benefits	\$3,509.44	47.78%	\$72.36	\$57.73	\$18.22	\$148.31	
	Annual Salary	+ Benefits	\$130,246.35	ı			
	\$7,711.90 //	Month	\$51.41	/Hour			
Total Benefits	\$3,604.19	46.74%	\$75.44	\$60.19	\$19.00	\$154.62	
	Annual Salary	+ Benefits	\$135,793.08	i			
	¢0 004 71 //	Month	ф 52 00	/			
Total Renefits	•				\$10 Q 1	\$161.24	
Total Delicitis	Annual Salary		φ/ο.υ/	φυ 4. / U	ф17.01	φ1U1. 4 4	
	0.060000 0.169140 0.006500 0.000205 0.004000 0.014500 Total Benefits Total Benefits	Multiplier 0.060000 \$399.69 0.169140 1,126.72 2.00 0.00 0.00 3.91 1,188.91 178.96 0.006500 43.30 0.000205 24.58 0.00 0.00 98.52 110.00 0.004000 26.65 33.53 0.014500 96.59 Total Benefits \$3,333.36 Annual Salary \$7,344.42 Annual Salary Total Benefits \$3,509.44 Annual Salary \$7,711.90 Annual Salary Total Benefits \$3,604.19 Annual Salary \$8,096.71 Annual Salary	0.060000 \$399.69 0.169140 1,126.72 2.00 0.00 3.91 1,188.91 178.96 0.006500 43.30 0.000205 24.58 0.00 0.00 98.52 110.00 0.004000 26.65 33.53 0.014500 96.59 Total Benefits \$3,333.36 50.04% Annual Salary + Benefits \$6,994.27 /Month Total Benefits \$3,419.16 48.89% Annual Salary + Benefits \$7,344.42 /Month Total Benefits \$3,509.44 47.78% Annual Salary + Benefits \$7,711.90 /Month Total Benefits \$3,604.19 46.74% Annual Salary + Benefits	Multiplier 0.060000 \$399.69 Non-0.169140 0.169140 1,126.72 Non-0.00 0.00 3.91 Non-0.00 1,188.91 178.96 Non-0.00 0.006500 43.30 Non-0.00 0.000 98.52 Non-0.00 110.00 0.00 Po.00 0.014500 96.59 Non-0.00 Total Benefits \$3,333.36 50.04% \$66.63 Annual Salary + Benefits \$119,937.78 **Total Benefits \$3,419.16 48.89% \$69.42 Annual Salary + Benefits \$124,961.20 **Total Benefits \$3,509.44 47.78% \$72.36 Annual Salary + Benefits \$130,246.35 **Total Benefits \$3,604.19 46.74% \$75.44 Annual Salary + Benefits \$135,793.08 **Total Benefits \$3,703.41 45.74% \$78.67	Multiplier Cates 0.060000 \$399.69 Non-Sworn Profession 0.169140 1,126.72 Non-Sworn Profession 2.00 0.00 Non-Sworn Profession 0.169140 1,126.72 Non-Sworn Profession 1,188.91 178.96 Non-Sworn Profession 0.006500 43.30 Non-Sworn Profession 0.006500 43.30 Non-Sworn Profession 0.004000 24.58 Profession 0.004000 26.65 Profession 0.014500 96.59 Profession Annual Salary + Benefits \$119.937.78 Total Benefits \$3,333.36 50.04% \$66.63 \$53.16 Annual Salary + Benefits \$119.937.78 \$119.937.78 \$119.937.78 Total Benefits \$3,419.16 48.89% \$69.42 \$55.38 Annual Salary + Benefits \$124.961.20 \$124.961.20 **Total Benefits \$3,509.44 47.78% \$72.36 \$57.73 Annual Salary + Benefits \$130,246.35 \$130,246.35 \$130,246.35 \$135,793.08 <t< td=""><td>Multiplier Catesum 0.060000 \$399.69 Non-Sworn Professionals / Supers 0.169140 1,126.72 1,126.72 2.00 0.00 3.91 1,188.91 178.96 43.30 0.006500 43.30 0.00 0.004000 26.65 0.00 0.014500 96.59 Hourly Rate & Department City-Wide Overhead Total Benefits \$3,333.36 50.04% \$66.63 \$53.16 \$16.78 Total Benefits \$3,333.36 50.04% \$66.63 \$53.16 \$16.78 Total Benefits \$3,319.16 48.89% \$69.42 \$55.38 \$17.48 Total Benefits \$7,344.42 /Month \$48.96 /Hour \$124.961.20 \$18.22 Total Benefits \$3,509.44 47.78% \$72.36 \$57.73 \$18.22 Annual Salary + Benefits \$130,246.35 \$19.00 Total Benefits \$3,604.19 46.74% \$75.44 \$60.19 \$19.00 <td <="" rowspan="4" td=""></td></td></t<>	Multiplier Catesum 0.060000 \$399.69 Non-Sworn Professionals / Supers 0.169140 1,126.72 1,126.72 2.00 0.00 3.91 1,188.91 178.96 43.30 0.006500 43.30 0.00 0.004000 26.65 0.00 0.014500 96.59 Hourly Rate & Department City-Wide Overhead Total Benefits \$3,333.36 50.04% \$66.63 \$53.16 \$16.78 Total Benefits \$3,333.36 50.04% \$66.63 \$53.16 \$16.78 Total Benefits \$3,319.16 48.89% \$69.42 \$55.38 \$17.48 Total Benefits \$7,344.42 /Month \$48.96 /Hour \$124.961.20 \$18.22 Total Benefits \$3,509.44 47.78% \$72.36 \$57.73 \$18.22 Annual Salary + Benefits \$130,246.35 \$19.00 Total Benefits \$3,604.19 46.74% \$75.44 \$60.19 \$19.00 <td <="" rowspan="4" td=""></td>	

Building Inspector I Department: Community Development

Step A							
Step 11		\$5,512.21 /	Month	\$36.75	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee PERS - Employer	0.060000 0.169140	\$330.73 932.34			Office En	nployees	
PERS Survivor	0.107140	2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.006500	178.96					
LTD Insurance Life Insurance	0.006500	35.83 4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	22.05			79.78%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	79.93		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,911.50	52.82%	\$56.16	\$44.80	\$14.14	\$115.10
		Annual Salary	y + Benefits	\$101,084.57	:		
Step B							
1		\$5,787.82 /	Month	\$38.59	/Hour		
	Total Benefits	\$2,981.55	51.51%	\$58.46	\$46.64	\$14.72	\$119.82
		Annual Salary	y + Benefits	\$105,232.41	ı		
Step C		Φ.C. 0.777. 2.0.	0. f d.				
		\$6,077.30 /		\$40.52			
	Total Benefits	\$3,055.12	50.27%	\$60.88	\$48.57	\$15.33	\$124.79
		Annual Salary	y + Benefits	\$109,588.99	ı		
Step D		Φ.C. 200. CF.	D. f	*10.71			
		\$6,380.65	wontn	\$42.54	/Hour		
	Total Benefits	\$3,132.21	49.09%	\$63.42	\$50.59	\$15.97	\$129.98
		Annual Salary	y + Benefits	\$114,154.31	1		
Step E		φ	n. r s				
		\$6,699.59 /		\$44.66			***=
	Total Benefits	\$3,213.26	47.96%	\$66.09	\$52.72	\$16.64	\$135.45
		Annual Salar	y + Benefits	\$118,954.26	1		

Building Inspector II Department: Community Development

Second S	Step A				
PERS - Employee			\$6,077.30 /Month	\$40.52 /Hour	
PERS - Employer 0.169140 1,027.91	<u>Benefit</u>	<u>Multiplier</u>		Cate	<u>egorv</u>
PERS Survivor	PERS - Employee	0.060000	\$364.64	Office E	mployees
Management Incentive		0.169140			
EAP					
Health Insurance	-				
Dental Insurance					
Life Insurance			•		
Life Insurance BPOA Holiday Pay Uniform Allowance 0.00 Retiree Medical 98.52 Deferred Comp. 0.000 Workers Comp. 0.004000 24.31 Hourly Rate Department City-Wide Total Hour & Benefit 933.53 Hourly Rate Overhead Overhead Rate Overhead National Salary + Benefits S109.588.99 Step B		0.006500			
BPOA Holiday Pay Uniform Allowance Retiree Medical 98.52 0.00 0.		0.000300			
Uniform Allowance 0.00					
Retiree Medical Deferred Comp. 0.00					
Workers Comp.					
Workers Comp.					
Medicare		0.004000	24.31	79.78%	25.18%
Total Benefits \$ 3,055.12 50.27% \$60.88 \$48.57 \$15.33 \$124.79	Vision Benefit		33.53	Hourly Rate Department	City-Wide Total Hour
Step B \$6,380.65 Month \$42.54 Hour	Medicare	0.014500	88.12	& Benefits Overhead	Overhead Rate
Step B		Total Benefits	\$ 3,055.12 50.27%	\$60.88 \$48.57	\$15.33 \$124.79
\$6,380.65 /Month \$42.54 /Hour Total Benefits \$3,132.21 49.09% \$63.42 \$50.59 \$15.97 \$129.98 Annual Salary + Benefits \$114,154.31 Step C \$6,699.59 /Month \$44.66 /Hour Total Benefits \$3,213.26 47.96% \$66.09 \$52.72 \$16.64 \$135.45 Annual Salary + Benefits \$118,954.26 Step D \$7,034.14 /Month \$46.89 /Hour Total Benefits \$3,298.29 46.89% \$68.88 \$54.95 \$17.35 \$141.18 Annual Salary + Benefits \$123,989.13 Step E \$7,386.02 /Month \$49.24 /Hour			Annual Salary + Benefit	s \$109,588.99	
\$6,380.65 /Month \$42.54 /Hour Total Benefits \$3,132.21 49.09% \$63.42 \$50.59 \$15.97 \$129.98 Annual Salary + Benefits \$114,154.31 Step C \$6,699.59 /Month \$44.66 /Hour Total Benefits \$3,213.26 47.96% \$66.09 \$52.72 \$16.64 \$135.45 Annual Salary + Benefits \$118,954.26 Step D \$7,034.14 /Month \$46.89 /Hour Total Benefits \$3,298.29 46.89% \$68.88 \$54.95 \$17.35 \$141.18 Annual Salary + Benefits \$123,989.13 Step E \$7,386.02 /Month \$49.24 /Hour	C D				
Step C \$6,699.59 Month \$44.66 Hour	Step B		\$6,380.65 /Month	\$42.54 /Hour	
Step C		Total Benefits	\$3,132.21 49.09%	\$63.42 \$50.59	\$15.97 \$129.98
\$6,699.59 /Month \$44.66 /Hour Total Benefits \$3,213.26 47.96% \$66.09 \$52.72 \$16.64 \$135.45 Annual Salary + Benefits \$118,954.26 Step D \$7,034.14 /Month \$46.89 /Hour Total Benefits \$3,298.29 46.89% \$68.88 \$54.95 \$17.35 \$141.18 Annual Salary + Benefits \$123,989.13 Step E \$7,386.02 /Month \$49.24 /Hour			Annual Salary + Benefit	s \$114,154.31	
\$6,699.59 /Month \$44.66 /Hour Total Benefits \$3,213.26 47.96% \$66.09 \$52.72 \$16.64 \$135.45 Annual Salary + Benefits \$118,954.26 Step D \$7,034.14 /Month \$46.89 /Hour Total Benefits \$3,298.29 46.89% \$68.88 \$54.95 \$17.35 \$141.18 Annual Salary + Benefits \$123,989.13 Step E \$7,386.02 /Month \$49.24 /Hour					
Total Benefits \$3,213.26	Step C		\$6,699.59 /Month	\$44.66 /Hour	
Step D \$7,034.14 Month \$46.89 Hour		Total Renefits	•		\$16.64 \$135.45
Step D \$7,034.14 /Month \$46.89 /Hour Total Benefits \$3,298.29 46.89% \$68.88 \$54.95 \$17.35 \$141.18 Annual Salary + Benefits \$123,989.13 Step E \$7,386.02 /Month \$49.24 /Hour		Total Belieffts			ψ10.0 7 ψ133. 7 3
\$7,034.14 /Month \$46.89 /Hour Total Benefits \$3,298.29 46.89% \$68.88 \$54.95 \$17.35 \$141.18 Annual Salary + Benefits \$123,989.13 Step E \$7,386.02 /Month \$49.24 /Hour			Annual Salary + Benefit	s <u>\$118,954.26</u>	
Total Benefits \$3,298.29 46.89% \$68.88 \$54.95 \$17.35 \$141.18 Annual Salary + Benefits \$123,989.13 Step E \$7,386.02 /Month \$49.24 /Hour	Step D				
Annual Salary + Benefits \$123,989.13 Step E \$7,386.02 /Month \$49.24 /Hour			\$7,034.14 /Month	\$46.89 /Hour	
Step E \$7,386.02 /Month \$49.24 /Hour		Total Benefits	\$3,298.29 46.89%	\$68.88 \$54.95	\$17.35 \$141.18
Step E \$7,386.02 /Month \$49.24 /Hour			Annual Salary + Benefit	s \$123,989.13	
\$7,386.02 /Month \$49.24 /Hour			,		
	Step E		\$7.386.02 /Month	\$49.24 /Hour	
10tal Benefits \$5,587.71 45.87% \$71.82 \$57.30 \$18.09 \$147.21		Total Dan - Cita	•		¢10 00
		rotal Benefits	\$5,587.71 45.879) \$71.82 \$57.30	\$18.09 \$147.21
Annual Salary + Benefits \$\frac{\$129,284.81}{}			Annual Salary + Benefit	s <u>\$129,284.81</u>	

Chief Building Official Department: Community Development

Step A							
		\$9,339.56	/Month	\$62.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>ory</u>	
PERS - Employee	0.060000	\$560.37		Non-	-Sworn Manag	ers / Confide	ntial
PERS - Employer	0.169140	1,579.69					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.005700	178.96					
LTD Insurance	0.006500	60.71					
Life Insurance	0.000205	34.46					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.	0.004000	110.00				•= •00/	
Workers Comp. Vision Benefit	0.004000	37.36 33.53		Hannly Data	79.78%	25.18%	Total Handler
Medicare	0.014500			Hourly Rate	_	-	Total Hourly
Medicare	0.014500	135.42		<u>& Benefits</u>	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 4,023.85	43.08%	\$89.09	\$71.07	\$22.43	\$182.60
		Annual Salar	y + Benefits	\$160,360.92	:		
Stop D							
Step B		\$9,805.84	/Month	\$65.37	/Hour		
	Total Benefits	\$4,144.07	42.26%	\$93.00	\$74.19	\$23.42	\$190.61
	Total Belletits				φ/ 4.1 9	φ 23.42	\$190.01
		Annual Salar	y + Benefits	\$167,398.93	=		
Step C		¢10.206.40	Month	¢c0.c4	/II.		
		\$10,296.40	/ IVIOIIIII	\$68.64	/Hour		
	Total Benefits	\$4,270.55	41.48%	\$97.11	\$77.48	\$24.45	\$199.04
		Annual Salar	v + Benefits	\$174,803.42			
				,,	• 		
Step D		010 011 00	D. f d.				
		\$10,811.22	/Month	\$72.07	/Hour		
	Total Benefits	\$4,403.29	40.73%	\$101.43	\$80.92	\$25.54	\$207.89
		Annual Salar	ny Ronofite	¢192 574 nn			
		Amuai Saiaf	y + Denemis	\$182,574.09	<u>.</u>		
Step E		***					
		\$11,352.04	/Month	\$75.68	/Hour		
	Total Benefits	\$4,542.73	40.02%	\$105.97	\$84.54	\$26.68	\$217.19
		Annual Salar	y + Benefits	\$190,737.21			
				·	•		

Chief Financial Operations Officer Department: Finance & Information Systems

Step A								
		:	\$8,344.59	/Month	\$55.63	/Hour		
<u>Benefit</u>	<u>Multiplier</u>					Categ	ory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140		\$500.68 1,411.40 2.00 0.00		Non-	-Sworn Manag	ers / Confide	ntial
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205		3.91 1,188.91 178.96 54.24 30.79 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500		110.00 33.38 33.53 121.00		Hourly Rate <u>& Benefits</u>	31.30% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$	3,767.32	45.15%	\$80.75	\$25.27	\$20.33	\$126.35
		A	annual Salar	y + Benefits	\$145,342.88	:		
Step B	Total Benefits		\$8,762.34 \$3,875.02 Annual Salar	44.22%	\$58.42 \$84.25 \$151,648.38	/Hour \$26.37	\$21.21	\$131.83
Step C	Total Benefits		\$ 9,200.89 \$3,988.10 Annual Salar	43.34%	\$61.34 \$87.93 \$158,267.84	/Hour \$27.52	\$22.14	\$137.59
Step D	Total Benefits		\$ 9,660.24 \$4,106.53 Annual Salar	42.51%	\$64.40 \$91.78 \$165,201.25	/Hour \$28.72	\$23.11	\$143.61
Step E	Total Benefits		10,143.86 . \$4,231.22	/Month 41.71% y + Benefits	\$67.63 \$95.83 \$172,500.99	/Hour \$29.99	\$24.13	\$149.96

Chief Information Systems Officer Department: Finance & Information Systems

Step A								
		\$	9,323.96 /	Month	\$62.16	/Hour		
<u>Benefit</u>	Multiplier					Categ	ory	
PERS - Employee	0.060000		\$559.44		Non-	Sworn Manag	ers / Confide	ntial
PERS - Employer	0.169140		1,577.05					
PERS Survivor			2.00					
Management Incentive			0.00					
EAP			3.91					
Health Insurance Dental Insurance			1,188.91 178.96					
LTD Insurance	0.006500		60.61					
Life Insurance	0.000300		34.41					
BPOA Holiday Pay	0.000203		0.00					
Uniform Allowance			0.00					
Retiree Medical			98.52					
Deferred Comp.			110.00					
Workers Comp.	0.004000		37.30			31.30%	25.18%	
Vision Benefit			33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500		135.20		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$	4,019.83	43.11%	\$88.96	\$27.84	\$22.40	\$139.20
		Aı	nnual Salary	+ Benefits	\$160,125.45	ı		
Stan D								
Step B		\$	9,790.24 /	Month	\$65.27	/Hour		
	Total Benefits		\$4,140.05	42.29%	\$92.87	\$29.07	\$23.39	\$145.32
		Aı	nnual Salary	+ Benefits	\$167,163.46	i		
Step C		61	0.270.07	M 1.	\$50.52	7.1		
		21	0,279.06 /	Month	\$68.53	/Hour		
	Total Benefits		\$4,266.08	41.50%	\$96.97	\$30.35	\$24.42	\$151.73
		Aı	nnual Salary	y + Benefits	\$174,541.69	ı		
Step D		.	0.802.00	3.6				
		\$1	0,793.88 /	Month	\$71.96	/Hour		
	Total Benefits	:	\$4,398.82	40.75%	\$101.28	\$31.70	\$25.50	\$158.49
		Aı	nnual Salary	y + Benefits	\$182,312.36	1		
Step E								
Step E		\$1	1,332.97 /	Month	\$75.55	/Hour		
	Total Benefits		\$4,537.81	40.04%	\$105.81	\$33.11	\$26.64	\$165.56

City Attorney Department: City Attorney

1							
Step A		\$15,614.47 /	Month	\$104.10	/Hour		
<u>Benefit</u>	Multiplier				<u>Categ</u>	<u>ory</u>	
PERS - Employee	0.060000	\$978.87			City Att	ornev	
PERS - Employer	0.169140	2,759.43			City Att	officy	
PERS Survivor	0.109140	2,739.43					
Management Incentive		700.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.006500	178.96					
LTD Insurance	0.006500	101.49					
Life Insurance	0.000205	57.62					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	62.46			24.76%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	226.41		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 6,392.11	40.94%	\$146.71	\$36.33	\$36.94	\$219.98
		Annual Salary	y + Benefits	\$264,078.93	:		
Step B							
Бюр В		\$16,394.50 /	Month	\$109.30	/Hour		
	Total Benefits	\$6,593.22	40.22%	\$153.25	\$37.95	\$38.59	\$229.79
		Annual Salary	y + Benefits	\$275,852.67	•		
g, G							
Step C		\$17,214.40 /	Month	\$114.76	/Hour		
		Ψ17,211110 /	1,101111	Ψ11	/110 u 1		
	Total Benefits	\$6,804.62	39.53%	\$160.13	\$39.65	\$40.32	\$240.10
		Annual Salary	y + Benefits	\$288,228.21	i		
Step D							
		\$18,075.90 /	Month	\$120.51	/Hour		
	Total Benefits	\$7,026.74	38.87%	\$167.35	\$41.44	\$42.14	\$250.93
	Total Belletits	\$7,020.74	30.0770	\$107.55	φ41.44	φ 42.14	φ230.33
		Annual Salary	y + Benefits	\$301,231.66			
Step E							
	<u>-</u>	\$18,979.00 /	Month	\$126.53	/Hour		
	Total Benefits	\$7,259.58	38.25%	\$174.92	\$43.31	\$44.05	\$262.28
		Annual Salary	y + Benefits	\$314,863.01			
					I		

City Clerk Department: Administration

Step A		фо 120 21 //	N/L d	Φ 54.2 6	/11		
		\$8,138.31 /	Month	\$54.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$488.30		Non	-Sworn Manag	gers / Confider	ntial
PERS - Employer	0.169140	1,376.51					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	52.90					
Life Insurance	0.000205	30.03					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.	0.004000	110.00					
Workers Comp. Vision Benefit	0.004000	32.55		Housely Data	19.59%	25.18%	Total Hannin
Medicare	0.014500	33.53 118.01		Hourly Rate & Benefits	Overhead	City-Wide Overhead	Total Hourly <u>Rate</u>
Medicare	0.014300	110.01		& Denems	Overneau	Overneau	Kate
	Total Benefits	\$ 3,714.13	45.64%	\$79.02	\$15.48	\$19.90	\$114.39
		Annual Salary	+ Benefits	\$142,229.30			
Step B							
*		\$8,545.66 /	Month	\$56.97	/Hour		
	Total Benefits	\$3,819.16	44.69%	\$82.43	\$16.15	\$20.76	\$119.34
		Annual Salary	+ Benefits	\$148,377.82			
S. C.							
Step C		\$8,973.81 /	Month	\$59.83	/Hour		
	Total Benefits	\$3,929.55	43.79%	\$86.02	\$16.85	\$21.66	\$124.53
	Total Benefits				φ10.03	φ21.00	φ1 24. 33
		Annual Salary	+ Benefits	\$154,840.30			
Step D							
		\$9,422.76 /	Month	\$62.82	/Hour		
	Total Benefits	\$4,045.30	42.93%	\$89.79	\$17.59	\$22.61	\$129.98
		Annual Salary	+ Benefits	\$161,616.73			
Step E							
1		\$9,894.25 /	Month	\$65.96	/Hour		
	Total Benefits	\$4,166.87	42.11%	\$93.74	\$18.36	\$23.61	\$135.71
		Annual Salary	+ Benefits	\$168,733.38			

City of Brentwood

City Manager Department: Administration

Step E		\$	19,949.70 /N	Month	\$133.00	/Hour		
<u>Benefit</u>	Multiplier					Categ	<u>ory</u>	
PERS - Employee	0.080000		\$1,651.98			City Ma	nager	
PERS - Employer	0.169140		3,492.69					
PERS Survivor			2.00					
Management Incentive			700.00					
EAP			3.91					
Health Insurance			1,188.91					
Dental Insurance			178.96					
LTD Insurance	0.006500		129.67					
Life Insurance	0.000205		73.61					
BPOA Holiday Pay			0.00					
Uniform Allowance			0.00					
Retiree Medical			98.52					
Deferred Comp.			0.00					
Workers Comp.	0.004000		79.80			19.59%	25.18%	
Vision Benefit			33.53		Benefits	Department	City-Wide	Total Hourly
Medicare	0.014500		289.27		& Overhead	Overhead	Overhead	Rate
	Total Benefits	\$	7,922.85	39.71%	\$185.82	\$36.40	\$46.79	\$269.01
		A	Annual Salary	+ Benefits	\$334,470.65	:		

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

Step A		\$11,710.85 /N	Month	\$78.07	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	ory	
PERS - Employee	0.060000	\$747.24			Non-Sworn	Director	
PERS - Employer	0.169140	2,106.47					
PERS Survivor		2.00					
Management Incentive		743.16					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.00.5	178.96					
LTD Insurance	0.006500	76.12					
Life Insurance	0.000205	43.21					
BPOA Holiday Pay Uniform Allowance		0.00					
Retiree Medical		0.00 98.52					
Deferred Comp.		110.00					
Workers Comp.	0.004000	46.84			31.30%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate			Total Hourly
Medicare	0.014500	169.81		& Benefits	Overhead Overhead	Overhead Overhead	Rate
Wiedicare	0.011300	103.01		<u>co Bonores</u>	Overment	Overment	<u> </u>
	Total Benefits	\$ 5,548.69	47.38%	\$115.06	\$36.01	\$28.97	\$180.05
		Annual Salary	+ Benefits	\$207,114.44	:		
Step B							
		\$12,296.74 /N	Month	\$81.98	/Hour		
	Total Benefits	\$5,699.75	46.35%	\$119.98	\$37.55	\$30.21	\$187.74
		Annual Salary	+ Benefits	\$215,957.84			
				·	1		
Step C		\$12,912.10 /N	Month	\$86.08	/Hour		
		Ψ12,>12.10 /1	, ionui	ψου.υυ	/Hour		
	Total Benefits	\$5,858.41	45.37%	\$125.14	\$39.16	\$31.51	\$195.81
		Annual Salary	+ Benefits	\$225,246.06			
0. 5							
Step D		\$13,556.92 /N	Month	\$90.38	/Hour		
		·					
	Total Benefits	\$6,024.66	44.44%	\$130.54	\$40.86	\$32.87	\$204.27
		Annual Salary	+ Benefits	\$234,978.95	ı		
Step E							
		\$14,234.68 /N	Month	\$94.90	/Hour		
	Total Benefits	\$6,199.41	43.55%	\$136.23	\$42.64	\$34.30	\$213.17
		Annual Salary	+ Benefits	\$245,209.03			
					l		

Code Enforcement Officer I Department: Community Development

Step A		\$5,167.27 /N	Month	\$34.45	/Hour		
<u>Benefit</u>	<u>Multiplier</u>	φο,107127 /11	101111	φο	Categ	orv	
PERS - Employee	0.060000	\$310.04			Office En		
PERS - Employer	0.169140	873.99			Office En	ргоуссь	
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance LTD Insurance	0.006500	178.96 33.59					
Life Insurance	0.006300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	20.67			79.78%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	74.93		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,823.84	54.65%	\$53.27	\$42.50	\$13.42	\$109.19
		Annual Salary	+ Benefits	\$95,893.33	:		
Step B							
вер В		\$5,425.54 /N	Month	\$36.17	/Hour		
	Total Benefits	\$2,884.68	53.17%	\$55.40	\$44.20	\$13.95	\$113.55
		Annual Salary	+ Benefits	\$99,722.61	ı		
Step C		ΦΕ (05.05. Δ	<i>T</i> .1	***			
		\$5,695.95 /N	lontn	\$37.97	/Hour		
	Total Benefits	\$2,953.40	51.85%	\$57.66	\$46.00	\$14.52	\$118.18
		Annual Salary	+ Benefits	\$103,792.19	i		
Step D		¢5 000 22 /A	No male	¢20.07	/T.I.		
		\$5,980.23 /N	Iontn	\$39.87	/Hour		
	Total Benefits	\$3,025.65	50.59%	\$60.04	\$47.90	\$15.12	\$123.06
		Annual Salary	+ Benefits	\$108,070.52	ı		
Step E							
		\$6,280.11 /N	Month	\$41.87	/Hour		
	Total Benefits	\$3,101.86	49.39%	\$62.55	\$49.90	\$15.75	\$128.20
		Annual Salary	+ Benefits	\$112,583.62	ı		

Code Enforcement Officer II Department: Community Development

Step A							
Stop 11		\$5,695.95	/Month	\$37.97	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	gory	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$341.76 963.41 2.00			Office En	nployees	
Management Incentive EAP Health Insurance		0.00 3.91 1,188.91					
Dental Insurance LTD Insurance Life Insurance	0.006500	178.96 37.02 4.80					
BPOA Holiday Pay Uniform Allowance Retiree Medical		0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 22.78 33.53 82.59		Hourly Rate & Benefits	79.78% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
Wedicare	Total Benefits	\$ 2,958.20	51.94%	\$57.69	\$46.03	\$14.53	\$118.25
	Total Belletits	Annual Salar		\$103,849.79	\$ -10.03	φ 14. 33	\$110.23
Stan D					•		
Step B		\$5,980.23	/Month	\$39.87	/Hour		
	Total Benefits	\$3,030.45	50.67%	\$60.07	\$47.92	\$15.13	\$123.12
		Annual Salar	ry + Benefits	\$108,128.12	•		
Step C		\$6,280.11	/Month	\$41.87	/Hour		
	Total Benefits	\$3,106.66	49.47%	\$62.58	\$49.92	\$15.76	\$128.26
		Annual Salar	ry + Benefits	\$112,641.22			
Step D		\$6,593.85	/Month	\$43.96	/Hour		
	Total Benefits	\$3,186.39	48.32%	\$65.20	\$52.02	\$16.42	\$133.64
		Annual Salar	ry + Benefits	\$117,362.90	ı		
Step E		\$6,923.20	/Month	\$46.15	/Hour		
	Total Benefits	\$3,270.09	47.23%	\$67.96	\$54.21	\$17.11	\$139.28
		Annual Salar		\$122,319.51			
		Annual Sala	ry + Benefits	\$122,319.51	:		

Collection System Worker I Department: Public Works

Step A		<u>-</u>					
•		\$4,411.50 /M	Ionth	\$29.41	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee	0.060000	\$264.69			Public Works -	Maintenance	
PERS - Employer	0.169140	746.16					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance LTD Insurance	0.006500	178.96 28.67					
Life Insurance	0.006500	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	17.65			114.54%	25.18%	
Vision Benefit	0.00.000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	63.97		& Benefits	Overhead	Overhead	Rate
			50.660/				
	Total Benefits	\$ 2,631.77	59.66%	\$46.96	\$53.78	\$11.82	\$112.56
		Annual Salary	- Benefits	\$84,519.23	!		
Step B							
-		\$4,631.64 /M	Ionth	\$30.88	/Hour		
	Total Benefits	\$2,687.72	58.03%	\$48.80	\$55.89	\$12.29	\$116.97
		Annual Salary	- Benefits	\$87,832.27			
Step C		\$4,863.92 /N	l onth	\$32.43	/Hour		
		ψ 1,0 00 to = 71.1	-011011	Ψυ2υ	,11041		
	Total Benefits	\$2,746.75	56.47%	\$50.74	\$58.11	\$12.78	\$121.63
		Annual Salary	- Benefits	\$91,328.01	i		
Step D							
_ 5.0p D		\$5,106.60 /M	Ionth	\$34.04	/Hour		
	Total Benefits	\$2,808.42	55.00%	\$52.77	\$60.44	\$13.29	\$126.49
		Annual Salary	L Renefits	\$94,980.27			
		. imidal balai y	Denelles	ΨΣτηΣΟΟ+21	1		
Step E		¢5 261 41 /\	- Ionth	ф25.7.4	/П.		
		\$5,361.41 /N		\$35.74			
	Total Benefits	\$2,873.18	53.59%	\$54.90	\$62.88	\$13.82	\$131.60
		Annual Salary	- Benefits	\$98,815.07	1		

Collection System Worker II Department: Public Works

Stop A							1
Step A		\$4,863.92 /M	onth	\$32.43	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Categ</u>	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$291.84 822.68 2.00 0.00		:	Public Works -	Maintenance	
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 31.62 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 19.46 33.53 70.53		Hourly Rate & Benefits	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,746.75	56.47%	\$50.74	\$58.11	\$12.78	\$121.63
		Annual Salary +	Benefits	\$91,328.01			
Step B		\$5,106.60 /M	onth	\$34.04	/Hour		
	Total Benefits	\$2,808.42	55.00%	\$52.77	\$60.44	\$13.29	\$126.49
		Annual Salary +	Benefits	\$94,980.27			
Step C		\$5,361.41 /M	onth	\$35.74	/Hour		
	Total Benefits	\$2,873.18	53.59%	\$54.90	\$62.88	\$13.82	\$131.60
		Annual Salary +	Benefits	\$98,815.07			
Step D		\$5,630.08 /M	onth	\$37.53	/Hour		
	Total Benefits	\$2,941.46	52.25%	\$57.14	\$65.45	\$14.39	\$136.99
		Annual Salary +	Benefits	\$102,858.47			
Step E		¢5 010 00 <i>0.4</i>	on th	ф20.41	/11.		
	Total Benefits	\$5,910.89 /M		\$39.41 \$50.40		¢1/ 00	¢1/2/21
	TOTAL DEHELLIS	\$3,012.82 Annual Salary +	50.97% Benefits	\$59.49 \$107,084.57	\$68.14	\$14.98	\$142.61
				+,00			

Community Development Specialist Department: Community Development

Step A							
Step 11		\$6,016.63	/Month	\$40.11	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$361.00			Office En	nployees	
PERS - Employer	0.169140	1,017.65					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		1,188.91					
LTD Insurance	0.006500	39.11					
Life Insurance	0.000500	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	24.07			79.78%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	87.24	ı	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,039.70	50.52%	\$60.38	\$48.17	\$15.20	\$123.75
		Annual Sala	ry + Benefits	\$108,675.93	:		
Stop D							
Step B		\$6,318.24	/Month	\$42.12	/Hour		
	Total Benefits	\$3,116.35	49.32%	\$62.90	\$50.18	\$15.84	\$128.91
					7	,	+
		Annual Sala	ry + benefits	\$113,215.06	Ī		
Step C							
		\$6,633.72	/Month	\$44.22	/Hour		
	Total Benefits	\$3,196.52	48.19%	\$65.53	\$52.28	\$16.50	\$134.32
		Annual Sala	ry + Benefits	\$117,962.93			
Step D							
-		\$6,964.80	/Month	\$46.43	/Hour		
	Total Benefits	\$3,280.67	47.10%	\$68.30	\$54.49	\$17.20	\$139.99
		Annual Sala	ry + Benefits	\$122,945.58			
Step E							
Step E		\$7,313.21	/Month	\$48.75	/Hour		
	Total Benefits	\$3,369.21	46.07%	\$71.22	\$56.82	\$17.93	\$145.96
		Annual Sala	ry + Benefits	\$128,189.04			
				Ţ- 2 0,20,104	•		

Community Development Technician Department: Community Development

Step A							
_k		\$4,973.12	/Month	\$33.15	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.060000	\$298.39			Office En	nployees	
PERS - Employer	0.169140	841.15					
PERS Survivor		2.00 0.00					
Management Incentive EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	32.33					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	19.89			79.78%	25.18%	
Vision Benefit	0.04.4700	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	72.11		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,774.50	55.79%	\$51.65	\$41.21	\$13.01	\$105.86
		Annual Sala	ry + Benefits	\$92,971.43	:		
C D							
Step B		\$5,221.00	/Month	\$34.81	/Hour		
	— 15 (*)	,				442.52	44044
	Total Benefits	\$2,837.50	54.35%	\$53.72	\$42.86	\$13.53	\$110.11
		Annual Sala	ry + Benefits	\$96,701.95	ı		
Step C							
		\$5,482.74	/Month	\$36.55	/Hour		
	Total Benefits	\$2,904.01	52.97%	\$55.91	\$44.61	\$14.08	\$114.60
		Annual Sala	ry + Benefits	\$100,641.05	1		
Step D							
		\$5,756.62	/Month	\$38.38	/Hour		
	Total Benefits	\$2,973.62	51.66%	\$58.20	\$46.43	\$14.66	\$119.29
		Annual Sala	ry + Benefits	\$104,762.86	ı		
Step E							
		\$6,044.37	/Month	\$40.30	/Hour		
	Total Benefits	\$3,046.75	50.41%	\$60.61	\$48.35	\$15.26	\$124.22
		Annual Sala	ry + Benefits	\$109,093.40			
					i		

Community Service Officer I Department: Police

Step A		-					
Stop 11		\$3,919.22 /Month	1	\$26.13	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.080000	\$313.54			Non-Swo	rn Police	
PERS - Employer	0.169140	662.90					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance LTD Insurance	0.006500	178.96 25.47					
Life Insurance	0.006500	6.90					
BPOA Holiday Pay		0.00					
Uniform Allowance		83.33					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	15.68			45.50%	25.18%	
Vision Benefit	0.00.000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	56.83		& Benefits	Overhead	Overhead	Rate
	Total Benefits		14%	\$43.93	\$19.99	\$11.06	\$ 74.98
	Total Beliefits				φ17.77	φ11.00	φ/4.20
		Annual Salary + Ben	ents	\$79,076.39	:		
Step B							
		\$4,115.09 /Month	1	\$27.43	/Hour		
	Total Benefits	\$2,724.17 66.	20%	\$45.60	\$20.75	\$11.48	\$77.82
		Annual Salary + Ben	efits	\$82,071.18	ı		
Step C							
		\$4,321.37 /Month	1	\$28.81	/Hour		
	Total Benefits	\$2,780.72 64.	35%	\$47.35	\$21.54	\$11.92	\$80.81
		Annual Salary + Ben	efits	\$85,225.13	1		
Star D							
Step D		\$4,538.04 /Month	1	\$30.25	/Hour		
	Total Benefits	\$2,840.12 62.	58%	\$49.19	\$22.38	\$12.39	\$83.96
		Annual Salary + Ben		\$88,537.95			
		Annual Salat y + Dell		ψυυ,551.75	1		
Step E		\$4.765.10 /\dagger		Ф21.55	/11		
	T . 1 D . ~	\$4,765.12 /Month		\$31.77		442.07	фо = 4-
	Total Benefits		91%	\$51.12	\$23.26	\$12.87	\$87.25
		Annual Salary + Ben	efits	\$92,009.93	•		

Community Service Officer II Department: Police

Step A		<u>-</u>		
Step A		\$4,321.37 /Month	\$28.81 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>	
PERS - Employee	0.080000	\$345.71	Non-Sworn Police	
PERS - Employer	0.169140	730.92		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.91		
Health Insurance		1,188.91		
Dental Insurance	0.006500	178.96		
LTD Insurance Life Insurance	0.006300	28.09 6.90		
BPOA Holiday Pay		0.00		
Uniform Allowance		83.33		
Retiree Medical		98.52		
Deferred Comp.		0.00		
Workers Comp.	0.004000	17.29	45.50% 25.18%	
Vision Benefit		33.53	Hourly Rate Department City-Wide Total H	ourly
Medicare	0.014500	62.66	& Benefits Overhead Overhead Rat	-
	Total Benefits	\$ 2,780.72 64.359	% \$47.35 \$21.54 \$11.92 \$80.8	31
		Annual Salary + Benefi	ts\$85,225.13_	
Step B		Φ 4.53 0.04 /N.6	400.05 77	
		\$4,538.04 /Month	\$30.25 /Hour	
	Total Benefits	\$2,840.12 62.589	% \$49.19 \$22.38 \$12.39 \$83.5	96
		Annual Salary + Benefi	ts <u>\$88,537.95</u>	
Step C				
		\$4,765.12 /Month	\$31.77 /Hour	
	Total Benefits	\$2,902.37 60.919	% \$51.12 \$23.26 \$12.87 \$87.2	25
		Annual Salary + Benefi	ts \$92,009.93	
Step D				
		\$5,002.59 /Month	\$33.35 /Hour	
	Total Benefits	\$2,967.47 59.329	% \$53.13 \$24.18 \$13.38 \$90.cd	59
		Annual Salary + Benefi	ts <u>\$95,640.77</u>	
Step E				
Step E		\$5,252.20 /Month	\$35.01 /Hour	
	Total Benefits	\$3,035.90 57.809	% \$55.25 \$25.14 \$13.91 \$94.3	31
		Annual Salary + Benefi	ts\$99,457.23_	

Construction Inspector I Department: Parks and Recreation

Step A							
Step 11		\$5,512.21 /Month	ı	\$36.75	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Category			
PERS - Employee	0.060000	\$330.73			Office En	nployees	
PERS - Employer	0.169140	932.34					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance LTD Insurance	0.006500	178.96 35.83					
Life Insurance	0.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	22.05			122.24%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	79.93		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,911.50 52.8	82%	\$56.16	\$68.65	\$14.14	\$138.95
		Annual Salary + Ben	efits	\$101,084.57	:		
Step B							
Step В		\$5,787.82 /Month	1	\$38.59	/Hour		
	Total Benefits	\$2,981.55 51.5	51%	\$58.46	\$71.46	\$14.72	\$144.65
		Annual Salary + Ben	efits	\$105,232.41			
		•			I		
Step C		\$6,077.30 /Month	,	\$40.52	/Hour		
		·					
	Total Benefits	\$3,055.12 50.2	27%	\$60.88	\$74.42	\$15.33	\$150.63
		Annual Salary + Ben	efits	\$109,588.99	ı		
Step D							
		\$6,380.65 /Month	1	\$42.54	/Hour		
	Total Benefits	\$3,132.21 49.0	09%	\$63.42	\$77.52	\$15.97	\$156.91
		Annual Salary + Ben	efits	\$114,154.31	ı		
Step E							
		\$6,699.59 /Month	1	\$44.66	/Hour		
	Total Benefits	\$3,213.26 47.9	96%	\$66.09	\$80.78	\$16.64	\$163.51
		Annual Salary + Ben	efits	\$118,954.26			

Construction Inspector I Department: Public Works

	\$5,512.21 /Month	\$36.75	\$36.75 /Hour						
<u>Multiplier</u>			<u>Cate</u> ;	<u>gory</u>					
0.060000 0.169140	\$330.73 932.34		Office Employees						
	0.00 3.91 1,188.91 178.96								
0.006500	35.83 4.80 0.00 0.00 98.52								
0.004000 0.014500	0.00 22.05 33.53 79.93	Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>				
Total Benefits	\$ 2,911.50 52.8	2% \$56.16	\$64.32	\$14.14	\$134.62				
	Annual Salary + Bene	fits \$101,084.57	=						
	\$5,787.82 /Month	\$38.59	9 /Hour						
Total Benefits	\$2,981.55 51.5	1% \$58.46	\$66.96	\$14.72	\$140.15				
	Annual Salary + Bene	fits \$105,232.41	=						
	\$6,077.30 /Month	\$40.52	2 /Hour						
Total Benefits	\$3,055.12 50.2	7% \$60.88	\$69.73	\$15.33	\$145.95				
	Annual Salary + Bend	fits \$109,588.99	=						
	\$6,380.65 /Month	\$42.54	4 /Hour						
Total Benefits	·			\$15.97	\$152.03				
	Annual Salary + Bene	fits \$114,154.31	=						
	\$6 600 50 /Month	\$AA 64	5 /Hour						
Total Benefits	·			\$16.64	\$158.42				
					, : 51.52				
	0.060000 0.169140 0.006500 0.004000 0.014500 Total Benefits Total Benefits	0.060000 \$330.73 0.169140 932.34 2.00 0.00 3.91 1,188.91 178.96 0.006500 35.83 4.80 0.00 0.00 98.52 0.00 0.004000 22.05 33.53 0.014500 79.93 Total Benefits \$2,911.50 52.83 Annual Salary + Bene \$6,077.30 /Month Total Benefits \$3,055.12 50.23 Annual Salary + Bene \$6,380.65 /Month Total Benefits \$3,132.21 49.03 Annual Salary + Bene \$6,699.59 /Month Total Benefits \$3,213.26 47.96	Multiplier 0.060000 \$330.73 0.169140 932.34 2.00 0.00 0.00 0.00 0.00 3.91 1.188.91 178.96 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 98.52 0.00 0.00 98.52 0.00 \$50.00 <th< td=""><td>Multiplier Cates 0.060000 \$330.73 Office Er 0.169140 932.34 Office Er 2.00 0.00 Office Er 0.169140 932.34 Office Er 2.00 0.00 Office Er 0.006500 35.83 Hourly Rate & Department Overhead 0.004000 22.05 33.53 0.014500 79.93 #64.32 Annual Salary + Benefits \$101,084.57 Total Benefits \$2,981.55 51.51% \$58.46 \$66.96 Annual Salary + Benefits \$105,232.41 For the property of the property o</td><td>Multiplier Catesymptotic problems 0.060000 \$330.73 Office Employees 0.169140 952.34 Office Employees 2.00 0.00 Office Employees 0.006500 3.91 1,188.91 11,188.91 178.96 Oo 0.006500 35.83 4.80 0.00 0.00 Oo 0.004000 22.05 S8.52 0.0014500 79.93 More peartment City-Wide Overhead Total Benefits \$2,911.50 \$2.82% \$56.16 \$64.32 \$14.14 Annual Salary + Benefits \$101,084.57 Hour \$14.14 Total Benefits \$5,787.82 Month \$38.59 Hour Total Benefits \$6,077.30 Month \$40.52 Hour Total Benefits \$3,055.12 50.27% \$60.88 \$69.73 \$15.33 Total Benefits \$3,132.21 49.09% \$63.42 \$72.64 \$15.97 <td <="" colspan="4" td=""></td></td></th<>	Multiplier Cates 0.060000 \$330.73 Office Er 0.169140 932.34 Office Er 2.00 0.00 Office Er 0.169140 932.34 Office Er 2.00 0.00 Office Er 0.006500 35.83 Hourly Rate & Department Overhead 0.004000 22.05 33.53 0.014500 79.93 #64.32 Annual Salary + Benefits \$101,084.57 Total Benefits \$2,981.55 51.51% \$58.46 \$66.96 Annual Salary + Benefits \$105,232.41 For the property of the property o	Multiplier Catesymptotic problems 0.060000 \$330.73 Office Employees 0.169140 952.34 Office Employees 2.00 0.00 Office Employees 0.006500 3.91 1,188.91 11,188.91 178.96 Oo 0.006500 35.83 4.80 0.00 0.00 Oo 0.004000 22.05 S8.52 0.0014500 79.93 More peartment City-Wide Overhead Total Benefits \$2,911.50 \$2.82% \$56.16 \$64.32 \$14.14 Annual Salary + Benefits \$101,084.57 Hour \$14.14 Total Benefits \$5,787.82 Month \$38.59 Hour Total Benefits \$6,077.30 Month \$40.52 Hour Total Benefits \$3,055.12 50.27% \$60.88 \$69.73 \$15.33 Total Benefits \$3,132.21 49.09% \$63.42 \$72.64 \$15.97 <td <="" colspan="4" td=""></td>				

Construction Inspector II Department: Parks and Recreation

Step A							
Step 11	_	\$6,077.30 /Mor	nth	\$40.52	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.060000	\$364.64			Office Em	nployees	
PERS - Employer	0.169140	1,027.91					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.006500	178.96					
LTD Insurance	0.006500	39.50					
Life Insurance		4.80 0.00					
BPOA Holiday Pay Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	24.31			122.24%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	88.12		& Benefits	Overhead	Overhead	Rate
Wedicale	0.014300	00.12		& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$ 3,055.12 5	0.27%	\$60.88	\$74.42	\$15.33	\$150.63
		Annual Salary + B	enefits	\$109,588.99			
Step B							
		\$6,380.65 /Mor	nth	\$42.54	/Hour		
	Total Benefits	\$3,132.21 4	9.09%	\$63.42	\$77.52	\$15.97	\$156.91
		Annual Salary + B	enefits	\$114,154.31			
St C							
Step C		\$6,699.59 /Mor	nth	\$44.66	/Hour		
	Total Benefits		7.96%	\$66.09	\$80.78	\$16.64	\$163.51
	Total Beliefits				ψου.7ο	ψ10.04	ψ103.31
		Annual Salary + B	enefits	\$118,954.26			
Step D							
		\$7,034.14 /Mor	nth	\$46.89	/Hour		
	Total Benefits	\$3,298.29 4	6.89%	\$68.88	\$84.20	\$17.35	\$170.43
		Annual Salary + B	enefits	\$123,989.13			
	_	y		, , , , , , ,			
Step E		\$7,386.02 /Mor	nth	\$49.24	/Hour		
	Total Benefits		5.87%	\$71.82	\$87.80	\$18.09	\$177.71
	Total Delicitis				φ σ7.σ Ψ	φ 10. UΣ	φ1//./1
		Annual Salary + B	enefits	\$129,284.81			

Construction Inspector II Department: Public Works

Step A							
		\$6,077.30 /Mo	nth	\$40.52	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.060000	\$364.64			Office Em	ployees	
PERS - Employer	0.169140	1,027.91					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	39.50					
Life Insurance	0.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	24.31			114.54%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	88.12		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,055.12	50.27%	\$60.88	\$69.73	\$15.33	\$145.95
		Annual Salary + l	Benefits	\$109,588.99			
a. P	_						
Step B		\$6,380.65 /Mo	nth	\$42.54	/Hour		
	Total Benefits		49.09%	\$63.42	\$72.64	\$15.97	\$152.03
	Total Belletits			Ф03.42	\$72.04	\$15.9 <i>1</i>	\$152.05
		Annual Salary + l	Benefits	\$114,154.31			
Step C		φς (00 5 0 α f	.1				
		\$6,699.59 /Mo	nth	\$44.66	/Hour		
	Total Benefits	\$3,213.26	47.96%	\$66.09	\$75.69	\$16.64	\$158.42
		Annual Salary + l	Benefits	\$118,954.26			
Step D							
Step D		\$7,034.14 /Mo	nth	\$46.89	/Hour		
	Total Benefits		46.89%	\$68.88	\$78.90	\$17.35	\$165.13
	Total Belieffts				ψ10.20	φ17.55	Ψ103.13
		Annual Salary + l	Benefits	\$123,989.13			
Step E		ф л 207 02 /24	41.		7.1		
		\$7,386.02 /Mo		\$49.24			
	Total Benefits	\$3,387.71	45.87%	\$71.82	\$82.27	\$18.09	\$172.18
		Annual Salary + 1	Benefits	\$129,284.81			

Cross-Connection Control Specialist Department: Public Works

~ -		Department.						
Step A		\$5,108.33 /Mo:	nth	\$34.06	/Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Categ</u>	gory		
PERS - Employee PERS - Employer PERS Survivor Management Incentive	Employer 0.169140 864.02 urvivor 2.00			Public Works - Maintenance				
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance	0.006500	3.91 1,188.91 178.96 33.20 4.80 0.00 0.00						
Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	98.52 0.00 20.43 33.53 74.07		Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>	
	Total Benefits	\$ 2,808.86	54.99%	\$52.78	\$60.46	\$13.29	\$126.53	
		Annual Salary + E	Benefits	\$95,006.30				
Step B	Total Benefits	\$5,363.14 /Mo \$2,873.62 5 Annual Salary + E	53.58%	\$35.75 \$54.91 \$98,841.11	/Hour \$62.90	\$13.83	\$131.63	
Step C		•		· ·				
	Total Benefits		52.24%	\$37.55 \$57.16	/Hour \$65.47	\$14.39	\$137.02	
		Annual Salary + F	Benefits	\$102,884.66				
Step D	Total Benefits	\$5,912.63 /Mo. \$3,013.27	nth 50.96%	\$39.42 \$59.51	/Hour \$68.16	\$14.98	\$142.65	
		Annual Salary + E		\$107,110.76				
Step E		\$6,209.04 /Mo.	nth	\$41.39	/Hour	_		
	Total Benefits	\$3,088.60	19.74%	\$61.98	\$71.00	\$15.61	\$148.59	
		Annual Salary + F	Benefits	\$111,571.64				

Deputy City Attorney Department: City Attorney

				•				
Step A		\$7,814.17 /I	Month	\$52.09	/Hour			
<u>Benefit</u>	<u>Multiplier</u>				Categ	ory		
PERS - Employee PERS - Employer PERS Survivor Management Incentive	Employer 0.169140 1,321.69 urvivor 2.00 ment Incentive 0.00			Non-Sworn Asst Director / Asst City Attorney				
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 50.79 28.83 0.00 0.00 98.52						
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 31.26 33.53 113.31		Hourly Rate & Benefits	24.76% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>	
	Total Benefits	\$ 3,630.56	46.46%	\$76.30	\$18.89	\$19.21	\$114.40	
		Annual Salary	+ Benefits	\$137,336.74	:			
Step B								
1		\$8,204.18 /I	Month	\$54.69	/Hour			
	Total Benefits	\$3,731.11	45.48%	\$79.57	\$19.70	\$20.04	\$119.31	
		Annual Salary	+ Benefits	\$143,223.53	:			
Step C		\$8,615.00 /I	Month	\$57.43	/Hour			
	Total Benefits	\$3,837.04	44.54%	\$83.01	\$20.55	\$20.90	\$124.47	
		Annual Salary	+ Benefits	\$149,424.44	ı			
Step D		\$0.04 <i>C</i> C1 //	Month	¢<0.21	/II.			
	T. (.1 D C.)	\$9,046.61 /1		\$60.31		¢21.02	¢120.00	
	Total Benefits	\$3,948.32	43.64%	\$86.63	\$21.45	\$21.82	\$129.90	
		Annual Salary	+ Benefits	\$155,939.14	ı			
Step E		\$9,499.03 /I	Month	\$63.33	/Hour			
	Total Benefits	\$4,064.97	42.79%	\$ 90.43	\$22.39	\$22.77	\$135.59	
		Annual Salary		\$162,767.95	,	,,	,	
				, , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	!			

Deputy Director of Public Works / Operations Department: Public Works

Step A			
		\$9,563.17 /Month	\$63.75 /Hour
<u>Benefit</u>	Multiplier		<u>Category</u>
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP	0.060000 0.169140	\$573.79 1,617.51 2.00 0.00 3.91	Non-Sworn Asst Director / Asst City Attorney
Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	1,188.91 178.96 62.16 35.29 0.00 0.00 98.52	
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 38.25 33.53 138.67	Hourly Rate Department City-Wide Total Hourly <u>& Benefits</u> Overhead Overhead Rate
	Total Benefits	\$ 4,081.50 42.68	\$% \$90.96 \$104.19 \$22.91 \$218.06
		Annual Salary + Benef	fits <u>\$163,736.08</u>
Step B	Total Benefits	\$10,041.59 /Month \$4,204.85 41.87 Annual Salary + Benef	
Step C	Total Benefits	\$10,544.27 /Month \$4,334.46 41.11 Annual Salary + Benef	
Step D	Total Benefits	\$11,071.23 /Month \$4,470.33 40.38 Annual Salary + Benef	
Step E	Total Benefits	\$11,624.18 /Month \$4,612.89 39.68 Annual Salary + Benef	

Director of Community Development Department: Community Development

	D(epartment: Community	Development
Step A			
		\$11,384.97 /Month	\$75.90 /Hour
<u>Benefit</u>	<u>Multiplier</u>		<u>Category</u>
PERS - Employee	0.060000	\$726.45	Non-Sworn Director
PERS - Employer	0.169140	2,047.85	
PERS Survivor		2.00	
Management Incentive		722.48	
EAP		3.91	
Health Insurance		1,188.91	
Dental Insurance	0.006500	178.96	
LTD Insurance	0.006500	74.00	
Life Insurance	0.000205	42.01	
BPOA Holiday Pay Uniform Allowance		0.00 0.00	
Retiree Medical		98.52	
Deferred Comp.		110.00	
Workers Comp.	0.004000	45.54	79.78% 25.18%
Vision Benefit	0.001000	33.53	Hourly Rate Department City-Wide Total Hourly
Medicare	0.014500	165.08	& Benefits Overhead Overhead Rate
	Total Benefits	\$ 5,439.25 47.78%	\$112.16 \$89.48 \$28.24 \$229.89
		Annual Salary + Benefits	\$201,890.60
		Timitum Summy Delicins	4201,000,000
Step B			
Step B		\$11,953.53 /Month	\$79.69 /Hour
		φ 22 ,50000 /11201101	ψ/ <i>γ</i> /100/11001
	Total Benefits	\$5,585.84 46.73%	\$116.93 \$93.28 \$29.44 \$239.66
		Annual Salary + Benefits	\$210,472.42
Step C		444	
		\$12,551.55 /Month	\$83.68 /Hour
	Total Benefits	\$5,740.03 45.73%	\$121.94 \$97.29 \$30.71 \$249.94
		Annual Salary + Benefits	\$219,498.91
	_		
Step D		\$13,179.04 /Month	\$87.86 /Hour
	Total Benefits	\$5,901.81 44.78%	\$127.21 \$101.48 \$32.03 \$260.72
	Total Delicitis		
		Annual Salary + Benefits	\$228,970.22
Step E			
		\$13,837.73 /Month	\$92.25 /Hour
	Total Benefits	\$6,071.64 43.88%	\$132.73 \$105.89 \$33.42 \$272.04
		Annual Salary + Benefits	\$238,912.46

Director of Parks and Recreation Department: Parks and Recreation

Step A							
		\$11,384.97 /Mo	onth	\$75.90	/Hour		
<u>Benefit</u>	Multiplier				Categ	gory	
PERS - Employee	0.060000	\$726.45			Non-Sworr	Director	
PERS - Employer	0.169140	2,047.85					
PERS Survivor		2.00					
Management Incentive		722.48					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance LTD Insurance	0.006500	178.96 74.00					
Life Insurance	0.000300	42.01					
BPOA Holiday Pay	0.000203	0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		110.00					
Workers Comp.	0.004000	45.54			122.24%	25.18%	
Vision Benefit		33.53		Hourly Rate		City-Wide	Total Hourly
Medicare	0.014500	165.08		& Benefits	Overhead	Overhead	<u>Rate</u>
			47.700/				
	Total Benefits	\$ 5,439.25	47.78%	\$112.16	\$137.10	\$28.24	\$277.51
		Annual Salary + I	Benefits	\$201,890.60	.		
Step B							
		\$11,953.53 /Me	onth	\$79.69	/Hour		
	Total Benefits	\$5,585.84	46.73%	\$116.93	\$142.93	\$29.44	\$289.30
		Annual Salary + I	Benefits	\$210,472.42			
Step C							
2.1.p		\$12,551.55 /M	onth	\$83.68	/Hour		
	Total Benefits	\$5,740.03	45.73%	\$121.94	\$149.06	\$30.71	\$301.71
		Annual Salary + I	Benefits	\$219,498.91			
C. D		-			-		
Step D		\$13,179.04 /Me	onth	\$87.86	/Hour		
	Total Benefits	,	44.78%	\$12 7.2 1	\$155.49	\$32.03	\$314.73
	Total Beliefits				Ψ133.47	ψ32.03	ψ314.73
		Annual Salary + I	senefits	\$228,970.22	•		
Step E		ф4 2.02= = 2.5.5.5	.3				
		\$13,837.73 /Mo		\$92.25			
	Total Benefits	\$6,071.64	43.88%	\$132.73	\$162.24	\$33.42	\$328.40
		Annual Salary + I	Benefits	\$238,912.46	•		

Director of Public Works / City Engineer Department: Public Works

C4 A		_					1
Step A		\$12,090.47 /Mor	ıth	\$80.60	/Hour		
Benefit	Multiplier				Categ	ory	
PERS - Employee	0.060000	\$771.46			Non-Sworn	Director	
PERS - Employer	0.169140	2,174.75			Tion Bwon	Director	
PERS Survivor	*****	2.00					
Management Incentive		767.25					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	78.59					
Life Insurance	0.000205	44.61					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.	0.004000	110.00					
Workers Comp. Vision Benefit	0.004000	48.36		IIl. D.4.	114.54%	25.18%	T-4-1 II
	0.014500	33.53		-	_	-	Total Hourly
Medicare	0.014500	175.31		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 5,676.17 46	5.95%	\$118.44	\$135.67	\$29.83	\$283.94
		Annual Salary + Be	nefits	\$213,199.74	•		
C D							
Step B		\$12,695.42 /Mor	nth	\$84.64	/Hour		
	Total Benefits	\$5,832.15 45	5.94%	\$123.52	\$141.48	\$31.10	\$296.10
		Annual Salary + Be	nefits	\$222,330.83			
					•		
Step C		¢12 220 95 /Mor	. 4 la	Ф00.07	/II		
		\$13,329.85 /Mor	1111	\$88.87	/Hour		
	Total Benefits	\$5,995.72 44	1.98%	\$128.84	\$147.57	\$32.44	\$308.85
		Annual Salary + Be	nefits	\$231,906.89	:		
Step D							
		\$13,997.21 /Mor	nth	\$93.31	/Hour		
	Total Benefits	\$6,167.79 44	1.06%	\$134.43	\$153.98	\$33.85	\$322.26

		Annual Salary + Be	nefits	\$241,979.99			
Step E		***	_				
		\$14,697.50 /Mor	nth	\$97.98	/Hour		
	Total Benefits	\$6,348.35 43	3.19%	\$140.31	\$160.71	\$35.33	\$336.34
		Annual Salary + Be	nefits	\$252,550.14	.		

Economic Development Manager Department: Community Development

Step A							
		\$8,490.19 /	Month	\$56.60	/Hour		
<u>Benefit</u>	Multiplier				Cates	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$509.41 1,436.03 2.00 0.00		Non	-Sworn Manag	gers / Confider	ntial
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 55.19 31.33 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 33.96 33.53 123.11		Hourly Rate	79.78% Department Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,804.86	44.81%	\$81.97	\$65.39	\$20.64	\$168.00
		Annual Salary	+ Benefits	\$147,540.56			
Step B							
		\$8,914.88 /	Month	\$59.43	/Hour		
	Total Benefits	\$3,914.35	43.91%	\$85.53	\$68.23	\$21.54	\$175.30
		Annual Salary	+ Benefits	\$153,950.81			
Step C		\$9,360.36 //	Month	\$62.40	/Hour		
	Total Benefits	\$4,029.21	43.05%	\$89.26	\$71.21	\$22.48	\$182.96
	Total Beliefits	Annual Salary		\$160,674.87	Ψ/1.21	Ψ22.40	ψ102.70
G D							
Step D		\$9,828.38 /	Month	\$65.52	/Hour		
	Total Benefits	\$4,149.88	42.22%	\$93.19	\$74.34	\$23.47	\$191.00
		Annual Salary	+ Benefits	\$167,739.14			
Step E							
		\$10,320.66 /	Month	\$68.80	/Hour		
	Total Benefits	\$4,276.81	41.44%	\$97.32	\$77.64	\$24.51	\$199.46
		Annual Salary	+ Benefits	\$175,169.60			

Economic / Planning Development Manager Department: Community Development

Step A							
	_	\$9,339.56 /	Month	\$62.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	ory	
PERS - Employee	0.060000	\$560.37		Non-	-Sworn Manag	ers / Confide	ntial
PERS - Employer	0.169140	1,579.69					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91					
Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	60.71					
Life Insurance	0.000205	34.46					
BPOA Holiday Pay	0.000200	0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		110.00					
Workers Comp.	0.004000	37.36			79.78%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	135.42		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 4,023.85	43.08%	\$89.09	\$71.07	\$22.43	\$182.60
		Annual Salary	y + Benefits	\$160,360.92	ı		
Step B							
зир в		\$9,805.84 /	Month	\$65.37	/Hour		
	Total Benefits	\$4,144.07	42.26%	\$93.00	\$74.19	\$23.42	\$190.61
		Annual Salary	y + Benefits	\$167,398.93	ı		
Step C		\$10.206.40	Month	\$CQ CA	/П		
		\$10,296.40 /	MOHH	\$68.64	/Hour		
	Total Benefits	\$4,270.55	41.48%	\$97.11	\$77.48	\$24.45	\$199.04
		Annual Salary	y + Benefits	\$174,803.42	ı		
Step D		¢10 011 22	Month	Ф72.07	/T.T.		
		\$10,811.22 /	IMIOIIII	\$72.07	/ riour		
	Total Benefits	\$4,403.29	40.73%	\$101.43	\$80.92	\$25.54	\$207.89
		Annual Salar	y + Benefits	\$182,574.09	1		
Step E							
		\$11,352.04 /	Month	\$75.68	/Hour		
	Total Benefits	\$4,542.73	40.02%	\$105.97	\$84.54	\$26.68	\$217.19
		Annual Salary	y + Benefits	\$190,737.21			

Electrician Department: Public Works

Step A							
		\$5,307.67	/Month	\$35.38	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$318.46			Public Works -	Maintenance	
PERS - Employer	0.169140	897.74					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	34.50					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp. Workers Comp.	0.004000	0.00 21.23			114.54%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	76.96		& Benefits	<u>Overhead</u>	Overhead Overhead	Rate
	Total Benefits	\$ 2,859.52	53.88%	\$54.45	\$62.36	\$13.71	\$130.52
		Annual Salar		\$98,006.31		,	,
			•				
Step B							
		\$5,572.88	/Month	\$37.15	/Hour		
	Total Benefits	\$2,926.92	52.52%	\$56.67	\$64.90	\$14.27	\$135.84
		Annual Salar	ry + Benefits	\$101,997.63			
Step C							
Step C		\$5,851.96	/Month	\$39.01	/Hour		
	Total Benefits	\$2,997.85	51.23%	\$59.00	\$67.58	\$14.86	\$141.43
		Annual Salar	ry + Benefits	\$106,197.70			
				,	! 		
Step D		¢< 144 00	/Month	φ40.0 7	/II		
		\$6,144.90		\$40.97		*** ·-	***=
	Total Benefits	\$3,072.30	50.00%	\$61.45	\$70.38	\$15.47	\$147.30
		Annual Salar	ry + Benefits	\$110,606.35	1		
Step E		¢ <i>C AE</i> 1 71	/Month	ф42.01	/II		
		\$6,451.71		\$43.01		dua c	A4 #
	Total Benefits	\$3,150.27	48.83%	\$64.01	\$73.32	\$16.12	\$153.45
		Annual Salar	ry + Benefits	\$115,223.74	ı		

Engineering Manager Department: Public Works

			ent: Fublic				
Step A		¢0 150 20	/N /1 a m 4 la	\$61.06	/П		
		\$9,159.29	/Month	\$61.06	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	ory	
PERS - Employee	0.060000	\$549.56		Non-	-Sworn Manag	ers / Confide	ntial
PERS - Employer	0.169140	1,549.20					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	59.54					
Life Insurance	0.000205	33.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		110.00					
Workers Comp.	0.004000	36.64			114.54%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	132.81		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,977.37	43.42%	\$87.58	\$100.31	\$22.05	\$209.94
		Annual Sala	ry + Benefits	\$157,639.93	ı		
Stop D							
Step B		\$9,616.90	/Month	\$64.11	/Hour		
	Total Benefits	\$4,095.36	42.58%	\$91.42	\$104.71	\$23.02	\$219.14
		Annual Sala		\$164,547.07			
		Amiuai Saia	ry + Delicitis	\$104,547.07	İ		
Step C		440.00=04					
		\$10,097.06	/Month	\$67.31	/Hour		
	Total Benefits	\$4,219.16	41.79%	\$95.44	\$109.32	\$24.03	\$228.79
		Annual Sala	rv + Renefits	\$171,794.59			
				ψ±1±9177607	·		
Step D		h 40 (0) :=	0.5				
		\$10,601.47	/Month	\$70.68	/Hour		
	Total Benefits	\$4,349.21	41.02%	\$99.67	\$114.16	\$25.10	\$238.93
		Annual Sala	ry + Benefits	\$179,408.13	ı		
Step E							
		\$11,131.89	/Month	\$74.21	/Hour		
	Total Benefits	\$4,485.97	40.30%	\$104.12	\$119.26	\$26.22	\$249.60
		Annual Sala	rv + Ronofita	\$187,414.27			
		Alliudi Sala	y + Denents	φ107,414.27	ı		

Engineering Services Specialist Department: Public Works

~ .		_	
Step A		\$6,385.85 /Month	\$42.57 /Hour
<u>Benefit</u>	<u>Multiplier</u>		Category
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$383.15 1,080.10 2.00 0.00	Office Employees
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 41.51 4.80 0.00 0.00 98.52	
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 25.54 33.53 92.59	114.54% 25.18% Hourly Rate Department City-Wide Total Hourly <u>& Benefits Overhead Overhead Rate</u>
	Total Benefits	\$ 3,133.53 49.07%	\$63.46 \$72.69 \$15.98 \$152.13
		Annual Salary + Benefits	\$114,232.57
Step B	Total Benefits	\$6,704.79 /Month \$3,214.59 47.94% Annual Salary + Benefits	\$44.70 /Hour \$66.13 \$75.74 \$16.65 \$158.53 \$119,032.51
Step C	Total Benefits	\$7,039.34 /Month \$3,299.61 46.87% Annual Salary + Benefits	\$46.93 /Hour \$68.93 \$78.95 \$17.36 \$165.23 \$124,067.38
Step D	Total Benefits	\$7,391.22 /Month \$3,389.04 45.85% Annual Salary + Benefits	\$49.27 /Hour \$71.87 \$82.32 \$18.10 \$172.28 \$129,363.07
Step E	Total Benefits	\$7,760.43 /Month \$3,482.87 44.88% Annual Salary + Benefits	\$51.74 /Hour \$74.96 \$85.85 \$18.87 \$179.68 \$134,919.56

Engineering Technician Department: Public Works

C+ A								
Step A		\$5,552.08 /Mo	nth	\$37.01	/Hour			
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory		
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$333.12 939.08 2.00		Office Employees				
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 36.09 4.80 0.00 0.00 98.52						
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 22.21 33.53 80.51		Hourly Rate & Benefits	114.54% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>	
	Total Benefits	\$ 2,921.64	52.62%	\$56.49	\$64.71	\$14.23	\$135.42	
		Annual Salary + l	Benefits	\$101,684.60				
Step B		\$5,829.42 /Mo	nth	\$38.86	/Hour			
	Total Benefits	\$2,992.12	51.33%	\$58.81	\$67.36	\$14.81	\$140.98	
		Annual Salary + l	Benefits	\$105,858.48				
Step C		\$6,120.64 /Mo	nth	\$40.80	/Hour			
	Total Benefits	\$3,066.13	50.09%	\$61.25	\$70.15	\$15.42	\$146.82	
		Annual Salary + l	Benefits	\$110,241.24				
Step D		\$6,427.45 /Mo	nth	\$42.85	/Hour			
	Total Benefits	\$3,144.10	48.92%	\$63.81	\$73.09	\$16.07	\$152.97	
		Annual Salary + 1	Benefits	\$114,858.64				
Step E		\$6,748.13 /Mo	nth	¢44.00	/Hour			
	Total Benefits	•	47.80%	\$44.99 \$66.49	лноиг \$76.16	\$16.74	\$159.39	
	Total Delicities	Annual Salary + l		\$119,684.77	ψ70.10	Ψ±0•/Τ	ΨΙΟΣΙΟΣ	

Equipment Mechanic Department: Public Works

Stop A		Department. 1				1
Step A		\$4,995.66 /Month	\$33.30	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cate</u> :	gory	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$299.74 844.97 2.00		Public Works -	- Maintenance	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 32.47 4.80 0.00 0.00 98.52				
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 19.98 33.53 72.44	Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,780.23 55.6	5% \$51.84	\$59.38	\$13.05	\$124.27
		Annual Salary + Bene	efits \$93,310.65	=		
Step B						
		\$5,245.27 /Month	\$34.97	/ /Hour		
	Total Benefits	\$2,843.66 54.2	1% \$53.93	\$61.77	\$13.58	\$129.27
		Annual Salary + Ben	efits \$97,067.21	=		
Step C		\$5,507.01 /Month	\$36.71	/Hour		
	Total Benefits	\$2,910.18 52.8	5% \$56.11	\$64.27	\$14.13	\$134.52
		Annual Salary + Ben	efits \$101,006.31	=		
Step D		\$5,782.62 /Month	\$38.55	5 /Hour		
	Total Benefits	\$2,980.23 51.5		\$66.91	\$14.71	\$140.04
	Total Beliefits	Annual Salary + Ben		ψου. Σ1	ψ14./1	Ψ140.04
G, F				=		
Step E		\$6,072.10 /Month	\$40.48	3 /Hour		
	Total Benefits	\$3,053.79 50.2	9% \$60.84	\$69.69	\$15.32	\$145.84
		Annual Salary + Ben	efits \$109,510.73	=		

Executive Assistant Department: Administration

		\$5 220 67 A					
		\$5,229.67 /I	Month	\$34.86	/Hour		
<u>Benefit</u> <u>N</u>	<u> Iultiplier</u>				Cates	gory	
PERS - Employee	0.060000	\$313.78			Office En	nployees	
PERS - Employer	0.169140	884.55					
PERS Survivor		2.00					
Management Incentive EAP		0.00					
Health Insurance		3.91 1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	33.99					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	20.92		IIl D - 4 -	19.59%	25.18%	T-4-1 II
Vision Benefit Medicare	0.014500	33.53 75.83		Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly
Wedicare	0.014300	75.63		& Delients	Overneau	Overneau	Rate
Tot	al Benefits	\$ 2,839.70	54.30%	\$53.80	\$10.54	\$13.55	\$77.88
		Annual Salary	+ Benefits	\$96,832.43	1		
Step B							
вер В		\$5,491.41 /	Month	\$36.61	/Hour		
Tot	al Benefits	\$2,906.22	52.92%	\$55.98	\$10.97	\$14.10	\$81.05
		Annual Salary	+ Benefits	\$100,771.53	ı		
Step C							
1		\$5,765.29 / l	Month	\$38.44	/Hour		
Tot	al Benefits	\$2,975.82	51.62%	\$58.27	\$11.41	\$14.67	\$84.36
		Annual Salary	+ Benefits	\$104,893.34	ı		
Step D							
		\$6,053.03 /	Month	\$40.35	/Hour		
Tot	al Benefits	\$3,048.95	50.37%	\$60.68	\$11.89	\$15.28	\$87.85
		Annual Salary	+ Benefits	\$109,223.73	ı		
Step E							
		\$6,356.38 /		\$42.38			
Tot	al Benefits	\$3,126.04	49.18%	\$63.22	\$12.38	\$15.92	\$91.52
		Annual Salary	+ Benefits	\$113,789.05	,		

Executive Assistant Department: City Attorney

Stop A							
Step A		\$5,229.67 /Mor	nth	\$34.86	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$313.78 884.55 2.00			Office En	nployees	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 33.99 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 20.92 33.53 75.83		Hourly Rate & Benefits	24.76% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,839.70 5	4.30%	\$53.80	\$13.32	\$13.55	\$80.66
		Annual Salary + B	enefits	\$96,832.43			
Step B		\$5,491.41 /Mor	nth	\$36.61	/Hour		
	Total Benefits	\$2,906.22 5	2.92%	\$55.98	\$13.86	\$14.10	\$83.94
		Annual Salary + B	enefits	\$100,771.53			
Step C		\$5,765.29 /Mor	nth	\$38.44	/Hour		
	Total Benefits	\$2,975.82 5	1.62%	\$58.27	\$14.43	\$14.67	\$87.38
		Annual Salary + B	enefits	\$104,893.34			
Step D		\$6,053.03 /Mor	nth	\$40.35	/Hour		
	Total Benefits	\$3,048.95 5	0.37%	\$60.68	\$15.02	\$15.28	\$90.98
		Annual Salary + B	enefits	\$109,223.73			
Step E		\$6,356.38 /Mor	nth	\$42.38	/Hour		
	Total Benefits		9.18%	\$42.38 \$63.22	\$15.65	\$15.92	\$94.79
	Total Delicities	Annual Salary + B		\$113,789.05	Ψ±3• U 3	ψ ±3. /Δ	ψ /च• 13

Executive Assistant Department: Police

C. A							1
Step A		\$5,229.67 /Mo	onth	\$34.86	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$313.78 884.55 2.00 0.00		Office Employees			
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 33.99 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 20.92 33.53 75.83		Hourly Rate & Benefits	45.50% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,839.70	54.30%	\$53.80	\$24.48	\$13.55	\$91.82
		Annual Salary +	Benefits	\$96,832.43			
Step B		\$5,491.41 /Mo	onth	\$36.61	/Hour		
	Total Benefits	\$2,906.22	52.92%	\$55.98	\$25.47	\$14.10	\$95.56
		Annual Salary +	Benefits	\$100,771.53			
Step C		\$5,765.29 /Mo	onth	\$38.44	/Hour		
	Total Benefits	\$2,975.82	51.62%	\$58.27	\$26.52	\$14.67	\$99.46
		Annual Salary +	Benefits	\$104,893.34			
Step D		\$6,053.03 /Mc	onth	\$40.35	/Hour		
	Total Benefits	\$3,048.95	50.37%	\$60.68	\$27.61	\$15.28	\$103.57
		Annual Salary +	Benefits	\$109,223.73			
Step E		\$6.256.29 /M.	nth.	¢40.20	/		
	Total Benefits	\$6,356.38 /Mo	9.18%	\$42.38 \$63.22	%28.77	\$15.92	\$107.90
	Total Delicities	Annual Salary +		\$113,789.05	ψ ω (O+1 1	ψ± <i>υ•/</i> 4	ψ ±07•20
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Facilities Maintenance Supervisor Department: Public Works

C. A		•					
Step A		\$5,695.95 /Mor	ıth	\$37.97	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Categ</u>	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$341.76 963.41 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 37.02 21.02 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 22.78 33.53 82.59		Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,084.42 5	4.15%	\$58.54	\$67.05	\$14.74	\$140.32
		Annual Salary + B	enefits	\$105,364.41			
Step B		\$5,980.23 /Mor	ıth	\$39.87	/Hour		
	Total Benefits	•	2.80%	\$60.92	\$69.78	\$15.34	\$146.04
		Annual Salary + B	enefits	\$109,655.32			
Step C		\$6,280.11 /Mor	ıth	\$41.87	/Hour		
	Total Benefits	•	1.51%	\$63.43	\$72.66	\$15.97	\$152.07
		Annual Salary + B		\$114,181.70			
Step D		\$6,593.85 /Mon	ıth	\$43.96	/Hour		
	Total Benefits	,	0.29%	\$66.07	\$75.67	\$16.64	\$158.37
	Total Belieffts	Annual Salary + B		\$118,917.28	φ/2.07	Ψ10.0-1	ψ130.37
Step E							
	_	\$6,923.20 /Mor	ıth	\$46.15	/Hour		
	Total Benefits	\$3,400.84 4	9.12%	\$68.83	\$78.83	\$17.33	\$164.99
		Annual Salary + B	enefits	\$123,888.47			

Facilities Maintenance Worker I Department: Public Works

<u>Aultiplier</u> 0.060000 0.169140 0.006500	\$235.05 662.60 2.00 0.00 3.91 1,188.91 178.96 25.46 4.80 0.00 0.00	Month	\$26.12	/Hour <u>Cates</u> Public Works -		
0.060000 0.169140	662.60 2.00 0.00 3.91 1,188.91 178.96 25.46 4.80 0.00					
0.169140	662.60 2.00 0.00 3.91 1,188.91 178.96 25.46 4.80 0.00			Public Works -	Maintenance	
0.006500	3.91 1,188.91 178.96 25.46 4.80 0.00					
	98.52					
0.004000 0.014500	0.00 15.67 33.53 56.80		Hourly Rate & Benefits	114.54% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
al Benefits	\$ 2,506.22	63.98%	\$42.82	\$49.05	\$10.78	\$102.66
	Annual Salary	y + Benefits	\$77,084.39	:		
	\$4,113.36 /	Month	\$27.42	/Hour		
al Benefits	\$2,556.00	62.14%	\$44.46	\$50.93	\$11.20	\$106.59
	Annual Salary	y + Benefits	\$80,032.32	i		
	\$4,319.63 /	Month	\$28.80	/Hour		
al Benefits	\$2,608.42	60.39%	\$46.19	\$52.90	\$11.63	\$110.72
	Annual Salary	y + Benefits	\$83,136.62	r		
	\$4,536.31 /	Month	\$30.24	/Hour		
al Benefits	•				\$12.09	\$115.06
			\$86,397.58			
	\$4.762.20 /	Month	ф 21 Д с	/Hanni		
al Renefits	•				\$12 5 6	\$119.61
ai Deliciits			\$89,814.91	φ31.13	φ12.30	ф117.01
		0.004000 15.67 33.53 0.014500 56.80 al Benefits \$ 2,506.22 Annual Salary \$4,113.36 / \$2,556.00 Annual Salary \$4,319.63 / \$2,608.42 Annual Salary \$4,536.31 / \$2,663.49 Annual Salary \$4,763.38 / \$2,721.20	15.67 33.53 0.014500 56.80 Sal Benefits \$ 2,506.22 63.98% Annual Salary + Benefits \$ 4,113.36 / Month Salary + Benefits \$ 4,319.63 / Month Salary + Benefits \$ 4,319.63 / Month Salary + Benefits \$ 4,319.63 / Month Salary + Benefits \$ 4,536.31 / Month Salary + Benefits \$ 4,536.31 / Month Salary + Benefits \$ 4,536.31 / Month Salary + Benefits \$ 4,763.38 / Month	0.004000 15.67 Hourly Rate & Benefits 33.53 #Hourly Rate & Benefits 2,506.22 63.98% \$42.82 Annual Salary + Benefits \$77,084.39 \$4,113.36 /Month \$27.42 \$4,319.63 /Month \$28.80 \$2,608.42 60.39% \$46.19 Annual Salary + Benefits \$83,136.62 \$4,536.31 /Month \$30.24 \$2,663.49 58.71% \$48.00 Annual Salary + Benefits \$86,397.58 \$4,763.38 /Month \$31.76 \$4,763.38 /Month \$31.76 \$4,990	15.67 33.53 0.014500 56.80 Annual Salary + Benefits \$2,506.22 63.98% \$42.82 \$49.05 Annual Salary + Benefits \$277,084.39 \$4,113.36 /Month \$27.42 /Hour \$4,319.63 /Month \$28.80 /Hour \$4,319.63 /Month \$30.24 /Hour \$4,536.31 /Month \$30.24 /Hour \$4,763.38 /Month \$30.24 /Hour \$4,763.38 /Month \$30.24 /Hour	114.54% 25.18% 20.014500 56.80 Hourly Rate & Benefits Section 1.0.014500 56.80 Hourly Rate & Benefits Section 1.0.014500 56.80 Hourly Rate & Benefits Section 1.0.014500 Section 1.0.014

Facilities Maintenance Worker II Department: Public Works

Step A							
		\$4,319.63 /Mor	nth	\$28.80	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.060000	\$259.18			Public Works -	Maintenance	
PERS - Employer	0.169140	730.62					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.006500	178.96					
LTD Insurance Life Insurance	0.006500	28.08 4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	17.28			114.54%	25.18%	
Vision Benefit	0.001000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	62.63		& Benefits	Overhead	Overhead	Rate
	Total Benefits		50.39%	\$46.19		\$11.63	
	Total Belletits				\$52.90	\$11.03	\$110.72
		Annual Salary + B	enefits	\$83,136.62			
Step B							
-		\$4,536.31 /Mor	nth	\$30.24	/Hour		
	Total Benefits	\$2,663.49	88.71%	\$48.00	\$54.98	\$12.09	\$115.06
		Annual Salary + B	enefits	\$86,397.58			
Step C		\$4,763.38 /Moi	nth	\$31.76	/Hour		
		,		77-111			
	Total Benefits	\$2,721.20	57.13%	\$49.90	\$57.15	\$12.56	\$119.61
		Annual Salary + B	enefits	\$89,814.91			
Step D							
I .		\$5,000.86 /Moi	nth	\$33.34	/Hour		
	Total Benefits	\$2,781.55	55.62%	\$51.88	\$59.43	\$13.06	\$124.37
		Annual Salary + B	enefits	\$93,388.91			
				ψ25,500.21			
Step E		¢5 250 47 /N4	ath.	#25.00	/		
		\$5,250.47 /Mor		\$35.00			
	Total Benefits	\$2,844.99	54.19%	\$53.97	\$61.82	\$13.59	\$129.38
		Annual Salary + B	enefits	\$97,145.46			

Finance / Special Projects Coordinator Department: Finance & Information Systems

Step A							
		\$5,545.15 /Mont	h	\$36.97	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$332.71			Office En	nployees	
PERS - Employer	0.169140	937.91					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		1,188.91					
LTD Insurance	0.006500	36.04					
Life Insurance	0.000200	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	22.18			31.30%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	80.40		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,919.88 52.	66%	\$56.43	\$17.66	\$14.21	\$88.31
		Annual Salary + Ber	nefits	\$101,580.30			
Step B							
экер Б		\$5,822.49 /Mont	h	\$38.82	/Hour		
	Total Benefits	\$2,990.36 51.	36%	\$58.75	\$18.39	\$14.79	\$91.93
		Annual Salary + Ber	nefits	\$105,754.18			
			101105	Ψ100,701110	1		
Step C		\$6,113.70 /Mont	h	\$40.76	/Hour		
		,					
	Total Benefits	\$3,064.37 50.	12%	\$61.19	\$19.15	\$15.41	\$95.74
		Annual Salary + Ber	nefits	\$110,136.80			
Step D		.					
		\$6,418.78 /Mont	h	\$42.79	/Hour		
	Total Benefits	\$3,141.90 48.	95%	\$63.74	\$19.95	\$16.05	\$99.74
		Annual Salary + Ber	nefits	\$114,728.15			
Step E							
		\$6,739.46 /Montl	h	\$44.93	/Hour		
	Total Benefits	\$3,223.40 47.	83%	\$66.42	\$20.79	\$16.73	\$103.93
		Annual Salary + Ber	nefits	\$119,554.29			

Fleet/Facilities Maintenance Manager Department: Public Works

Step A		-					
-		\$7,434.55 /Mont	th	\$49.56	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee	0.060000	\$446.07		Non	-Sworn Manag	ers / Confider	ntial
PERS - Employer	0.169140	1,257.48					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91					
Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	48.32					
Life Insurance	0.000300	27.43					
BPOA Holiday Pay	0.000203	0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		110.00					
Workers Comp.	0.004000	29.74			114.54%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	107.80		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,532.68 47	7.52%	\$73.11	\$83.75	\$18.41	\$175.27
		Annual Salary + Be	nefits	\$131,606.77			
Step B							
зіер В		\$7,805.50 /Mont	th	\$52.04	/Hour		
	Total Benefits	\$3,628.32 46	5.48%	\$76.23	\$87.31	\$19.19	\$182.73
		Annual Salary + Be	nefits	\$137,205.87			
Step C							
		\$8,195.52 /Mont	th	\$54.64	/Hour		
	Total Benefits	\$3,728.88 45	5.50%	\$79.50	\$91.05	\$20.02	\$190.57
		Annual Salary + Be	nefits	\$143,092.82			
Step D							
Step D		\$8,604.60 /Mont	th	\$57.36	/Hour		
	Total Benefits	\$3,834.35 44	.56%	\$82.93	\$94.98	\$20.88	\$198.79
		Annual Salary + Be	nefits	\$149,267.46			
~							
Step E		\$9,034.48 /Mont	th	\$60.23	/Hour		
	Total Benefits	·	3.67%	\$86.53	\$99.11	\$21.79	\$207.43
		Annual Salary + Be	nefits	\$155,756.05			
		-					

Geographic Info. Systems Coordinator Department: Public Works

C4 A		Department. 1				1
Step A		\$7,568.02 /Month	\$50.45	7 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$454.08 1,280.05 2.00 0.00	Non	-Sworn Professi	onals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 49.19 27.93 0.00 0.00 98.52				
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 30.27 33.53 109.74	Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,567.09 47.1	\$74.23	\$85.03	\$18.69	\$177.95
		Annual Salary + Ben	efits \$133,621.36	=		
Step B		\$7,945.91 /Month	\$52.97	7 /Hour		
	Total Benefits	\$3,664.52 46.1	2% \$77.40	\$88.66	\$19.49	\$185.55
		Annual Salary + Ben	efits \$139,325.22	=		
Step C		\$8,342.85 /Month	\$55.62	2 /Hour		
	Total Benefits	\$3,766.87 45.1	.5% \$80.73	\$92.47	\$20.33	\$193.53
		Annual Salary + Ben	efits \$145,316.61	=		
Step D		\$8,760.60 /Month	\$58.40) /Hour		
	Total Benefits	\$3,874.58 44.2			\$21.21	\$201.93
	10 20	Annual Salary + Ben			4211 21	Ψ20205
Step E						
		\$9,199.15 /Month	\$61.33	3 /Hour		
	Total Benefits	\$3,987.65 43.3	\$87.91	\$100.69	\$22.14	\$210.74
		Annual Salary + Ben	efits \$158,241.57	=		
				-		

Grants Program Manager Department: Finance & Information Systems

Step A							
		\$6,599.05 /N	Month	\$43.99	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$395.94 1,116.16 2.00		Non-	Sworn Professi	onals / Superv	visors
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay	0.006500 0.000205	0.00 3.91 1,188.91 178.96 42.89 24.35 0.00					
Uniform Allowance Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 98.52 110.00 26.40 33.53 95.69		Hourly Rate	31.30% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,317.26	50.27%	\$66.11	\$20.69	\$16.65	\$103.45
		Annual Salary	+ Benefits	\$118,995.77	ı		
Step B		\$6,928.40 /N	Month	\$46.19	/Hour		
	Total Benefits	\$3,402.18	49.10%	\$68.87	\$21.55	\$17.34	\$107.77
		Annual Salary	+ Benefits	\$123,966.96	ı		
Step C		\$7,275.08 /N	Month	\$48.50	/Hour		
	Total Benefits	\$3,491.56	47.99%	\$71.78	\$22.46	\$18.07	\$112.32
		Annual Salary	+ Benefits	\$129,199.74			
Step D		\$7,639.09 /N	Month	\$50.93	/Hour		
	Total Benefits	\$3,585.42	46.94%	\$74.83	\$23.42	\$18.84	\$117.09
		Annual Salary		\$134,694.09			
Step E		¢2 020 44 A	Month	Φ 5 0 4 7	/		
	Total Benefits	\$8,020.44 /N \$3,683.74	45.93%	\$53.47 \$78.03	%24.42	\$19.65	\$122.10
	Total Delicitis	Annual Salary		\$140,450.17	Ψ ΔΤ•ΤΔ	Ψ17.00	ψ 122.1 V

Housing Analyst Department: Community Development

	\$6,661.46 /	Month	\$44.41	/Hour			
<u>Multiplier</u>				Categ	<u>gory</u>		
0.060000 0.169140	\$399.69 1,126.72 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors	
0.006500 0.000205	1,188.91 178.96 43.30 24.58 0.00 0.00 98.52						
0.004000 0.014500	110.00 26.65 33.53 96.59		Hourly Rate & Benefits	79.78% Department Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>	
Total Benefits	\$ 3,333.36	50.04%	\$66.63	\$53.16	\$16.78	\$136.57	
	Annual Salary	+ Benefits	\$119,937.78	1			
	\$6,994.27 / I	Month	\$46.63	/Hour			
Total Benefits	\$3,419.16	48.89%	\$69.42	\$55.38	\$17.48	\$142.29	
	Annual Salary	+ Benefits	\$124,961.20	·			
	\$7,344.42 /3	Month	\$48.96	/Hour			
Total Benefits	\$3,509.44	47.78%	\$72.36	\$57.73	\$18.22	\$148.31	
	Annual Salary	+ Benefits	\$130,246.35	ı			
	\$7,711.90 //	Month	\$51.41	/Hour			
Total Benefits	\$3,604.19	46.74%	\$75.44	\$60.19	\$19.00	\$154.62	
	Annual Salary	+ Benefits	\$135,793.08	i			
	¢0 004 71 //	Month	ф 52 00	/			
Total Renefits	•				\$10 Q 1	\$161.24	
Total Delicitis	Annual Salary		φ/ο.υ/	φυ 4. / U	ф17.01	φ1U1. 4 4	
	0.060000 0.169140 0.006500 0.000205 0.004000 0.014500 Total Benefits Total Benefits	Multiplier 0.060000 \$399.69 0.169140 1,126.72 2.00 0.00 3.91 1,188.91 178.96 43.30 0.006500 43.30 0.000205 24.58 0.00 0.00 98.52 110.00 0.004000 26.65 33.53 0.014500 96.59 Total Benefits \$3,333.36 Annual Salary \$7,344.42 Annual Salary \$7,711.90 Annual Salary \$3,604.19 Annual Salary \$8,096.71 Total Benefits \$3,703.41	0.060000 \$399.69 0.169140 1,126.72 2.00 0.00 3.91 1,188.91 178.96 0.006500 43.30 0.000205 24.58 0.00 0.00 98.52 110.00 0.004000 26.65 33.53 0.014500 96.59 Total Benefits \$3,333.36 50.04% Annual Salary + Benefits \$6,994.27 /Month Total Benefits \$3,419.16 48.89% Annual Salary + Benefits \$7,344.42 /Month Total Benefits \$3,509.44 47.78% Annual Salary + Benefits \$7,711.90 /Month Total Benefits \$3,604.19 46.74% Annual Salary + Benefits	Multiplier 0.060000 \$399.69 Non-0.169140 0.169140 1,126.72 Non-0.00 0.00 3.91 Non-0.00 1,188.91 178.96 Non-0.00 0.006500 43.30 Non-0.00 0.000 98.52 Non-0.00 110.00 0.00 Po.00 0.014500 96.59 Non-0.00 Total Benefits \$3,333.36 50.04% \$66.63 Annual Salary + Benefits \$119,937.78 **Total Benefits \$3,419.16 48.89% \$69.42 Annual Salary + Benefits \$124,961.20 **Total Benefits \$3,509.44 47.78% \$72.36 Annual Salary + Benefits \$130,246.35 **Total Benefits \$3,604.19 46.74% \$75.44 Annual Salary + Benefits \$135,793.08 **Total Benefits \$3,703.41 45.74% \$78.67	Multiplier Cates 0.060000 \$399.69 Non-Sworn Profession 0.169140 1,126.72 Non-Sworn Profession 2.00 0.00 Non-Sworn Profession 0.169140 1,126.72 Non-Sworn Profession 1,188.91 178.96 Non-Sworn Profession 0.006500 43.30 Non-Sworn Profession 0.006500 43.30 Non-Sworn Profession 0.004000 24.58 Profession 0.004000 26.65 Profession 0.014500 96.59 Profession Annual Salary + Benefits \$119.937.78 Total Benefits \$3,333.36 50.04% \$66.63 \$53.16 Annual Salary + Benefits \$119.937.78 \$119.937.78 \$119.937.78 Total Benefits \$3,419.16 48.89% \$69.42 \$55.38 Annual Salary + Benefits \$124.961.20 \$124.961.20 **Total Benefits \$3,509.44 47.78% \$72.36 \$57.73 Annual Salary + Benefits \$130,246.35 \$130,246.35 \$130,246.35 \$135,793.08 <t< td=""><td>Multiplier Catesum 0.060000 \$399.69 Non-Sworn Professionals / Supers 0.169140 1,126.72 1,126.72 2.00 0.00 3.91 1,188.91 178.96 43.30 0.006500 43.30 0.00 0.004000 26.65 0.00 0.014500 96.59 Hourly Rate & Department City-Wide Overhead Total Benefits \$3,333.36 50.04% \$66.63 \$53.16 \$16.78 Total Benefits \$3,333.36 50.04% \$66.63 \$53.16 \$16.78 Total Benefits \$3,319.16 48.89% \$69.42 \$55.38 \$17.48 Total Benefits \$7,344.42 /Month \$48.96 /Hour \$124.961.20 \$18.22 Total Benefits \$3,509.44 47.78% \$72.36 \$57.73 \$18.22 Annual Salary + Benefits \$130,246.35 \$19.00 Total Benefits \$3,604.19 46.74% \$75.44 \$60.19 \$19.00 <td <="" rowspan="4" td=""></td></td></t<>	Multiplier Catesum 0.060000 \$399.69 Non-Sworn Professionals / Supers 0.169140 1,126.72 1,126.72 2.00 0.00 3.91 1,188.91 178.96 43.30 0.006500 43.30 0.00 0.004000 26.65 0.00 0.014500 96.59 Hourly Rate & Department City-Wide Overhead Total Benefits \$3,333.36 50.04% \$66.63 \$53.16 \$16.78 Total Benefits \$3,333.36 50.04% \$66.63 \$53.16 \$16.78 Total Benefits \$3,319.16 48.89% \$69.42 \$55.38 \$17.48 Total Benefits \$7,344.42 /Month \$48.96 /Hour \$124.961.20 \$18.22 Total Benefits \$3,509.44 47.78% \$72.36 \$57.73 \$18.22 Annual Salary + Benefits \$130,246.35 \$19.00 Total Benefits \$3,604.19 46.74% \$75.44 \$60.19 \$19.00 <td <="" rowspan="4" td=""></td>	

Human Resources Assistant I Department: Administration

Benefit Multiplier Category PERS - Employee 0.060000 \$233.91 Office Employees PERS - Employer 0.169140 659.38 PERS Survivor 2.00 2.00 Management Incentive 0.00 4.80 EAP 3.91 3.91 Health Insurance 1.188.91 4.80 Dental Insurance 178.96 4.80 LTD Insurance 4.80 4.80 BPOA Holiday Pay 0.00 0.00 Uniform Allowance 0.00 0.00 Retiree Medical 98.52 98.52 Deferred Comp. 0.00 15.59 19.59% 25.18%	Step A						
PERS - Employee	Step 11		\$3,898.42 /Month	\$25.99	/Hour		
PERS - Employer	<u>Benefit</u>	<u>Multiplier</u>			Cate	gory	
Rapport	PERS - Employer PERS Survivor		659.38 2.00		Office En	mployees	
Vision Benefit Nedicare 15.59 33.53 Hourly Rate 19.59% 25.18% City-Wide Total Hourly Rate Nedicare 15.59 Nedicare 15.59	EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 25.34 4.80 0.00 0.00 98.52				
Step B	Workers Comp. Vision Benefit		15.59 33.53	-	Department	City-Wide	Total Hourly <u>Rate</u>
Step B		Total Benefits	\$ 2,501.38 64.1	5% \$42.67	\$8.36	\$10.74	\$61.77
\$4,092.56 /Month \$27.28 /Hour Total Benefits \$2,550.71 62.33% \$44.29 \$8.68 \$11.15 \$64.12 Annual Salary + Benefits \$79,719.29 Step C \$4,297.10 /Month \$28.65 /Hour Total Benefits \$2,602.70 60.57% \$46.00 \$9.01 \$11.58 \$66.59 Annual Salary + Benefits \$82,797.55 Step D \$4,512.04 /Month \$30.08 /Hour Total Benefits \$2,657.32 58.89% \$47.80 \$9.36 \$12.04 \$69.19 Annual Salary + Benefits \$86,032.33			Annual Salary + Bene	fits \$76,797.54	=		
Step C \$4,297.10 Month \$28.65 Hour	Step B		\$4,092.56 /Month	\$27.28			
Step C		Total Benefits	\$2,550.71 62.3	3% \$44.29	\$8.68	\$11.15	\$64.12
\$4,297.10 /Month \$28.65 /Hour Total Benefits \$2,602.70 60.57% \$46.00 \$9.01 \$11.58 \$66.59 Annual Salary + Benefits \$82,797.55 Step D \$4,512.04 /Month \$30.08 /Hour Total Benefits \$2,657.32 58.89% \$47.80 \$9.36 \$12.04 \$69.19 Annual Salary + Benefits \$86,032.33			Annual Salary + Bene	fits \$79,719.29	=		
Step D \$4,512.04 Month \$30.08 Hour	Step C		\$4,297.10 /Month	\$28.65	i /Hour		
Step D \$4,512.04 /Month \$30.08 /Hour Total Benefits \$2,657.32 58.89% \$47.80 \$9.36 \$12.04 \$69.19 Annual Salary + Benefits \$86,032.33		Total Benefits	\$2,602.70 60.5	7% \$46.00	\$9.01	\$11.58	\$66.59
\$4,512.04 /Month \$30.08 /Hour Total Benefits \$2,657.32 58.89% \$47.80 \$9.36 \$12.04 \$69.19 Annual Salary + Benefits \$86,032.33			Annual Salary + Bene	fits \$82,797.55	=		
Annual Salary + Benefits \$86,032.33 Step E	Step D		\$4,512.04 /Month	\$30.08	3 /Hour		
Step E		Total Benefits	\$2,657.32 58.8	9% \$47.80	\$9.36	\$12.04	\$69.19
			Annual Salary + Bene	fits \$86,032.33	-		
	Step E		\$4,737.38 /Month	\$31.58	3 /Hour		
Total Benefits \$2,714.59 57.30% \$49.68 \$9.73 \$12.51 \$71.92		Total Benefits	•			\$12.51	\$71.92
Annual Salary + Benefits \$89,423.62			Annual Salary + Bene	fits \$89,423.62	=		

Human Resources Assistant II Department: Administration

Step A				
Step A		\$4,297.10 /Month	\$28.65 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Cate</u>	gory
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$257.83 726.81 2.00 0.00	Office En	mployees
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 27.93 4.80 0.00 0.00 98.52		
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 17.19 33.53 62.31	19.59% Hourly Rate Department & Benefits Overhead	25.18% City-Wide Total Hourly Overhead Rate
	Total Benefits	\$ 2,602.70 60.57%	\$46.00 \$9.01	\$11.58 \$66.59
		Annual Salary + Benefits	\$82,797.55	
Step B		\$4,512.04 /Month	\$30.08 /Hour	
	Total Benefits	\$2,657.32 58.89%	\$47.80 \$9.36	\$12.04 \$69.19
		Annual Salary + Benefits	\$86,032.33	
Step C		\$4,737.38 /Month	\$31.58 /Hour	
	Total Benefits	\$2,714.59 57.30%	\$49.68 \$9.73	\$12.51 \$71.92
		Annual Salary + Benefits	\$89,423.62	
Step D		\$4,974.86 /Month	\$22.17 /Hour	
	Total Benefits	\$2,774.94 55.78%	\$33.17 /Hour \$51.67 \$10.12	\$13.01 \$74.80
	Total Benefits	Annual Salary + Benefits	\$92,997.62	ψ10.01 ψ7.100
Step E				
_ step ==		\$5,224.47 /Month	\$34.83 /Hour	
	Total Benefits	\$2,833.58 54.24%	\$53.72 \$10.52	\$13.53 \$77.77
		Annual Salary + Benefits	\$96,696.57	

Human Resources Manager Department: Administration

Stop A						
Step A	_	\$8,138.31 /Month	\$54.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$488.30 1,376.51 2.00 0.00	No	n-Sworn Manag	gers / Confide	ntial
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 52.90 30.03 0.00 0.00 98.52				
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 32.55 33.53 118.01	Hourly Rate <u>& Benefits</u>	19.59% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,714.13 45.64	\$79.02	\$15.48	\$19.90	\$114.39
		Annual Salary + Benef	fits \$142,229.30	=		
Step B		\$8,545.66 /Month	\$56.97	/ /Hour		
	Total Benefits	\$3,819.16 44.69	\$82.43	\$16.15	\$20.76	\$119.34
		Annual Salary + Benef	fits \$148,377.82	=		
Step C		\$8,973.81 /Month	\$59.83	3 /Hour		
	Total Benefits	\$3,929.55 43.79	\$86.02	\$16.85	\$21.66	\$124.53
		Annual Salary + Benef	fits \$154,840.30	=		
Step D		\$9,422.76 /Month	\$62.82	. /Hour		
	Total Benefits	\$4,045.30 42.93	\$89.79	\$17.59	\$22.61	\$129.98
		Annual Salary + Benef	fits \$161,616.73	=		
Step E		\$9,894.25 /Month	\$65.04	ó /Hour		
	Total Benefits	\$4,166.87 42.11		\$18.36	\$23.61	\$135.71
	Total Delicitis	Annual Salary + Benef		φ 10.3 0	φ 43.U1	φ133./1
			7-20,.22100	=		

Human Resources Specialist Department: Administration

Step A						
Step A	_	\$5,545.15 /Month	\$36.97	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.060000	\$332.71		Office En	nployees	
PERS - Employer	0.169140	937.91				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.91				
Health Insurance		1,188.91				
Dental Insurance	0.006500	178.96				
LTD Insurance	0.006500	36.04				
Life Insurance		4.80				
BPOA Holiday Pay		0.00				
Uniform Allowance		0.00				
Retiree Medical		98.52 0.00				
Deferred Comp.	0.004000			10.500/	25 100/	
Workers Comp. Vision Benefit	0.004000	22.18	Handy Data	19.59%	25.18%	Total Hourly
	0.014500	33.53	Hourly Rate	Department	City-Wide	•
Medicare	0.014500	80.40	<u>& Benefits</u>	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,919.88 52.66	% \$56.43	\$11.05	\$14.21	\$81.70
		Annual Salary + Benefi	\$101,580.30	=		
Step B						
		\$5,822.49 /Month	\$38.82	/Hour		
	Total Benefits	\$2,990.36 51.36	% \$58.75	\$11.51	\$14.79	\$85.06
		Annual Salary + Benefi	its \$105,754.18			
		<i>-</i>	4	•		
Step C		\$6 112 70 /Month	\$40.76	/11		
		\$6,113.70 /Month	\$40.76	/Hour		
	Total Benefits	\$3,064.37 50.129	% \$61.19	\$11.99	\$15.41	\$88.58
		Annual Salary + Benefi	\$110,136.80	•		
Step D						
		\$6,418.78 /Month	\$42.79	/Hour		
	Total Benefits	\$3,141.90 48.95	% \$63.74	\$12.49	\$16.05	\$92.27
		Annual Salary + Benefi	sts \$114,728.15			
Step E						
		\$6,739.46 /Month	\$44.93	/Hour		
	Total Benefits	\$3,223.40 47.83	% \$66.42	\$13.01	\$16.73	\$96.15
		Annual Salary + Benefi	its \$119,554.29			
				•		

Information Systems Specialist Department: Finance & Information Systems

Step A		\$6,789.73 /N	Month	\$45.26	/Hour		
Benefit	<u>Multiplier</u>	φ υ,/09./3 /Γ	vionin	φ43,20	Cates	IOPV	
PERS - Employee PERS - Employer	0.060000 0.169140	\$407.38 1,148.41		Non-	Sworn Professi		visors
PERS Survivor Management Incentive EAP		2.00 0.00 3.91					
Health Insurance Dental Insurance LTD Insurance	0.006500	1,188.91 178.96 44.13					
Life Insurance BPOA Holiday Pay	0.000205	25.05 0.00					
Uniform Allowance Retiree Medical Deferred Comp.		0.00 98.52 110.00					
Workers Comp. Vision Benefit Medicare	0.004000 0.014500	27.16 33.53 98.45		Hourly Rate & Benefits	31.30% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,366.43	49.58%	\$67.71	\$21.19	\$17.05	\$105.95
		Annual Salary	+ Benefits	\$121,873.88	ı		
Step B		\$7,129.47 /N	Month	\$47.53	/Hour		
	Total Benefits	\$3,454.02	48.45%	\$70.56	\$22.08	\$17.77	\$110.41
		Annual Salary	+ Benefits	\$127,001.91	ı		
Step C		\$7,486.55 /N	Month	\$49.91	/Hour		
	Total Benefits	\$3,546.09	47.37%	\$73.55	\$23.02	\$18.52	\$115.09
		Annual Salary	+ Benefits	\$132,391.66	ı		
Step D		\$7,860.97 /N	Month	\$52.41	/Hour		
	Total Benefits	\$3,642.62	46.34%	\$76.69	\$24.00	\$19.31	\$120.00
		Annual Salary	+ Benefits	\$138,043.14	ı 		
Step E		\$8,254.45 /N	Month	\$55.03	/Hour		
	Total Benefits	\$3,744.08	45.36%	\$79.99	\$25.03	\$20.14	\$125.17
		Annual Salary	+ Benefits	\$143,982.31	ı		

Information Systems Technician Department: Finance & Information Systems

Step A							
•		\$5,434.21 /Mont	h	\$36.23	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.060000	\$326.05			Office En	nployees	
PERS - Employer	0.169140	919.14					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		1,188.91					
LTD Insurance	0.006500	35.32					
Life Insurance	0.000500	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	21.74			31.30%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	78.80		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,891.68 53.	.21%	\$55.51	\$17.37	\$13.98	\$86.86
		Annual Salary + Ber	nefits	\$99,910.69			
Step B							
Step D		\$5,706.35 /Mont	h	\$38.04	/Hour		
	Total Benefits	•	.89%	\$57.78	\$18.08	\$14.55	\$90.42
	Total Beliefits				φ10.00	φ17.55	φ /υ.4 2
		Annual Salary + Ber	nefits	\$104,006.31			
Step C		\$5 002 26 /Mont	h	¢20.05	/II.		
		\$5,992.36 /Mont	n	\$39.95	/Hour		
	Total Benefits	\$3,033.53 50.	.62%	\$60.17	\$18.83	\$15.15	\$94.16
		Annual Salary + Ber	nefits	\$108,310.67			
Step D							
		\$6,292.24 /Mont	h	\$41.95	/Hour		
	Total Benefits	\$3,109.74 49.	.42%	\$62.68	\$19.62	\$15.78	\$98.08
		Annual Salary + Ber	nefits	\$112,823.77			
Step E							
Step L		\$6,607.72 /Mont	h	\$44.05	/Hour		
	Total Benefits	\$3,189.92 48.	.28%	\$65.32	\$20.44	\$16.45	\$102.21
		Annual Salary + Bei					
		Annuai Saiary + Bei	iciits	\$117,571.64			

Management Analyst Department: Administration

Step A		-					
Step A		\$6,651.06 /Month	h	\$44.34	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$399.06 1,124.96 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 43.23 24.54 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 26.60 33.53 96.44		Hourly Rate & Benefits	19.59% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,330.67 50.	08%	\$66.54	\$13.04	\$16.76	\$96.34
		Annual Salary + Ben	nefits	\$119,780.80	ı		
Step B		\$6,983.87 /Month	h	\$46.56	/Hour		
	Total Benefits	\$3,416.48 48.	92%	\$69.34	\$13.58	\$17.46	\$100.38
		Annual Salary + Ben	efits	\$124,804.22	ı		
Step C		\$7,332.28 /Month	h	\$48.88	/Hour		
	Total Benefits	\$3,506.31 47.	82%	\$72.26	\$14.15	\$18.20	\$104.61
		Annual Salary + Ben	nefits	\$130,063.11			
Step D		\$7,699.76 /Montl	n	\$51.33	/Hour		
	Total Benefits	\$3,601.06 46.	77%	\$75.34	\$14.76	\$18.97	\$109.07
		Annual Salary + Ben	nefits	\$135,609.84	r		
Step E		φο οο <i>4 7</i> ο <i>3 7</i> - 3	ı		~~		
	Tatal Day 6	\$8,084.58 /Month		\$53.90		\$10 50	\$110 F4
	Total Benefits		77%	\$78.57	\$15.39	\$19.78	\$113.74
		Annual Salary + Ben	ients	\$141,418.30	1		

Management Analyst Department: Finance & Information Systems

Step A						
		\$6,651.06 /Month	\$44.34	/Hour		
<u>Benefit</u>	Multiplier			Cate	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$399.06 1,124.96 2.00 0.00	Non	-Sworn Professi	ionals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 43.23 24.54 0.00 0.00 98.52				
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 26.60 33.53 96.44	Hourly Rate <u>& Benefits</u>	31.30% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,330.67 50.08	\$66.54	\$20.83	\$16.76	\$104.13
		Annual Salary + Bene	its \$119,780.80	=		
Step B		\$6,983.87 /Month	\$46.56	ó /Hour		
	Total Benefits	\$3,416.48 48.92	\$69.34	\$21.70	\$17.46	\$108.50
		Annual Salary + Bene	fits \$124,804.22	=		
Step C		\$7,332.28 /Month	\$48.88	3 /Hour		
	Total Benefits	\$3,506.31 47.82	\$72.26	\$22.61	\$18.20	\$113.07
		Annual Salary + Bene	fits \$130,063.11	=		
Step D		\$7,699.76 /Month	\$51.33	3 /Hour		
	Total Benefits	\$3,601.06 46.7	7% \$75.34	\$23.58	\$18.97	\$117.89
		Annual Salary + Bene	fits \$135,609.84	=		
Step E		Φ0 00 <i>4 5</i> 0 /λπ ₂ /1	\$50.00) /II		
	Total Benefits	\$8,084.58 /Month \$3,700.28 45.7) /Hour \$24.59	\$19.78	\$122.94
		Annual Salary + Bene	its \$141,418.30	=		

Management Analyst Department: Parks and Recreation

	\$6,651.06 /N	Month	\$44.34	/Hour		
<u>Multiplier</u>				Categ	gory	
0.060000 0.169140	\$399.06 1,124.96 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
0.006500 0.000205	3.91 1,188.91 178.96 43.23 24.54 0.00 0.00 98.52					
0.004000 0.014500	110.00 26.60 33.53 96.44		Hourly Rate & Benefits	122.24% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
Total Benefits	\$ 3,330.67	50.08%	\$66.54	\$81.34	\$16.76	\$164.64
	Annual Salary	+ Benefits	\$119,780.80	:		
Total Renefits	·				\$17.46	\$171.55
Total Beliefits			\$124,804.22	φο 4. 73	ψ17.40	Ψ171.55
	\$7,332.28 /N	Month	\$48.88	/Hour		
Total Benefits	\$3,506.31	47.82%	\$72.26	\$88.32	\$18.20	\$178.78
	Annual Salary	+ Benefits	\$130,063.11	ı		
	\$7,699.76 /N	Month	\$51.33	/Hour		
Total Benefits	\$3,601.06	46.77%	\$75.34	\$92.09	\$18.97	\$186.40
	Annual Salary	+ Benefits	\$135,609.84			
	\$8 084 59 /M	Month	\$52.00	/Hour		
Total Benefits	·				\$19.78	\$194.39
			\$141,418.30	,	,	
	0.060000 0.169140 0.006500 0.000205 0.004000 0.014500 Total Benefits Total Benefits	Multiplier	0.060000 \$399.06 0.169140 1,124.96 2.00 0.00 3.91 1,188.91 178.96 0.006500 43.23 0.000205 24.54 0.00 0.00 98.52 110.00 0.004000 26.60 33.53 0.014500 96.44 Total Benefits \$3,330.67 50.08% Annual Salary + Benefits \$6,983.87 /Month Total Benefits \$3,416.48 48.92% Annual Salary + Benefits \$7,332.28 /Month Total Benefits \$3,506.31 47.82% Annual Salary + Benefits \$7,699.76 /Month Total Benefits \$3,601.06 46.77% Annual Salary + Benefits	Multiplier 0.060000 \$399.06 Non- 0.169140 1,124.96 Non- 0.169140 1,124.96 Non- 0.00 0.00 3.91 1,188.91 178.96 0.006500 0.000205 24.54 0.00 0.00 0.00 98.52 110.00 10.00 96.44 & Benefits ** Benefits \$119,780.80 ** Annual Salary + Benefits \$119,780.80 ** Annual Salary + Benefits \$124,804.22 ** Annual Salary + Benefits \$124,804.22 ** Total Benefits \$3,506.31 47.82% \$72.26 Annual Salary + Benefits \$130,063.11 ** Total Benefits \$3,601.06 46.77% \$75.34 Annual Salary + Benefits \$135,609.84 ** Total Benefits \$3,700.28 45.77% \$78.57	Multiplier Cates 0.060000 \$399.06 Non-Sworn Professi 0.169140 1,124.96 Non-Sworn Professi 0.169140 1,124.96 Non-Sworn Professi 2.00 0.00 Sworn Professi 1,188.91 178.96 Non-Sworn Professi 0.006500 43.23 Double Profession 0.004000 24.54 Double Profession 0.004000 26.60 33.53 0.014500 96.44 Morth Benefits Pepartment Overhead Total Benefits \$3,330.67 50.08% \$66.54 \$81.34 Annual Salary + Benefits \$119,780.80 \$69.34 \$84.75 Total Benefits \$3,416.48 48.92% \$69.34 \$84.75 Annual Salary + Benefits \$124,804.22 \$7.226 \$88.32 Annual Salary + Benefits \$130,063.11 \$7,699.76 /Month \$51.33 /Hour Total Benefits \$3,601.06 46.77% \$75.34 \$92.09 Annual Salary + B	Multiplier Category 0.060000 \$399.06 Non-Sworm Professionals / Supervolution of Non-Sworm Profession of Non-Sworm P

Management Analyst Department: Public Works

	\$6,651.06 /Month	\$44.34	/Hour		
Multiplier			Cates	gory	
0.060000 0.169140	\$399.06 1,124.96 2.00 0.00	Non	-Sworn Professi	onals / Superv	visors
0.006500 0.000205	1,188.91 178.96 43.23 24.54 0.00 0.00 98.52				
0.004000 0.014500	110.00 26.60 33.53 96.44	Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
Total Benefits	\$ 3,330.67 50.0	\$66.54	\$76.22	\$16.76	\$159.52
	Annual Salary + Ben	efits \$119,780.80	=		
	\$6,983.87 /Month	\$46.56	ó /Hour		
Total Benefits	\$3,416.48 48.9	2% \$69.34	\$79.42	\$17.46	\$166.21
	Annual Salary + Ben	efits \$124,804.22	=		
	\$7,332.28 /Month	\$48.88	3 /Hour		
Total Benefits	\$3,506.31 47.8	\$2% \$72.26	\$82.76	\$18.20	\$173.22
	Annual Salary + Ben	efits \$130,063.11	=		
	\$7,699.76 /Month	\$51.33	3 /Hour		
Total Benefits	•			\$18.97	\$180.60
				·	·
	\$8 084 58 /Month	\$52.00) /Hour		
Total Benefits	•			\$19.78	\$188.34
Total Belletits				Ψ1.7.70	ψ 100.J
	0.060000 0.169140 0.006500 0.000205 0.004000 0.014500 Total Benefits Total Benefits	Multiplier	Multiplier 0.060000 \$399.06 Non 0.169140 1,124.96 Non 0.00 2.00 0.00 0.00 3.91 1,188.91 178.96 0.006500 43.23 0.000205 24.54 0.00 0.00 98.52 110.00 110.00 26.60 33.53 Hourly Rate & Benefits ** Annual Salary + Benefits \$119,780.80 ** Annual Salary + Benefits \$119,780.80 ** Annual Salary + Benefits \$124,804.22 ** Annual Salary + Benefits \$124,804.22 ** Annual Salary + Benefits \$130,063.11 ** Total Benefits \$3,506.31 47.82% \$72.26 Annual Salary + Benefits \$130,063.11 ** Total Benefits \$3,601.06 46.77% \$75.34 Annual Salary + Benefits \$135,609.84 ** Total Benefits \$3,700.28 45.77% \$78.57	Multiplier Cates 0.060000 \$399.06 Non-Sworn Profession 0.169140 1,124.96 Non-Sworn Profession 0.169140 1,124.96 Non-Sworn Profession 0.00 0.00 3.91 1,188.91 178.96 178.96 0.006500 43.23 0.00 0.00 0.00 98.52 110.00 0.00 98.52 110.00 33.53 Hourly Rate & Department Overhead Total Benefits \$3,330.67 50.08% \$66.54 \$76.22 Annual Salary + Benefits \$119,780.80 *76.22 Annual Salary + Benefits \$124,804.22 *79.42 Annual Salary + Benefits \$124,804.22 *79.42 Annual Salary + Benefits \$130,063.11 *79.42 Total Benefits \$3,601.06 46.77% \$75.34 \$86.29 Annual Salary + Benefits \$135,609.84 **Total Benefits \$3,601.06 46.77% \$75.34 \$86.29 <t< td=""><td>Multiplier Category 0.060000 \$399.06 Non-Sworm Professionals / Supersolution of Non-Sworm Profession of Non-Sworm P</td></t<>	Multiplier Category 0.060000 \$399.06 Non-Sworm Professionals / Supersolution of Non-Sworm Profession of Non-Sworm P

Park / Maintenance Manager Department: Parks and Recreation

Step A							
		\$7,774.30 /	Month	\$51.83	/Hour		
Benefit	Multiplier				Categ	<u>gory</u>	
PERS - Employee	0.060000	\$466.46		Non	n-Sworn Manag	gers / Confider	ntial
PERS - Employer	0.169140	1,314.95					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	50.53					
Life Insurance	0.000205	28.69					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.	0.004000	110.00			122 249/	25 100/	
Workers Comp. Vision Benefit	0.004000	31.10 33.53		Hourly Rate	122.24% Department	25.18% City-Wide	Total Hourly
Medicare	0.014500	112.73		& Benefits	Overhead	Overhead	Rate
Medicale			46 570/				
	Total Benefits	\$ 3,620.28	46.57%	\$75.96	\$92.86	\$19.13	\$187.95
		Annual Salary	+ Benefits	\$136,734.94	:		
Step B							
-		\$8,162.58 /	Month	\$54.42	/Hour		
	Total Benefits	\$3,720.39	45.58%	\$79.22	\$96.84	\$19.95	\$196.00
		Annual Salary	+ Benefits	\$142,595.63	ı		
Step C							
Step C		\$8,569.93	Month	\$57.13	/Hour		
	Total Benefits	\$3,825.42	44.64%	\$82.64	\$101.01	\$20.81	\$204.46
		Annual Salary	+ Renefits	\$148,744.15			
				T-10,. 11120	! 		
Step D		φο ο <u>ο</u> ο οο	N	* ·			
		\$8,998.08 /]		\$59.99			
	Total Benefits	\$3,935.81	43.74%	\$86.23	\$105.40	\$21.71	\$213.34
		Annual Salary	+ Benefits	\$155,206.63			
Step E							
		\$9,448.76 /	Month	\$62.99	/Hour		
	Total Benefits	\$4,052.00	42.88%	\$90.01	\$110.02	\$22.66	\$222.69
		Annual Salary	+ Benefits	\$162,009.18	ı		

Park / Maintenance Supervisor Department: Parks and Recreation

Step A							
200F 12		\$5,695.95 /I	Month	\$37.97	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$341.76		Non-	Sworn Professi	onals / Superv	visors
PERS - Employer	0.169140	963.41					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance LTD Insurance	0.006500	178.96 37.02					
Life Insurance	0.000300	0.00					
BPOA Holiday Pay	0.000203	0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		110.00					
Workers Comp.	0.004000	22.78			122.24%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	82.59		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,063.40	53.78%	\$58.40	\$71.38	\$14.70	\$144.48
		Annual Salary	+ Benefits	\$105,112.19	ı		
Step B							
Step B		\$5,980.23 /I	Month	\$39.87	/Hour		
	Total Benefits	\$3,157.71	52.80%	\$60.92	\$74.47	\$15.34	\$150.73
		Annual Salary	+ Benefits	\$109,655.32	i		
Step C							
		\$6,280.11 /I	Month	\$41.87	/Hour		
	Total Benefits	\$3,235.03	51.51%	\$63.43	\$77.54	\$15.97	\$156.95
		Annual Salary	+ Benefits	\$114,181.70			
Step D							
		\$6,593.85 /I	Month	\$43.96	/Hour		
	Total Benefits	\$3,315.92	50.29%	\$66.07	\$80.76	\$16.64	\$163.46
		Annual Salary	+ Benefits	\$118,917.28	ı		
Step E							
		\$6,923.20 /I	Month	\$46.15	/Hour		
	Total Benefits	\$3,400.84	49.12%	\$68.83	\$84.13	\$17.33	\$170.29
		Annual Salary	+ Benefits	\$123,888.47	i		

Park / Maintenance Worker I **Department: Parks and Recreation**

Say 17.48 Month Say 12 Hour	Step A							
PERS - Employee	wasp ==		\$3,917.48 /M	I onth	\$26.12	/Hour		
PERS - Employer	<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS Survivor		0.060000				Public Works -	Maintenance	
Management Incentive		0.169140						
EAP								
Health Insurance	_							
Dental Insurance								
LTD Insurance								
Life Insurance BPOA Holiday Pay Uniform Allowance 0.00 Uniform Allowance Petiree Medical 98.52 Deferred Comp. 0.00 Workers Comp. 0.004000 15.67 Usion Benefit Medicare 0.014500 56.80 Houry Rate Penefits 92.56.00 62.14% \$4.113.36 /Month \$27.42 /Hour \$11.20 \$110.5		0.006500						
BPOA Holiday Pay Uniform Allowance Retiree Medical 9.00 0.0		0.000500						
Uniform Allowance Retiree Medical 98.52 Deferred Comp. 0.00 Workers Comp. 0.004000 15.67 Vision Benefit 33.53 Hourly Rate Medicare 0.014500 56.80 Benefits 9 2,506.22 63.98% \$42.82 \$52.35 \$10.78 \$105.56.80 Total Benefits \$2,506.22 63.98% \$42.82 \$52.35 \$10.78 \$105.56.80 Annual Salary + Benefits \$77,084.39								
Retiree Medical Deferred Comp. 0.000 15.67 15.67 122.24% 25.18%								
Deferred Comp.								
Vision Benefit Nedicare 15.67 33.53 Hourly Rate 122.24% 25.18% City-Wide Total Hourly Rate Medicare 15.680 Medicare 15.6								
Medicare 0.014500 56.80 & Benefits Overhead Rat Total Benefits \$ 2,506.22 63.98% \$42.82 \$52.35 \$10.78 \$105. Annual Salary + Benefits \$77,084.39 Step B \$4,113.36 /Month \$27.42 /Hour Total Benefits \$2,556.00 62.14% \$44.46 \$54.35 \$11.20 \$110. Annual Salary + Benefits \$80,032.32 Step C \$4,319.63 /Month \$28.80 /Hour Total Benefits \$2,608.42 60.39% \$46.19 \$56.46 \$11.63 \$114. Annual Salary + Benefits \$83,136.62 Step D \$4,536.31 /Month \$30.24 /Hour Total Benefits \$2,663.49 58.71% \$48.00 \$58.67 \$12.09 \$118. Annual Salary + Benefits \$86,397.58	_	0.004000	15.67			122.24%	25.18%	
Step B \$4,113.36 Month \$27.42 Hour			33.53		Hourly Rate	Department	City-Wide	Total Hourly
Step B	Medicare	0.014500	56.80		& Benefits	Overhead	Overhead	Rate
Step B		Total Benefits	\$ 2,506.22	63.98%	\$42.82	\$52.35	\$10.78	\$105.96
\$4,113.36 /Month \$27.42 /Hour Total Benefits \$2,556.00 62.14% \$44.46 \$54.35 \$11.20 \$110.00 Annual Salary + Benefits \$80,032.32 Step C \$4,319.63 /Month \$28.80 /Hour Total Benefits \$2,668.42 60.39% \$46.19 \$56.46 \$11.63 \$114. Annual Salary + Benefits \$83,136.62 Step D \$4,536.31 /Month \$30.24 /Hour Total Benefits \$2,663.49 58.71% \$48.00 \$58.67 \$12.09 \$118. Annual Salary + Benefits \$86,397.58 Step E			Annual Salary -	+ Benefits	\$77,084.39			
\$4,113.36 /Month \$27.42 /Hour Total Benefits \$2,556.00 62.14% \$44.46 \$54.35 \$11.20 \$110.00 Annual Salary + Benefits \$80,032.32 Step C \$4,319.63 /Month \$28.80 /Hour Total Benefits \$2,608.42 60.39% \$46.19 \$56.46 \$11.63 \$114. Annual Salary + Benefits \$83,136.62 Step D \$4,536.31 /Month \$30.24 /Hour Total Benefits \$2,663.49 58.71% \$48.00 \$58.67 \$12.09 \$118. Annual Salary + Benefits \$86,397.58 Step E	Stan B							
Step C	экер Б		\$4,113.36 /N	l onth	\$27.42	/Hour		
Step C \$4,319.63 /Month \$28.80 /Hour Total Benefits \$2,608.42 60.39% \$46.19 \$56.46 \$11.63 \$114. Annual Salary + Benefits \$83,136.62 Step D \$4,536.31 /Month \$30.24 /Hour Total Benefits \$2,663.49 58.71% \$48.00 \$58.67 \$12.09 \$118. Annual Salary + Benefits \$86,397.58		Total Benefits	\$2,556.00	62.14%	\$44.46	\$54.35	\$11.20	\$110.01
\$4,319.63 /Month \$28.80 /Hour Total Benefits \$2,608.42 60.39% \$46.19 \$56.46 \$11.63 \$114. Annual Salary + Benefits \$83,136.62 Step D \$4,536.31 /Month \$30.24 /Hour Total Benefits \$2,663.49 58.71% \$48.00 \$58.67 \$12.09 \$118. Annual Salary + Benefits \$86,397.58			Annual Salary	+ Benefits	\$80,032.32			
\$4,319.63 /Month \$28.80 /Hour Total Benefits \$2,608.42 60.39% \$46.19 \$56.46 \$11.63 \$114. Annual Salary + Benefits \$83,136.62 Step D \$4,536.31 /Month \$30.24 /Hour Total Benefits \$2,663.49 58.71% \$48.00 \$58.67 \$12.09 \$118. Annual Salary + Benefits \$86,397.58	Step C							
Step D \$4,536.31 Month \$30.24 Hour			\$4,319.63 /M	Ionth	\$28.80	/Hour		
Step D \$4,536.31 /Month \$30.24 /Hour Total Benefits \$2,663.49 58.71% \$48.00 \$58.67 \$12.09 \$118.50 Annual Salary + Benefits \$86,397.58		Total Benefits	\$2,608.42	60.39%	\$46.19	\$56.46	\$11.63	\$114.27
\$4,536.31 /Month \$30.24 /Hour Total Benefits \$2,663.49 58.71% \$48.00 \$58.67 \$12.09 \$118. Annual Salary + Benefits \$86,397.58			Annual Salary -	+ Benefits	\$83,136.62			
\$4,536.31 /Month \$30.24 /Hour Total Benefits \$2,663.49 58.71% \$48.00 \$58.67 \$12.09 \$118. Annual Salary + Benefits \$86,397.58	Step D							
Annual Salary + Benefits \$86,397.58 Step E			\$4,536.31 /N	I onth	\$30.24	/Hour		
Step E		Total Benefits	\$2,663.49	58.71%	\$48.00	\$58.67	\$12.09	\$118.76
			Annual Salary	+ Benefits	\$86,397.58			
	Sten E							
			\$4,763.38 /N	Ionth	\$31.76	/Hour		
Total Benefits \$2,721.20 57.13% \$49.90 \$60.99 \$12.56 \$123.		Total Benefits	\$2,721.20	57.13%	\$49.90	\$60.99	\$12.56	\$123.45
Annual Salary + Benefits\$89,814.91			Annual Salary -	+ Benefits	\$89,814.91			

Park / Maintenance Worker II **Department: Parks and Recreation**

Step A							
Stop 11		\$4,319.63 /M	Ionth	\$28.80	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.060000	\$259.18			Public Works -	Maintenance	
PERS - Employer	0.169140	730.62					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	28.08					
Life Insurance	0.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	17.28			122.24%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	62.63		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,608.42	60.39%	\$46.19	\$56.46	\$11.63	\$114.27
		Annual Salary +	- Benefits	\$83,136.62			
Step B							
Step D		\$4,536.31 /M	lonth	\$30.24	/Hour		
	Total Benefits	\$2,663.49	58.71%	\$48.00	\$58.67	\$12.09	\$118.76
		Annual Salary +	- Benefits	\$86,397.58			
Step C		\$4,763.38 /M	Ionth	\$31.76	/Hour		
	Total Benefits	•		\$49.90		¢12.56	¢122.45
	Total Belletits	\$2,721.20	57.13%	\$ 49.90	\$60.99	\$12.56	\$123.45
		Annual Salary +	- Benefits	\$89,814.91			
Step D							
		\$5,000.86 /M	lonth	\$33.34	/Hour		
	Total Benefits	\$2,781.55	55.62%	\$51.88	\$63.42	\$13.06	\$128.37
		Annual Salary +	- Benefits	\$93,388.91			
Step E							
		\$5,250.47 /M	Ionth	\$35.00	/Hour		
	Total Benefits	\$2,844.99	54.19%	\$53.97	\$65.97	\$13.59	\$133.53
		Annual Salary +	- Benefits	\$97,145.46			
					•		

Parks Planner Department: Parks and Recreation

Step A				
200p 11		\$6,661.46 /Month	\$44.41 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Cate</u>	gory
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$399.69 1,126.72 2.00 0.00	Non-Sworn Profess	ionals / Supervisors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 43.30 24.58 0.00 0.00 98.52		
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 26.65 33.53 96.59	Hourly Rate Department <u>& Benefits</u> Overhead	25.18% City-Wide Total Hourly Overhead Rate
	Total Benefits	\$ 3,333.36 50.04%	\$66.63 \$81.45	\$16.78 \$164.86
		Annual Salary + Benefits	\$119,937.78	
Step B	Total Benefits	\$6,994.27 /Month \$3,419.16 48.89%	\$46.63 /Hour \$69.42 \$84.86	\$17.48 \$171.76
		Annual Salary + Benefits	\$124,961.20	
Step C	Tak I Dan Ga	\$7,344.42 /Month	\$48.96 /Hour	\$10.22 \$170.02
	Total Benefits	\$3,509.44 47.78% Annual Salary + Benefits	\$72.36 \$88.45 \$130,246.35	\$18.22 \$179.03
Step D		\$7,711.90 /Month	\$51.41 /Hour	
	Total Benefits	\$3,604.19 46.74% Annual Salary + Benefits	\$75.44 \$92.22 \$135,793.08	\$19.00 \$186.65
Step E		A		
	Total Benefits	\$8,096.71 /Month \$3,703.41 45.74%	\$53.98 /Hour \$78.67 \$96.16	\$19.81 \$194.64
		Annual Salary + Benefits	\$141,601.39	

Parks Planning Technician Department: Parks and Recreation

Step A							
······································		\$4,973.12 /I	Month	\$33.15	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$298.39			Office En	nployees	
PERS - Employer	0.169140	841.15					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		1,188.91					
LTD Insurance	0.006500	32.33					
Life Insurance	0.000500	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	19.89			122.24%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	72.11		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,774.50	55.79%	\$51.65	\$63.14	\$13.01	\$127.79
		Annual Salary	+ Benefits	\$92,971.43			
G. D							
Step B		\$ 5,221.00 /I	Month	\$34.81	/Hour		
	T 15 C					φ10 F 0	4122.02
	Total Benefits	\$2,837.50	54.35%	\$53.72	\$65.67	\$13.53	\$132.92
		Annual Salary	+ Benefits	\$96,701.95			
Step C		ΦΕ 400 Ε4 //	<i>A</i> 1	000	~~		
		\$5,482.74 /I	Vlonth	\$36.55	/Hour		
	Total Benefits	\$2,904.01	52.97%	\$55.91	\$68.34	\$14.08	\$138.34
		Annual Salary	+ Benefits	\$100,641.05			
Step D		Φ Ε ΕΕ Σ 2 2 2					
		\$5,756.62 /I	vionth	\$38.38	/Hour		
	Total Benefits	\$2,973.62	51.66%	\$58.20	\$71.14	\$14.66	\$144.00
		Annual Salary	+ Benefits	\$104,762.86			
Step E							
		\$6,044.37 /I	Month	\$40.30	/Hour		
	Total Benefits	\$3,046.75	50.41%	\$60.61	\$74.08	\$15.26	\$149.95
		Annual Salary	+ Benefits	\$109,093.40			
					•		

Permit Services Specialist Department: Community Development

Step A							
Stop 11		\$6,077.30	/Month	\$40.52	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$364.64			Office En	nployees	
PERS - Employer	0.169140	1,027.91					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		1,188.91					
LTD Insurance	0.006500	39.50					
Life Insurance	0.000500	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	24.31			79.78%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	88.12	i	& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,055.12	50.27%	\$60.88	\$48.57	\$15.33	\$124.79
		Annual Sala	ry + Benefits	\$109,588.99	:		
Step B							
экер Б		\$6,380.65	/Month	\$42.54	/Hour		
	Total Benefits	\$3,132.21	49.09%	\$63.42	\$50.59	\$15.97	\$129.98
					7	,	+
		Annual Sala	ry + Benefits	\$114,154.31	•		
Step C							
		\$6,699.59	/Month	\$44.66	/Hour		
	Total Benefits	\$3,213.26	47.96%	\$66.09	\$52.72	\$16.64	\$135.45
		Annual Sala	ry + Benefits	\$118,954.26	ı		
Step D							
Step D		\$7,034.14	/Month	\$46.89	/Hour		
	Total Benefits	\$3,298.29	46.89%	\$68.88	\$54.95	\$17.35	\$141.18
					,	,	,
		Annual Sala	ry + Benefits	\$123,989.13	•		
Step E		h= c c c c c c c c c c					
		\$7,386.02	/Month	\$49.24	/Hour		
	Total Benefits	\$3,387.71	45.87%	\$71.82	\$57.30	\$18.09	\$147.21
		Annual Sala	ry + Benefits	\$129,284.81			

Plan Check Engineer Department: Community Development

Step A		\$6,683.99 /I	Month	\$44.56	/Hour		
<u>Benefit</u>	<u>Multiplier</u>	φυ,υυσ.	wionui	Ψ Τ. .Ο	Cates	iorv	
· · · · · · · · · · · · · · · · · · ·	<u> </u>	¢401.04					
PERS - Employee PERS - Employer	0.060000 0.169140	\$401.04 1,130.53			Office En	nployees	
PERS Survivor	0.109140	2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	43.45					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance Retiree Medical		0.00 98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	26.74			79.78%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hour
Medicare	0.014500	96.92		& Benefits	Overhead	Overhead	Rate
			40.010/	·			
	Total Benefits	\$ 3,209.30	48.01%	\$65.96	\$52.62	\$16.61	\$135.18
		Annual Salary	+ Benefits	\$118,719.48	i		
Step B							
		\$7,018.54 /I	Month	\$46.79	/Hour		
	Total Benefits	\$3,294.32	46.94%	\$68.75	\$54.85	\$17.31	\$140.91
		Annual Salary	+ Benefits	\$123,754.35	ı		
Step C							
		\$7,368.68 /I	Month	\$49.12	/Hour		
	Total Benefits	\$3,383.31	45.91%	\$71.68	\$57.19	\$18.05	\$146.92
		Annual Salary	+ Benefits	\$129,023.85			
Step D							
		\$7,737.90 /I	Month	\$51.59	/Hour		
	Total Benefits	\$3,477.14	44.94%	\$74.77	\$59.65	\$18.83	\$153.24
		Annual Salary	+ Benefits	\$134,580.49	ı		
Step E							
		\$8,124.45 / I	Month	\$54.16	/Hour		
	Total Benefits	\$3,575.38	44.01%	\$78.00	\$62.23	\$19.64	\$159.87

Planning Manager Department: Community Development

Step A							
		\$9,339.56	/Month	\$62.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>ory</u>	
PERS - Employee	0.060000	\$560.37		Non-	-Sworn Manag	ers / Confide	ntial
PERS - Employer	0.169140	1,579.69					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.005700	178.96					
LTD Insurance	0.006500	60.71					
Life Insurance	0.000205	34.46					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.	0.004000	110.00				•= •00/	
Workers Comp. Vision Benefit	0.004000	37.36 33.53		Hannly Data	79.78%	25.18%	Total Handler
Medicare	0.014500			Hourly Rate	_	-	Total Hourly
Medicare	0.014500	135.42		<u>& Benefits</u>	Overhead	<u>Overhead</u>	Rate
	Total Benefits	\$ 4,023.85	43.08%	\$89.09	\$71.07	\$22.43	\$182.60
		Annual Salar	y + Benefits	\$160,360.92	:		
Stop D							
Step B		\$9,805.84	/Month	\$65.37	/Hour		
	Total Benefits	\$4,144.07	42.26%	\$93.00	\$74.19	\$23.42	\$190.61
	Total Belletits				φ/ 4.1 9	φ 23.42	\$190.01
		Annual Salar	y + Benefits	\$167,398.93	=		
Step C		¢10.206.40	Month	¢c0.c4	/II.		
		\$10,296.40	/ IVIOIIIII	\$68.64	/Hour		
	Total Benefits	\$4,270.55	41.48%	\$97.11	\$77.48	\$24.45	\$199.04
		Annual Salar	v + Benefits	\$174,803.42			
				,,	• 		
Step D		010 011 00	D. f d.				
		\$10,811.22	/Month	\$72.07	/Hour		
	Total Benefits	\$4,403.29	40.73%	\$101.43	\$80.92	\$25.54	\$207.89
		Annual Salar	ny Ronofite	¢192 574 nn			
		Amuai Saiaf	y + Denemis	\$182,574.09	<u>.</u>		
Step E		***					
		\$11,352.04	/Month	\$75.68	/Hour		
	Total Benefits	\$4,542.73	40.02%	\$105.97	\$84.54	\$26.68	\$217.19
		Annual Salar	y + Benefits	\$190,737.21			
				·	•		

Police Captain Department: Police

Vision Benefit 33.53 Hourly Rate & Benefits Department Overhead City Overhead Medicare 0.014500 153.82 & Benefits Overhead Overhead Total Benefits \$ 5,643.44 53.20% \$108.35 \$49.30 \$2 Annual Salary + Benefits \$195,022.19 Step B \$11,138.83 /Month \$74.26 /Hour	25.18%	Γotal Hourly <u>Rate</u> \$184.93
PERS - Employee 0.070000 \$742.59 Captains PERS - Employer 0.267460 2,837.33 Captains PERS Survivor 2.00 Captains Management Incentive 0.00 Captains EAP 3.91 Captains Health Insurance 1.212.94 Captains Dental Insurance 1.212.94 Captains Dental Insurance 0.00 Captains Life Insurance 0.006500 68.95 Life Insurance 0.006500 68.95 Life Insurance 0.000205 39.15 BPOA Holiday Pay 0.00 Uniform Allowance 83.33 Retiree Medical 110.00 Workers Comp. 0.004000 42.43 Vision Benefit 33.53 Hourly Rate Department City Medicare 0.014500 153.82 & Benefits Overhead	25.18% City-Wide T Overhead	Rate
PERS - Employer 0.267460 2,837.33 PERS Survivor 2.00 Management Incentive 0.00 EAP 3.91 Health Insurance 178.96 LTD Insurance 0.006500 Life Insurance 0.000205 BPOA Holiday Pay 0.00 Uniform Allowance 83.33 Retiree Medical 134.50 Deferred Comp. 110.00 Workers Comp. 0.004000 42.43 Vision Benefit 33.53 Hourly Rate Department City Medicare 0.014500 153.82 & Benefits Overhead Overhead <th>25.18% City-Wide T Overhead</th> <th>Rate</th>	25.18% City-Wide T Overhead	Rate
EAP	City-Wide T Overhead	Rate
Workers Comp. 0.004000 42.43 45.50% 2: Vision Benefit 33.53 Hourly Rate Department City Medicare 0.014500 153.82 & Benefits Overhead Overhead Annual Salary + Benefits \$195,022.19 Step B \$11,138.83 /Month \$74.26 /Hour Total Benefits \$5,837.65 52.41% \$113.18 \$51.50 \$2	City-Wide T Overhead	Rate
Annual Salary + Benefits \$195,022.19 Step B \$11,138.83 /Month \$74.26 /Hour Total Benefits \$5,837.65 52.41% \$113.18 \$51.50 \$2	\$27.28	\$184.93
Step B \$11,138.83 /Month \$74.26 /Hour Total Benefits \$5,837.65 52.41% \$113.18 \$51.50 \$2		
\$11,138.83 /Month \$74.26 /Hour Total Benefits \$5,837.65 52.41% \$113.18 \$51.50 \$2		
Annual Salary + Renefits \$203 717 70	\$28.50	\$193.18
Annual Salary T Deficites #203,117.7		
Step C \$11,695.25 /Month \$77.97 /Hour		
Total Benefits \$6,041.39 51.66% \$118.24 \$53.81 \$2	\$29.78	\$201.82
Annual Salary + Benefits \$\frac{\$212,839.63}{}		
Step D \$12,279.41 /Month \$81.86 /Hour		
Total Benefits \$6,255.28 50.94% \$123.56 \$56.23 \$3	\$31.12	\$210.91
Annual Salary + Benefits \$222,416.23		
Step E \$12,893.03 /Month \$85.95 /Hour		
	\$32.52	\$220.44
Annual Salary + Benefits \$232,475.80		

Police Chief Department: Police

<u> </u>	
PERS - Employee 0.070000 \$929.46 PERS - Employer 0.267460 3.551.34 PERS Survivor 2.00 Management Incentive 792.33 EAP 3.91 Health Insurance 1,212.94 Dental Insurance 178.96 LTD Insurance 0.006500 81.16 Life Insurance 0.000205 46.07 BPOA Holiday Pay 0.00 Uniform Allowance 83.33 Retiree Medical 134.50 Deferred Comp. Workers Comp. 0.004000 49.94 49.94 Workers Comp. 0.014500 181.04 & Benefits Eapert Medicare Departs Medicare 0.014500 181.04 & Benefits S7,390.51 59.19% \$132.51 \$60.3 Step B \$13,109.70 Month \$87.40 Hour S248,744.36 Step C \$13,764.93 Month \$91.77 Hour Total Benefits \$7,858.91 57.09% \$144.16 \$65.66 Annual Salary + Benefits \$229,486.07 Step D Ste	
PERS - Employer PERS Survivor 0.267460 3,551.34 2.00 Management Incentive EAP 3.91 3.91 Health Insurance Dental Insurance 1,212.94 0.006500 81.16 81.16 LTD Insurance 0.006500 81.16 Life Insurance 0.000205 46.07 46.07 BPOA Holiday Pay Uniform Allowance Retiree Medical Deferred Comp. 110.00 110.00 49.94 43.50 Workers Comp. 0.004000 49.94 49.94 45.50 Vision Benefit Medicare 0.014500 181.04 & Benefits Overh Total Benefits \$ 7,390.51 59.19% \$ 132.51 \$ 60.3 Annual Salary + Benefits \$ 238,514.30 Step B \$ 3,109.70 /Month \$ 87,40 /Hour \$ 4,000 /Hour \$ 1,764.93 /Month \$ 91.77 /Hour \$ 1,764.93 /Month \$ 91.77 /Hour \$ 1,764.93 /Month \$ 2248,744.36 \$ 1,764.93 /Month \$ 1,700 /M	<u>Category</u>
PERS - Employer PERS Survivor 0.267460 3,551.34 2.00 Management Incentive EAP 3.91 3.91 Health Insurance Dental Insurance 1,212.94 0.006500 81.16 81.16 LTD Insurance 0.006500 81.16 Life Insurance 0.000205 46.07 46.07 BPOA Holiday Pay Uniform Allowance Retiree Medical Deferred Comp. 110.00 110.00 49.94 43.50 Workers Comp. 0.004000 49.94 49.94 45.50 Vision Benefit Medicare 0.014500 181.04 & Benefits Overh Total Benefits \$ 7,390.51 59.19% \$ 132.51 \$ 60.3 Annual Salary + Benefits \$ 238,514.30 Step B \$ 3,109.70 /Month \$ 87,40 /Hour \$ 4,000 /Hour \$ 1,764.93 /Month \$ 91.77 /Hour \$ 1,764.93 /Month \$ 91.77 /Hour \$ 1,764.93 /Month \$ 2248,744.36 \$ 1,764.93 /Month \$ 1,700 /M	olice Chief
PERS Survivor	
EAP	
Health Insurance	
Dental Insurance	
LTD Insurance	
Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare Total Benefits Step B Step C Step C 46.07 0.00 0.00 0.00 0.00 0.00 0.00 0.00	
BPOA Holiday Pay Uniform Allowance Retiree Medical 134.50 Deferred Comp.	
Uniform Allowance Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare Deferred Comp. Total Benefits \$ 7,390.51	
Retiree Medical 134.50 110.00 49.94 45.50 45.50 Vision Benefit 33.53 Hourly Rate Departs Medicare 0.014500 181.04 & Benefits Overh	
Deferred Comp. 110.00 49.94 45.50	
Workers Comp. 0.004000 49.94 45.50 Vision Benefit Medicare 0.014500 181.04 Benefits Departs Overh Total Benefits \$ 7,390.51 59.19% \$132.51 \$60.3 Annual Salary + Benefits \$238,514.30 Step B \$13,109.70 /Month \$87.40 /Hour Total Benefits \$7,619.00 58.12% \$138.19 \$62.8 Annual Salary + Benefits \$248,744.36 Step C \$13,764.93 /Month \$91.77 /Hour Total Benefits \$7,858.91 57.09% \$144.16 \$65.6 Annual Salary + Benefits \$259,486.07	
Vision Benefit Medicare 33.53 181.04 Hourly Rate & Benefits Department Overhouse (as Benefits) Total Benefits \$ 7,390.51 59.19% \$ 132.51 \$ 60.3 Annual Salary + Benefits \$ 238,514.30 \$ 60.3 Step B \$ 13,109.70 /Month \$ 87.40 /Hour Total Benefits \$ 7,619.00 58.12% \$ 138.19 \$ 62.8 Annual Salary + Benefits \$ 248,744.36 \$ 248,744.36 \$ 13,764.93 /Month \$ 91.77 /Hour Total Benefits \$ 7,858.91 57.09% \$ 144.16 \$ 65.6 Annual Salary + Benefits \$ 2259,486.07 \$ 259,486.07	
Medicare 0.014500 181.04 & Benefits Overhouse Total Benefits \$ 7,390.51 59.19% \$ 132.51 \$ 60.3 Annual Salary + Benefits \$238,514.30 Step B \$13,109.70 /Month \$87.40 /Hour Total Benefits \$7,619.00 58.12% \$138.19 \$62.8 Annual Salary + Benefits \$248,744.36 Step C \$13,764.93 /Month \$91.77 /Hour Total Benefits \$7,858.91 57.09% \$144.16 \$65.6 Annual Salary + Benefits \$259,486.07	
Total Benefits \$ 7,390.51 59.19% \$132.51 \$60.3 Annual Salary + Benefits \$238,514.30 Step B \$13,109.70 / Month \$87.40 / Hour Total Benefits \$7,619.00 58.12% \$138.19 \$62.8 Annual Salary + Benefits \$248,744.36 Step C \$13,764.93 / Month \$91.77 / Hour Total Benefits \$7,858.91 57.09% \$144.16 \$65.60 Annual Salary + Benefits \$259,486.07	=
Step B \$13,109.70 /Month \$87.40 /Hour	nead Overhead Rate
\$13,109.70 /Month \$87.40 /Hour Total Benefits \$7,619.00 58.12% \$138.19 \$62.8 Annual Salary + Benefits \$248,744.36 Step C \$13,764.93 /Month \$91.77 /Hour Total Benefits \$7,858.91 57.09% \$144.16 \$65.6 Annual Salary + Benefits \$259,486.07	\$33.37 \$226.17
\$13,109.70 /Month \$87.40 /Hour Total Benefits \$7,619.00 58.12% \$138.19 \$62.8 Annual Salary + Benefits \$248,744.36 Step C \$13,764.93 /Month \$91.77 /Hour Total Benefits \$7,858.91 57.09% \$144.16 \$65.6 Annual Salary + Benefits \$259,486.07	
\$13,109.70 /Month \$87.40 /Hour Total Benefits \$7,619.00 58.12% \$138.19 \$62.8 Annual Salary + Benefits \$248,744.36 Step C \$13,764.93 /Month \$91.77 /Hour Total Benefits \$7,858.91 57.09% \$144.16 \$65.6 Annual Salary + Benefits \$259,486.07	
Step C \$13,764.93 Month \$91.77 Hour	
Step C \$13,764.93 /Month \$91.77 /Hour Total Benefits \$7,858.91 57.09% \$144.16 \$65.6 Annual Salary + Benefits \$259,486.07	\$34.80 \$235.87
\$13,764.93 /Month \$91.77 /Hour Total Benefits \$7,858.91 57.09% \$144.16 \$65.6 Annual Salary + Benefits \$259,486.07	
Total Benefits \$7,858.91 57.09% \$144.16 \$65.6 Annual Salary + Benefits \$259,486.07 Step D	
Annual Salary + Benefits \$259,486.07 Step D	
Step D	50 \$36.30 \$246.06
\$14,453.09 /Month \$96.35 /Hour	
Total Benefits \$8,110.88 56.12% \$150.43 \$68.4	\$37.88 \$256.76
Annual Salary + Benefits \$270,767.62	
- C - F	
Step E \$15,175.92 /Month \$101.17 /Hour	
Total Benefits \$8,375.54 55.19% \$157.01 \$71.4	14 \$39.54 \$267.99
Annual Salary + Benefits \$282,617.55	

Police Lieutenant Department: Police

		Department: Po	nice			
Step A						
		\$9,240.76 /Month	\$61.61	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee	0.090000	\$831.67		Lieute		
PERS - Employee	0.267460	2,471.53		Lieute	nants	
PERS Survivor	0.207400	2.00				
Management Incentive		0.00				
EAP		3.91				
Health Insurance		1,212.94				
Dental Insurance		178.96				
LTD Insurance	0.006500	60.06				
Life Insurance	0.000205	34.10				
BPOA Holiday Pay		0.00				
Uniform Allowance		83.33				
Retiree Medical		134.50				
Deferred Comp.		110.00				
Workers Comp.	0.004000	36.96		45.50%	25.18%	
Vision Benefit		33.53	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	133.99	& Benefits	Overhead	Overhead	Rate
	T ID C	Φ 5 227 40 57 650	фо т 12	44440	00446	44.65.88
	Total Benefits	\$ 5,327.49 57.65%	\$97.12	\$44.19	\$24.46	\$165.77
		Annual Salary + Benefits	\$174,818.99	=		
Step B		Φ0 5 02 55 0 6 1				
		\$9,703.57 /Month	\$64.69	/Hour		
	Total Benefits	\$5,506.20 56.74%	\$101.40	\$46.14	\$25.53	\$173.07
		Annual Salary + Benefits	\$182,517.28			
		<i>y</i>	+,			
Step C						
		\$10,188.93 /Month	\$67.93	/Hour		
	Total Benefits	\$5,693.63 55.88%	\$105.88	\$48.18	\$26.66	\$180.73

		Annual Salary + Benefits	\$190,590.66	=		
Step D						
Step D		\$10,698.54 /Month	\$71.32	/Hour		
						* 405
	Total Benefits	\$5,890.41 55.06%	\$110.59	\$50.32	\$27.85	\$188.77
		Annual Salary + Benefits	\$199,067.41	=		
G. 8						
Step E		\$11 224 17 /Manual-	ф 7.4 .00	/11		
		\$11,234.17 /Month	\$74.89	/Hour		
	Total Benefits	\$6,097.24 54.27%	\$115.54	\$52.58	\$29.10	\$197.21
		Annual Salary + Benefits	\$207,976.98			
			¥=0.9270120	=		

Police Officer Department: Police

~ .		-		
Step A		\$6,098.10 /Month	\$40.65 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		<u>Cate</u>	gory
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.090000 0.267460	\$548.83 1,631.00 2.00 0.00	Sworn	Police
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 8.67	3.91 1,212.94 178.96 39.64 6.90 352.44 83.33 134.50		
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 24.39 33.53 88.42	45.50% Hourly Rate Department & Benefits Overhead	25.18% City-Wide Total Hourly Overhead Rate
	Total Benefits	\$ 4,340.78 71.18%	\$69.59 \$31.67	\$17.52 \$118.78
		Annual Salary + Benefits	\$125,266.62	
Step B	Total Benefits	\$6,403.18 /Month \$4,475.15 69.89% Annual Salary + Benefits	\$42.69 /Hour \$72.52 \$33.00 \$130,539.99	\$18.26 \$123.78
Step C	Total Benefits	\$6,723.86 /Month \$4,616.35 68.66% Annual Salary + Benefits	\$44.83 /Hour \$75.60 \$34.40 \$136,082.56	\$19.04 \$129.04
Step D	Total Benefits	\$7,060.14 /Month \$4,764.39 67.48% Annual Salary + Benefits	\$47.07 /Hour \$78.83 \$35.87 \$141,894.34	\$19.85 \$134.55
Step E	Total Benefits	\$7,413.75 /Month \$4,920.09 66.36% Annual Salary + Benefits	\$49.43 /Hour \$82.23 \$37.42 \$148,006.09	\$20.71 \$140.35

Police Officer - Special Assignment Department: Police

		Department.		
Step A		\$6,403.18 /Month	\$42.69 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Cate	gory
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.090000 0.267460	\$576.29 1,712.59 2.00 0.00	Sworn	Police
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay	0.006500 8.67	3.91 1,212.94 178.96 41.62 6.90 370.12		
Uniform Allowance Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	83.33 134.50 0.00 25.61 33.53 92.85	45.50% Hourly Rate Department & Benefits Overhead	25.18% City-Wide Total Hourly Overhead Rate
	Total Benefits	\$ 4,475.15 69.89%	\$72.52 \$33.00	\$18.26 \$123.78
		Annual Salary + Benefits	\$130,539.99	
Step B	Total Benefits	\$6,723.86 /Month \$4,616.35 68.66%	\$44.83 /Hour \$75.60 \$34.40	\$19.04 \$129.04
		Annual Salary + Benefits	\$136,082.56	
Step C	Total Benefits	\$7,060.14 /Month \$4,764.39 67.48% Annual Salary + Benefits	\$47.07 /Hour \$78.83 \$35.87 \$141,894.34	\$19.85 \$134.55
G. D	_	Amidai Salary Belienes	ψ1 11,071.01	
Step D	Total Benefits	\$7,413.75 /Month \$4,920.09 66.36% Annual Salary + Benefits	\$49.43 /Hour \$82.23 \$37.42 \$148,006.09	\$20.71 \$140.35
Step E	•			
	Total Benefits	\$7,784.70 /Month \$5,083.38 65.30% Annual Salary + Benefits	\$51.90 /Hour \$85.79 \$39.04 \$154,416.95	\$21.60 \$146.43

Police Records Clerk I Department: Police

G. A							
Step A		\$3,732.01 /Mon	nth	\$24.88	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	ory	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$223.92 631.23 2.00			Office Employ	yee Records	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 24.26 4.80 0.00 41.67 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 14.93 33.53 54.11		Hourly Rate & Benefits	45.50% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,500.75	57.01%	\$41.55	\$18.91	\$10.46	\$70.92
		Annual Salary + B	Senefits	\$74,793.13			
Step B		\$3,919.22 /Mor	nth	\$26.13	/Hour		
	Total Benefits	·	55.02%	\$43.12	\$19.62	\$10.86	\$73.59
		Annual Salary + B		\$77,610.58			·
Step C		\$4,115.09 /Mor	nth	\$27.43	/Hour		
	Total Benefits	\$2,598.11	53.14%	\$44.75	\$20.36	\$11.27	\$76.39
		Annual Salary + B	Senefits	\$80,558.36			
Step D		\$4,321.37 /Mor	nth	\$28.81	/Hour		
	Total Benefits	·	51.34%	\$46.48	\$21.15	\$11.70	\$79.33
		Annual Salary + B		\$83,662.81	,	4 -2	******
Step E		φ <i>4.52</i> 0.0 <i>4.7</i> 5.7	41-	#20.27	Л		
	Takal Door Ca	\$4,538.04 /Mon		\$30.25		¢13.17	\$92.42
	Total Benefits	\$2,705.59 5 Annual Salary + B	59.62% Senefits	\$48.29 \$86,923.62	\$21.97	\$12.16	\$82.43
		•					

Police Records Clerk II Department: Police

~ .							
Step A		\$4,115.09 /N	Month	\$27.43	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$246.91 696.03 2.00 0.00			Office Employ	yee Records	
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 26.75 4.80 0.00 41.67 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 16.46 33.53 59.67		Hourly Rate & Benefits	45.50% Department Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,598.11	63.14%	\$44.75	\$20.36	\$11.27	\$76.39
		Annual Salary	+ Benefits	\$80,558.36			
Step B		\$4,321.37 /N	Month	\$28.81	/Hour		
	Total Benefits	\$2,650.53	61.34%	\$46.48	\$21.15	\$11.70	\$79.33
		Annual Salary	+ Benefits	\$83,662.81			
Step C		\$4,538.04 /N	Month	\$30.25	/Hour		
	Total Benefits	\$2,705.59	59.62%	\$48.29	\$21.97	\$12.16	\$82.43
		Annual Salary	+ Benefits	\$86,923.62			
Step D		\$4,765.12 /N	Month	\$31.77	/Hour		
	Total Benefits	\$2,763.31	57.99%	\$50.19	\$22.84	\$12.64	\$85.67
		Annual Salary		\$90,341.10		¥-200	*****
Step E		Φ F 00 2 T 0 7					
		\$5,002.59 /N		\$33.35			.
	Total Benefits	\$2,823.66	56.44%	\$52.17	\$23.74	\$13.14	\$89.05
		Annual Salary	+ Benefits	\$93,914.95			

Police Sergeant Department: Police

	_	-		
Step A		\$7,236.95 /Month	\$48.25 /Hour	
<u>Benefit</u>	<u>Multiplier</u>		Cate	gory
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.090000 0.267460	\$651.33 1,935.59 2.00 0.00	Sworn	Police
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 8.67	3.91 1,212.94 178.96 47.04 6.90 418.33 83.33 134.50		
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 28.95 33.53 104.94	Hourly Rate Department & Benefits Overhead	25.18% City-Wide Total Hourly Overhead Rate
	Total Benefits	\$ 4,842.24 66.91%	\$80.53 \$36.64	\$20.28 \$137.45
		Annual Salary + Benefits	\$144,950.26	
Step B	Total Benefits	\$7,599.23 /Month \$5,001.69 65.82% Annual Salary + Benefits	\$50.66 /Hour \$84.01 \$38.23 \$151,211.04	\$21.15 \$143.39
Step C	Total Benefits	\$7,978.84 /Month \$5,168.81 64.78% Annual Salary + Benefits	\$53.19 /Hour \$87.65 \$39.88 <u>\$157,771.81</u>	\$22.07 \$149.61
Step D	Total Benefits	\$8,377.52 /Month \$5,344.35 63.79% Annual Salary + Benefits	\$55.85 /Hour \$91.48 \$41.63 <u>\$164,662.47</u>	\$23.04 \$156.14
Step E	Total Benefits	\$8,797.01 /Month \$5,529.07 62.85% Annual Salary + Benefits	\$58.65 /Hour \$95.51 \$43.46 <u>\$171,912.92</u>	\$24.05 \$163.02

Principal Planner Department: Community Development

Step A							
		\$8,445.12 /	Month	\$56.30	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Categ</u>	<u>gory</u>	
PERS - Employee	0.060000	\$506.71		Non-S	Sworn Profession	onals / Super	visors
PERS - Employer	0.169140	1,428.41					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		1,188.91					
LTD Insurance	0.006500	54.89					
Life Insurance	0.000205	31.16					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		110.00					
Workers Comp.	0.004000	33.78			79.78%	25.18%	
Vision Benefit		33.53		Hourly Rate	_	-	Total Hourly
Medicare	0.014500	122.45		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 3,793.24	44.92%	\$81.59	\$65.09	\$20.55	\$167.22
		Annual Salary	+ Benefits	\$146,860.27	ı		
Step B							
Зієр В		\$8,868.07 //	Month	\$59.12	/Hour		
	Total Benefits	\$3,902.29	44.00%	\$85.14	\$67.92	\$21.44	\$174.49
		Annual Salary	+ Benefits	\$153,244.26	i		
Step C							
		\$9,311.82 /	Month	\$62.08	/Hour		
	Total Benefits	\$4,016.70	43.14%	\$88.86	\$70.89	\$22.38	\$182.12
		Annual Salary	+ Benefits	\$159,942.21			
Step D		\$9,778.11 //	Month	\$65.19	Hour		
		фэ,110.11 /	MIOHILI	д 03.19	/110ul		
	Total Benefits	\$4,136.92	42.31%	\$92.77	\$74.01	\$23.36	\$190.13
		Annual Salary	+ Benefits	\$166,980.37	ı		
Step E							
		\$10,266.93 /	Month	\$68.45	/Hour		
	Total Benefits	\$4,262.95	41.52%	\$96.87	\$77.28	\$24.39	\$198.54
		Annual Salary		\$174,358.60			
		> J		,,- 20100	i		

Project Manager - Economic Development Department: Community Development

Step A		\$7,658.16 /Month	\$51.05	5 /Hour		
Benefit	<u>Multiplier</u>	ψ 7,020.10 /1010Hill	ψ51.00	<u>Cate</u>	gorv	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$459.49 1,295.30 2.00 0.00	Non	-Sworn Professi		visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 49.78 28.26 0.00 0.00 98.52				
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 30.63 33.53 111.04	Hourly Rate <u>& Benefits</u>	79.78% Department Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,590.33 46.8	8% \$74.99	\$59.83	\$18.88	\$153.70
		Annual Salary + Bend	efits \$134,981.93	=		
Step B	Total Benefits	\$8,041.24 /Month \$3,689.10 45.8 Annual Salary + Bene	8% \$78.20		\$19.69	\$160.28
Step C	Total Benefits	\$8,443.39 /Month \$3,792.79 44.9 Annual Salary + Bend	2% \$81.57		\$20.54	\$167.20
Step D	Total Benefits	\$8,866.34 /Month \$3,901.84 44.0 Annual Salary + Bene	1% \$85.12		\$21.43	\$174.46
Step E	Total Benefits	\$9,310.09 /Month \$4,016.25 43.1 Annual Salary + Bend	4% \$88.84		\$22.37	\$182.09

Project Services Specialist Department: Finance & Information Systems

Step A							
		\$5,803.42 /M	onth	\$38.69 /Hour			
<u>Benefit</u>	Multiplier				Categ	gory	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$348.21 981.59 2.00 0.00			Office Em	nployees	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 37.72 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 23.21 33.53 84.15		Hourly Rate & Benefits	31.30% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,985.51	51.44%	\$58.59	\$18.34	\$14.75	\$91.69
		Annual Salary +	Benefits	\$105,467.18			
Step B		\$6,092.90 /M	onth	\$40.62	/Hour		
	Total Benefits	\$3,059.08	50.21%	\$61.01	\$19.10	\$15.36	\$95.47
		Annual Salary +	Benefits	\$109,823.77			
Step C		\$6,397.98 /M	onth	\$42.65	/Hour		
	Total Benefits	\$3,136.61	49.03%	\$63.56	\$19.89	\$16.01	\$99.46
		Annual Salary +	Benefits	\$114,415.12			
Step D		\$6,718.66 /M	onth	\$44.79	/Hour		
	Total Benefits	\$3,218.11	47.90%	\$66.25	\$20.73	\$16.68	\$103.66
		Annual Salary +		\$119,241.25			
Step E		\$7,054.94 /M	onth	\$47.03	/Hour		
	Total Benefits	\$3,303.57	46.83%	\$47.03 \$69.06	\$21.61	\$17.39	\$108.06
		Annual Salary +		\$124,302.16		+2.00	+20000

Project Services Specialist Department: Public Works

Stam A							
Step A		\$5,803.42 /N	I onth	\$38.69	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$348.21 981.59 2.00			Office En	nployees	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 37.72 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 23.21 33.53 84.15		Hourly Rate & Benefits	114.54% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,985.51	51.44%	\$58.59	\$67.11	\$14.75	\$140.46
		Annual Salary	+ Benefits	\$105,467.18			
Step B		\$6,092.90 /N	I onth	\$40.62	/Hour		
	Total Benefits	\$3,059.08	50.21%	\$61.01	\$69.88	\$15.36	\$146.26
		Annual Salary	+ Benefits	\$109,823.77			
Step C		\$6,397.98 /N	I onth	\$42.65	/Hour		
	Total Benefits	\$3,136.61	49.03%	\$63.56	\$72.81	\$16.01	\$152.38
		Annual Salary	+ Benefits	\$114,415.12			
Step D		\$6,718.66 /N	Ionth	\$44.79	/Hour		
	Total Benefits	\$3,218.11	47.90%	\$66.25	\$75.88	\$16.68	\$158.80
		Annual Salary	+ Benefits	\$119,241.25			
Step E		\$7.054.04 /A	Month	¢47.00	/Harri		
	Total Benefits	\$7,054.94 /N \$3,303.57	46.83%	\$47.03 \$69.06	%79.10	\$17.39	\$165.54
	Total Delicitis	Annual Salary		\$124,302.16	Ψ1.7•10	Ψ11.37	ψ 1 03.3 7
		Amiuai Salal y	Denents	Ψ147,304.10	1		

Purchasing Assistant Department: Public Works

Stan A		Берагинен					1
Step A		\$4,988.73 /Mo	onth	\$33.26	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$299.32 843.79 2.00		:	Public Works -	Maintenance	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 32.43 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 19.95 33.53 72.34		Hourly Rate & Benefits	114.54% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,778.47	55.69%	\$51.78	\$59.31	\$13.04	\$124.13
		Annual Salary +	Benefits	\$93,206.36			
Step B							
		\$5,238.33 /Mo	onth	\$34.92	/Hour		
	Total Benefits	\$2,841.90	54.25%	\$53.87	\$61.70	\$13.56	\$129.13
		Annual Salary +	Benefits	\$96,962.76			
Step C		\$5,500.08 /Mc	onth	\$36.67	/Hour		
	Total Benefits	\$2,908.42	52.88%	\$56.06	\$64.21	\$14.12	\$134.38
		Annual Salary +	Benefits	\$100,902.01			
Step D		\$5,775.69 /Mo	onth	\$38.50	/Hour		
	Total Benefits	\$2,978.46	51.57%	\$58.36	\$66.85	\$14.70	\$139.90
	Total Belieffts				φ00.05	φ14.70	φ137.70
		Annual Salary +	Benefits	\$105,049.86			
Step E		\$6,065.17 /Mc	onth	\$40.43	/Hour		
	Total Benefits	\$3,052.03	50.32%	\$60.78	\$69.62	\$15.31	\$145.71
		Annual Salary +		\$109,406.44			

Purchasing Manager Department: Finance & Information Systems

Step A		φ ς 00π ς ς α	<i>r</i> 1	#20.00	/**				
		\$5,997.56 /N	vIonth	\$39.98 /Hour					
Benefit	Multiplier				Cates	<u>gory</u>			
PERS - Employee	0.060000	\$359.85		Nor	-Sworn Manag	gers / Confider	ntial		
PERS - Employer	0.169140	1,014.43							
PERS Survivor		2.00							
Management Incentive		0.00							
EAP		3.91							
Health Insurance		1,188.91							
Dental Insurance	0.006500	178.96							
LTD Insurance	0.006500	38.98							
Life Insurance	0.000205	22.13 0.00							
BPOA Holiday Pay Uniform Allowance		0.00							
Retiree Medical		98.52							
Deferred Comp.		110.00							
Workers Comp.	0.004000	23.99			31.30%	25.18%			
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hourly		
Medicare	0.014500	86.96		& Benefits	Overhead	Overhead	Rate		
			52.5224						
	Total Benefits	\$ 3,162.18	52.72%	\$61.06	\$19.11	\$15.38	\$95.55		
		Annual Salary	+ Benefits	\$109,916.90	:				
Step B									
		\$6,297.44 /N	Month	\$41.98	/Hour				
	Total Benefits	\$3,239.50	51.44%	\$63.58	\$19.90	\$16.01	\$99.49		
		Annual Salary	+ Benefits	\$114,443.28	1				
Step C									
		\$6,612.92 /N	Month	\$44.09	/Hour				
	Total Benefits	\$3,320.84	50.22%	\$66.23	\$20.73	\$16.68	\$103.63		
		Annual Salary	+ Benefits	\$119,205.12					
C D	_								
Step D		\$6,944.00 /N	Month	\$46.29	/Hour				
		·							
	Total Benefits	\$3,406.20	49.05%	\$69.00	\$21.60	\$17.38	\$107.97		
		Annual Salary	+ Benefits	\$124,202.43	•				
Step E		4-							
		\$7,290.68 /N	Month	\$48.60	/Hour				
	Total Benefits	\$3,495.59	47.95%	\$71.91	\$22.51	\$18.11	\$112.52		
		Annual Salary	+ Benefits	\$129,435.20	ı				

Records Manager Department: Administration

Step A							
Step A		\$ 5,491.41 /N	Month	\$36.61	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Categ</u>	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$329.48 928.82 2.00 0.00		Non	-Sworn Manag	ers / Confider	ntial
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 35.69 20.26 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 21.97 33.53 79.63		Hourly Rate & Benefits	19.59% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,031.68	55.21%	\$56.82	\$11.13	\$14.31	\$82.26
		Annual Salary	+ Benefits	\$102,277.09			
Step B							
		\$5,765.29 /N	Month	\$38.44	/Hour		
	Total Benefits	\$3,102.30	53.81%	\$59.12	\$11.58	\$14.89	\$85.58
		Annual Salary	+ Benefits	\$106,411.03			
Step C		\$6,053.03 /N	Month	\$40.35	/Hour		
	Total Benefits	\$3,176.48	52.48%	\$61.53	\$12.05	\$15.49	\$89.08
		Annual Salary	+ Benefits	\$110,754.16			
Step D		\$6,356.38 /N	Month	\$42.29	/Hour		
	T. () D C ()			\$42.38		¢17.13	\$02.7 <i>C</i>
	Total Benefits	\$3,254.70	51.20%	\$64.07	\$12.55	\$16.13	\$92.76
		Annual Salary	+ Benefits	\$115,332.92			
Step E		\$6,673.59 /N	Month	\$44.49	/Hour		
	Total Benefits	\$3,336.48	50.00%	\$66.73	\$13.07	\$16.80	\$96.61
		Annual Salary		\$120,120.87	•		
		Annual Salary	+ Benefits	\$120,120.87			

Records Supervisor Department: Police

~ :							
Step A		\$5,203.67 /M	onth	\$34.69	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Categ</u>	<u>ory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$312.22 880.15 2.00 0.00			Office Em	nployees	
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 33.82 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 20.81 33.53 75.45		Hourly Rate & Benefits	45.50% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,833.09	54.44%	\$53.58	\$24.38	\$13.49	\$91.45
		Annual Salary +	Benefits	\$96,441.14			
Step B		\$5,463.68 /M	onth	\$36.42	/Hour		
	Total Benefits	\$2,899.17	53.06%	\$55.75	\$25.37	\$14.04	\$95.16
		Annual Salary +	Benefits	\$100,354.21			
Step C		\$5,737.55 /M	onth	\$38.25	/Hour		
	Total Benefits	\$2,968.77	51.74%	\$58.04	\$26.41	\$14.62	\$99.07
		Annual Salary +	Benefits	\$104,475.86			
Step D		\$6,025.30 /M	onth	\$40.17	/Hour		
	Total Benefits	\$3,041.90	50.49%	\$60.45	\$27.51	\$15.22	\$103.18
		Annual Salary +	Benefits	\$108,806.41			
Step E		\$6,326.91 /M	onth	¢40.10	/Hour		
	Total Benefits	\$3,118.55	49.29%	\$42.18 \$62.97	\$28.65	\$15.86	\$107.48
	Total Delicitis	Annual Salary +		\$113,345.54	Ψ20•03	ψ13.00	ψ 107.70
			Denoits	ΨΙΙΟ,ΟΤΟ.ΟΤ			

Recreation Coordinator Department: Parks and Recreation

Step A		φ4.040.10 /A	<i>f</i> 1	ф22 D2	/11			
		\$4,940.19 /N	Iontn	\$32.93 /Hour				
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>		
PERS - Employee	0.060000	\$296.41			Office En	nployees		
PERS - Employer	0.169140	835.58						
PERS Survivor		2.00						
Management Incentive		0.00						
EAP		3.91						
Health Insurance Dental Insurance		1,188.91 178.96						
LTD Insurance	0.006500	32.11						
Life Insurance	0.000300	4.80						
BPOA Holiday Pay		0.00						
Uniform Allowance		0.00						
Retiree Medical		98.52						
Deferred Comp.		0.00						
Workers Comp.	0.004000	19.76			122.24%	25.18%		
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly	
Medicare	0.014500	71.63		& Benefits	Overhead	Overhead	<u>Rate</u>	
	Total Benefits	\$ 2,766.13	55.99%	\$51.38	\$62.80	\$12.94	\$127.11	
		Annual Salary	+ Benefits	\$92,475.85	:			
Step B								
зієр В		\$5,188.07 /N	l onth	\$34.59	/Hour			
	Total Benefits	\$2,829.13	54.53%	\$53.45	\$65.33	\$13.46	\$132.24	
		Annual Salary	+ Benefits	\$96,206.36	ı			
Step C		Φ 7 440 00 /λ	<i>f</i> 1		~~			
		\$5,448.08 /N	Ionth	\$36.32	/Hour			
	Total Benefits	\$2,895.21	53.14%	\$55.62	\$67.99	\$14.01	\$137.62	
		Annual Salary	+ Benefits	\$100,119.43	1			
Step D		\$5,720.22 /N	Month.	¢20.12	/11			
		φ <i>υ,14</i> 0.44 /1V	TOHUI	\$38.13	/ moul			
	Total Benefits	\$2,964.37	51.82%	\$57.90	\$70.77	\$14.58	\$143.25	
		Annual Salary	+ Benefits	\$104,215.05	ı			
Step E		\$6,006.23 /N	Month	¢40.04	/Hour			
	Total Danafite	•		\$40.04		¢15 10	¢140.16	
	Total Benefits	\$3,037.05	50.57%	\$60.29	\$73.69	\$15.18	\$149.16	
		Annual Salary	+ Benefits	\$108,519.41				

Recreation Manager Department: Parks and Recreation

Step A									
		\$6,815.73 /M	onth	\$45.44 /Hour					
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory			
PERS - Employee	0.060000	\$408.94		Non	-Sworn Manag	gers / Confider	ntial		
PERS - Employer	0.169140	1,152.81							
PERS Survivor		2.00							
Management Incentive		0.00							
EAP		3.91							
Health Insurance		1,188.91							
Dental Insurance	0.006500	178.96							
LTD Insurance	0.006500	44.30							
Life Insurance	0.000205	25.15 0.00							
BPOA Holiday Pay Uniform Allowance		0.00							
Retiree Medical		98.52							
Deferred Comp.		110.00							
Workers Comp.	0.004000	27.26			122.24%	25.18%			
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hourly		
Medicare	0.014500	98.83		& Benefits	Overhead	Overhead	Rate		
	Total Benefits	\$ 3,373.13	49.49%	\$67.93	\$83.03	\$17.10	\$168.06		
		Annual Salary +	Benefits	\$122,266.33					
Step B									
-		\$7,157.21 /M	onth	\$47.71	/Hour				
	Total Benefits	\$3,461.17	48.36%	\$70.79	\$86.53	\$17.83	\$175.15		
		Annual Salary +	Benefits	\$127,420.61					
					!				
Step C		\$7,514.29 /M	onth	\$50.10	/Hour				
		φ1,517.27 /101	Onth	\$50.10	/110u1				
	Total Benefits	\$3,553.24	47.29%	\$73.78	\$90.19	\$18.58	\$182.55		
		Annual Salary +	Benefits	\$132,810.36					
Stop D									
Step D		\$7,890.44 /M	onth	\$52.60	/Hour				
	Total Benefits	,		\$76.9 4	\$94.05	¢10.27	\$190.36		
	Total Benefits	\$3,650.22	46.26%	\$70.94	\$9 4. 05	\$19.37	\$190.30		
		Annual Salary +	Benefits	\$138,487.96					
Step E		φο Δοξ ζΕ Δ.	.1		~~				
		\$8,285.65 /M	onth	\$55.24	/Hour				
	Total Benefits	\$3,752.12	45.28%	\$80.25	\$98.10	\$20.21	\$198.56		
		Annual Salary +	Benefits	\$144,453.24					

Recreation Supervisor Department: Parks and Recreation

Step A		ΦΕ (OO 25 /A	M (1.	\$2 5 9 5	/11		
		\$5,680.35 /N	Ionth	\$37.87	/Hour		
Benefit	Multiplier				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$340.82		Non-	Sworn Professi	onals / Superv	visors
PERS - Employer	0.169140	960.77					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.00.5500	178.96					
LTD Insurance	0.006500	36.92					
Life Insurance	0.000205	20.96					
BPOA Holiday Pay		0.00					
Uniform Allowance Retiree Medical		0.00 98.52					
		98.52 110.00					
Deferred Comp. Workers Comp.	0.004000	22.72			122,24%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	82.37		& Benefits	Overhead	Overhead	Rate
Wedicare	0.014300	02.31		<u>a benefits</u>	Overneau	Overneau	Kate
	Total Benefits	\$ 3,080.40	54.23%	\$58.40	\$71.39	\$14.71	\$144.50
		Annual Salary	+ Benefits	\$105,128.95			
Step B							
Step B		\$5,964.63 /N	I onth	\$39.76	/Hour		
	Total Benefits	\$3,153.69	52.87%	\$60.79	\$74.31	\$15.31	\$150.40
	Town Denomin				Ψ' Ι	410.01	Ψ10010
		Annual Salary	+ Benefits	\$109,419.86			
Step C		* · · · · ·					
		\$6,262.77 /N	1onth	\$41.75	/Hour		
	Total Benefits	\$3,230.56	51.58%	\$63.29	\$77.36	\$15.94	\$156.59
			TD 614	4112.010.0			
		Annual Salary	+ Benefits	\$113,919.97			
Step D							
		\$6,576.52 /N	I onth	\$43.84	/Hour		
	Total Benefits	\$3,311.45	50.35%	\$65.92	\$80.58	\$16.60	\$163.10
		A 1 G - 1	. D64	¢110 <i>(55 5</i> 0			
		Annual Salary	+ Benefits	\$118,655.70			
Step E		φ.c. 0.0 = 0 = 0					
		\$6,905.87 /N	1onth	\$46.04	/Hour		
	Total Benefits	\$3,396.37	49.18%	\$68.68	\$83.95	\$17.29	\$169.93
		Annual Salary	+ Benefits	\$123,626.90			
		-			i		

Redevelopment Analyst Department: Redevelopment Agency

			Kedevelop				
Step A							
		\$6,661.46	/Month	\$44.41	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$399.69		Non	Sworn Professi		ricora
PERS - Employee	0.169140	1,126.72		NOII-	Sworn Froressi	onais / Superv	/18018
PERS Survivor	0.107140	2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	43.30					
Life Insurance	0.000205	24.58					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		110.00					
Workers Comp.	0.004000	26.65			129.11%	25.18%	
Vision Benefit	0.04.4700	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	96.59		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,333.36	50.04%	\$66.63	\$86.03	\$16.78	\$169.44
		Annual Salar	y + Benefits	\$119,937.78			
					•		
Step B							
		\$6,994.27	/Month	\$46.63	/Hour		
	Total Benefits	\$3,419.16	48.89%	\$69.42	\$89.63	\$17.48	\$176.54
		Ammuel Colour	Dama@4a	¢124.061.20			
		Annual Salar	y + Delients	\$124,961.20	•		
Step C							
		\$7,344.42	/Month	\$48.96	/Hour		
	Total Benefits	\$3,509.44	47.78%	\$72.36	\$93.42	\$18.22	\$184.00
		Annual Salar	v + Benefits	\$130,246.35			
			v	, = 2 0, = 10100	•		
Step D							
		\$7,711.90	/Month	\$51.41	/Hour		
	Total Benefits	\$3,604.19	46.74%	\$75.44	\$97.40	\$19.00	\$191.84
		Annual Salar	v + Benefits	\$135,793.08			
		Darai	., Denemb	Ψ100,170,000	•		
Step E							
		\$8,096.71	/Month	\$53.98	/Hour		
	Total Benefits	\$3,703.41	45.74%	\$78.67	\$101.57	\$19.81	\$200.05
				draft con on			
		Annual Salar	y + Benefits	\$141,601.39	!		

Redevelopment Manager Department: Redevelopment Agency

	D	epai unent.	Keuevelop	ment Agency			
Step A							
		\$9,339.56	6 /Month	\$62.26	/Hour		
<u>Benefit</u>	Multiplier				Categ	ory	
PERS - Employee	0.060000	\$560.37	7	Non-	-Sworn Manag	ers / Confide	ntial
PERS - Employer	0.169140	1,579.69	9				
PERS Survivor		2.00	C				
Management Incentive		0.00	O				
EAP		3.9					
Health Insurance		1,188.9					
Dental Insurance		178.90					
LTD Insurance	0.006500	60.7					
Life Insurance	0.000205	34.40					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52 110.00					
Deferred Comp. Workers Comp.	0.004000	37.30			129.11%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate	Department		Total Hourly
Medicare	0.014500	135.42		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	133.42		<u>a Denents</u>	Overneau	Overneau	<u> Kate</u>
	Total Benefits	\$ 4,023.85	43.08%	\$89.09	\$115.02	\$22.43	\$226.55
		Annual Salar	y + Benefits	\$160,360.92			
Step B							
		\$9,805.8 4	Month /	\$65.37	/Hour		
	Total Benefits	\$4,144.07	42.26%	\$93.00	\$120.07	\$23.42	\$236.49
			. D. 694	φ1 / Ξ 200 02			
		Annual Salar	y + Benefits	\$167,398.93	:		
Step C							
		\$10,296.40) /Month	\$68.64	/Hour		
	Total Benefits	\$4,270.55	41.48%	\$97.11	\$125.38	\$24.45	\$246.95
		Annual Salar	ry + Ronofite	\$174,803.42			
		Aimuai Salai	y Delicitis	φ17-1,003.42	:		
Step D							
		\$10,811.22	2 /Month	\$72.07	/Hour		
	Total Benefits	\$4,403.29	40.73%	\$101.43	\$130.96	\$25.54	\$257.93
		Annual Salar	y + Benefits	\$182,574.09	i		
Step E							
	_	\$11,352.04	/Month	\$75.68	/Hour		
	Total Benefits	\$4,542.73	40.02%	\$105.97	\$136.81	\$26.68	\$269.46
		Annual Salar	y + Benefits	\$190,737.21	•		

Regulatory Compliance Supervisor Department: Public Works

Step A											
			\$6,661.46 /	Month	\$44.41 /Hour						
<u>Benefit</u>	Multiplier	<u>Multiplier</u>				<u>Category</u>					
PERS - Employee	0.060000		\$399.69		Non-S	Sworn Profession	onals / Super	visors			
PERS - Employer	0.169140		1,126.72								
PERS Survivor			2.00								
Management Incentive			0.00								
EAP			3.91								
Health Insurance Dental Insurance			1,188.91 178.96								
LTD Insurance	0.006500		43.30								
Life Insurance	0.000300		24.58								
BPOA Holiday Pay	0.000203		0.00								
Uniform Allowance			0.00								
Retiree Medical			98.52								
Deferred Comp.			110.00								
Workers Comp.	0.004000		26.65			114.54%	25.18%				
Vision Benefit			33.53		Hourly Rate	Department	City-Wide	Total Hourly			
Medicare	0.014500		96.59		& Benefits	Overhead	Overhead	Rate			
	Total Benefits	\$	3,333.36	50.04%	\$66.63	\$76.32	\$16.78	\$159.73			
			Annual Salary	+ Benefits	\$119,937.78	•					
Step B											
Step B			\$6,994.27 /	Month	\$46.63	/Hour					
	Total Benefits		\$3,419.16	48.89%	\$69.42	\$79.52	\$17.48	\$166.42			
			Annual Salary	+ Benefits	\$124,961.20	:					
Step C											
			\$7,344.42 /	Month	\$48.96	/Hour					
	Total Benefits		\$3,509.44	47.78%	\$72.36	\$82.88	\$18.22	\$173.46			
			Annual Salary	+ Benefits	\$130,246.35	:					
Step D											
			\$7,711.90 /	Month	\$51.41	/Hour					
	Total Benefits		\$3,604.19	46.74%	\$75.44	\$86.41	\$19.00	\$180.85			
			Annual Salary	+ Benefits	\$135,793.08						
Step E			φο οο : = : :								
			\$8,096.71 //	Month	\$53.98						
	Total Benefits		\$3,703.41	45.74%	\$78.67	\$90.11	\$19.81	\$188.58			
			Annual Salary	+ Benefits	\$141,601.39	•					

Right-of-Way Specialist Department: Public Works

Q. A		Department. Tu			
Step A		\$6,016.63 /Month	\$40.11 /Hour		
<u>Benefit</u>	<u>Multiplier</u>		Cate	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$361.00 1,017.65 2.00 0.00	Office E	mployees	
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 39.11 4.80 0.00 0.00 98.52			
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 24.07 33.53 87.24	Hourly Rate Department <u>& Benefits</u> Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,039.70 50.52%	\$60.38 \$69.15	\$15.20	\$144.73
		Annual Salary + Benefit	\$ \$108,675.93		
Step B		\$6,318.24 /Month	\$42.12 /Hour		
	Total Benefits	\$3,116.35 49.32%	\$62.90 \$72.04	\$15.84	\$150.78
		Annual Salary + Benefit	\$ \$113,215.06		
Step C		\$6,633.72 /Month	\$44.22 /Hour		
	Total Benefits	\$3,196.52 48.19%	\$65.53 \$75.06	\$16.50	\$157.10
		Annual Salary + Benefit	\$ \$117,962.93		
Step D		\$6,964.80 /Month	\$46.43 /Hour		
	Total Benefits	\$3,280.67 47.10%		\$17.20	\$163.74
		Annual Salary + Benefit			
Step E		ф л 212 21	\$10 - 2 -5-		
	Total Danasia	\$7,313.21 /Month	\$48.75 /Hour	¢17.02	¢170.72
	Total Benefits	\$3,369.21 46.07%		\$17.93	\$170.72
		Annual Salary + Benefit	\$ <u>\$128,189.04</u>		

Safety / Special Projects Coordinator Department: Public Works

Step A		.		4.5.0			
		\$5,545.15 /	Month	\$36.97	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.060000	\$332.71			Office En	nployees	
PERS - Employer PERS Survivor	0.169140	937.91 2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	36.04					
Life Insurance		4.80					
BPOA Holiday Pay Uniform Allowance		0.00 0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	22.18			114.54%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	80.40		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,919.88	52.66%	\$56.43	\$64.64	\$14.21	\$135.28
		Annual Salary	+ Benefits	\$101,580.30	:		
Step B							
2.1.F _		\$5,822.49 / I	Month	\$38.82	/Hour		
	Total Benefits	\$2,990.36	51.36%	\$58.75	\$67.29	\$14.79	\$140.84
		Annual Salary	+ Benefits	\$105,754.18	:		
Step C							
Stop C		\$6,113.70 / I	Month	\$40.76	/Hour		
	Total Benefits	\$3,064.37	50.12%	\$61.19	\$70.08	\$15.41	\$146.68
		Annual Salary	+ Renefits	\$110,136.80			
		Timidai Salai y	Delicitis	ψ110,120.00	I		
Step D		A					
		\$6,418.78 / I	Month	\$42.79	/Hour		
	Total Benefits	\$3,141.90	48.95%	\$63.74	\$73.01	\$16.05	\$152.79
		Annual Salary	+ Benefits	\$114,728.15	1		
Step E							
		\$6,739.46 /]	Month	\$44.93	/Hour		
	Total Benefits	\$3,223.40	47.83%	\$66.42	\$76.08	\$16.73	\$159.22
		Annual Salary	+ Benefits	\$119,554.29	1		

Senior Accountant Department: Finance & Information Systems

Step A		\$6,644.12 //	Month	\$44.29	/Hour				
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>				
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP	0.060000 0.169140	\$398.65 1,123.79 2.00 0.00 3.91		Non-	Sworn Professi	onals / Super	visors		
Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	1,188.91 178.96 43.19 24.52 0.00 0.00 98.52							
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 26.58 33.53 96.34		Hourly Rate <u>& Benefits</u>	31.30% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>		
	Total Benefits	\$ 3,328.88	50.10%	\$66.49	\$20.81	\$16.74	\$104.04		
		Annual Salary	+ Benefits	\$119,676.05	:				
Step B		\$6,976.94 /J	Month	\$46.51	/Hour				
	Total Benefits	\$3,414.70	48.94%	\$69.28	\$21.68	\$17.44	\$108.40		
		Annual Salary	+ Benefits	\$124,699.62	:				
Step C		\$ 7,325.35 /	Month	\$48.84	/Hour				
	Total Benefits	\$3,504.53	47.84%	\$72.20	\$22.60	\$18.18	\$112.98		
		Annual Salary	+ Benefits	\$129,958.51	:				
Step D		\$7,691.10 //	Month	¢51.27	/11				
	Total Benefits	\$3,598.83	46.79%	\$51.27 \$75.27	\$23.56	\$18.95	\$117.78		
	Total Belieffts	Annual Salary		\$135,479.13	Ψ23.30	ψ10.23	Ψ117.70		
Step E		40.0== 0.0							
	Total Benefits	\$8,075.91 /3 \$3,698.04	Month 45.79%	\$53.84 \$78.49	/Hour \$24.57	\$19.77	\$122.82		
	Total Benefits	Annual Salary		\$141,287.43	ψ ωτι ω /	ψ12.11	ψ 122.02		

Senior Associate Engineer Department: Public Works

Benefit Multip PERS - Employee 0.00	1:	\$7,574.96 /I	Month	Φ <i>E</i> Ω <i>E</i> Ω	/T T		
	12		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$50.50	/Hour		
PERS - Employee 0.00	<u>mer</u>				Categ	<u>gory</u>	
	50000	\$454.50		Non-	Sworn Professi	onals / Superv	visors
A 5	59140	1,281.23					
PERS Survivor		2.00					
Management Incentive EAP		0.00 3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
	06500	49.24					
	00205	27.95					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.	24000	110.00			=		
Workers Comp. 0.00 Vision Benefit	04000	30.30 33.53		Hourly Rate	114.54% Department	25.18%	Total Hourly
	14500	109.84		& Benefits	Overhead	City-Wide Overhead	Rate
Wedicare 0.0	14300	107.04		& Benefits	Overneau	Overneau	Kate
Total Ber	nefits	\$ 3,568.88	47.11%	\$74.29	\$85.09	\$18.71	\$178.09
		Annual Salary	+ Benefits	\$133,726.11			
Step B							
ı.		\$7,952.84 /I	Month	\$53.02	/Hour		
Total Ber	nefits	\$3,666.31	46.10%	\$77.46	\$88.72	\$19.51	\$185.69
		Annual Salary	+ Benefits	\$139,429.82			
Step C							
		\$8,349.79 /1	Month	\$55.67	/Hour		
Total Ber	nefits	\$3,768.66	45.13%	\$80.79	\$92.54	\$20.34	\$193.67
		Annual Salary	+ Benefits	\$145,421.37			
Step D							
		\$8,767.54 /I	Month	\$58.45	/Hour		
Total Ber	nefits	\$3,876.37	44.21%	\$84.29	\$96.55	\$21.23	\$202.07
		Annual Salary	+ Benefits	\$151,726.87			
Step E							
		\$9,206.09 /1	Month	\$61.37	/Hour		
Total Ber	nefits	\$3,989.44	43.33%	\$87.97	\$100.76	\$22.15	\$210.88
		Annual Salary	+ Benefits	\$158,346.32			

Senior Building Inspector Department: Community Development

Step A							
2.0.p = 2		\$6,683.99	/Month	\$44.56	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.060000	\$401.04			Office En	nployees	
PERS - Employer	0.169140	1,130.53					
PERS Survivor		2.00 0.00					
Management Incentive EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	43.45					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical Deferred Comp.		98.52 0.00					
Workers Comp.	0.004000	26.74			79.78%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	96.92		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,209.30	48.01%	\$65.96	\$52.62	\$16.61	\$135.18
		Annual Salar	ry + Benefits	\$118,719.48	_		
					•		
Step B							
		\$7,018.54	/Month	\$46.79	/Hour		
	Total Benefits	\$3,294.32	46.94%	\$68.75	\$54.85	\$17.31	\$140.91
		Annual Salar	ry + Benefits	\$123,754.35	i.		
Step C		ф т 270 70	/M = 1	#40.10			
		\$7,368.68	/Month	\$49.12	/Hour		
	Total Benefits	\$3,383.31	45.91%	\$71.68	\$57.19	\$18.05	\$146.92
		Annual Salar	ry + Benefits	\$129,023.85	:		
Step D		\$7,737.90	Month	φ <u>ε</u> 1.50	/11		
		φ1,131.30	/ IVIOIIIII	\$51.59	/ FIOUI		
	Total Benefits	\$3,477.14	44.94%	\$74.77	\$59.65	\$18.83	\$153.24
		Annual Salar	ry + Benefits	\$134,580.49			
Step E		ФО 124 47	/N /		~~		
		\$8,124.45	/Wonth	\$54.16	/Hour		
	Total Benefits	\$3,575.38	44.01%	\$78.00	\$62.23	\$19.64	\$159.87
		Annual Salar	ry + Benefits	\$140,397.94	•		

Senior Code Enforcement Officer Department: Community Development

Step A							
2.1.p - 1.		\$6,262.77	/Month	\$41.75	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$375.77			Office En	nployees	
PERS - Employer	0.169140	1,059.28					
PERS Survivor		2.00 0.00					
Management Incentive EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	40.71					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance Retiree Medical		0.00 98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	25.05			79.78%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	90.81		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,102.25	49.53%	\$62.43	\$49.81	\$15.72	\$127.96
		Annual Salar	y + Benefits	\$112,380.25	1		
Step B							
Step B		\$6,576.52	/Month	\$43.84	/Hour		
	Total Benefits	\$3,181.99	48.38%	\$65.06	\$51.90	\$16.38	\$133.34
		Annual Salar	v + Benefits	\$117,102.09			
				·	!		
Step C		\$6,905.87	/Month	\$46.04	/Hour		
	- 15 a	•				44=00	4120.00
	Total Benefits	\$3,265.69	47.29%	\$67.81	\$54.10	\$17.08	\$138.98
		Annual Salar	y + Benefits	\$122,058.70	:		
Step D		Φ 7 250 01	73. F 1	440.24	~~		
		\$7,250.81	/Month	\$48.34	/Hour		
	Total Benefits	\$3,353.35	46.25%	\$70.69	\$56.40	\$17.80	\$144.90
		Annual Salar	y + Benefits	\$127,249.94	1		
Step E							
		\$7,613.09	/Month	\$50.75	/Hour		
	Total Benefits	\$3,445.42	45.26%	\$73.72	\$58.82	\$18.56	\$151.10
		Annual Salar	y + Benefits	\$132,702.14	ı		
					•		

Senior Community Development Technician Department: Community Development

Step A		\$5,467.14 //	Month	\$36.45	/Hour		
		φ3,407.14 /1	vionui	φ30.43			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.060000	\$328.03			Office En	nployees	
PERS - Employer	0.169140	924.71					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		1,188.91					
LTD Insurance	0.006500	35.54					
Life Insurance	0.0000	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	21.87			79.78%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	79.27		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,900.05	53.05%	\$55.78	\$44.50	\$14.05	\$114.33
		Annual Salary	+ Benefits	\$100,406.28	:		
Step B							
экер Б		\$5,741.02 /	Month	\$38.27	/Hour		
	m 15 a					4446	4440.04
	Total Benefits	\$2,969.65	51.73%	\$58.07	\$46.33	\$14.62	\$119.02
		Annual Salary	+ Benefits	\$104,528.08	:		
Step C		\$6,028.77 /I	Month	\$40.19	/Hour		
		φυ,υ20.77 /1	vionui	\$40.19	/110u1		
	Total Benefits	\$3,042.78	50.47%	\$60.48	\$48.25	\$15.23	\$123.95
		Annual Salary	+ Benefits	\$108,858.63	:		
Step D		Ф. 220 20 л	\ r1				
		\$6,330.38 /]	Month	\$42.20	/Hour		
	Total Benefits	\$3,119.43	49.28%	\$63.00	\$50.26	\$15.86	\$129.12
		Annual Salary	+ Benefits	\$113,397.76			
C. F.							
Step E		\$6,647.59 /]	Month	\$44.32	/Hour		
	Total Benefits	\$3,200.05	48.14%	\$65.65	\$52.38	\$16.53	\$134.56
		Annual Salary		\$118,171.67			
				, -,,	•		

Senior Community Service Officer Department: Police

Step A							
2.00p 11		\$4,967.92 /N	Month	\$33.12	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.080000	\$397.43			Non-Swoi	rn Police	
PERS - Employer	0.169140	840.27					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance LTD Insurance	0.006500	178.96 32.29					
Life Insurance	0.000300	6.90					
BPOA Holiday Pay		0.00					
Uniform Allowance		83.33					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	19.87			45.50%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	72.03		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,957.97	59.54%	\$52.84	\$24.04	\$13.31	\$90.19
		Annual Salary	+ Benefits	\$95,110.68	ı		
Ctan D							
Step B		\$5,215.80 /N	Month	\$34.77	/Hour		
	Total Benefits	\$3,025.92	58.01%	\$54.94	\$25.00	\$13.84	\$93.78
		Annual Salary	+ Benefits	\$98,900.68	ı		
Step C							
		\$5,475.81 /N	Month	\$36.51	/Hour		
	Total Benefits	\$3,097.20	56.56%	\$57.15	\$26.01	\$14.39	\$97.55
		Annual Salary	+ Benefits	\$102,876.15			
G, D							
Step D		\$5,749.69 /N	Month	\$38.33	/Hour		
	Total Benefits	\$3,172.28	55.17%	\$59.48	\$27.07	\$14.98	\$101.52
					+	4-35	,
		Annual Salary	+ Benefits	\$107,063.69	1		
Step E		\$6,037.43 /N	Month	\$40.25	/Hour		
	Total Benefits	\$3,251.17	53.85%	\$61.92	\$28.18	\$15.59	\$105.69
	Tomi Denemo				ψ ωυ.Σ υ	ΨΙΟΙΟ	Ψ100.07
		Annual Salary	+ Benefits	\$111,463.14	ı		

Senior Construction Inspector Department: Public Works

Step A		-					
		\$6,683.99 /M	onth	\$44.56	/Hour		
<u>Benefit</u>	Multiplier				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$401.04			Office En	nployees	
PERS - Employer	0.169140	1,130.53					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	43.45					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	26.74		H 1 D 4	114.54%	25.18%	m . 1 m . 1
Vision Benefit	0.014500	33.53		Hourly Rate & Benefits	Department	City-Wide	Total Hourly
Medicare	0.014500	96.92		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 3,209.30	48.01%	\$65.96	\$75.54	\$16.61	\$158.11
		Annual Salary +	Benefits	\$118,719.48			
Step B							
		\$7,018.54 /M	onth	\$46.79	/Hour		
	Total Benefits	\$3,294.32	46.94%	\$68.75	\$78.75	\$17.31	\$164.81
		Annual Salary +	Benefits	\$123,754.35			
Step C							
		\$7,368.68 /M	onth	\$49.12	/Hour		
	Total Benefits	\$3,383.31	45.91%	\$71.68	\$82.10	\$18.05	\$171.83
		Annual Salary +	Benefits	\$129,023.85			
Step D							
		\$7,737.90 /M	onth	\$51.59	/Hour		
	Total Benefits	\$3,477.14	44.94%	\$74.77	\$85.64	\$18.83	\$179.23
		Annual Salary +	Benefits	\$134,580.49			
Step E							
		\$8,124.45 /M	onth	\$54.16	/Hour		
	Total Benefits	\$3,575.38	44.01%	\$78.00	\$89.34	\$19.64	\$186.98
		Annual Salary +	Benefits	\$140,397.94			

Senior Community Development Analyst Department: Redevelopment Agency

Step A							
1		\$7,659.89 /I	Month	\$51.07	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$459.59 1,295.59 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 49.79 28.26 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 30.64 33.53 111.07		Hourly Rate & Benefits	129.11% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,590.78	46.88%	\$75.00	\$96.84	\$18.89	\$190.73
		Annual Salary	+ Benefits	\$135,008.04			
Step B		\$8,042.98 /	Month	\$53.62	/Hour		
	Total Benefits	\$3,689.55	45.87%	\$78.22	\$100.99	\$19.70	\$198.90
		Annual Salary	+ Benefits	\$140,790.39			
Step C		\$8,445.12 /I	Month	\$56.30	/Hour		
	Total Benefits	\$3,793.24	44.92%	\$81.59	\$105.34	\$20.55	\$207.47
		Annual Salary	+ Benefits	\$146,860.27			
Step D		\$8,868.07 /I	Month	\$59.12	/Hour		
	Total Benefits	\$3,902.29	44.00%	\$85.14	\$109.92	\$21.44	\$216.49
		Annual Salary	+ Benefits	\$153,244.26			
Step E		\$0.211.02 //	Mandl				
	Total Dan C.	\$9,311.82 /I		\$62.08		¢22.29	\$33E 07
	Total Benefits	\$4,016.70	43.14%	\$88.86	\$114.72	\$22.38	\$225.96
		Annual Salary	+ Benefits	\$159,942.21			

Senior Engineer Department: Public Works

~ · ·		-					1
Step A		\$8,325.52 /M	lonth	\$55.50	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$499.53 1,408.18 2.00 0.00		Non-Sworn Professionals / Supervisors			
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 54.12 30.72 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 33.30 33.53 120.72		Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,762.40	45.19%	\$80.59	\$92.30	\$20.29	\$193.18
		Annual Salary +	- Benefits	\$145,055.04			
Step B		\$8,741.54 /M	lonth	\$58.28	/Hour		
	Total Benefits	\$3,869.66	44.27%	\$84.07	\$96.30	\$21.17	\$201.54
		Annual Salary +	- Benefits	\$151,334.43			
Step C		\$9,178.35 /M	lonth	\$61.19	/Hour		
	Total Benefits	\$3,982.28	43.39%	\$87.74	\$100.49	\$22.09	\$210.33
		Annual Salary +	- Benefits	\$157,927.62			
Step D		\$9,637.70 /M	onth	\$64.25	/Hour		
	Total Benefits	\$4,100.72	42.55%	\$91.59	\$104.91	\$23.06	\$219.56
		Annual Salary +		\$164,861.03	*	7-2000	,
Step E		0404:272	r 41				
	Tatal Day C.	\$10,119.59 /M		\$67.46		#34.00	\$220.25
	Total Benefits	\$4,224.96	41.75%	\$95.63	\$109.53	\$24.08	\$229.25
		Annual Salary +	- Benefits	\$172,134.66			

Senior Collection System Worker Department: Public Works

Step A						
		\$5,361.41 /Month	\$35.74	l /Hour		
<u>Benefit</u>	Multiplier			Cate	<u>gory</u>	
PERS - Employee	0.060000	\$321.68		Public Works -	- Maintenance	
PERS - Employer	0.169140	906.83				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP		3.91				
Health Insurance		1,188.91				
Dental Insurance	0.006500	178.96				
LTD Insurance Life Insurance	0.006500	34.85 4.80				
BPOA Holiday Pay		0.00				
Uniform Allowance		0.00				
Retiree Medical		98.52				
Deferred Comp.		0.00				
Workers Comp.	0.004000	21.45		114.54%	25.18%	
Vision Benefit	0.00-1000	33.53	Hourly Rate		City-Wide	Total Hourly
Medicare	0.014500	77.74	& Benefits	<u>Overhead</u>	Overhead	Rate
	Total Benefits	\$ 2,873.18 53.59	9% \$54.90	\$62.88	\$13.82	\$131.60
		Annual Salary + Bene	fits \$98,815.07	=		
Step B						
		\$5,630.08 /Month	\$37.53	3 /Hour		
	Total Benefits	\$2,941.46 52.2	5% \$57.14	\$65.45	\$14.39	\$136.99
		Annual Salary + Bene	fits \$102,858.47	=		
Step C						
		\$5,910.89 /Month	\$39.4	1 /Hour		
	Total Benefits	\$3,012.82 50.9	7% \$59.49	\$68.14	\$14.98	\$142.61
		Annual Salary + Bene	fits \$107,084.57			
C. B				_		
Step D		\$6,207.31 /Month	\$41.3	8 /Hour		
		•				
	Total Benefits	\$3,088.16 49.73	5% \$61.97	\$70.98	\$15.60	\$148.55
		Annual Salary + Bene	fits \$111,545.60	_		
Step E		.				
		\$6,517.58 /Month	\$43.43	5 /Hour		
	Total Benefits	\$3,167.01 48.59	9% \$64.56	\$73.95	\$16.26	\$154.77
		Annual Salary + Bene	fits \$116,215.06	_		

Senior Equipment Mechanic Department: Public Works

	\$5,507.01 /N	Month	\$36.71	/Hour		
<u>Multiplier</u>				Categ	<u>gory</u>	
0.060000 0.169140	\$330.42 931.46 2.00			Public Works -	Maintenance	
0.006500	0.00 3.91 1,188.91 178.96 35.80 4.80 0.00 0.00 98.52					
0.004000 0.014500	0.00 22.03 33.53 79.85		Hourly Rate & Benefits	114.54% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
Total Benefits	\$ 2,910.18	52.85%	\$56.11	\$64.27	\$14.13	\$134.52
	Annual Salary	+ Benefits	\$101,006.31	ı		
	\$5,782.62 /N	Month	\$38.55	/Hour		
Total Benefits	\$2,980.23	51.54%	\$58.42	\$66.91	\$14.71	\$140.04
	Annual Salary	+ Benefits	\$105,154.15	ı		
	\$6,072.10 /N	Month	\$40.48	/Hour		
Total Benefits	\$3,053.79	50.29%	\$60.84	\$69.69	\$15.32	\$145.84
	Annual Salary	+ Benefits	\$109,510.73	ı		
	\$6,375.45 /N	Month	\$42.50	/Hour		
Total Benefits	\$3,130.89	49.11%	\$63.38	\$72.59	\$15.96	\$151.92
	Annual Salary	+ Benefits	\$114,076.05	i		
	\$6 604 3 0 /\	Month	\$11 62	/Hour		
Total Benefits	·				\$16.63	\$158.32
Total Delicities				ψ <i>1 3•</i> 0·1	ψ10.03	ψ 13U•3 4
	0.060000 0.169140 0.006500 0.004000 0.014500 Total Benefits Total Benefits	Multiplier	0.060000 \$330.42 0.169140 931.46 2.00 0.00 3.91 1,188.91 178.96 0.006500 35.80 4.80 0.00 0.00 0.00 98.52 0.00 0.00 0.00 98.52 0.00 0.014500 79.85 Total Benefits \$2,910.18 \$52.85% Annual Salary + Benefits \$5,782.62 /Month Total Benefits \$3,053.79 \$50.29% Annual Salary + Benefits \$6,072.10 /Month Total Benefits \$3,130.89 \$49.11% Annual Salary + Benefits \$6,694.39 /Month Total Benefits \$3,211.94 \$47.98%	Multiplier 0.060000 \$330.42 4 0.169140 931.46 2.00 0.00 3.91 1,188.91 1,188.91 178.96 0.00 0.006500 35.80 4.80 0.00 0.00 0.00 0.004000 22.03 33.53 Hourly Rate & Benefits Total Benefits \$ 2,910.18 52.85% \$56.11 Annual Salary + Benefits \$101,006.31 Total Benefits \$2,980.23 51.54% \$58.42 Annual Salary + Benefits \$105,154.15 Total Benefits \$3,053.79 50.29% \$60.84 Annual Salary + Benefits \$109,510.73 Total Benefits \$3,130.89 49.11% \$63.38 Annual Salary + Benefits \$114,076.05 \$6,694.39 /Month \$44.63 Total Benefits \$3,211.94 47.98% \$66.04	Multiplier Cates 0.060000 \$330.42 Public Works - 10.06000 0.169140 931.46 Public Works - 10.000 - 1.000 0.006300 3.91 1.188.91 1,188.91 178.96 35.80 0.006500 35.80 4.80 0.000 0.00 0.00 0.004000 22.03 33.53 0.014500 79.85 \$6.01 **Total Benefits \$2,910.18 52.85% \$56.11 \$64.27 **Annual Salary + Benefits \$101,006.31 **Total Benefits \$38.55 Hourly Rate & Department & Overhead **Total Benefits \$2,980.23 51.54% \$38.55 Hourly Rate & Sale, 27 **Total Benefits \$2,980.23 51.54% \$38.55 Hourly Rate & Sale, 28 \$66.91 **Total Benefits \$3,053.79 \$0.29% \$60.84 \$69.69 **Annual Salary + Benefits \$109,510.73 **Total Benefits \$3,130.89 49.11% \$42.50 Hourly Rate & Sale, 28 **Total Benefits	Multiplier Category 0.060000 \$330.42 Public Works - Maintenance 0.169140 931.46 Public Works - Maintenance 0.000 2.000 Public Works - Maintenance 0.000 3.91 1.188.91 1.18.96 3.91 1.148.91 0.000 98.52 0.00 0.004000 22.03 33.53 0.014500 79.85 Hourly Rate & Department & City-Wide Overhead Annual Salary + Benefits \$5,782.62 Month \$38.55 Hour Total Benefits \$2,980.23 \$1.546 \$58.42 \$66.91 \$14.71 Annual Salary + Benefits \$105,154.15 \$14.71 Total Benefits \$3,053.79 \$0.29% \$60.84 \$69.69 \$15.32 Annual Salary + Benefits \$109,510.73 \$15.96 Annual Salary + Benefits \$114,076.05 \$15.96

Senior Park / Maintenance Worker **Department: Parks & Recreation**

Benefit Multi PERS - Employee 0	tinliar	\$4,763.38 /I	Month	\$31.76	/I I com		
	tinlior			φ31./0	/ HOUT		
PERS - Employee 0.	прист				Categ	gory	
	.060000	\$285.80			Public Works -	Maintenance	
A *	.169140	805.68					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91 178.96					
Dental Insurance LTD Insurance 0	.006500	30.96					
Life Insurance	.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
	.004000	19.05			122,24%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare 0	.014500	69.07		& Benefits	Overhead	Overhead	Rate
Total B	Benefits	\$ 2,721.20	57.13%	\$49.90	\$60.99	\$12.56	\$123.45
		Annual Salary	+ Benefits	\$89,814.91			
Stan D							
Step B		\$5,000.86 /I	Month	\$33.34	/Hour		
Total B	Benefits	\$2,781.55	55.62%	\$51.88	\$63.42	\$13.06	\$128.37
		Annual Salary	+ Benefits	\$93,388.91			
Step C							
		\$5,250.47 /I	Month	\$35.00	/Hour		
Total B	Senefits	\$2,844.99	54.19%	\$53.97	\$65.97	\$13.59	\$133.53
		Annual Salary	+ Benefits	\$97,145.46			
Step D		45.510.01					
		\$5,512.21 /I	Month	\$36.75	/Hour		
Total B	Benefits	\$2,911.50	52.82%	\$56.16	\$68.65	\$14.14	\$138.95
		Annual Salary	+ Benefits	\$101,084.57			
Step E		ф <i>Е поп</i> . од	M1	***			
	~	\$5,787.82 /1		\$38.59		dr. 4 ===	.
Total B	senefits	\$2,981.55	51.51%	\$58.46	\$71.46	\$14.72	\$144.65
		Annual Salary	+ Benefits	\$105,232.41			

Senior Planner Department: Community Development

Step A		_						
2007 11		\$7,659.89	/Month	\$51.07	/Hour			
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory		
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$459.59 1,295.59 2.00 0.00		Non-	Sworn Professi	onals / Superv	rvisors	
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 49.79 28.26 0.00 0.00 98.52						
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 30.64 33.53 111.07		Hourly Rate & Benefits	79.78% Department Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>	
	Total Benefits	\$ 3,590.78	46.88%	\$75.00	\$59.84	\$18.89	\$153.73	
		Annual Salar	ry + Benefits	\$135,008.04	:			
Step B		\$8,042.98	/Month	\$53.62	/Hour			
	Total Benefits	\$3,689.55	45.87%	\$78.22	\$62.40	\$19.70	\$160.31	
		Annual Salar	ry + Benefits	\$140,790.39				
Step C		\$8,445.12	/Month	\$56.30	/Hour			
	Total Benefits	\$3,793.24	44.92%	\$81.59	\$65.09	\$20.55	\$167.22	
		Annual Salar	ry + Benefits	\$146,860.27	•			
Step D		\$8,868.07	/Month	\$59.12	/Hour			
	Total Benefits	\$3,902.29	44.00%	\$85.14	\$67.92	\$21.44	\$174.49	
		Annual Salar	ry + Benefits	\$153,244.26	ı			
Step E		\$9,311.82	Month	\$62.08	/Hour			
	Total Benefits	\$4,016.70	43.14%	\$62.08 \$88.86	\$70.89	\$22.38	\$182.12	
	Total Delicitis	Annual Sala		\$159,942.21	φ/ U• ΟΫ	φ 44.30	φ10 <i>2</i> .1 <i>2</i>	
					•			

Senior Police Records Clerk Department: Police

Cotal Hourly
Rate
\$85.19
\$88.58
\$92.14
\$95.90
\$99.84

Senior Redevelopment Analyst Department: Redevelopment Agency

Step A							
1		\$7,659.89 /I	Month	\$51.07	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$459.59 1,295.59 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 49.79 28.26 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 30.64 33.53 111.07		Hourly Rate & Benefits	129.11% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,590.78	46.88%	\$75.00	\$96.84	\$18.89	\$190.73
		Annual Salary	+ Benefits	\$135,008.04			
Step B		\$8,042.98 /	Month	\$53.62	/Hour		
	Total Benefits	\$3,689.55	45.87%	\$78.22	\$100.99	\$19.70	\$198.90
		Annual Salary	+ Benefits	\$140,790.39			
Step C		\$8,445.12 /I	Month	\$56.30	/Hour		
	Total Benefits	\$3,793.24	44.92%	\$81.59	\$105.34	\$20.55	\$207.47
		Annual Salary	+ Benefits	\$146,860.27			
Step D		\$8,868.07 /I	Month	\$59.12	/Hour		
	Total Benefits	\$3,902.29	44.00%	\$85.14	\$109.92	\$21.44	\$216.49
		Annual Salary	+ Benefits	\$153,244.26			
Step E		\$0.211.02 //	Mandl				
	Total Dan C.	\$9,311.82 /I		\$62.08		¢22.29	\$33E 07
	Total Benefits	\$4,016.70	43.14%	\$88.86	\$114.72	\$22.38	\$225.96
		Annual Salary	+ Benefits	\$159,942.21			

Senior Solid Waste Equipment Operator Department: Public Works

Step A					
		\$5,245.27 /Month	\$34.97 /Hor	ur	
<u>Benefit</u>	Multiplier			Category	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$314.72 887.18 2.00 0.00	Publi	c Works - Maintenance	3
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 34.09 4.80 0.00 0.00 98.52			
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 20.98 33.53 76.06	Hourly Rate Dep	14.54% 25.18% artment City-Wide erhead Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,843.66 54.21%	\$53.93 \$6	61.77 \$13.58	\$129.27
		Annual Salary + Benefits	\$97,067.21		
Step B	Total Benefits	\$5,507.01 /Month \$2,910.18 52.85% Annual Salary + Benefits		r 64.27 \$14.13	\$134.52
Step C	Total Benefits	\$5,782.62 /Month \$2,980.23 51.54% Annual Salary + Benefits		r 66.91 \$14.71	\$140.04
Step D	Total Benefits	\$6,072.10 /Month \$3,053.79 50.29% Annual Salary + Benefits		r 69.69 \$15.32	\$145.84
Step E	Total Benefits	\$6,375.45 /Month \$3,130.89 49.11% Annual Salary + Benefits		r 72.59 \$15.96	\$151.92

Senior Street Maintenance Worker Department: Public Works

Step A		<u>-</u>					
		\$4,964.46 /M	Ionth	\$33.10	/Hour		
<u>Benefit</u>	Multiplier				Categ	<u>gory</u>	
PERS - Employee	0.060000	\$297.87			Public Works -	Maintenance	
PERS - Employer	0.169140	839.69					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91					
Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	32.27					
Life Insurance	0.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	19.86			114.54%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	71.98		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,772.30	55.84%	\$51.58	\$59.08	\$12.99	\$123.64
		Annual Salary	- Benefits	\$92,841.10			
Step B		\$5,212.33 /M	Ionth	\$24.7E	/П		
		\$5,212.33 /IV	IOHHI	\$34.75	/HOUT		
	Total Benefits	\$2,835.29	54.40%	\$53.65	\$61.45	\$13.51	\$128.61
		Annual Salary +	- Benefits	\$96,571.47	ı		
Step C		45.450.04 0.4					
		\$5,472.34 /N	lonth	\$36.48	/Hour		
	Total Benefits	\$2,901.37	53.02%	\$55.82	\$63.94	\$14.06	\$133.82
		Annual Salary	- Benefits	\$100,484.54	ı		
Step D							
		\$5,746.22 /N	Ionth	\$38.31	/Hour		
	Total Benefits	\$2,970.98	51.70%	\$58.11	\$66.56	\$14.63	\$139.31
		Annual Salary	- Benefits	\$104,606.34	ı		
Step E							
Stop B		\$6,033.97 /N	Ionth	\$40.23	/Hour		
	Total Benefits	\$3,044.10	50.45%	\$60.52	\$69.32	\$15.24	\$145.08
		Annual Salary -	- Benefits	\$108,936.89			
					i		

Senior Water Distribution Worker Department: Public Works

Step A							
		\$5,635.28 /Mont	h	\$37.57	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee	0.060000	\$338.12			Public Works -	Maintenance	
PERS - Employer	0.169140	953.15					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91					
Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	36.63					
Life Insurance	0.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	22.54			114.54%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	81.71		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,942.78 52	.22%	\$57.19	\$65.50	\$14.40	\$137.09
		Annual Salary + Ber	nefits	\$102,936.73			
~ 5	_						
Step B		\$5,917.83 /Mont	h	\$39.45	/Hour		
		•					
	Total Benefits	\$3,014.59 50.	.94%	\$59.55	\$68.21	\$15.00	\$142.75
		Annual Salary + Ber	nefits	\$107,189.02			
Step C		ФС 21.4.2.4 (3.5. г.)					
		\$6,214.24 /Mont	h	\$41.43	/Hour		
	Total Benefits	\$3,089.92 49	.72%	\$62.03	\$71.05	\$15.62	\$148.69
		Annual Salary + Bei	nefits	\$111,649.89			
		•					
Step D			_				
		\$6,524.52 /Mont	h	\$43.50	/Hour		
	Total Benefits	\$3,168.77 48.	.57%	\$64.62	\$74.02	\$16.27	\$154.91
		Annual Salary + Bei	nefits	\$116,319.51			
				,,			
Step E		φ.ς. 0.50, 40, 2.5					
		\$6,850.40 /Mont	h	\$45.67	/Hour		
	Total Benefits	\$3,251.59 47	.47%	\$67.35	\$77.14	\$16.96	\$161.44
		Annual Salary + Ber	nefits	\$121,223.90			

Senior Water Service Worker Department: Public Works

Stan A						1
Step A		\$5,106.60 /Month	\$34.04	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cate</u> ;	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$306.40 863.73 2.00		Public Works -	- Maintenance	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 33.19 4.80 0.00 0.00 98.52				
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 20.43 33.53 74.05	Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,808.42 55.00	\$52.77	\$60.44	\$13.29	\$126.49
		Annual Salary + Bene	its \$94,980.27	=		
Step B		\$5,361.41 /Month	\$35.74	4 /Hour		
	Total Benefits	\$2,873.18 53.59	\$54.90	\$62.88	\$13.82	\$131.60
		Annual Salary + Bene	its \$98,815.07	=		
Step C		\$5,630.08 /Month	\$37.53	3 /Hour		
	Total Benefits	\$2,941.46 52.25	\$57.14	\$65.45	\$14.39	\$136.99
		Annual Salary + Bene	its \$102,858.47	=		
Step D		\$5,910.89 /Month	\$39.41	l /Hour		
	Total Benefits	\$3,012.82 50.93	\$59.49	\$68.14	\$14.98	\$142.61
		Annual Salary + Bene	its \$107,084.57	=		
Step E		\$6,207.31 /Month	¢ / 1 20	3 /Hour		
	Total Benefits	\$3,088.16 49.75			\$15.60	\$148.55
	Total Delicities	Annual Salary + Bene			Ψ13.00	ψ170.33
				=		

Solid Waste Equipment Operator I Department: Public Works

Step A		\$4,316.17 //	Month	\$28.77	/Uour		
D #1	26.14.11	Ф4,310.1 7 /1	WIOHHI	\$ 20. 77			
<u>Benefit</u>	<u>Multiplier</u>				Cates		
PERS - Employee	0.060000 0.169140	\$258.97 730.04			Public Works -	Maintenance	
PERS - Employer PERS Survivor	0.109140	2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	28.06					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp. Workers Comp.	0.004000	0.00 17.26			114 540/	25 190/	
Vision Benefit	0.004000	33.53		Hourly Rate	114.54% Department	25.18% City-Wide	Total Hourly
Medicare	0.014500	62.58		& Benefits	Overhead	Overhead	Rate
Wiedicare			CO 410/				
	Total Benefits	\$ 2,607.54	60.41%	\$46.16	\$52.87	\$11.62	\$110.65
		Annual Salary	+ Benefits	\$83,084.55	:		
Step B							
		\$4,531.11	Month	\$30.21	/Hour		
	Total Benefits	\$2,662.17	58.75%	\$47.96	\$54.93	\$12.08	\$114.96
		Annual Salary	+ Benefits	\$86,319.33	ı		
Star C							
Step C		\$4,758.18 /	Month	\$31.72	/Hour		
	Total Benefits	\$2,719.87	57.16%	\$49.85	\$57.10	\$12.55	\$119.51
	Total Beliefits				ψ57.10	φ12.55	ψ117.51
		Annual Salary	+ Benefits	\$89,736.66	ı		
Step D							
		\$4,995.66 /	Month	\$33.30	/Hour		
	Total Benefits	\$2,780.23	55.65%	\$51.84	\$59.38	\$13.05	\$124.27
		Annual Salary	+ Benefits	\$93,310.65	ı		
Step E							
		\$5,245.27	Month	\$34.97	/Hour		
	Total Benefits	\$2,843.66	54.21%	\$53.93	\$61.77	\$13.58	\$129.27
		Annual Salary	+ Benefits	\$97,067.21			
					•		

Solid Waste Equipment Operator II Department: Public Works

Step A Benefit PERS - Employee PERS - Employer	M 15 15	\$4,758.18 /I	Month	424 -			
PERS - Employee	3.6 1.0 10		violitii	\$31.72	/Hour		
	<u>Multiplier</u>				Categ	gory	
PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$285.49 804.80 2.00 0.00		:	Public Works -	Maintenance	
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 30.93 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 19.03 33.53 68.99		Hourly Rate	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
7	Total Benefits	\$ 2,719.87	57.16%	\$49.85	\$57.10	\$12.55	\$119.51
		Annual Salary	+ Benefits	\$89,736.66			
Step B		\$4,995.66 /N	Month	\$33.30	/Hour		
Т	Total Benefits	\$2,780.23	55.65%	\$51.84	\$59.38	\$13.05	\$124.27
		Annual Salary	+ Benefits	\$93,310.65			
Step C		\$5,245.27 /N	Month	\$34.97	/Hour		
Т	Total Benefits	\$2,843.66	54.21%	\$53.93	\$61.77	\$13.58	\$129.27
		Annual Salary	+ Benefits	\$97,067.21			
Step D		\$5,507.01 /N	Month	\$36.71	/Hour		
T	Total Benefits	\$2,910.18	52.85%	\$56.11	\$64.27	\$14.13	\$134.52
	Total Belletitis	Annual Salary		\$101,006.31	ψ04.27	ΨΙΨΙΟ	Ψ134.32
Step E	_						
Step L		\$5,782.62 /N	Month	\$38.55	/Hour		
Т	Total Benefits	\$2,980.23	51.54%	\$58.42	\$66.91	\$14.71	\$140.04
		Annual Salary	+ Benefits	\$105,154.15			

Solid Waste Manager Department: Public Works

C4 A							
Step A		\$7,536.82 /N	Ionth	\$50.25	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>ory</u>	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$452.21 1,274.78 2.00 0.00		Non	-Sworn Manag	ers / Confider	ntial
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 48.99 27.81 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 30.15 33.53 109.28		Hourly Rate & Benefits	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,559.05	47.22%	\$73.97	\$84.73	\$18.63	\$177.33
		Annual Salary -	+ Benefits	\$133,150.43			
Step B		\$7,912.97 /N	Ionth	\$52.75	/Hour		
	Total Benefits	\$3,656.03	46.20%	\$77.13	\$88.34	\$19.42	\$184.89
		Annual Salary	- Benefits	\$138,828.02			
Step C		\$8,308.19 /N	I onth	\$55.39	/Hour		
	Total Benefits	\$3,757.93	45.23%	\$80.44	\$92.14	\$20.26	\$192.83
		Annual Salary -	+ Benefits	\$144,793.46			
Step D		\$8,724.20 /N	Ionth	\$58.16	/Hour		
	Total Benefits	\$3,865.19	44.30%	\$83.93	\$96.13	\$21.13	\$201.20
		Annual Salary -		\$151,072.70			
Step E		\$0.171.03 3	C41	<i>*</i>			
	Takal Dominia	\$9,161.02 /M		\$61.07		\$22.0 4	¢200.00
	Total Benefits	\$3,977.82	43.42%	\$87.59	\$100.33	\$22.06	\$209.98
		Annual Salary -	- вепентѕ	\$157,666.04			

Solid Waste Supervisor Department: Public Works

	\$6,281.84 /	Month	\$41.88	/Hour		
<u>Multiplier</u>				Categ	<u>gory</u>	
0.060000 0.169140	\$376.91 1,062.51 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
0.006500 0.000205	1,188.91 178.96 40.83 23.18 0.00 0.00 98.52					
0.004000 0.014500	110.00 25.13 33.53 91.09		Hourly Rate & Benefits	114.54% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
Total Benefits	\$ 3,235.48	51.51%	\$63.45	\$72.67	\$15.98	\$152.10
	Annual Salary	+ Benefits	\$114,207.81	:		
	\$6,595,59 /	Month	\$43.97	/Hour		
Total Benefits	•				\$16.64	\$158.41
			\$118,943.54	· ·	·	·
	\$6,924.93 /	Month	\$46.17	/Hour		
Total Benefits	ŕ				\$17.34	\$165.03
			\$123,914.59	·	·	·
	\$7 271 61 /	Month	¢ 10 10	/Hour		
Tatal Danasita	•				¢10.07	¢172.00
Total Benefits				\$ 02.10	\$18.07	\$172.00
	Annual Salary	+ Benefits	\$129,147.36	ı		
	\$7,635,63 /	Month	\$50.90	/Hour		
Total Benefits	•				\$18.84	\$179.31
Total Delicities				Ψου.σο	ψ 1 0.01	Ψ1.7.01
	0.060000 0.169140 0.006500 0.000205 0.004000 0.014500	Multiplier 0.060000 \$376.91 0.169140 1,062.51 2.00 0.00 0.00 3.91 1,188.91 178.96 0.006500 40.83 0.000 0.00 0.00 98.52 110.00 25.13 33.53 0.014500 91.09 Total Benefits \$3,235.48 Annual Salary \$6,595.59 //2 Annual Salary \$7,271.61 //2 Annual Salary \$7,635.63 //2 Total Benefits \$3,490.67 Annual Salary \$7,635.63 //2 \$3,584.53	0.060000 \$376.91 0.169140 1,062.51 2.00 0.00 3.91 1,188.91 178.96 0.006500 40.83 0.000205 23.18 0.00 0.00 98.52 110.00 0.004000 25.13 33.53 0.014500 91.09 Total Benefits \$3,235.48 51.51% Annual Salary + Benefits \$6,595.59 /Month Total Benefits \$3,401.29 49.12% Annual Salary + Benefits \$7,271.61 /Month Total Benefits \$3,490.67 48.00% Annual Salary + Benefits \$7,635.63 /Month Total Benefits \$3,584.53 46.94%	Multiplier 0.060000 \$376.91 Non- 0.169140 1,062.51 Non- 0.00 2.00 Non- 0.00 3.91 1,188.91 178.96 0.006500 40.83 0.000205 23.18 0.00 0.00 0.00 98.52 110.00 25.13 Hourly Rate & Benefits 33.53 40.014500 91.09 40.014500 91.09 48.007 40.014500 91.09 49.12% 40.014500 40.00% 40.00% 40.014500 40.00% 40.00% 40.014500 40.00% 40.00% 40.014500 40.00% 40.00% 40.014500 40.00% 40.00% 40.014500 40.00% 40.00% 40.015600 40.00% 40.00% 40.015600 40.00% 40.00% 40.016600 40.00% 40.00% 40.017600 40.00% 40.00% 40.017600 40.00% 40.00% 40.0177600 40.00% 40.00% <	Multiplier Cates 0.060000 \$376.91 Non-Sworn Professi 0.169140 1,062.51 Non-Sworn Professi 0.169140 1,062.51 Non-Sworn Professi 0.000 2.00 Non-Sworn Profession 0.000 3.91 Non-Sworn Profession 1,188.91 178.96 Non-Sworn Profession 0.006500 40.83 Non-Ball Profession 0.004000 25.13 Hourly Rate Department Overhead Non-Hourly Rate Department Separates \$114.207.81 Total Benefits \$3,316.37 50.28% \$66.08 \$75.69 Annual Salary + Benefits \$118,943.54 \$118,943.54 \$78.85 Annual Salary + Benefits \$123,914.59 <	Multiplier Catesum 0.060000 \$376.91 Non-Sworn Professionals / Supers 0.169140 1,062.51 2.00 0.00 3.91 1,188.91 1,188.91 178.96 40.83 0.000500 40.83 0.000 0.004000 25.13 0.00 0.004000 25.13 33.53 0.014500 91.09 Month \$63.45 \$72.67 \$15.98 Total Benefits \$3,235.48 51.51% \$63.45 \$72.67 \$15.98 Total Benefits \$3,316.37 50.28% \$66.08 \$75.69 \$16.64 Annual Salary + Benefits \$118.943.54 *** *** \$118.943.54 *** Total Benefits \$3,401.29 49.12% \$68.84 \$78.85 \$17.34 Total Benefits \$3,401.29 49.12% \$68.84 \$78.85 \$17.34 Total Benefits \$3,490.67 48.00% \$71.75 \$82.18 \$18.07 <t< td=""></t<>

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

Step A				
		\$3,917.48 /Month	\$26.12 /Hour	
<u>Benefit</u>	<u>Multiplier</u>			Category
PERS - Employee	0.060000	\$235.05	Public W	Vorks - Maintenance
PERS - Employer	0.169140	662.60		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.91		
Health Insurance		1,188.91		
Dental Insurance LTD Insurance	0.006500	178.96 25.46		
Life Insurance	0.000300	4.80		
BPOA Holiday Pay		0.00		
Uniform Allowance		0.00		
Retiree Medical		98.52		
Deferred Comp.		0.00		
Workers Comp.	0.004000	15.67	114.54	4% 25.18%
Vision Benefit		33.53	Hourly Rate Depart	
Medicare	0.014500	56.80	& Benefits Overh	-
	Total Benefits	\$ 2,506.22 63.98%	\$42.82 \$49.0	95 \$10.78 \$102.66
		Annual Colony Donofita	¢77 004 20	
		Annual Salary + Benefits	\$77,084.39	
Step B				
-		\$4,113.36 /Month	\$27.42 /Hour	
	Total Benefits	\$2,556.00 62.14%	\$44.46 \$50.9	93 \$11.20 \$106.59
		Annual Salary + Benefits	\$80,032.32	
Step C				
Step C		\$4,319.63 /Month	\$28.80 /Hour	
	Total Benefits	\$2,608.42 60.39%	\$46.19 \$52.9	90 \$11.63 \$110.72
		Annual Salary + Benefits	\$83,136.62	
		Amidal Salary + Delicitis	\$65,130.02	
Step D				
		\$4,536.31 /Month	\$30.24 /Hour	
	Total Benefits	\$2,663.49 58.71%	\$48.00 \$54.9	98 \$12.09 \$115.06
		Annual Salary + Benefits	\$86,397.58	
		•	<u> </u>	
Step E		\$4,763.38 /Month	\$31.76 /Hour	
	T. (.1 D. C.	•		15
	Total Benefits	\$2,721.20 57.13%	\$49.90 \$57.1	15 \$12.56 \$119.61
		Annual Salary + Benefits	\$89,814.91	

Street Maintenance Worker II Department: Public Works

		Department:					
Step A		\$4,319.63 /Mo	nth	\$28.80	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$259.18 730.62 2.00 0.00		1	Public Works -	Maintenance	
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance	0.006500	3.91 1,188.91 178.96 28.08 4.80 0.00 0.00					
Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	98.52 0.00 17.28 33.53 62.63		Hourly Rate	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,608.42	60.39%	\$46.19	\$52.90	\$11.63	\$110.72
		Annual Salary + l	Benefits	\$83,136.62			
Step B	Total Benefits	\$4,536.31 /Mo \$2,663.49 Annual Salary + l	58.71%	\$30.24 \$48.00	/Hour \$54.98	\$12.09	\$115.06
		Allitual Salary + 1	belletits	\$86,397.58			
Step C	Total Benefits	\$4,763.38 /Mo	onth 57.13%	\$31.76 \$49.90	/Hour \$57.15	\$12.56	\$119.61
		Annual Salary + 1	Benefits	\$89,814.91			
Step D		\$5,000.86 /Mo	nth	\$33.34	/Hour		
	Total Benefits	\$2,781.55	55.62%	\$51.88	\$59.43	\$13.06	\$124.37
		Annual Salary + l	Benefits	\$93,388.91			
Step E		\$5,250.47 /Mo	nth	\$35.00	/Hour		
	Total Benefits	•	54.19%	\$53.97	\$61.82	\$13.59	\$129.38
		Annual Salary + l	Benefits	\$97,145.46			

Street Sweeper Operator Department: Public Works

Stop A			nt. Tubh					
Step A		\$4,532.84 /I	Month	\$30.22	/Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>		
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$271.97 766.68 2.00 0.00		Public Works - Maintenance				
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 29.46 4.80 0.00 0.00 98.52						
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 18.13 33.53 65.73		Hourly Rate & Benefits	114.54% Department Overhead	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>	
	Total Benefits	\$ 2,662.61	58.74%	\$47.97	\$54.94	\$12.08	\$114.99	
		Annual Salary	+ Benefits	\$86,345.36				
Step B		\$4,759.92 /N	Month	\$31.73	/Hour			
	Total Benefits	\$2,720.32	57.15%	\$49.87	\$57.12	\$12.56	\$119.54	
		Annual Salary	+ Benefits	\$89,762.84				
Step C		\$4,997.39 /N	Month	\$33.32	/Hour			
	Total Benefits	\$2,780.67	55.64%	\$51.85	\$59.39	\$13.06	\$124.30	
		Annual Salary	+ Benefits	\$93,336.69				
Step D		\$5,247.00 /N	Month	\$34.98	/Hour			
	Total Benefits	\$2,844.10	54.20%	\$53.94	\$61.78	\$13.58	\$129.31	
		Annual Salary	+ Benefits	\$97,093.24				
Step E		\$5,508.75 /N	Month	\$36.73	/Hour			
	Total Benefits	\$2,910.62	52.84%	\$56.13	\$64.29	\$14.13	\$134.55	
	Total Delicities	Annual Salary		\$101,032.49	ψ υτ. 27	Ψ 17 •1J	ψ 133.33	

Streets Manager Department: Public Works

C.		-					
Step A		\$7,434.55 /Mon	ıth	\$49.56	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$446.07 1,257.48 2.00 0.00		Non	-Sworn Manag	ers / Confider	ntial
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 48.32 27.43 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 29.74 33.53 107.80		Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,532.68 4	7.52%	\$73.11	\$83.75	\$18.41	\$175.27
		Annual Salary + Bo	enefits	\$131,606.77			
Step B		\$7,805.50 /Mon	ıth	\$52.04	/Hour		
	Total Benefits	\$3,628.32 4	6.48%	\$76.23	\$87.31	\$19.19	\$182.73
		Annual Salary + Bo	enefits	\$137,205.87			
Step C		\$8,195.52 /Mon	ıth	\$54.64	/Hour		
	Total Benefits	\$3,728.88 4	5.50%	\$79.50	\$91.05	\$20.02	\$190.57
		Annual Salary + Bo	enefits	\$143,092.82			
Step D		\$8,604.60 /Mon	ıth	\$57.36	/Hour		
	Total Benefits	,	4.56%	\$82.93	\$94.98	\$20.88	\$198.79
	Total Belieffts	Annual Salary + Bo		\$149,267.46	ψ>4.20	Ψ20.00	ψ130.73
Step E							
	_	\$9,034.48 /Mon	ıth	\$60.23	/Hour		
	Total Benefits	\$3,945.19 4	3.67%	\$86.53	\$99.11	\$21.79	\$207.43
		Annual Salary + Bo	enefits	\$155,756.05			

Streets Supervisor Department: Public Works

Ct a.a. A		-						
Step A		\$6,465.58 /Mon	nth	\$43.10	/Hour			
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory		
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$387.93 1,093.59 2.00 0.00	1,093.59 2.00			onals / Superv	upervisors	
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 42.03 23.86 0.00 0.00 98.52						
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 25.86 33.53 93.75		Hourly Rate & Benefits	114.54% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>	
	Total Benefits	\$ 3,282.85	50.77%	\$64.99	\$74.44	\$16.37	\$155.79	
		Annual Salary + B	Benefits	\$116,981.18	:			
Step B								
	_	\$6,789.73 /Mor	nth	\$45.26	/Hour			
	Total Benefits	\$3,366.43	19.58%	\$67.71	\$77.55	\$17.05	\$162.31	
		Annual Salary + B	Benefits	\$121,873.88	ı			
Step C		\$7,129.47 /Mor	nth	\$47.53	/Hour			
	Total Benefits	·	18.45%	\$ 70.56	\$80.82	\$17.77	\$169.14	
	1000 2000	Annual Salary + E		\$127,001.91	φουισ <u>-</u>	Ψ2	Ψ20,12.	
Step D								
		\$7,486.55 /Mor	nth	\$49.91	/Hour			
	Total Benefits	\$3,546.09	47.37%	\$73.55	\$84.25	\$18.52	\$176.32	
		Annual Salary + B	Benefits	\$132,391.66	ı			
Step E		\$7,860.97 /Mor	nth	\$52.41	/Hour			
	Total Benefits	·		\$52.41 \$76.69	\$87.84	\$19.31	\$183.84	
	rotal belieffts		16.34%		φο/ .04	ф19.31	ф10 3.04	
		Annual Salary + B	senents	\$138,043.14	·			

Technical Assistant I Department: Finance & Information Systems

Step A		\$4,092.56 /Month	\$27.28 /Hour	
<u>Benefit</u>	<u>Multiplier</u>	, ,		gory
PERS - Employee PERS - Employer PERS Survivor Management Incentive EAP Health Insurance	0.060000 0.169140	\$245.55 692.22 2.00 0.00 3.91	Office E	
Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	1,188.91 178.96 26.60 4.80 0.00 0.00 98.52		
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 16.37 33.53 59.34	31.30% Hourly Rate Department & Benefits Overhead	25.18% City-Wide Total Hourly Overhead Rate
	Total Benefits	\$ 2,550.71 62.33%	\$44.29 \$13.86	\$11.15 \$69.30
		Annual Salary + Benefits	\$79,719.29	
Step B	Total Benefits	\$4,297.10 /Month \$2,602.70 60.57% Annual Salary + Benefits	\$28.65 /Hour \$46.00 \$14.40 \$82,797.55	\$11.58 \$71.98
Step C	Total Benefits	\$4,512.04 /Month \$2,657.32 58.89% Annual Salary + Benefits	\$30.08 /Hour \$47.80 \$14.96 \$86,032.33	\$12.04 \$74.79
Step D	Total Benefits	\$4,737.38 /Month \$2,714.59 57.30% Annual Salary + Benefits	\$31.58 /Hour \$49.68 \$15.55 \$89,423.62	\$12.51 \$77.74
Step E	Total Benefits	\$4,974.86 /Month \$2,774.94 55.78% Annual Salary + Benefits	\$33.17 /Hour \$51.67 \$16.17 \$92,997.62	\$13.01 \$80.85

Technical Assistant II Department: Finance & Information Systems

Step A							
		\$4,512.04 /N	Ionth	\$30.08	/Hour		
<u>Benefit</u>	Multiplier				Cates	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$270.72 763.17 2.00 0.00			Office En	nployees	
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 29.33 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 18.05 33.53 65.42		Hourly Rate & Benefits	31.30% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,657.32	58.89%	\$47.80	\$14.96	\$12.04	\$74.79
		Annual Salary -	+ Benefits	\$86,032.33			
Step B							
		\$4,737.38 /N	Ionth	\$31.58	/Hour		
	Total Benefits	\$2,714.59	57.30%	\$49.68	\$15.55	\$12.51	\$77.74
		Annual Salary	+ Benefits	\$89,423.62			
Step C		\$4,974.86 /N	Ionth	\$33.17	/Hour		
	Total Benefits	\$2,774.94	55.78%	\$51.67	\$16.17	\$13.01	\$80.85
		Annual Salary -	+ Benefits	\$92,997.62			
Step D		\$5.224.47 (N	/ on th	\$24.02	/II.		
	T . 1 D . C.	\$5,224.47 /N		\$34.83		412.51	Ф04.44
	Total Benefits	\$2,838.38	54.33%	\$53.75	\$16.82	\$13.54	\$84.11
		Annual Salary	+ Benefits	\$96,754.17	·		
Step E		\$5,486.21 /N	Ionth	\$36.57	/Hour		
	Total Benefits	\$2,904.90	52.95%	\$55.94	\$17.51	\$14.09	\$87.54
		Annual Salary -		\$100,693.27	+ 10 2	+ ** *	+ · · ·

Technical Assistant II Department: Public Works

<u>Multiplier</u> 0.060000 0.169140	\$270.7 763.1 2.0 0.0 3.9	.7 00	\$30.08	<u>Cates</u>			
0.060000	763.1 2.0 0.0 3.9	.7 00					
	763.1 2.0 0.0 3.9	.7 00		Office En	nployees		
	3.9	00	Office Employees				
0.006500	4.8 0.0 0.0	01 06 33 30 00					
0.004000 0.014500	18.0 33.5)5 53	Hourly Rate & Benefits	114.54% Department Overhead	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>	
al Benefits	\$ 2,657.32	2 58.89%	\$47.80	\$54.75	\$12.04	\$114.58	
	Annual Sal	lary + Benefits	\$86,032.33	:			
	\$4,737.3	8 /Month	\$31.58	/Hour			
al Benefits	\$2,714.59	57.30%	\$49.68	\$56.90	\$12.51	\$119.09	
	Annual Sal	lary + Benefits	\$89,423.62	ı			
	\$4,974.8	6 /Month	\$33.17	/Hour			
al Benefits	\$2,774.94	4 55.78%	\$51.67	\$59.18	\$13.01	\$123.85	
	Annual Sal	lary + Benefits	\$92,997.62	ı			
	\$5,224.4	7 /Month	\$34.83	/Hour			
al Benefits	\$2,838.38	8 54.33%	\$53.75	\$61.57	\$13.54	\$128.86	
	Annual Sal	lary + Benefits	\$96,754.17	•			
	\$5 186 7	1 /Month	¢22 57	/Hour			
al Renefits					\$14.00	\$134.10	
ur Denemts			\$100,693.27	ψυτ.υ /	Ψ17.07	ψ1	
	0.004000	4.8 0.0 0.0 98.5 0.0 0.004000 18.0 33.5 0.014500 65.4 Annual Sal \$4,737.3 Al Benefits \$2,714.5 Annual Sal \$4,974.8 al Benefits \$2,774.9 Annual Sal \$5,224.4 al Benefits \$2,838.3 Annual Sal \$5,486.2 al Benefits \$2,904.90	4.80 0.00 0.00 98.52 0.00 0.004000 18.05 33.53 0.014500 65.42 al Benefits \$ 2,657.32	4.80 0.00 0.00 0.00 0.00 98.52 0.00 0.004000 18.05 33.53 Hourly Rate & Benefits \$2,657.32 58.89% \$47.80 Annual Salary + Benefits \$86,032.33	4.80 0.00 0.00 0.00 98.52 0.00 0.00 18.05 33.53 Hourly Rate & Benefits S 2,657.32 58.89% \$47.80 \$54.75	1.4.80 0.00	

Utilities Maintenance Mechanic Department: Public Works

Stan A							1
Step A		\$5,663.02 /M	onth	\$37.75	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Categ</u>	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$339.78 957.84 2.00			Public Works -	Maintenance	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 36.81 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 22.65 33.53 82.11		Hourly Rate	114.54% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,949.83	52.09%	\$57.42	\$65.77	\$14.46	\$137.65
		Annual Salary +	Benefits	\$103,354.21			
Step B		\$5,945.56 /M	onth	\$39.64	/Hour		
	Total Benefits	\$3,021.64	50.82%	\$59.78	\$68.47	\$15.05	\$143.31
		Annual Salary +	Benefits	\$107,606.35			
Step C		\$6,243.71 /M	onth	\$41.62	/Hour		
	Total Benefits	\$3,097.41	49.61%	\$62.27	\$71.33	\$15.68	\$149.28
		Annual Salary +	Benefits	\$112,093.41			
Step D		\$6,555.72 /M	onth	\$43.70	/Hour		
	Total Benefits	\$3,176.70	48.46%	\$64.88	\$74.32	\$16.34	\$155.54
		Annual Salary +	Benefits	\$116,789.06			
Step E		\$6,883.33 /M	onth	\$45.89	/Hour		
	Total Benefits	\$3,259.96	47.36%	\$43.89 \$67.62	\$77.45	\$17.03	\$162.10
	Total Beliefits	Annual Salary +		\$121,719.48	Ψ11• -1 -2	Ψ11.00	ψ102.10

Wastewater Laboratory Technician I Department: Public Works

Step A							
		\$4,811.92 /N	Month	\$32.08	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.060000	\$288.72			Public Works -	Maintenance	
PERS - Employer	0.169140	813.89					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91					
Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	31.28					
Life Insurance	0.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					ļ
Workers Comp.	0.004000	19.25			114.54%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	69.77		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,733.53	56.81%	\$50.30	\$57.62	\$12.67	\$120.59
		Annual Salary	+ Benefits	\$90,545.43			
Step B							
		\$5,052.86 /N	Month	\$33.69	/Hour		
	Total Benefits	\$2,794.76	55.31%	\$52.32	\$59.92	\$13.17	\$125.42
		Annual Salary	+ Benefits	\$94,171.50	1		
Step C							
•		\$5,305.94 /N	Month	\$35.37	/Hour		
	Total Benefits	\$2,859.08	53.88%	\$54.43	\$62.35	\$13.71	\$130.49
		Annual Salary	+ Benefits	\$97,980.27			
					•		
Step D		ф т. т. т. 4 т. 0					
		\$5,571.15 /N	Month	\$37.14	/Hour		
	Total Benefits	\$2,926.48	52.53%	\$56.65	\$64.89	\$14.27	\$135.80
		Annual Salary	+ Benefits	\$101,971.59	i		
Step E							
	_	\$5,850.23 /N	Month	\$39.00	/Hour		
	Total Benefits	\$2,997.41	51.24%	\$58.98	\$67.56	\$14.85	\$141.40
		Annual Salary	+ Benefits	\$106,171.66	ı		

Wastewater Laboratory Technician II Department: Public Works

_	\$5,305.94 /N	Month	\$35.37	/Hour		
<u>Multiplier</u>				Categ	gory	
0.060000	\$318.36			Public Works -	Maintenance	
0.169140	897.45					
0.006500						
0.000500						
	98.52					
	0.00					
0.004000	21.22			114.54%	25.18%	
	33.53		Hourly Rate	Department	City-Wide	Total Hourly
0.014500	76.94		& Benefits	Overhead	Overhead	Rate
Total Benefits	\$ 2,859.08	53.88%	\$54.43	\$62.35	\$13.71	\$130.49
	Annual Salary	+ Benefits	\$97,980.27			
	\$5,571.15 /N	Month	\$37.14	/Hour		
Total Benefits	\$2,926.48	52.53%	\$56.65	\$64.89	\$14.27	\$135.80
	Annual Salary	+ Benefits	\$101,971.59	1		
_						
	\$5,850.23 /N	Month	\$39.00	/Hour		
Total Benefits	\$2,997.41	51.24%	\$58.98	\$67.56	\$14.85	\$141.40
	Annual Salary	+ Benefits	\$106,171.66	ı		
•	\$6,143.17 /N	Month	\$40.95	/Hour		
Total Benefits	\$3,071.86	50.00%	\$61.43	\$70.37	\$15.47	\$147.27
	Annual Salary	+ Benefits	\$110,580.31			
	\$6,449.98 /1	Month	\$43.00	/Hour		
Total Benefits	\$3,149.83	48.83%	\$64.00	\$73.30	\$16.12	\$153.42
	Annual Salary	+ Benefits	\$115,197.71	ı		
	0.060000 0.169140 0.006500 0.004000 0.014500 Total Benefits Total Benefits	Multiplier	0.060000 \$318.36 0.169140 897.45 2.00 0.00 3.91 1,188.91 178.96 0.006500 34.49 4.80 0.00 0.00 98.52 0.00 0.004000 21.22 33.53 0.014500 76.94 Total Benefits \$2,859.08 53.88% Annual Salary + Benefits \$5,571.15 /Month Total Benefits \$2,926.48 52.53% Annual Salary + Benefits \$5,850.23 /Month Total Benefits \$3,071.86 50.00% Annual Salary + Benefits \$6,143.17 /Month Total Benefits \$3,071.86 50.00% Annual Salary + Benefits	Multiplier 0.060000 \$318.36 0.169140 897.45 2.00 0.00 3.91 1,188.91 178.96 0.006500 34.49 4.80 0.00 0.00 0.004000 21.22 33.53 Hourly Rate & Benefits Total Benefits \$ 2,859.08 53.88% \$54.43 Annual Salary + Benefits \$97,980.27 Total Benefits \$2,926.48 52.53% \$56.65 Annual Salary + Benefits \$101,971.59 Total Benefits \$2,997.41 51.24% \$58.98 Annual Salary + Benefits \$106,171.66 \$6,143.17 /Month \$40.95 Total Benefits \$3,071.86 50.00% \$61.43 Annual Salary + Benefits \$110,580.31 \$6,449.98 /Month \$43.00 \$6,449.98 /Month \$43.00 \$6,449.98 /Month \$43.00	Multiplier Cates 0.060000 \$318.36 Public Works - 0.169140 897.45 Public Works - 2.00 0.00 3.91 1,188.91 178.96 0.006 0.006500 34.49 4.80 0.000 0.000 98.52 0.000 0.000 98.52 0.014500 76.94 8Benefits Department Overhead Total Benefits \$ 2,859.08 53.88% \$54.43 \$62.35 Annual Salary + Benefits \$97,980.27 \$5,850.23 \$56.65 \$64.89 Annual Salary + Benefits \$101,971.59 \$101,971.59 \$5,850.23 /Month \$39.00 /Hour Total Benefits \$2,997.41 51.24% \$58.98 \$67.56 Annual Salary + Benefits \$106,171.66 \$106,171.66 Fotal Benefits \$3,071.86 50.00% \$61.43 \$70.37 Annual Salary + Benefits \$110,580.31 \$10,580.31 \$10,580.31	Multiplier

Wastewater Operations Manager Department: Public Works

Step A		-		
		\$7,604.43 /Month	\$50.70 /Hour	
<u>Benefit</u>	Multiplier		<u>Ca</u>	tegory
PERS - Employee	0.060000	\$456.27	Non-Sworn Mar	nagers / Confidential
PERS - Employer	0.169140	1,286.21		
PERS Survivor		2.00		
Management Incentive		0.00		
EAP		3.91		
Health Insurance Dental Insurance		1,188.91 178.96		
LTD Insurance	0.006500	49.43		
Life Insurance	0.000300	28.06		
BPOA Holiday Pay	0.000203	0.00		
Uniform Allowance		0.00		
Retiree Medical		98.52		
Deferred Comp.		110.00		
Workers Comp.	0.004000	30.42	114.54%	25.18%
Vision Benefit		33.53	Hourly Rate Departmen	nt City-Wide Total Hourly
Medicare	0.014500	110.26	& Benefits Overhead	
	Total Benefits	\$ 3,576.48 47.03%	\$74.54 \$85.38	\$18.77 \$178.69
		Annual Salary + Benefit	s <u>\$134,170.93</u>	
C D				
Step B		\$7,984.04 /Month	\$53.23 /Hour	
	Total Benefits	\$3,674.36 46.02%	\$77.72 \$89.02	\$19.57 \$186.32
		Annual Salary + Benefit	s \$139,900.75	
Step C				
		\$8,382.72 /Month	\$55.88 /Hour	
	Total Benefits	\$3,777.15 45.06%	\$81.07 \$92.85	\$20.41 \$194.33
		Annual Salary + Benefit	s \$145,918.41	
			-	
Step D		¢0 003 31 /Manual	ф <u>г</u> о со ла	
		\$8,802.21 /Month	\$58.68 /Hour	
	Total Benefits	\$3,885.30 44.14%	\$84.58 \$96.88	\$21.30 \$202.76
		Annual Salary + Benefit	\$152,250.18	
Step E				
		\$9,242.49 /Month	\$61.62 /Hour	
	Total Benefits	\$3,998.82 43.27%	\$88.28 \$101.11	\$22.23 \$211.61
		Annual Salary + Benefit	s <u>\$158,895.74</u>	

Wastewater Treatment Plant Operator Asst. Department: Public Works

Step A		\$3,770.15 /Montl	h	\$25.13	/Hour		
<u>Benefit</u>	<u>Multiplier</u>	ψο, 770.15 /1010111		Ψ20.10	<u>Cate</u>	gorv	
PERS - Employee PERS - Employer	0.060000 0.169140	\$226.21 637.68			Public Works -		
PERS Survivor Management Incentive EAP Health Insurance Dental Insurance		2.00 0.00 3.91 1,188.91 178.96					
LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance	0.006500	24.51 4.80 0.00 0.00					
Retiree Medical Deferred Comp. Workers Comp. Vision Benefit	0.004000	98.52 0.00 15.08 33.53		Hourly Rate	114.54% Department	25.18% City-Wide	Total Hourly
Medicare	0.014500 Total Benefits	\$ 2,468.78 65.	.48%	<u>& Benefits</u> \$41.59	Overhead \$47.64	Overhead \$10.47	<u>Rate</u> \$99.71
	Total Benefits	Annual Salary + Ber		\$74,867.12	\$47.04	\$10.47	\$99 . /1
G. D				. , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
Step B		\$3,959.09 /Montl	h	\$26.39	/Hour		
	Total Benefits	\$2,516.79 63.	.57%	\$43.17	\$49.45	\$10.87	\$103.49
		Annual Salary + Ber	nefits	\$77,710.61	•		
Step C		\$4,156.69 /Montl	h	\$27.71	/Hour		
	Total Benefits		.76%	\$44.82	\$51.34	\$11.29	\$107.45
		Annual Salary + Ber		\$80,684.42			
Step D		\$4,364.70 /Montl	h	\$29.10	/Hour		
	Total Benefits		.02%	\$46.56	\$53.33	\$11.73	\$111.62
		Annual Salary + Ber		\$83,814.91	•		•
Step E		\$4,583.11 /Montl	h	\$30.55	/Hour		
	Total Benefits	·	.37%	\$48.39	\$55.43	\$12.19	\$116.00
		Annual Salary + Ber		\$87,101.91		,	, =====

Wastewater Treatment Plant Operator I Department: Public Works

Stop A		-	done works			1		
Step A		\$4,583.11 /Month	\$30.55	/Hour				
<u>Benefit</u>	<u>Multiplier</u>			<u>Cates</u>	<u>gory</u>			
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$274.99 775.19 2.00		Public Works - Maintenance				
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 29.79 4.80 0.00 0.00 98.52						
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 18.33 33.53 66.46	Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>		
	Total Benefits	\$ 2,675.38 58.3	\$48.39	\$55.43	\$12.19	\$116.00		
		Annual Salary + Bene	fits \$87,101.91	=				
Step B		\$4,811.92 /Month	\$32.08	3 /Hour				
	Total Benefits	\$2,733.53 56.83	% \$50.30	\$57.62	\$12.67	\$120.59		
		Annual Salary + Bene	fits \$90,545.43	=				
Step C		\$5,052.86 /Month	\$33.69	/Hour				
	Total Benefits	\$2,794.76 55.3	% \$52.32	\$59.92	\$13.17	\$125.42		
		Annual Salary + Bene	fits \$94,171.50	=				
Step D		\$5,305.94 /Month	\$35.37	/ /Hour				
	Total Benefits	\$2,859.08 53.88	\$54.43	\$62.35	\$13.71	\$130.49		
		Annual Salary + Bene	fits \$97,980.27	=				
Step E		\$5,571.15 /Month	ф Э Т 1 /	l /Hour				
	Total Benefits	·		1 /Hour \$64.89	\$14.27	\$135.80		
	Total Delicitis	\$2,926.48 52.53 Annual Salary + Bene			φ1 4. 4/	ф1 3 3. 8 V		

Wastewater Treatment Plant Operator II Department: Public Works

Step A		-					
Step A		\$5,052.86 /Mo	nth	\$33.69	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Cates	gory	
PERS - Employee	0.060000	\$303.17			Public Works -	Maintenance	
PERS - Employer	0.169140	854.64					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	32.84					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.	0.004000	0.00					
Workers Comp.	0.004000	20.21			114.54%	25.18%	
Vision Benefit	0.014500	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	73.27		& Benefits	Overhead	<u>Overhead</u>	<u>Rate</u>
	Total Benefits	\$ 2,794.76	55.31%	\$52.32	\$59.92	\$13.17	\$125.42
		Annual Salary + I	Benefits	\$94,171.50	ļ.		
Star D							
Step B		\$5,305.94 /Mo	nth	\$35.37	/Hour		
	Total Benefits	\$2,859.08	53.88%	\$54.43	\$62.35	\$13.71	\$130.49
		Annual Salary + I	Benefits	\$97,980.27			
			3 011 011 05	Ψ>1,900.21	1		
Step C		\$5,571.15 /Mo	th	¢27.14	/II.		
		\$5,571.15 /WO	IIIII	\$37.14	/Hour		
	Total Benefits	\$2,926.48	52.53%	\$56.65	\$64.89	\$14.27	\$135.80
		Annual Salary + I	Ranafita	\$101,971.59			
		Aimuai Saiai y + I	belieffts	φ101,571.55	l		
Step D							
		\$5,850.23 /Mo	nth	\$39.00	/Hour		
	Total Benefits	\$2,997.41	51.24%	\$58.98	\$67.56	\$14.85	\$141.40
		Annual Salary + I	Renefits	\$106,171.66			
		Ammuai Saiai y + 1		ψ100,1/1.00	ı		
Step E		¢	41.	#40.07	/T.T.		
		\$6,143.17 /Mo		\$40.95			
	Total Benefits	\$3,071.86	50.00%	\$61.43	\$70.37	\$15.47	\$147.27
		Annual Salary + I	Benefits	\$110,580.31	1		

Wastewater Treatment Plant Operator III Department: Public Works

Star A						
Step A		\$5,571.15 /Month	\$37.14	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Cate</u> :	gory	
PERS - Employee	0.060000	\$334.27		Public Works -	- Maintenance	
PERS - Employer	0.169140	942.30				
PERS Survivor		2.00				
Management Incentive		0.00				
EAP Health Insurance		3.91				
Dental Insurance		1,188.91 178.96				
LTD Insurance	0.006500	36.21				
Life Insurance	0.000300	4.80				
BPOA Holiday Pay		0.00				
Uniform Allowance		0.00				
Retiree Medical		98.52				
Deferred Comp.		0.00				
Workers Comp.	0.004000	22.28		114.54%	25.18%	
Vision Benefit	0.004000	33.53	Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	80.78	& Benefits	Overhead	Overhead	Rate
Wiedicare			· · · · · · · · · · · · · · · · · · ·			
	Total Benefits	\$ 2,926.48 52.539	% \$56.65	\$64.89	\$14.27	\$135.80
		Annual Salary + Benefi	ts \$101,971.59	=		
Step B						
		\$5,850.23 /Month	\$39.00	/Hour		
	Total Benefits	\$2,997.41 51.24	% \$58.98	\$67.56	\$14.85	\$141.40
		Annual Salary + Benefi	ts \$106,171.66	=		
Step C						
2.00		\$6,143.17 /Month	\$40.95	/Hour		
	Total Benefits	\$3,071.86 50.009	% \$61.43	\$70.37	\$15.47	\$147.27
		Annual Salary + Benefi	ts \$110,580.31	_		
Step D				_		
Step D		\$6,449.98 /Month	\$43.00) /Hour		
	Total Benefits	\$3,149.83 48.83	% \$64.00	\$73.30	\$16.12	\$153.42
		Annual Salary + Benefi	ts \$115,197.71			
			Ţ-10,27I	=		
Step E		\$6,772.39 /Month	\$45.15	i /Hour		
	Total Benefits	\$3,231.77 47.72°		\$76.39	\$16.79	\$159.88
	Zomi Denemo			Ψ10107	¥±0.17	¥107,00
		Annual Salary + Benefi	ts \$120,049.87	=		

Wastewater Treatment Plant Supervisor Department: Public Works

C4 A						
Step A		\$6,661.46 /Month	\$44.41	/Hour		
<u>Benefit</u>	Multiplier			Cates	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$399.69 1,126.72 2.00 0.00	Non	-Sworn Professi	ionals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 43.30 24.58 0.00 0.00 98.52				
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 26.65 33.53 96.59	Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,333.36 50.04	\$66.63	\$76.32	\$16.78	\$159.73
		Annual Salary + Bene	fits \$119,937.78	=		
Step B		\$6,994.27 /Month	\$46.63	3 /Hour		
	Total Benefits	\$3,419.16 48.89	9% \$69.42	\$79.52	\$17.48	\$166.42
		Annual Salary + Bene	fits \$124,961.20	-		
Step C		\$7,344.42 /Month	\$48.96	ó /Hour		
	Total Benefits	\$3,509.44 47.78	\$72.36	\$82.88	\$18.22	\$173.46
		Annual Salary + Bene	fits \$130,246.35	=		
Step D		\$7,711.90 /Month	\$51 <i>4</i> 1	/Hour		
	Total Benefits	\$3,604.19 46.74		\$86.41	\$19.00	\$180.85
	Total Benefits	Annual Salary + Bene		φου.41	Ψ12.00	ψ100.02
Step E				_		
Step L		\$8,096.71 /Month	\$53.98	3 /Hour		
	Total Benefits	\$3,703.41 45.74	\$78.67	\$90.11	\$19.81	\$188.58
		Annual Salary + Bene	fits \$141,601.39	=		

Water Conservation Specialist Department: Public Works

Step A		ΦA (21 (A	/h /f1	\$20.00	Л		
		\$4,631.64	/Month	\$30.88	/Hour		
Benefit	Multiplier				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.060000	\$277.90			Public Works -	Maintenance	
PERS - Employer	0.169140	783.40					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91 1,188.91					
Dental Insurance		178.96					
LTD Insurance	0.006500	30.11					
Life Insurance		4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp. Workers Comp.	0.004000	0.00 18.53			114.54%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	67.16		& Benefits	<u>Overhead</u>	Overhead	Rate
	Total Benefits	\$ 2,687.72	58.03%	\$48.80	\$55.89	\$12.29	\$116.9 7
		Annual Salar		\$87,832.27			·
Step B							
		\$4,863.92	/Month	\$32.43	/Hour		
	Total Benefits	\$2,746.75	56.47%	\$50.74	\$58.11	\$12.78	\$121.63
		Annual Salar	y + Benefits	\$91,328.01			
Step C							
Step C		\$5,106.60	/Month	\$34.04	/Hour		
	Total Benefits	\$2,808.42	55.00%	\$52.77	\$60.44	\$13.29	\$126.49
	Total Beliefits				ψ00.44	Ψ13.27	ψ120.49
		Annual Salar	y + Benefits	\$94,980.27	:		
Step D							
^		\$5,361.41	/Month	\$35.74	/Hour		
	Total Benefits	\$2,873.18	53.59%	\$54.90	\$62.88	\$13.82	\$131.60
		Annual Salar	y + Benefits	\$98,815.07	:		
G. F							
Step E		\$5,630.08	/Month	\$37.53	/Hour		
	Total Benefits	\$2,941.46	52.25%	\$57.14	\$65.45	\$14.39	\$136.99
		Annual Salar	y + Benefits	\$102,858.47	į		

Water Distribution Supervisor Department: Public Works

C4 A						
Step A		\$6,661.46 /Month	\$44.41	/Hour		
<u>Benefit</u>	Multiplier			Cates	gory	
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$399.69 1,126.72 2.00 0.00	Non	-Sworn Professi	ionals / Superv	visors
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 43.30 24.58 0.00 0.00 98.52				
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 26.65 33.53 96.59	Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 3,333.36 50.04	\$66.63	\$76.32	\$16.78	\$159.73
		Annual Salary + Bene	fits \$119,937.78	=		
Step B		\$6,994.27 /Month	\$46.63	3 /Hour		
	Total Benefits	\$3,419.16 48.89	9% \$69.42	\$79.52	\$17.48	\$166.42
		Annual Salary + Bene	fits \$124,961.20	-		
Step C		\$7,344.42 /Month	\$48.96	ó /Hour		
	Total Benefits	\$3,509.44 47.78	\$72.36	\$82.88	\$18.22	\$173.46
		Annual Salary + Bene	fits \$130,246.35	=		
Step D		\$7,711.90 /Month	\$51 <i>4</i> 1	/Hour		
	Total Benefits	\$3,604.19 46.74		\$86.41	\$19.00	\$180.85
	Total Benefits	Annual Salary + Bene		φου.41	Ψ12.00	ψ100.02
Step E				_		
Step L		\$8,096.71 /Month	\$53.98	3 /Hour		
	Total Benefits	\$3,703.41 45.74	\$78.67	\$90.11	\$19.81	\$188.58
		Annual Salary + Bene	fits \$141,601.39	=		

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

Step A							
1		\$4,636.85 /N	Month	\$30.91	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.060000	\$278.21			Public Works -	Maintenance	
PERS - Employer	0.169140	784.28					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	30.14					
Life Insurance	0.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	18.55			114.54%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	67.23		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,689.04	57.99%	\$48.84	\$55.94	\$12.30	\$117.08
		Annual Salary	+ Benefits	\$87,910.68			
Ctom D							
Step B		\$4,869.12 /N	Month	\$32.46	/Hour		
	Total Benefits	\$2,748.07	56.44%	\$50.78	\$58.16	\$12.79	\$121.73
		Annual Salary	+ Benefits	\$91,406.27			
Step C		\$7.444.00.0					
		\$5,111.80 /N	Month	\$34.08	/Hour		
	Total Benefits	\$2,809.74	54.97%	\$52.81	\$60.49	\$13.30	\$126.60
		Annual Salary	+ Benefits	\$95,058.52			
Step D							
		\$5,366.61 /N	Month	\$35.78	/Hour		
	Total Benefits	\$2,874.50	53.56%	\$54.94	\$62.93	\$13.83	\$131.70
		Annual Salary	+ Benefits	\$98,893.33			
Step E							
		\$5,635.28 /N	Month	\$37.57	/Hour		
	Total Benefits	\$2,942.78	52.22%	\$57.19	\$65.50	\$14.40	\$137.09
		Annual Salary	+ Benefits	\$102,936.73			

Water Distribution Worker II Department: Public Works

Step A		_					
-		\$5,111.80 /Mo	onth	\$34.08	/Hour		
<u>Benefit</u>	Multiplier				Categ	gory	
PERS - Employee	0.060000	\$306.71			Public Works -	Maintenance	
PERS - Employer	0.169140	864.61					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91					
Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	33.23					
Life Insurance	0.000300	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	20.45			114.54%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	74.12		& Benefits	Overhead	Overhead	<u>Rate</u>
	Total Benefits	\$ 2,809.74	54.97%	\$52.81	\$60.49	\$13.30	\$126.60
		Annual Salary +	Benefits	\$95,058.52			
a. P							
Step B		\$5,366.61 /Mo	onth	\$35.78	/Hour		
	Total Benefits		53.56%	\$54.94	\$62.93	\$13.83	\$131.70
	Total Belletits				φ0 2. 33	φ13.03	φ131.70
		Annual Salary + 1	Benefits	\$98,893.33			
Step C							
		\$5,635.28 /Mo	onth	\$37.57	/Hour		
	Total Benefits	\$2,942.78	52.22%	\$57.19	\$65.50	\$14.40	\$137.09
		Annual Salary +	Benefits	\$102,936.73			
Step D							
200 _F =		\$5,917.83 /Mo	onth	\$39.45	/Hour		
	Total Benefits	\$3,014.59	50.94%	\$59.55	\$68.21	\$15.00	\$142.75
		Annual Salary +	Renefits	\$107,189.02			
				¥20,320,02			
Step E		\$6,214.24 /Mo	onth .	\$41.43	/Hour		
	Table Co.					417.73	\$1.40.70
	Total Benefits	\$3,089.92	49.72%	\$62.03	\$71.05	\$15.62	\$148.69
		Annual Salary +	Benefits	\$111,649.89			

Water Operations Manager Department: Public Works

C4 A				
Step A		\$7,604.43 /Month	\$50.70 /Hour	
Benefit	<u>Multiplier</u>		<u>Cate</u>	gory
PERS - Employee PERS - Employer PERS Survivor Management Incentive	0.060000 0.169140	\$456.27 1,286.21 2.00 0.00	Non-Sworn Mana	gers / Confidential
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500 0.000205	3.91 1,188.91 178.96 49.43 28.06 0.00 0.00 98.52		
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	110.00 30.42 33.53 110.26	Hourly Rate Department & Benefits Overhead	25.18% City-Wide Total Hourly Overhead Rate
	Total Benefits	\$ 3,576.48 47.03%	\$74.54 \$85.38	\$18.77 \$178.69
		Annual Salary + Benefits	\$134,170.93	
Step B		\$7,984.04 /Month	\$53.23 /Hour	
	Total Benefits	\$3,674.36 46.02%	\$77.72 \$89.02	\$19.57 \$186.32
		Annual Salary + Benefits	\$139,900.75	
Step C		\$8,382.72 /Month	\$55.88 /Hour	
	Total Benefits	\$3,777.15 45.06%	\$81.07 \$92.85	\$20.41 \$194.33
		Annual Salary + Benefits	\$145,918.41	
Step D		\$8,802.21 /Month	\$58.68 /Hour	
	Total Benefits	\$3,885.30 44.14%	\$84.58 \$96.88	\$21.30 \$202.76
	Total Benefits	Annual Salary + Benefits		ψ21.50 ψ202.70
Step E				
Step L		\$9,242.49 /Month	\$61.62 /Hour	
	Total Benefits	\$3,998.82 43.27%	\$88.28 \$101.11	\$22.23 \$211.61
		Annual Salary + Benefits	\$158,895.74	

Water Production Supervisor Department: Public Works

Step A							
		\$6,661.46 /M	Ionth	\$44.41	/Hour		
<u>Benefit</u>	Multiplier				Cates	<u>gory</u>	
PERS - Employee	0.060000	\$399.69		Non-	Sworn Professi	onals / Superv	visors
PERS - Employer	0.169140	1,126.72					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		3.91					
Health Insurance		1,188.91					
Dental Insurance	0.006500	178.96					
LTD Insurance Life Insurance	0.006500 0.000205	43.30 24.58					
BPOA Holiday Pay	0.000203	0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		110.00					
Workers Comp.	0.004000	26.65			114.54%	25.18%	
Vision Benefit	0.004000	33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	96.59		& Benefits	<u>Overhead</u>	Overhead	Rate
Medicare							
	Total Benefits	\$ 3,333.36	50.04%	\$66.63	\$76.32	\$16.78	\$159.73
		Annual Salary -	- Benefits	\$119,937.78			
Step B							
		\$6,994.27 /N	Ionth	\$46.63	/Hour		
	Total Benefits	\$3,419.16	48.89%	\$69.42	\$79.52	\$17.48	\$166.42
		Annual Salary -	- Benefits	\$124,961.20			
		J			l		
Step C		\$7 244 42 /N	[onth	¢49.06	/П.		
		\$7,344.42 /N	IOIIII	\$48.96	/Hour		
	Total Benefits	\$3,509.44	47.78%	\$72.36	\$82.88	\$18.22	\$173.46
		Annual Salary -	- Benefits	\$130,246.35			
~ ~							
Step D		\$7,711.90 /M	l onth	\$51.41	/Hour		
		Ψ19111070 /10	ı Ollul	φ31.41	/110u1		
	Total Benefits	\$3,604.19	46.74%	\$75.44	\$86.41	\$19.00	\$180.85
		Annual Salary -	- Benefits	\$135,793.08			
Step E							
Step 2		\$8,096.71 /M	Ionth	\$53.98	/Hour		
	Total Benefits	\$3,703.41	45.74%	\$78.67	\$90.11	\$19.81	\$188.58
		Annual Salary -	⊦ Benefits	\$141,601.39			
		rimuai galai y	Denents	ψ1-71,001.37	1		

Water Production Worker I Department: Public Works

Step A		_					
•		\$4,414.97 /Month	l	\$29.43	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Cates</u>	<u>gory</u>	
PERS - Employee	0.060000	\$264.90			Public Works -	Maintenance	
PERS - Employer	0.169140	746.75					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP Health Insurance		3.91					
Dental Insurance		1,188.91 178.96					
LTD Insurance	0.006500	28.70					
Life Insurance	0.000200	4.80					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		98.52					
Deferred Comp.		0.00					
Workers Comp.	0.004000	17.66			114.54%	25.18%	
Vision Benefit		33.53		Hourly Rate	Department	City-Wide	Total Hourly
Medicare	0.014500	64.02		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$ 2,632.65 59.6	53%	\$46.98	\$53.82	\$11.83	\$112.63
		Annual Salary + Ben	efits	\$84,571.46	:		
Step B	_						
Зтер Б		\$4,635.11 /Month	l	\$30.90	/Hour		
	Total Benefits	\$2,688.60 58.0	01%	\$48.82	\$55.92	\$12.29	\$117.04
		Annual Salary + Ben	efits	\$87,884.49	1		
Ston C							
Step C	_	\$4,867.39 /Month	l	\$32.45	/Hour		
	Total Benefits	\$2,747.63 56.4	15%	\$50.77	\$58.15	\$12.78	\$121.70
		Annual Salary + Ben	efits	\$91,380.23	1		
Stop D							
Step D		\$5,110.06 /Month	l	\$34.07	/Hour		
	Total Benefits	\$2,809.30 54.9	98%	\$52.80	\$60.47	\$13.29	\$126.56
		Annual Salary + Ben	efits	\$95,032.34			
					1		
Step E		\$5,364.87 /Month	_	\$35.77	/Hour		
	Total Dan Cu					¢12.02	¢121 /5
	Total Benefits	\$2,874.06 53.5)/%	\$54.93	\$62.91	\$13.83	\$131.67
		Annual Salary + Ben	efits	\$98,867.15	i.		

Water Production Worker II Department: Public Works

Ston A							1
Step A		\$4,867.39 /Mos	nth	\$32.45	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categ	<u>gory</u>	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$292.04 823.27 2.00 0.00		1	Public Works -	Maintenance	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	3.91 1,188.91 178.96 31.64 4.80 0.00 0.00 98.52					
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 19.47 33.53 70.58		Hourly Rate & Benefits	114.54% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,747.63	56.45%	\$50.77	\$58.15	\$12.78	\$121.70
		Annual Salary + B	Benefits	\$91,380.23			
Step B		\$5,110.06 /Mo	nth	\$34.07	/Hour		
	Total Benefits	\$2,809.30	54.98%	\$52.80	\$60.47	\$13.29	\$126.56
		Annual Salary + E	Benefits	\$95,032.34			
Step C		\$5,364.87 /Mos	nth	\$35.77	/Hour		
	Total Benefits	\$2,874.06	53.57%	\$54.93	\$62.91	\$13.83	\$131.67
		Annual Salary + B	Benefits	\$98,867.15			
Step D		\$5,633.55 /Moi	nth	\$37.56	/Hour		
	Total Benefits	\$2,942.34	52.23%	\$57.17	\$65.49	\$14.40	\$137.05
		Annual Salary + E	Benefits	\$102,910.69			
Step E		\$5.017.00 A4	th	ф20.44	/II.		
	Total Benefits	\$5,916.09 /Moi \$3,014.15	nth 50.95%	\$39.44 \$59.53	/Hour \$68.19	\$14.99	\$142.72
	Total Delicitis	Annual Salary + B		\$107,162.83	φυσ.17	Ф14.7 7	φ1 44. /4
		~		, , , , , , , , , , , ,			

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

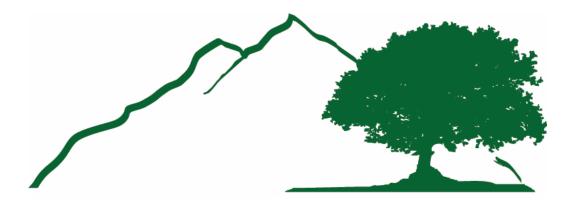
	\$4,201.76 /Month	\$28.01 /Hour		
<u>Multiplier</u>		<u>Ca</u>	<u>tegory</u>	
0.060000 0.169140	\$252.11 710.69 2.00	Public Work	s - Maintenance	
0.006500	3.91 1,188.91 178.96 27.31 4.80 0.00 0.00			
0.004000 0.014500	0.00 16.81 33.53 60.93		-	Total Hourly <u>Rate</u>
Total Benefits	\$ 2,578.47 61.37%	\$45.20 \$51.77	\$11.38	\$108.36
	Annual Salary + Benefit	\$81,362.71		
Total Benefits	\$4,411.50 /Month \$2,631.77 59.66%	\$29.41 /Hour \$46.96 \$53.78	\$11.82	\$112.56
	Annual Salary + Benefit	\$84,519.23		
	\$4,631.64 /Month	\$30.88 /Hour		
Total Benefits			\$12.29	\$116.97
	\$4,863.92 /Month	\$32.43 /Hour		
Total Benefits	\$2,746.75 56.47%	\$50.74 \$58.11	\$12.78	\$121.63
	Annual Salary + Benefit	\$91,328.01		
	\$5.106.60 /Month	\$34 04 /Hour		
Total Benefits	•		\$13.29	\$126.49
			,	, 55.55
	0.060000 0.169140 0.006500 0.004000 0.014500 Total Benefits Total Benefits	Multiplier	Multiplier Ca 0.060000 \$252.11 Public Work 0.169140 710.69 Public Work 2.00 0.00 3.91 1,188.91 178.96 3.91 0.006500 27.31 4.80 0.00 0.00 0.00 0.00 0.00 98.52 0.014500 60.93 Hourly Rate & Benefits Department & Benefits Annual Salary + Benefits \$81,362.71 Department & Selection Annual Salary + Benefits \$81,362.71 Hourly Rate & Department & Selection \$4,411.50 /Month \$2.9.41 /Hour \$51.77 Total Benefits \$2,631.77 59.66% \$46.96 \$53.78 Annual Salary + Benefits \$84,519.23 Hour Total Benefits \$2,687.72 58.03% \$48.80 \$55.89 Annual Salary + Benefits \$87,832.27 Hour \$87,832.27 Total Benefits \$2,746.75 56.47% \$50.74 \$58.11 Annual Salary + Benefits \$91,328.01 \$58.11	Multiplier Catewys 0.060000 \$252.11 Public Works - Maintenance 0.169140 710.69 2.00 0.00 3.91 1,188.91 1,188.91 178.96 27.31 0.006500 27.31 4.80 0.00 0.00 98.52 0.00 0.00 98.52 0.0014500 60.93 Hourly Rate & Department Overhead City-Wide Overhead Annual Salary + Benefits \$81,362.71 \$11.38 Annual Salary + Benefits \$81,362.71 \$11.38 Total Benefits \$2,631.64 Month \$29.41 Hour \$1.82 Annual Salary + Benefits \$84,519.23 **Hour \$11.82 Total Benefits \$2,687.72 58.03% \$48.80 \$55.89 \$12.29 Annual Salary + Benefits \$87,832.27 **S8.11 \$12.78 Total Benefits \$2,746.75 56.47% \$50.74 \$58.11 \$12.78 Annual Salary + Ben

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

Stan A			tone Works			1
Step A		\$4,631.64 /Month	\$30.88	/Hour		
<u>Benefit</u>	<u>Multiplier</u>			Cates	gory	
PERS - Employee PERS - Employer PERS Survivor	0.060000 0.169140	\$277.90 783.40 2.00		Public Works -	- Maintenance	
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance BPOA Holiday Pay Uniform Allowance Retiree Medical	0.006500	0.00 3.91 1,188.91 178.96 30.11 4.80 0.00 0.00 98.52				
Deferred Comp. Workers Comp. Vision Benefit Medicare	0.004000 0.014500	0.00 18.53 33.53 67.16	Hourly Rate <u>& Benefits</u>	114.54% Department <u>Overhead</u>	25.18% City-Wide <u>Overhead</u>	Total Hourly <u>Rate</u>
	Total Benefits	\$ 2,687.72 58.03	% \$48.80	\$55.89	\$12.29	\$116.97
		Annual Salary + Benefi	\$87,832.27	=		
Step B		\$4,863.92 /Month	\$32.43	/Hour		
	Total Benefits	\$2,746.75 56.47	% \$50.74	\$58.11	\$12.78	\$121.63
		Annual Salary + Benef	\$91,328.01			
Step C		\$5,106.60 /Month	\$34.04	/Hour		
	Total Benefits	\$2,808.42 55.00	% \$52.77	\$60.44	\$13.29	\$126.49
		Annual Salary + Benef	\$94,980.27	•		
Step D		\$5,361.41 /Month	\$35.74	/Hour		
	Total Benefits	\$2,873.18 53.59	% \$54.90	\$62.88	\$13.82	\$131.60
		Annual Salary + Benef	\$98,815.07	=		
Step E		\$5,630.08 /Month	Ф27. F2	/Hour		
	Total Benefits	\$2,941.46 52.25	\$37.53 % \$57.14	\$65.45	\$14.39	\$136.99
	Total Delicitis	Annual Salary + Benef		φυ ઝ.4 3	φ1 +. J7	Ф130.77
				-		

Webmaster
Department: Finance & Information Systems

	\$5,704.62 /I	Month	\$38.03	/Hour		
Multiplier				Categ	<u>gory</u>	
0.060000 0.169140	\$342.28 964.88 2.00 0.00		Non-	Sworn Professi	onals / Superv	visors
0.006500 0.000205	3.91 1,188.91 178.96 37.08 21.05 0.00 0.00 98.52					
0.004000 0.014500	110.00 22.82 33.53 82.72		Hourly Rate & Benefits	31.30% Department <u>Overhead</u>	25.18% City-Wide Overhead	Total Hourly <u>Rate</u>
Total Benefits	\$ 3,086.65	54.11%	\$58.61	\$18.34	\$14.76	\$91.71
	Annual Salary	+ Benefits	\$105,495.28	:		
	\$5,990.63 /1	Month	\$39.94	/Hour		
Total Benefits	\$3,160.39	52.76%	\$61.01	\$19.09	\$15.36	\$95.46
	Annual Salary	+ Benefits	\$109,812.30			
	\$6,290.51 /I	Month	\$41.94	/Hour		
Total Benefits	•		\$63.52	\$19.88	\$16.00	\$99.40
	Annual Salary	+ Benefits	\$114,338.68	•		
	\$C.CO4.25 //	M 1.	0.44.02			
	•				****	****
Total Benefits	\$3,318.60	50.25%	\$66.15	\$20.70	\$16.66	\$103.51
	Annual Salary	+ Benefits	\$119,074.26	: 		
	\$6.935.33 //	Month	\$46.24	/Hour		
Total Benefits	•				\$17.36	\$107.86
				+ 		+
	0.060000 0.169140 0.006500 0.000205 0.004000 0.014500 Total Benefits Total Benefits	Multiplier 0.060000 \$342.28 0.169140 964.88 2.00 0.00 0.00 3.91 1,188.91 178.96 0.006500 37.08 0.000205 21.05 0.00 0.00 98.52 110.00 0.004000 22.82 33.53 0.014500 82.72 Total Benefits \$3,086.65 Annual Salary \$6,290.51 Annual Salary \$6,604.25 Annual Salary \$6,935.33 Annual Salary \$6,935.33 Annual Salary	0.060000 \$342.28 2.00 0.169140 964.88 2.00 0.00 3.91 1,188.91 178.96 0.006500 37.08 0.000 0.00 98.52 110.00 0.00 98.52 110.00 0.004000 22.82 33.53 0.014500 82.72 Total Benefits \$3,086.65 \$4.11% Annual Salary + Benefits \$5,990.63 /Month Total Benefits \$3,160.39 \$52.76% Annual Salary + Benefits \$6,290.51 /Month Total Benefits \$3,3318.60 \$50.25% Annual Salary + Benefits \$6,604.25 /Month Total Benefits \$3,318.60 \$50.25% Annual Salary + Benefits	Multiplier 0.060000 \$342.28 Non- 0.169140 964.88 2.00 0.00 3.91 1,188.91 1,188.91 178.96 0.006500 0.006500 37.08 0.000 0.000 0.00 0.00 0.004000 22.82 33.53 0.014500 82.72 Hourly Rate & Benefits Total Benefits \$3,086.65 54.11% \$58.61 Annual Salary + Benefits \$105,495.28 Total Benefits \$3,160.39 52.76% \$61.01 Annual Salary + Benefits \$109,812.30 Total Benefits \$3,237.71 51.47% \$63.52 Annual Salary + Benefits \$114,338.68 Total Benefits \$3,318.60 50.25% \$66.15 Annual Salary + Benefits \$119,074.26 ** Annual Salary + Benefits ** Annual Salary + Benefits ** Benefits ** Benefits ** Annual Salary + Benefits \$119,074.26	Multiplier Cates 0.060000 \$342.28 Non-Sworn Profession 0.169140 964.88 2.00 0.00 3.91 1,188.91 1,188.91 178.96 3.09 0.006500 37.08 0.000 0.000205 21.05 0.00 0.004000 22.82 Benefits 0.014500 82.72 Benefits Total Benefits \$3,086.65 54.11% \$58.61 \$18.34 Annual Salary + Benefits \$105,495.28 \$109.812.30 Total Benefits \$3,160.39 52.76% \$61.01 \$19.09 Annual Salary + Benefits \$109,812.30 \$19.88 Total Benefits \$3,237.71 51.47% \$63.52 \$19.88 Annual Salary + Benefits \$114,338.68 \$20.70 Annual Salary + Benefits \$119,074.26 \$20.70 Annual Salary + Benefits \$119,074.26 \$20.70	Multiplier Category 0.060000 \$342.28 Non-Sworn Professionals / Supervolution of Supervo



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City of Brentwood

Fees:

Each fee is catagorized by department and/or division. All fees associated with services performed by the City are presented.

Administration Fees

Fee Description	Fee
Agenda Packet Subscription:	Actual Cost
Annual - Paper copy	Deposit of \$400.00
Annual - Email copy	No Charge
Audio Tape (Meetings/Legislative bodies)	\$10.00
Candidate Statement's of Qualifications ¹	Actual Cost
Compact Disc (plus postage)	\$11.00/plus postage
Document Certification	\$22.00/each document
Notary Fee ²	\$10.00/per signature
Notice of Intent to Circulate Petition ³	\$200.00
Passport Execution Fee ⁴	\$25.00
Passport Photos	\$17.00
Political Reform Act Copies of Documents ⁵	\$0.10 per page
Political Reform Act Retrieval Fee ⁵	More Than Five Years Old: \$5.00
Portable and/or Temporary Sign Recovery ⁶	\$10.00
Subpoenaed Staff as Witness ⁷	
\$150.00 Deposit Per Day	Actual Cost
Photocopies:	
Pages 1-20	\$0.25 per page
Pages 21 and on	\$0.10 per page
Photocopies (larger than legal size)	\$3.00 per page
Copies - Plotted Maps	\$17.00
Printout of Electronic Documents	\$0.10 per page
Documents and Books (printed by contractor)	Actual Cost
Postage and Shipping (packaging)	Actual Cost

¹ Election Code 13307

² G.C. 8211

³ E.C. 9202

⁴ U.S. Department of State

^{§ 81008} Political Reform Act

⁶ BMC 17.640.006

⁷ G.C. §68096.1

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

TYPE OF BUILDING	<u>VALUATION</u>
A-1 THEATERS:	
Type IA, IB, IIA & IIB	\$93.80 /sq.ft.
Type IIIA	\$68.10 /sq.ft.
Type IIIB	\$64.80 /sq.ft.
Type IV & VA	\$61.40 /sq.ft.
Type VB	\$58.60 /sq.ft.
A-2 RESTAURANTS:	
Type IA, IB, IIA, IIB & IIIA	\$80.00 /sq.ft.
Type IIIB	\$76.20 /sq.ft.
Type IV & VA	\$70.90 /sq.ft.
Type VB	\$67.50 /sq.ft.
A-3 AUDITORIUMS:	
Type IA & IB	\$89.70 /sq.ft.
Type IIA	\$63.70 /sq.ft.
Type IIB	\$60.50 /sq.ft.
Type IIIA	\$68.10 /sq.ft.
Type IIIB	\$64.90 /sq.ft.
Type IV & VA	\$62.50 /sq.ft.
Type VB	\$59.40 /sq.ft.
A-3 CHURCHES:	
Type IA & IB	\$84.70 /sq.ft.
Type IIA	\$63.30 /sq.ft.
Type IIB	\$60.10 /sq.ft.
Type IIIA	\$67.90 /sq.ft.
Type IIIB	\$64.70 /sq.ft.
Type IV & VA	\$61.80 /sq.ft.
Type VB	\$58.90 /sq.ft.
A-3 LIBRARIES:	
Type IA & IB	\$100.80 /sq.ft.
Type IIA	\$70.50 /sq.ft.
Type IIB	\$66.90 /sq.ft.
Type IIIA	\$76.70 /sq.ft.
Type IIIB	\$73.00 /sq.ft.
Type IV & VA	\$68.70 /sq.ft.
Type VB	\$65.50 /sq.ft.

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

A-3 PUBLIC BUILDINGS:	
Type IA & IB	\$107.40 /sq.ft.
Type IIA	\$80.10 /sq.ft.
Type IIB	\$76.60 /sq.ft.
Type IIIA	\$89.70 /sq.ft.
Type IIIB	\$85.70 /sq.ft.
Type IV & VA	\$79.30 /sq.ft.
Type VB	\$76.10 /sq.ft.
A DOWN DIG AND THE	
A-3 BOWLING ALLEYS:	442.00.4
Type IA, IB & IIA	\$42.90 /sq.ft.
Type IIB	\$89.10 /sq.ft.
Type IIIA	\$47.10 /sq.ft.
Type IIIB	\$44.80 /sq.ft.
Type IV, VA &VB	\$40.10 /sq.ft.
B BANKS:	
Type IA & IB	\$128.40 /sq.ft.
Type IIA	\$92.20 /sq.ft.
Type IIB	\$87.80 /sq.ft.
Type IIIA	\$104.50 /sq.ft.
Type IIIB	\$99.80 /sq.ft.
Type IV & VA	\$92.20 /sq.ft.
Type VB	\$87.70 /sq.ft.
B OFFICES:	
Type IA & IB	\$92.20 /sq.ft.
Type IIA	\$59.70 /sq.ft.
Type IIB	\$56.90 /sq.ft.
Type IIIA	\$65.70 /sq.ft.
Type IIIB	\$62.70 /sq.ft.
Type IV & VA	\$60.80 /sq.ft.
Type VB	\$58.00 /sq.ft.
E SCHOOL S.	
E SCHOOLS:	\$06.30 /oz ft
Type IA & IB	\$96.30 /sq.ft.
Type IIA & IIB	\$68.70 /sq.ft. \$69.20 /sq.ft.
Type IIIA Type IIIB	•
71	\$65.60 /sq.ft.
Type IV & VA	\$63.30 /sq.ft.
Type VB	\$69.90 /sq.ft.

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

F-1, F-2, H-1, H-2, H-3, H-4 & H-5 INDUSTRIAL PLANTS:	
Type IA & IB	\$48.80 /sq.ft.
Type IIA	\$33.30 /sq.ft.
Type IIB	\$31.50 /sq.ft.
Type IIIA	\$36.70 /sq.ft.
Type IIIB	\$35.10 /sq.ft.
Type IV & VA	\$33.20 /sq.ft.
Type VB	\$31.20 /sq.ft.
I-1 CONVALESCENT HOSPITALS:	
Type IA & IB	\$120.20 /sq.ft.
Type IIA & IIB	\$94.20 /sq.ft.
Type IIIA & IIIB	\$100.80 /sq.ft.
Type IV, VA &VB	\$85.70 /sq.ft.
I-1 HOSPITALS:	¢1.40.70 / 6
Type IA, IB, IIA & IIB	\$140.70 /sq.ft.
Type IIIA	\$117.10 /sq.ft.
Type VA	\$108.60 /sq.ft.
I-1 JAILS:	
Type IA, IB, IIA & IIB	\$137.60 /sq.ft.
Type IIIA	\$125.10 /sq.ft.
Type VA	\$89.90 /sq.ft.
71	1
I-2 HOMES FOR THE ELDERLY:	
Type IA & IB	\$88.60 /sq.ft.
Type IIA	\$71.00 /sq.ft.
Type IIB	\$67.60 /sq.ft.
Type IIIA	\$74.00 /sq.ft.
Type IIIB	\$70.80 /sq.ft.
Type IV & VA	\$70.60 /sq.ft.
Type VB	\$67.10 /sq.ft.
I 2 MEDICAL OFFICES.	
I-2 MEDICAL OFFICES:	\$102.00 /~~ f
Type IA & IB Type IIA	\$102.90 /sq.ft. \$76.60 /sq.ft.
**	•
Type IIB	\$73.00 /sq.ft.
Type IIIA	\$83.80 /sq.ft.
	\$70.00 /00 6
Type IIIB	\$79.90 /sq.ft.
Type IIB Type IV & VA Type VB	\$79.90 /sq.ft. \$78.00 /sq.ft. \$73.70 /sq.ft.

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

M STORES:	
Type IA & IB	\$72.10 /sq.ft.
Type IIA	\$43.40 /sq.ft.
Type IIB	\$42.60 /sq.ft.
Type IIIA	\$53.10 /sq.ft.
Type IIIB	\$50.10 /sq.ft.
Type IV & VA	\$42.40 /sq.ft.
Type VB	\$39.70 /sq.ft.
7,50 12	φυντινο γυ ς ιτει
M SERVICE STATIONS:	
Type IIB	\$57.10 /sq.ft.
Type IIIA	\$57.40 /sq.ft.
Type VA	\$50.40 /sq.ft.
Canopies	\$22.00 /sq.ft.
Curopies	φ22.00 /3 q .1τ.
R-1 HOTELS AND MOTELS:	
Type IA, IB, IIA & IIB	\$88.00 /sq.ft.
Type IIIA	\$76.00 /sq.ft.
Type IIIB	\$72.30 /sq.ft.
Type IV & VA	\$66.20 /sq.ft.
	•
Type VB	\$63.20 /sq.ft.
R-2 APARTMENT HOUSES:	
Type IA, IB, IIA & IIB	\$84.80 /sq.ft.
Type Type IIIA, IIIB, IV & VA	\$68.30 /sq.ft.
Type VB	\$61.30 /sq.ft.
Basement Garage	\$32.00 /sq.ft.
R-3 DWELLINGS:	
	\$74.20 /az 6
Type VB - Masonry	\$74.30 /sq.ft.
Type VB -Wood Frame (Production)	\$67.60 /sq.ft.
Type VB - Wood Frame (Custom)	\$74.00 /sq.ft.
DACEMENTEC.	
BASEMENTS:	¢10.60 / 6
Finished	\$18.60 /sq.ft.
Unfinished	\$14.20 /sq.ft.
R-3 S-2 FIRE STATIONS:	
	¢00 20 / ¢
Type IA & IB	\$98.20 /sq.ft.
Type IIA	\$63.70 /sq.ft.
Type IIB	\$60.50 /sq.ft.
Type IIIA	\$70.80 /sq.ft.
Type IIIB	\$67.20 /sq.ft.
Type IV & VA	\$63.30 /sq.ft.
Type VB	\$60.10 /sq.ft.

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

S-1 S-2 WAREHOUSES:	
Type IA & IB	\$42.70 /sq.ft.
Type IIA	\$25.30 /sq.ft.
Type IIB	\$23.80 /sq.ft.
Type IIIA	\$29.00 /sq.ft.
Type IIIB, IV, VA & VB	\$27.70 /sq.ft.
	1
S-2 PUBLIC GARAGES:	
Type IA, IB & IIA	\$42.40 /sq.ft.
Type IA, IB, & IIA Open Parking	\$33.20 /sq.ft.
Type IIB	\$24.80 /sq.ft.
Type IIIA	\$29.90 /sq.ft.
Type IIIB	\$28.60 /sq.ft.
Type VA	\$24.70 /sq.ft.
U PRIVATE GARAGES:	
Wood frame	\$19.90 /sq.ft.
Masonry	\$23.50 /sq.ft.
Open Carports	\$14.20 /sq.ft.
U PATIO STRUCTURES/STORAGE SHEDS	\$10.00 /sq.ft.
EQUIPMENT:	
-	
Air Conditioning: Commercial	\$2.70 /og ft
Residential	\$3.70 /sq.ft.
Residential	\$3.00 /sq.ft.
SPRINKLER SYSTEMS:	
Commercial	\$1.90 /sq.ft.
Residential	\$1.25 /sq.ft.
Residential	ψ1.25 /5 q .it.
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
AND THE ROTHING	\$17.307 sq. 1t. 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.
Drop cennig	Ψ2.00 / Sq.1τ.

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 \$87.12/bldg

OFFICE AUTOMATION - PER PERMIT

\$2.69 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\$60.79/SFDMulti-Family Dwelling\$24.58/MFDNon-Residential\$3.13/per 1,000 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
Remove & Replace windows of the same size and in the same location
Each additional story over a single story

1 hour *

MOBILE HOME SET-UP

(Does not include plumbing, electrical and mechanical) 1 hour *

CHANGE OF OCCUPANCY INVESTIGATION WITH REPORT:

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

APPLICATION AND INSPECTION FEES FOR RELOCATED BUILDINGS:

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

^{*} To be charged at the Building Inspector II total hourly rate Step E per the Cost Allocation Plan.



CALCULATION - SCHEDULE A-1 MISCELLANEOUS & FLAT FEE SCHEDULE

POOLS/SPAS/OUTDOOR KITCHENS:

Swimming pool, incl. Electrical & Plumbing (gunite or fiberglass)

Liner Type, incl. Electrical & Plumbing - Inground

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

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

Outdoor BBQ with Kitchen (no plan check fee)

Self Contained Spa or Above Ground Doughboy Style Pool

\$896.94/pool
\$376.65/pool
\$311.14/pool
\$211.89/spa
\$211.89/spa
\$218.76/unit

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)

Certified Access Specialist Program (CASP) Inspection, Reinspection and

Reports - Per Request \$98.96

CASP Consultant Actual cost ***

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

Hourly rate *

REISSUANCE FEE:

Reissuance of expired permits (Reissued at the sole discretion of the Building Official.)

1/2 of the fee in effect at the time of reissuance

COMPLETION FEE:

Completion of a project that is more that 50% complete. Work to be performed by third party not associated with the original permit. (Issued at the sole discretion of the Building Official.)

1/2 of the fee in effect at the time of issuance

^{*} To be charged at the Building Inspector II total hourly rate Step E per the Cost Allocation Plan.

^{**}Total hourly cost to the jurisdiction. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

^{***}To be charged at Actual Consultant Costs.

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

PERMIT ISSUANCE:

For issuing each permit \$77.38 For issuing each supplemental permit \$13.81

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.69 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 \$0.0475 /sq. ft.

ALTERATIONS & ADDITIONS:

Alterations, additions and modifications to existing buildings

<500 sq.ft. \$0.1312 /sq. ft. ** >500 and < 1,000 sq. ft \$0.1073 /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 \$20.59 each

Mechanically driven rides and walk-through attractions

or displays having electrical lighting \$6.17 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

\$20.59 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

^{**}Note: Option to Use Unit Fee Schedule.



^{*} To be charged at the Building Inspector II total hourly rate step E per the Cost Allocation Plan.

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

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

UNIT FEE SCHEDULE:

RECEPTACLE, SWITCH AND LIGHTING OUTLETS:

Receptacle, switch, lighting or other outlets at which current is used or controlled, except services, feeders and meters:

First 20 \$1.00 each Additional fixtures \$0.59 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 \$1.00 each Additional fixtures \$0.60 each

Pole or platform-mounted lighting fixtures \$0.96 each

Theatrical-type lighting fixtures or assemblies \$4.10 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 \$4.10 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

\$4.10 each

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

SEE POWER APPARATUS

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

POWER APPARATUS:

Motors, generators, transformers, rectifiers, synchronous converters, capacitors, industrial heating, air conditioners, and heat pumps, cooking or baking equipment and other apparatus, as follows:

Rating in horsepower (HP), kilowatts (KW), kilovolt-amperes (KVA), or kilovolt-amperes (KVAR):

Up to and including 1	\$4.10 each
Over 1 and not over 10	\$10.29 each
Over 10 and not over 50	\$20.58 each
Over 50 and not over 100	\$41.21 each
Over 100	\$61.79 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.

\$6.17 each 100 ft.

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

SIGNS, OUTLINE LIGHTING AND MARQUEES:

Signs, outline lighting systems or marquees supplied from one branch circuit \$20.59 ea	Signs.	outline lighting systems or	marquees supplied from o	one branch circuit	\$20.59 ea
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Additional branch circuits within the sign, outline lighting system or marquee \$4.10 each

SERVICES:

Services of 600 volts or less and not over 200 amperes in rating	\$25.40 each
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$51.50 each
Services over 600 volts or over 1000 amperes in rating	\$103.00 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. \$15.10 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 and Issuance Fees included. Single Inverter.	\$237.58
Additional Inverters.	\$41.92

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours

(Minimum charge - two hours) Hourly rate \ast Above rate to be charged at 1 1/2 times for after hours, Overtime weekends, and 2 times for Holidays

Re-inspection fee assessed under provisions of Section 305 (g)

Hourly rate *

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

Hourly rate *

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

Hourly rate *

^{*} To be charged at the Building Inspector II total hourly rate step E per the Cost Allocation Plan.

^{**} Total hourly cost to the jurisdiction. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

CALCULATION - SCHEDULE C PLUMBING PERMIT FEES

PERMIT ISSUANCE:

For issuing each permit \$77.38
For issuing each supplemental permit \$13.81

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.69 or 1% whichever is greater

SYSTEM FEE SCHEDULE

NEW BUILDINGS:

New residential, non-residential buildings \$0.0475 /sq. ft.

SWIMMING POOLS:

Swimming pool or Spa \$61.79 /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)	\$9.61	/each
2. For each building sewer and each trailer park sewer	\$20.59	/each
3. Rainwater systems - per drain (inside building)	\$9.62	/each
4. For each cesspool (where permitted)	\$34.33	/each
5. For each private sewage disposal system	\$54.94	/each
6. For each water heater and/or vent	\$9.62	/each
7. For each gas-piping system		
1 to 5	\$6.88	/each
over 5, each	\$1.38	/each
8. For each industrial waste pre-treatment interceptor including		
its trap and vent, excepting kitchen-type grease interceptors		
functioning as fixture traps	\$9.62	/each
9. For each installation, alteration or repair of water piping		
and/or water treating equipment, each	\$9.62	/each
10. For each repair or alteration of drainage or vent		
piping, each fixture	\$9.62	/each
11. For each lawn sprinkler system on any one meter including		
backflow protection devices therefore	\$9.62	/each
12. For atmospheric-type vacuum breakers:		
1 to 5	\$6.88	/each
over 5, each	\$1.38	/each

CALCULATION - SCHEDULE C PLUMBING PERMIT FEES

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

2 inch diameter and smaller \$9.62 /each over 2 inch diameter \$20.59 /each 14. Water Softener and/or RO system installation \$9.62 /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

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

COMBINATION ELECTRICAL, PLUMBING & MECHANICAL

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

Single Issuance Fee is Charged

^{*} To be charged at the Building Inspector II total hourly rate step E per the Cost Allocation Plan.

^{**} Total hourly cost to the jurisdiction. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

PERMIT ISSUANCE:

For issuing each permit \$77.38
For issuing each supplemental permit \$13.81

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.69 or 1% whichever is greater

NEW BUILDINGS:

New residential, non-residential buildings

\$0.0475 /sq. ft.

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

UNIT FEE SCHEDULE:

1. For the installation or relocation of each forced-air or gravity-type furnace or burner, including ducts and vents attached to such appliance, up to and including	
100,000 Btu/h	\$12.35
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	\$15.10
3. For the installation or relocation of each floor furnace, including vent	\$12.35
4. For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater	\$12.35
5. For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit	\$6.19
 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 	\$12.35
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	\$12.35
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 Btu/h and including 500,000 Btu/h	\$22.65
9. For the installation or relocation of each boiler or compressor over three-horsepower to and including 15 horsepower, or each absorption system over 100,000 Btu/h and	†20.02

\$30.92

including 500,000 Btu/h

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

10. For the installation or relocation of each boiler or compressor over 30 horsepower to and including 50 horsepower, or for each absorption system over 1,000,000 Btu/h to and including 1,750,000 Btu/h	\$46.01
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	\$76.91
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).	\$9.04
13. For each air-handling unit over 10,000 cfm	\$15.10
14. For each evaporative cooler other than portable type	\$8.95
15. For each ventilation fan connected to a single duct	\$6.19
16. For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$8.95
17. For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$8.95
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	\$8.95
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	\$6.88 \$1.38
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	\$6.88 \$1.38

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 *

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

Hourly rate *

COMBINATION ELECTRICAL, PLUMBING & MECHANICAL

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

Single Issuance Fee is Charged

^{*} To be charged at the Building Inspector II total hourly rate step E per the Cost Allocation Plan.

^{**} Total hourly cost to the jurisdiction. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of the employees involved.

Community Development Building Fees

BUILDING PERMIT FEE RATE SCHEDULE

VALUATION		n	EE
Rai	Range		ement
Low	High	Base Fee	
\$0.00	\$500.00	\$75.27	NA
Low	High	Base Fee	per \$100
\$500.00	\$2,000.00	\$75.27	\$4.11
Low	High	Base Fee	per \$1,000
\$2,000.00	\$25,000.00	\$136.92	\$18.54
\$25,000.00	\$50,000.00	\$563.34	\$13.40
\$50,000.00	\$100,000.00	\$898.34	\$9.29
\$100,000.00	\$500,000.00	\$1,362.84	\$7.22
\$500,000.00	\$1,000,000.00	\$4,250.84	\$6.05
\$1,000,000.00	\$99,999,999.00	\$7,275.84	\$4.03

Community Development Building Permit Surcharge Fees

Building Standards Commission Revolving Fund	
Description	Fee
Residential and Nonresidential Permits	\$1.00 per \$25,000 valuation
Administrative Cost for Code Enforcement Education	10% of fee

Fees are established by SB 1473

California Strong Motion Instrumentation Program	
Description	Fee
SMI for Residential permits	.0001 x permit valuation
SMI for Nonresidential permits	.00021 x permit valuation
Building Permit	\$0.50 minimum charge
Administrative Cost for Seismic Education	5% of fee

Fees are established by SB 593

Community Development Residential Growth Management Program Fee

Fee Description	Fee
RGMP Allocation Fee, Per Application ¹	\$2,802.00

¹ This Program was suspended on May 10, 2011 by City Council Resolution No. 2011-56 and is currently under review

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 Code Enforcement Fees

Administrative Citations		
Description Fine		
First Violation	\$100.00	
Second Violation	\$200.00	
Third Violation	\$500.00	
Further Violation	\$500.00	

Each day a violation continues is deemed a separate offense.

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

Community Development Habitat Conservation

Fee Description

Fee

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

Location of Affected Development Project	Development Fee
Zone I	\$10,662.15 / acre
Zone II	\$21,324.30 / acre
Zone III	\$ 5,331.52 / acre

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

Land Cover Type	Fee per unit of Impact ¹	Required CompensationRatio for Restoration/Creation ¹	Method for Determining Fee Boundary
Riparian woodland/scrub	\$64,570.30 / acre	1:1	Limit of tree or shrub canopy (drip line)
Perennial wetlands	\$88,359.36 / acre	1:1	Jurisdictional wetland boundary of state or federal government ² , whichever is greater
Seasonal wetlands	\$191,445.28 / acre	2:1	Same as above
Alkali wetland	\$181,249.97 / acre	2:1	Same as above
Ponds	\$96,289.05 / acre	1:1	Jurisdictional waters boundary of state or federal government, whichever is greater
Aquatic (open water)	\$48,710.93 / acre	1:1	Wetted area during normal rainfall year or jurisdictional waters boundary, whichever is greater
Slough/channel	\$109,882.80 / acre	1:1	Area of impact within banks
Streams			
Streams 25 feet wide or less	\$526.42 / linear foot	1:1	Stream length measured along stream ceterline. Stream width measured between top of bank.
Streams greater than 25 feet wide ³	\$792.97/ linear foot	1:1	Stream length measured along stream ceterline. Stream width measured between top of bank.

¹See 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 ration into account.

** Administration Fee

HCP/NCCP incidental take authorization applications

of 10 acres or more in size.

Fee \$1,281.08/Fee (or)

Complex HCP/NCCP incidental tak authorization applications

\$3,000/Deposit

involving one or more of the following: wetland land cover types, dedication of land, or project sites

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

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

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

^{*}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 Costa Habitat Conservancy.

^{**}Fees may be adjusted annualy on July 1 by CPI.

Community Development Planning Fees

	Fee Description	Fee
1.	Annexations	Actual Cost
	Deposit	\$5,800.00
2.	General/Specific Plan Amendment	Actual Cost
	Deposit	\$5,800.00
3.	Rezoning/ZOA	Actual Cost
	Deposit	\$4,900.00
4.	Design Review	
	Residential - Less than 5 Units	Actual Cost
	Deposit	\$500/per unit up to \$2,000
	Residential (5 or More Units) and Non-residential	Actual Cost
	Deposit	6,600.00
5.	Conditional Use Permit	
	Residential	Actual Cost
	Deposit	\$500/per unit up to \$2,000
	Non-residential	Actual Cost
	Deposit	\$2,200.00
	Daycare (single family residence)	\$200.00
6.	Tentative Maps	Actual Cost
	Deposit	\$6,000.00
	Tentative Parcel Map Waiver	\$2,375.00
7.	Variance	Actual Cost
	Deposit	\$1,700.00
	Admin Variance	\$769.00
8.	Sign Permit/Review	
	Administrative	\$251.00
	Master Sign Program	Actual Cost
Ī	Master Sign Program - Deposit	\$2,600.00
	Planning Commission Approval Permit	Actual Cost
	Planning Commission Approval Permit - Deposit	\$900.00
	Temporary Permit for Signs & Banners	No Charge

Actual Cost: Contractor costs and/or labor cost for employee time provided for a service.

Employee cost is salary and benefits plus citywide and departmental overhead as shown in the Brentwood Hourly Rate Schedule. Actual Cost is City Staff Total Hourly rate at Step E.

Community Development Planning Fees

	Fee Description	Fee
9.	Environmental Review	
	Environmental Impact Report	Consultant Cost + 25% for City Admin.
	Negative Declaration (prepared by staff)	Actual Cost
	Deposit	\$3,500.00
	Mitigated Neg. Declaration (prepared by staff)	Actual Cost
	Deposit	\$4,900.00
	Mitigated Neg. Declaration (prepared by consultant)	Actual Cost + 25%
	Deposit	Actual Cost + 25%
10.	Admin Oil Permit	Actual Cost
	Deposit	\$2,500.00
11.	Development Agreement	Actual Cost
	Deposit	\$4,200.00
12.	Affordable Housing (Legal review or consulting)	Actual Cost + 25%
	Deposit	Actual Cost + 25%
13.	Appeals	\$300.00
14.	Categorical Exemption	\$167.00
15.	Temporary Use Permit	\$685.00
16.	Amendments	Actual Cost
	Deposit	2,200.00
17.	Time Extensions	1,120.00
18.	General Plan Maintenance Fee	
	Per dwelling unit or non res per 2,500 s.f.	\$278.00
19.	Agricultural Mitigation Fee, per acre	\$6,139.00

Actual Cost: Contractor costs and/or labor cost for employee time provided for a service.

Employee cost is salary and benefits plus citywide and departmental overhead as shown in the Brentwood Hourly Rate Schedule. Actual Cost is City Staff Total

Hourly rate at Step E.

¹ Fee Set by BMC 17.730/Ord. 877/Reso. 2354

Community Development Planning Fees

	1 families rees	
	Fee Description	Fee
20.	County Environmental Filing Fees*	Actual Cost
21.	Residential Street Addressing	
	Subdivisions	\$167.00
	Secondary Units	\$42.00
22.	Peer Review	Actual Cost + 25%
23.	Special Studies (Traffic, Environmental, etc.)	Actual Cost + 25%
24.	Adult Oriented Zoning Review	\$3,900.00
25.	Residential Condominium Conversion	Actual Cost
	Deposit	\$2,200.00
26.	Preliminary Application Review	No Charge
27.	Outdoor Dining/Merchandise Display Review	No Charge
28.	Home Occupation Zoning Review	\$50.00
29.	Archival Fee	\$151.00
	(No charge if provided in acceptable electronic format)	

^{*}Contra Costa County Clerk Filing Fees

Actual Cost: Contractor costs and/or labor cost for employee time provided for a service.

Employee cost is salary and benefits plus citywide and departmental overhead as shown in the Brentwood Hourly Rate Schedule. Actual Cost is City Staff Total Hourly rate at Step E.

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 \$3,302 per required parking space.	
Retail/Commercial/Office	\$3,302 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	
Landscape Plan Check & Inspection Fee (by Staff):	Actual Cost	
Deposit	\$3,000.00	
Landscape Plan Check & Inspection Fee (by Consultant):	Actual Cost + 25%	
Deposit	Actual Cost + 25%	

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

Actual Cost: Contractor costs and/or labor cost for employee time provided for a service.

Employee cost is salary and benefits plus citywide and departmental overhead as shown in the Brentwood Hourly Rate Schedule. Actual Cost is City Staff Total Hourly rate at Step E.

Community Development Affordable Housing

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

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

One of the options available to satisfy the Affordable Housing Ordinance for new owner-occupied residential projects is through the payment of In-Lieu fees. Authorization to pay In-Lieu fees must be secured from the City Manager and is approved by the City Council.

In-Lieu Fee Three (3) Bedroom			
\$0.00 per moderate income unit not built			
\$135,742 per low income unit not built *			
\$199,454 per very low income unit not built			
In-Lieu Fee Two (2) Bedroom			
\$0.00 per moderate income unit not built			
\$80,386 per low income unit not built *			
\$137,831 per very low income unit not built			

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

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, 2011 - June 30, 2012 Affordable Monthly Rent for Renter Households at Very Low, Low and Moderate Income Levels City of Brentwood

Calculation of Affordable Monthly Rent	0 Bedroom	1 Bedroom	2 Bedroom	3 Bedroom	4 Bedroom	5 Bedroom	6 Bedroom
Family Size ¹	1	2	3	4	5	6	7
Area Median Income (AMI) ²	\$64,600	\$73,800	\$83,100	\$92,300	\$99,700	\$107,100	\$114,500
Very Low Income Households: Maxi	mum Affor	dable Cost :	= 30% of 50	% of AMI			
Annual Income @ 50% of AMI	\$32,300	\$36,900	\$41,550	\$46,150	\$49,850	\$53,550	\$57,250
Affordable Monthly Housing Cost	\$808	\$923	\$1,039	\$1,154	\$1,246	\$1,339	\$1,431
Less: Utility Allowance ³	\$127	\$131	<u>\$177</u>	\$207	<u>\$225</u>	<u>\$249</u>	<u>\$290</u>
Maximum Affordable Monthly Rent	\$681	\$792	\$862	\$947	\$1,021	\$1,090	\$1,141
Low Income Households: Maximum	Affordable	Cost = 30%	% of 60% of	AMI			
Annual Income @ 60% of AMI	\$38,750	\$44,250	\$49,850	\$55,350	\$59,800	\$64,250	\$68,700
Affordable Monthly Housing Cost	\$969	\$1,106	\$1,246	\$1,384	\$1,495	\$1,606	\$1,718
Less: Utility Allowance ³	\$127	<u>\$131</u>	<u>\$177</u>	<u>\$207</u>	<u>\$225</u>	<u>\$249</u>	\$290
Maximum Affordable Monthly Rent	\$842	\$975	\$1,069	\$1,177	\$1,270	\$1,357	\$1,428
Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI							
Annual Income @ 110% of AMI	\$71,100	\$81,200	\$91,400	\$101,500	\$109,700	\$117,800	\$126,000
Affordable Monthly Housing Cost	\$1,778	\$2,030	\$2,285	\$2,538	\$2,743	\$2,945	\$3,150
Less: Utility Allowance ³	<u>\$127</u>	<u>\$131</u>	<u>\$177</u>	<u>\$207</u>	<u>\$225</u>	<u>\$249</u>	<u>\$290</u>
Maximum Affordable Monthly Rent	\$1,651	\$1,899	\$2,108	\$2,331	\$2,518	\$2,696	\$2,860

Orrelation of family size to bedroom size is based on Health and Safety Code Section 50053 for Renter-Occupied and Section 50052.5 for Owner-Occupied, (HCD/CRL standards, rather than TCAC standards).

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

³ Includes gas heating, gas cooking, other electric, microwave, gas water heating, water, trash collection, and sewer. Utility rates are based on an independent survey of Brentwood units and calculated by the bedroom size ratio from Contra Costa Utility allowance.

Finance & Information Systems Business License Tax and Fees

Fee Description	Fee	
Gross Receipts:		
\$0 - \$333,333	\$100.00	
\$333,334 - \$500,000	\$0.30 per \$1,000	
\$500,000 - \$1,000,000	\$150 + \$0.25 per \$1,000 in excess of \$500,000	
\$1,000,000 and up	\$275 + \$0.15 per \$1,000 in excess of \$1,000,000	
Initial Application Fee	\$37.49	
Certificate Duplication Fee	\$25.00	
Business License Listing	\$0.25 per page	
Late Penalty	10% - \$30.00 Minimum	

City Wide Special Event / Response / Clean-Up

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

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

Finance & Information Systems Collection Fees

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

Finance & Information Systems Utility Billing Fees

Fee Description	Fee
Hydrant Meter - Late Fee*	\$250.00
Balance Due - Late Fee*	5% delinquency penalty
Application Fee	\$33.61
Return Check Fee	\$13.43

^{*}Approved by Ordinance 741, April 2003

Parks & Recreation Public Arts Fee

Fee Description	Fee
Public Developments	1% of Construction Costs
Residential Developments	4/10ths of 1% 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% of Project Valuation
In-Lieu Contribution	125% of Approved Fee

Parks & Recreation Business & Technology Incubator

Fee Description	Fee
Rent	\$4.07 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	\$0.25 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	\$58.10
Non-resident Fee (10% of Registration fee, minimum \$5)	\$5.00/10% Reg Fee
Non-resident Fee for Adult Sport Leagues (per person)	\$11.60
Late Fee for Youth Sport Leagues (per person)	\$23.20
Parks and Trails, Recreation Master Plan (Color)	\$62.10
Parks and Trails, Recreation Master Plan (Black/White)	\$16.90
Parks and Trails, Recreation Master Plan (Appendices)	\$316.60
Urban Forest Guideline	\$28.20
Adult Sports	
Adult Softball Spring League*	\$635.00
Adult Wooden Bat Spring League*	\$635.00
Adult Recreational Coed Softball Spring League*	\$635.00
Adult Softball Summer League*	\$635.00
Adult Wooden Bat Summer League*	\$635.00
Adult Recreational Coed Softball Summer League*	\$635.00
Adult Softball Fall League*	\$625.00
Adult Wooden Bat Fall League*	\$625.00
Adult Recreational Coed Softball Fall League*	\$625.00
Open Gym Volleyball (Pass)*	\$29.00
Open Gym Volleyball (Pass) Non-Resident*	\$34.70
* Non-Resident Fee for Adult Sport Leagues is a per person charge of \$11.60 each	
Youth Sports	
Pre-School Basketball Summer Program	\$81.90
Pre-School Basketball Summer Program (Non-Resident)	\$90.10
Pre-School Basketball Spring Program	\$81.90
Pre-School Basketball Spring Program (Non-Resident)	\$90.10
Pre-School Soccer Indoor	\$81.90
Pre-School Soccer Indoor (Non-Resident)	\$90.10
Pre-School Soccer Outdoor	\$81.90
Pre-School Soccer Outdoor (Non-Resident)	\$90.10
Pre-School Flag Tag	\$81.90
Pre-School Flag Tag (Non-Resident)	\$90.10
Pre-School Sandlot T-Ball	\$53.30
Pre-School Sandlot T-Ball (Non-Resident)	\$58.60
Youth Baseball Pee Wee	\$80.90
Youth Baseball Pee Wee (Non-Resident)	\$89.00
Youth Fast Pitch Softball Girls U8	\$170.00
Youth Fast Pitch Softball Girls U8 (Non-Resident)	\$187.00
Youth Fast Pitch Softball Girls U10	\$170.00
Youth Fast Pitch Softball Girls U10 (Non-Resident)	\$187.00
Youth Fast Pitch Softball Girls U12	\$170.00

Fee Description	Fee
Youth Sports (continued)	
Youth Fast Pitch Softball Girls U12 (Non-Resident)	\$187.00
Youth Fast Pitch Softball Girls U14	\$170.00
Youth Fast Pitch Softball Girls U14 (Non-Resident)	\$187.00
Youth Flag Football	\$109.60
Youth Flag Football (Non-Resident)	\$120.60
Youth Basketball	\$97.30
Youth Basketball (Non-Resident)	\$107.00
Kidz Love Soccer 5 Week Indoor Program	\$67.60
Kidz Love Soccer 5 Week Indoor Program (Non-Resident)	\$74.40
Kidz Love Soccer 8 Week Program	\$90.10
Kidz Love Soccer 8 Week Program (Non-Resident)	\$99.10
Kidz Love Soccer 1/2 Day Camp	\$117.80
Kidz Love Soccer 1/2 Day Camp (Non-Resident)	\$129.60
Animal Activities Classes	
Puppy Inprinting 3 Week Program	\$61.40
Puppy Inprinting 3 Week Program (Non-Resident)	\$67.50
Dog Obedience 3 Week Program	\$61.40
Dog Obedience 3 Week Program (Non-Resident)	\$67.50
Dog Obedience 6 Week Program	\$105.50
Dog Obedience 6 Week Program (Non-Resident)	\$116.10
Intermediate Dog Obedience 6 Week Program	\$105.50
Intermediate Dog Obedience 6 Week Program (Non-Resident)	\$116.10
Horsemanship Levels I & II	\$184.60
Horsemanship Levels I & II (Non-Resident)	\$203.10
Horsemanship Toddler Time	\$142.90
Horsemanship Toddler Time (Non-Resident)	\$157.20
Horsemanship Half Day Camp	\$196.60
Horsemanship Half Day Camp (Non-Resident)	\$216.30
Horsemanship Full Day Camp	\$448.00
Horsemanship Full Day Camp (Non-Resident)	\$492.80

Fee Description	Fee
Creative Activities Arts & Crafts Classes	
Youth Art and Drawing Class - 4 Hours	\$42.50
Youth Art and Drawing Class - 4 Hours (Non-Resident)	\$47.50
Youth Art and Drawing Class - 6 Hours	\$64.30
Youth Art and Drawing Class - 6 Hours (Non-Resident)	\$70.70
Youth Art and Drawing Class - 9 Hours	\$83.80
Youth Art and Drawing Class - 9 Hours (Non-Resident)	\$92.20
Creative Activities Play Classes	
Slam Dunk Basketball Camp 3 Day	\$100.25
Slam Dunk Basketball Camp (Non-Resident)	\$110.30
Basketball Fundamentals Clinic (Ages 6-16) 3 Weeks	\$61.00
Basketball Fundamentals Clinic (Ages 6-16) 3 Weeks (Non-Res.)	\$67.10
Sport Skills Development (Ages 3.5 - 7)	\$198.00
Sport Skills Development (Ages 3.5 - 7) - (Non-Res.)	\$217.80
Father Child Baseball Challenge	\$56.30
Father Child Baseball Challenge (Non-Res.)	\$61.90
British Multi-Sport half-day camp (Ages 6-13)	\$136.00
British Multi-Sport half-day camp (Ages 6-13) - (Non-Res.)	\$149.60
Lego Camp (Ages 5-12)	\$189.40
Lego Camp (Ages 5-12) - (Non-Res.)	\$208.30
Mad Science Camp (Ages 4-12)	\$189.40
Mad Science Camp (Ages 4-12) - (Non-Res.)	\$208.30
Teen/Adult Dance Classes	
Ballroom Dance & Swing	\$70.00
Ballroom Dance & Swing (Non-Resident)	\$77.00
Salsa Dance Beg/Int	\$68.00
Salsa Dance Beg/Int (Non-Resident)	\$74.80
Youth Dance Classes	
Ballet Beginner/Level 1 Dance 6 Weeks	\$48.90
Ballet Beginner/Level 1 Dance (Non-Resident) 6 Weeks	\$53.90
Creative Dance Movement	\$57.70
Creative Dance Movement (Non-Resident)	\$63.50
Dancing Babies	\$57.70
Dancing Babies (Non-Resident)	\$63.50
Expressions Dance Academy:	
Summer Dance Camp (Ages 4-8)	\$120.00
Summer Dance Camp (Ages 4-8)- (Non-Resident)	\$132.00
Hip Hop Dance	\$57.70
Hip Hop Dance (Non-Resident)	\$63.50
Tap Beginner/Level 1 Dance	\$48.90
Tap Beginner/Level 1 Dance (Non-Resident)	\$53.90

Fee Description	Fee
Fitness Classes	
Pilates Beg/Int	\$73.20
Pilates Beg/Int (Non-Resident)	\$80.50
Yoga / Gentle Yoga	\$71.70
Yoga / Gentle Yoga (Non-Resident)	\$78.90
Yogilates	\$73.20
Yogilates (Non-Resident)	\$80.50
Jazzercise	\$68.00
Jazzercise (Non-Resident)	\$74.80
Tennis Program	
Tot Tennis Summer Camp Blast (Ages 4-7)	\$15.40
Tot Tennis Summer Camp Blast (Ages 4-7) - (Non-Resident)	\$20.40
Junior/Teen/Adult Tennis Summer Camp Blast (Ages 8-Adult):	
Resident	\$20.50
Non-Resident	\$25.50
Youth Ages 4-7	\$41.00
Youth Ages 4-7 (Non-Resident)	\$46.00
Youth Ages 8-18+	\$58.40
Youth Ages 8-18+ (Non-Resident)	\$64.20
Gymnastics	
Parent and Me Gymnastics/Pre-School - 7 Weeks:	
Resident	\$69.60
Non-Resident	\$76.60
Parent and Me Gymnastics/Ages 1-3 plus parent - 6 Weeks:	
Resident	\$60.40
Non-Resident	\$66.40
Preschool Age Gymnastics/Ages 3-5 - 6 Weeks:	
Resident	\$60.40
Non-Resident	\$66.40
School Age Gymnastics Ages 6-12 - 5 Weeks:	
Resident	\$56.30
Non-Resident	\$61.90
School Age Gymnastics Ages 6-12 - 6 Weeks:	
Resident	\$67.60
Non-Resident	\$74.40
School Age Gymnastics Ages 6-12 - 7 Weeks:	
Resident	\$78.90
Non-Resident	\$86.80
Gymnastic Camp Ages (6-12) 4 days:	
Resident	\$78.90
Non-Resident	\$86.80
Gymnastic Camp Ages (6-12) 5 days:	
Resident	\$98.30
Non-Resident	\$108.10

Fee Description	Fee
Health & Safety Classes	
Adult Part-time CPR/First Aid/AED Re-certification:	
Resident	\$16.70
Non-Resident	\$21.70
Part-time CPR/First Aid/AED Re-certification (Ages under 18):	
Resident	\$11.30
Non-Resident	\$16.30
Senior CPR/First Aid/AED Certification:	
Resident	\$16.70
Non-Resident	\$21.70
Child & Babysitting Safety (Ages 10-17):	
Resident	\$62.50
Non-Resident	\$68.80
CPR 4 Hour Class:	
Resident	\$68.60
Non-Resident	\$75.50
CPR First Aid Combination:	
Resident	\$79.20
Non-Resident	\$87.10
BLS Health Care Providers CPR & AED:	
Resident	\$81.90
Non-Resident	\$90.10
First Aid 4 Hour Class:	
Resident	\$68.60
Non-Resident	\$75.50
Martial Arts	
Little Dragons	\$76.80
Little Dragons (Non-Resident)	\$84.50
Tiny Tigers	\$76.80
Tiny Tigers (Non-Resident)	\$84.50
Youth Karate	\$76.80
Youth Karate (Non-Resident)	\$84.50
Teen/Adult Karate	\$76.80
Teen/Adult Karate (Non-Resident)	\$84.50
Martial Arts Camp (Ages 5-13)	\$180.00
Martial Arts Camp (Ages 5-13) - (Non-Resident)	\$198.00

Fee Description	Fee
Performing Arts Classes	
Performing Arts Classes	\$72.80
Performing Arts Classes (Non-Resident)	\$80.10
Music Together (Ages 3-5)	\$150.00
Music Together (Ages 3-5) - (Non-Resident)	\$165.00
FreshFlix Digital Filmmaking Camp Ages 8-12	\$204.80
FreshFlix Digital Filmmaking Camp Ages 8-12 (Non-Resident)	\$225.30
Teen Programs	
Youth Commission Dance**	\$7.00
Youth Commission Dance (at the door)**	\$10.00
Safety Drivers Ed On-line Course**	\$55.00
** Non Resident Fee does not apply to these programs	
Miscellaneous Classes	
I Can Cook (Ages 5-7)	32.00
I Can Cook (Ages 5-7) - (Non-Resident)	37.00
I Can Cook (Ages 7-13)	50.10
I Can Cook (Ages 7-13) - (Non-Resident)	55.10
I Can Cook (Ages 8-13)	40.00
I Can Cook (Ages 8-13) - (Non-Resident)	45.00
Parent/Child Bugs (Ages 4 to 10 Months):	
Resident	\$110.00
Non-Resident	\$121.00
Special Needs	
Special Needs Dances	\$6.70
Special Needs Dances (Non-Residents)	\$11.70
Internet Classes	
Ed2go**	\$89.00
** Non Resident Fee does not apply to these programs	
Active Adults	
Bocce League*	\$84.30
* Non-Resident Fee for Adult Sport Leagues is a per person charge of \$11.60 each	

Fee Description	Fee
Aquatics - January 1, 2012 CPI Applied ¹	
Parent/Child Lessons	\$49.90
Parent/Child Lessons (Non-Resident)	\$54.90
Swim Lessons	\$58.30
Swim Lessons (Non Resident)	\$64.10
Private Swim Lessons	\$84.80
Private Swim Lessons (Non Resident)	\$93.20
Recreational Swim Single Entry (Saturday & Sunday)	\$5.00
Recreational Swim Single Entry (Monday - Friday)	\$4.00
Recreational Swim Single Entry \$2 @ 4:00pm	\$2.00
10 Swim Pass	\$37.10
10 Swim Pass (Non Resident)	\$42.10
25 Swim Pass	\$79.00
25 Swim Pass (Non Resident)	\$87.30
Family Lap Swim	\$3.00
Lap Swim Single Entry	\$3.00
Lap Swim 16 Swims	\$35.20
Lap Swim 16 Swims (Non Resident)	\$40.30
BFAC Swim Practice Lane Fee	\$6.10
Season Pass (5 Family Members)	\$354.00
Season Pass (5 Family Members) - Non Resident	\$389.40
Season Pass (each additional family member)	\$70.80
Season Pass (each additional family member) - Non Resident	\$77.90
Season Pass 25% Off (Before June 1)	\$265.50
Season Pass 25% Off (Before June 1) - Non Resident	\$292.05
Season Pass 25% Off (each additional family member)	\$53.10
Season Pass 25% Off (each additional family member) - Non Res.	\$58.40
Pool Event Single Entry	\$6.40
Pool Event Family up to 5 Entries	\$20.20
Lifeguard Certification	\$188.70
Jr. Lifeguard Camp	\$107.50
Jr. Lifeguard Camp - (Non Resident)	\$117.70
Jr. Water Safety Aide Camp	\$107.50
Jr. Water Safety Aide Camp - (Non Resident)	\$117.70
Lifeguard Recertification	\$146.40

 $^{^{1}}$ The applicable fees shown in this section are changed by CPI on January 1 of each year

Fee Description	Fee
Facility Rentals	
Special Events Application Fee/Class 1 & 2 Events	\$122.60
Special Events Application Fee/Class 3 Events	\$47.60
Special Events Application Fee/Class 4 Events	\$74.00
Billing Processing Fee	\$47.60
Application Rush Fee	\$28.90
Refundable Special Event Deposit Fee - Non-Alcohol	\$250.00
Refundable Special Event Deposit Fee - Alcohol	\$500.00
Cancellation Fee	\$29.00
Unpaid Rental Balance Late Fee (one time/flat rate)	\$79.60
Rental Contract Modification Processing - after five (5) days	\$57.40
(5 business day grace period for changes without charges once application has been submitted)
Rental Contract Modification Processing - Less than 14 days notice	\$114.70
Less than 14 days notice - Not applicable for Tournament Rentals	
Brentwood Family Aquatic Complex	
Competitive Pool - 3 hrs	\$1,005.60
Picnic Tables - 2 hr	\$29.00
Recreation/Slide Pools - 3 hrs	\$802.10
Aquatic Park - 3 hrs	\$1,801.90
Refundable Deposit Fee	\$750.00
Brentwood Community Center - Base Rates*	
Two (2) Hour minimum required on all Rentals	
Community Room - Full/Up to 5 Hours (Friday-Saturday)	
Resident	\$240.00
Non-Resident	\$264.00
Commercial	\$312.00
Non-Profit	\$168.00
Community Room - Full/Up to 5 Hours (Sunday-Thursday)	
Resident	\$192.00
Non-Resident	\$211.20
Commercial	\$249.60
Non-Profit	\$134.40
Community Room - Full/More than 5 Hours (Friday-Saturday)	
Resident	\$200.00
Non-Resident	\$220.00
Commercial	\$260.00
Non-Profit	\$140.00
Community Room - Full/More than 5 Hours (Sunday-Thursday)	
Resident	\$180.00
Non-Resident	\$198.00
Commercial	\$234.00
Non-Profit	\$126.00

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Base Rates* (continued)	
Community Room - Hall A/Up to 5 Hours (Friday-Saturday)	
Resident	\$120.00
Non-Resident	\$132.00
Commercial	\$156.00
Non-Profit	\$84.00
Community Room - Hall A/Up to 5 Hours (Sunday-Thursday)	
Resident	\$96.00
Non-Resident	\$105.60
Commercial	\$124.80
Non-Profit	\$67.20
Community Room - Hall A/More than 5 Hours (Friday-Saturday)	
Resident	\$100.00
Non-Resident	\$110.00
Commercial	\$130.00
Non-Profit	\$70.00
Community Room - Hall A/More than 5 Hours (Sunday-Thursday)	
Resident	\$90.00
Non-Resident	\$99.00
Commercial	\$117.00
Non-Profit	\$63.00
Community Room - Hall B/Up to 5 Hours (Friday-Saturday)	
Resident	\$120.00
Non-Resident	\$132.00
Commercial	\$156.00
Non-Profit	\$84.00
Community Room - Hall B/Up to 5 Hours (Sunday-Thursday)	
Resident	\$96.00
Non-Resident	\$105.60
Commercial	\$124.80
Non-Profit	\$67.20
Community Room - Hall B/More than 5 Hours (Friday-Saturday)	
Resident	\$100.00
Non-Resident	\$110.00
Commercial	\$130.00
Non-Profit	\$70.00

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Base Rates* (continued)	
Community Room - Hall B/More than 5 Hours (Sunday-Thursday)	
Resident	\$90.00
Non-Resident	\$99.00
Commercial	\$117.00
Non-Profit	\$63.00
Commercial Kitchen/Up to 5 Hours (Friday-Saturday)	
Resident	\$50.00
Non-Resident	\$55.00
Commercial	\$65.00
Non-Profit	\$35.00
Commercial Kitchen/Up to 5 Hours (Sunday-Thursday)	
Resident	\$40.00
Non-Resident	\$44.00
Commercial	\$52.00
Non-Profit	\$28.00
Commercial Kitchen/More than 5 Hours (Friday-Saturday)	
Resident	\$40.00
Non-Resident	\$44.00
Commercial	\$52.00
Non-Profit	\$28.00
Commercial Kitchen/More than 5 Hours (Sunday-Thursday)	
Resident	\$36.00
Non-Resident	\$39.60
Commercial	\$46.80
Non-Profit	\$25.20
Multi Purpose Room Full/Up to 5 Hours (Friday-Saturday)	
Resident	\$120.00
Non-Resident	\$132.00
Commercial	\$156.00
Non-Profit	\$84.00
Multi Purpose Room Full/Up to 5 Hours (Sunday-Thursday)	
Resident	\$96.00
Non-Resident	\$105.60
Commercial	\$124.80
Non-Profit	\$67.20
Multi Purpose Room Full/More than 5 Hours (Friday-Saturday)	
Resident	\$100.00
Non-Resident	\$110.00
Commercial	\$130.00
Non-Profit	\$70.00

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Base Rates* (continued)	
Multi Purpose Room Full/More than 5 Hours (Sunday-Thursday)	
Resident	\$90.00
Non-Resident	\$99.00
Commercial	\$117.00
Non-Profit	\$63.00
Multi Purpose Room A/Up to 5 Hours (Friday-Saturday)	
Resident	\$60.00
Non-Resident	\$66.00
Commercial	\$78.00
Non-Profit	\$42.00
Multi Purpose Room A/Up to 5 Hours (Sunday-Thursday)	
Resident	\$48.00
Non-Resident	\$52.80
Commercial	\$62.40
Non-Profit	\$33.60
Multi Purpose Room A/More than 5 Hours (Friday-Saturday)	
Resident	\$50.00
Non-Resident	\$55.00
Commercial	\$65.00
Non-Profit	\$35.00
Multi Purpose Room A/More than 5 Hours (Sunday-Thursday)	
Resident	\$45.00
Non-Resident	\$49.50
Commercial	\$58.50
Non-Profit	\$31.50
Multi Purpose Room B/Up to 5 Hours (Friday-Saturday)	
Resident	\$60.00
Non-Resident	\$66.00
Commercial	\$78.00
Non-Profit	\$42.00
Multi Purpose Room B/Up to 5 Hours (Sunday-Thursday)	
Resident	\$48.00
Non-Resident	\$52.80
Commercial	\$62.40
Non-Profit	\$33.60
Multi Purpose Room B/More than 5 Hours (Friday-Saturday)	
Resident	\$50.00
Non-Resident	\$55.00
Commercial	\$65.00
Non-Profit	\$35.00

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Base Rates* (continued)	
Multi Purpose Room B/More than 5 Hours (Sunday-Thursday)	
Resident	\$45.00
Non-Resident	\$49.50
Commercial	\$58.50
Non-Profit	\$31.50
Art Room/Up to 5 Hours (Friday-Saturday)	
Resident	\$60.00
Non-Resident	\$66.00
Commercial	\$78.00
Non-Profit	\$42.00
Art Room/Up to 5 Hours (Sunday-Thursday)	
Resident	\$48.00
Non-Resident	\$52.80
Commercial	\$62.40
Non-Profit	\$33.60
Art Room/More than 5 Hours (Friday-Saturday)	
Resident	\$50.00
Non-Resident	\$55.00
Commercial	\$65.00
Non-Profit	\$35.00
Art Room/More than 5 Hours (Sunday-Thursday)	
Resident	\$45.00
Non-Resident	\$49.50
Commercial	\$58.50
Non-Profit	\$31.50
Confrence Room Full/Up to 5 Hours (Friday-Saturday)	
Resident	\$72.00
Non-Resident	\$79.20
Commercial	\$93.60
Non-Profit	\$50.40
Conference Room Full/Up to 5 Hours (Sunday-Thursday)	
Resident	\$57.60
Non-Resident	\$63.30
Commercial	\$74.80
Non-Profit	\$40.30
Conference Room Full/More than 5 Hours (Friday-Saturday)	
Resident	\$60.00
Non-Resident	\$66.00
Commercial	\$78.00
Non-Profit	\$42.00

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Base Rates* (continued)	
Conference Room Full/More than 5 Hours (Sunday-Thursday)	
Resident	\$54.00
Non-Resident	\$59.40
Commercial	\$70.20
Non-Profit	\$37.80
Confrence Room A/Up to 5 Hours (Friday-Saturday)	
Resident	\$36.00
Non-Resident	\$39.60
Commercial	\$46.80
Non-Profit	\$25.20
Conference Room A/Up to 5 Hours (Sunday-Thursday)	
Resident	\$28.80
Non-Resident	\$31.60
Commercial	\$37.40
Non-Profit	\$20.10
Conference Room A/More than 5 Hours (Friday-Saturday)	
Resident	\$30.00
Non-Resident	\$33.00
Commercial	\$39.00
Non-Profit	\$21.00
Conference Room A/More than 5 Hours (Sunday-Thursday)	
Resident	\$27.00
Non-Resident	\$29.70
Commercial	\$35.10
Non-Profit	\$18.90
Confrence Room B/Up to 5 Hours (Friday-Saturday)	
Resident	\$36.00
Non-Resident	\$39.60
Commercial	\$46.80
Non-Profit	\$25.20
Conference Room B/Up to 5 Hours (Sunday-Thursday)	
Resident	\$28.80
Non-Resident	\$31.60
Commercial	\$37.40
Non-Profit	\$20.10
Conference Room B/More than 5 Hours (Friday-Saturday)	
Resident	\$30.00
Non-Resident	\$33.00
Commercial	\$39.00
Non-Profit	\$21.00

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Base Rates* (continued)	
Conference Room B/More than 5 Hours (Sunday-Thursday)	
Resident	\$27.00
Non-Resident	\$29.70
Commercial	\$35.10
Non-Profit	\$18.90
Brentwood Community Center - Early Bird Rates*	
Two (2) Hour minimum required on all Rentals	
Community Room - Full/Up to 5 Hours (Friday-Saturday)	
Resident	\$192.00
Non-Resident	\$211.20
Commercial	\$249.60
Non-Profit	\$134.40
Community Room - Full /Up to 5 Hours (Sunday-Thursday)	
Resident	\$153.60
Non-Resident	\$168.90
Commercial	\$199.60
Non-Profit	\$107.50
Community Room - Full/More than 5 Hours (Friday-Saturday)	
Resident	\$160.00
Non-Resident	\$176.00
Commercial	\$208.00
Non-Profit	\$112.00
Community Room - Full/More than 5 Hours (Sunday-Thursday)	
Resident	\$144.00
Non-Resident	\$158.40
Commercial	\$187.20
Non-Profit	\$100.80
Community Room - Hall A/Up to 5 Hours (Friday-Saturday)	
Resident	\$96.00
Non-Resident	\$105.60
Commercial	\$124.80
Non-Profit	\$67.20
Community Room - Hall A/Up to 5 Hours (Sunday-Thursday)	
Resident	\$76.80
Non-Resident	\$84.40
Commercial	\$99.80
Non-Profit	\$53.70

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Early Bird Rates* (continued)	
Community Room - Hall A/More than 5 Hours (Friday-Saturday)	
Resident	\$80.00
Non-Resident	\$88.00
Commercial	\$104.00
Non-Profit	\$56.00
Community Room - Hall A/More than 5 Hours (Sunday-Thursday)	
Resident	\$72.00
Non-Resident	\$79.20
Commercial	\$93.60
Non-Profit	\$50.40
Community Room - Hall B/Up to 5 Hours (Friday-Saturday)	
Resident	\$96.00
Non-Resident	\$105.60
Commercial	\$124.80
Non-Profit	\$67.20
Community Room - Hall B/Up to 5 Hours (Sunday-Thursday)	
Resident	\$76.80
Non-Resident	\$84.40
Commercial	\$99.80
Non-Profit	\$53.70
Community Room - Hall B/More than 5 Hours (Friday-Saturday)	
Resident	\$80.00
Non-Resident	\$88.00
Commercial	\$104.00
Non-Profit	\$56.00
Community Room - Hall B/More than 5 Hours (Sunday-Thursday)	
Resident	\$72.00
Non-Resident	\$79.20
Commercial	\$93.60
Non-Profit	\$50.40
Commercial Kitchen/Up to 5 Hours (Friday-Saturday)	
Resident	\$40.00
Non-Resident	\$44.00
Commercial	\$52.00
Non-Profit	\$28.00
Commercial Kitchen/Up to 5 Hours (Sunday-Thursday)	
Resident	\$32.00
Non-Resident	\$35.20
Commercial	\$41.60
Non-Profit	\$22.40

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Early Bird Rates* (continued)	
Commercial Kitchen/More than 5 Hours (Friday-Saturday)	
Resident	\$32.00
Non-Resident	\$35.20
Commercial	\$41.60
Non-Profit	\$22.40
Commercial Kitchen/More than 5 Hours (Sunday-Thursday)	
Resident	\$28.80
Non-Resident	\$31.60
Commercial	\$37.40
Non-Profit	\$20.10
Multi Purpose Room Full/Up to 5 Hours (Friday-Saturday)	
Resident	\$96.00
Non-Resident	\$105.60
Commercial	\$124.80
Non-Profit	\$67.20
Multi Purpose Room Full/Up to 5 Hours (Sunday-Thursday)	
Resident	\$76.80
Non-Resident	\$84.40
Commercial	\$99.80
Non-Profit	\$53.70
Multi Purpose Room Full/More than 5 Hours (Friday-Saturday)	
Resident	\$80.00
Non-Resident	\$88.00
Commercial	\$104.00
Non-Profit	\$56.00
Multi Purpose Room Full/More than 5 Hours (Sunday-Thursday)	
Resident	\$72.00
Non-Resident	\$79.20
Commercial	\$93.60
Non-Profit	\$50.40
Multi Purpose Room A/Up to 5 Hours (Friday-Saturday)	
Resident	\$48.00
Non-Resident	\$52.80
Commercial	\$62.40
Non-Profit	\$33.60
Multi Purpose Room A/Up to 5 Hours (Sunday-Thursday)	
Resident	\$38.40
Non-Resident	\$42.20
Commercial	\$49.90
Non-Profit	\$26.80

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Early Bird Rates* (continued)	
Multi Purpose Room A/More than 5 Hours (Friday-Saturday)	
Resident	\$40.00
Non-Resident	\$44.00
Commercial	\$52.00
Non-Profit	\$28.00
Multi Purpose Room A/More than 5 Hours (Sunday-Thursday)	
Resident	\$36.00
Non-Resident	\$39.60
Commercial	\$46.80
Non-Profit	\$25.20
Multi Purpose Room B/Up to 5 Hours (Friday-Saturday)	
Resident	\$48.00
Non-Resident	\$52.80
Commercial	\$62.40
Non-Profit	\$33.60
Multi Purpose Room B/Up to 5 Hours (Sunday-Thursday)	
Resident	\$38.40
Non-Resident	\$42.20
Commercial	\$49.90
Non-Profit	\$26.80
Multi Purpose Room B/More than 5 Hours (Friday-Saturday)	
Resident	\$40.00
Non-Resident	\$44.00
Commercial	\$52.00
Non-Profit	\$28.00
Multi Purpose Room B/More than 5 Hours (Sunday-Thursday)	
Resident	\$36.00
Non-Resident	\$39.60
Commercial	\$46.80
Non-Profit	\$25.20
Art Room/Up to 5 Hours (Friday-Saturday)	
Resident	\$48.00
Non-Resident	\$52.80
Commercial	\$62.40
Non-Profit	\$33.60
Art Room/Up to 5 Hours (Sunday-Thursday)	
Resident	\$38.40
Non-Resident	\$42.20
Commercial	\$49.90
Non-Profit	\$26.80

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Early Bird Rates* (continued)	
Art Room/More than 5 Hours (Friday-Saturday)	
Resident	\$40.00
Non-Resident	\$44.00
Commercial	\$52.00
Non-Profit	\$28.00
Art Room/More than 5 Hours (Sunday-Thursday)	
Resident	\$36.00
Non-Resident	\$39.60
Commercial	\$46.80
Non-Profit	\$25.20
Confrence Room Full/Up to 5 Hours (Friday-Saturday)	
Resident	\$57.60
Non-Resident	\$63.30
Commercial	\$74.80
Non-Profit	\$40.30
Conference Room Full/Up to 5 Hours (Sunday-Thursday)	
Resident	\$46.00
Non-Resident	\$50.60
Commercial	\$59.80
Non-Profit	\$32.20
Conference Room Full/More than 5 Hours (Friday-Saturday)	
Resident	\$48.00
Non-Resident	\$52.80
Commercial	\$62.40
Non-Profit	\$33.60
Conference Room Full/More than 5 Hours (Sunday-Thursday)	
Resident	\$43.20
Non-Resident	\$47.50
Commercial	\$56.10
Non-Profit	\$30.20
Confrence Room A/Up to 5 Hours (Friday-Saturday)	
Resident	\$28.80
Non-Resident	\$31.60
Commercial	\$37.40
Non-Profit	\$20.10
Conference Room A/Up to 5 Hours (Sunday-Thursday)	
Resident	\$23.00
Non-Resident	\$25.20
Commercial	\$29.90
Non-Profit	\$16.00

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Brentwood Community Center - Early Bird Rates* (continued)	
Conference Room A/More than 5 Hours (Friday-Saturday)	
Resident	\$24.00
Non-Resident	\$26.40
Commercial	\$31.20
Non-Profit	\$16.80
Conference Room A/More than 5 Hours (Sunday-Thursday)	
Resident	\$21.60
Non-Resident	\$23.70
Commercial	\$28.00
Non-Profit	\$15.10
Confrence Room B/Up to 5 Hours (Friday-Saturday)	
Resident	\$28.80
Non-Resident	\$31.60
Commercial	\$37.40
Non-Profit	\$20.10
Conference Room B/Up to 5 Hours (Sunday-Thursday)	
Resident	\$23.00
Non-Resident	\$25.20
Commercial	\$29.90
Non-Profit	\$16.00
Conference Room B/More than 5 Hours (Friday-Saturday)	
Resident	\$24.00
Non-Resident	\$26.40
Commercial	\$31.20
Non-Profit	\$16.80
Conference Room B/More than 5 Hours (Sunday-Thursday)	
Resident	\$21.60
Non-Resident	\$23.70
Commercial	\$28.00
Non-Profit	\$15.10
Equipment Rental (Flat Rates)	
Portable Bar	\$42.50
TV/DVD	\$37.10
Projector with Screen	\$37.10
Coffee Maker	\$10.50

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Miscellaneous Fees - Community Center	
Part-Time Staff	\$17.40/hr
Application Fee	\$47.60
Application Rush Fee (less than 30 days)	\$28.90
Refundable Damage Deposit for Non-Alcoholic Event	\$250.00
Refundable Kitchen Cleaning/Damage Deposit	\$300.00
Refundable Damage Deposit for Alcoholic Event	\$500.00
Cancellation Fee	\$29.00
Unpaid Balance late Fee - less than 30 days prior to event	\$79.60
Contract Modification Fee - 5 days after receipt of contract	\$57.40
Contract Modification Fee - less than 14 days prior to event	\$114.70
Rental Liability Insurance	\$98.00 - \$700.00
Women's Club	
Resident	\$37.80/hr
Non-resident	\$41.50/hr
Commercial	\$49.10/hr
Non-profit	\$26.40/hr
Senior Center Main Hall Rental Rate (5 Hour Minimum) Includes:	
Kitchen, Standard Portable Stage, (16ft x 8 ft), Standard Dance Floor	
(24ft x 24ft), Table & Chair set-up and take down*	****
Resident	\$106.20/hr
Non-resident	\$116.90/hr
Commercial	\$138.10/hr
Non-profit	\$74.40/hr
Cleaning Fee	\$132.80
Senior Center Meeting Room*	ФZО 10.4
Resident Non-resident	\$69.10/hr
Commercial	\$75.90/hr
	\$89.80/hr
Non-profit	\$48.30/hr
Cleaning Fee Senior Center Classroom*	\$90.40
Resident	\$53.10/hr
Non-resident	\$53.10/lil \$58.40/hr
Commercial	\$58.40/III \$69.10/hr
Non-profit	\$37.10/hr
Cleaning Fee	\$52.90

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Senior Center Meeting Room/Classroom Combination*	
Resident	\$84.70/hr
Non-Resident	\$93.20/hr
Commercial	\$110.20/hr
Non-profit	\$59.20/hr
Cleaning Fee	\$90.00
Senior Center Miscellaneous Fees	
Part-time Staff	\$17.40/hr
Damage Deposit without Alcohol Permit	\$250.00
Damage Deposit with Alcohol Permit	\$500.00
Rental Liability Insurance	\$98.00 - \$700.00
Senior Center Kitchen Rental (2 Hour Minimum	
20% discount for six (6) hours or more)*	
Resident	\$37.10/hr
Non-resident	\$40.80/hr
Commercial	\$45.00/hr
Non-profit	\$29.80/hr
Kitchen Cleaning/Damage Deposit	\$300.00
Senior Center Equipment Rental with	
Rental of Senior Center (Flat Rate)	
Portable Stage 16ft x 8ft Removal	\$62.00
Portable Stage Rental Resizing	\$103.40
TV/DVD/Projector	\$37.10
Coffee Maker	\$10.50
Portable Bar (each)	\$42.50
Portable Dance Floor Removal (24X24) 90 Capacity	\$103.40
Portable Dance Floor Resizing	\$103.40

^{*}See Facility Rentals Cancellation Policy - Page 258

Fee Description	Fee
Apple Hill Park*	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	\$17.40/hr or \$81.30/day
Non-resident	\$19.10/hr or \$89.50/day
Commercial	\$22.60/hr or \$105.70/day
Non-profit	\$12.20/hr or \$57.00/day
Bocce Courts:	
Resident	\$11.60/hr
Non-resident	\$12.80/hr
Commercial	\$15.10/hr
Non-profit	\$8.10/hr
Two Hour Minimum Equipment Deposit	\$100.00
Ball Field Rental:	
Resident	\$11.60/hr
Non-resident	\$12.80/hr
Commercial	\$15.10/hr
Non-profit	\$8.10/hr
Ball Field Prep Services	\$29.00/field
Ball Field Prep Without Lining	\$17.40/field
Scorekeeper Fee	\$12.40/hr
Part-time Staff Fee	\$17.40/hr
Refundable Field Deposit	
50+ Bookings, Tournaments, Camps & Clinics	\$500.00
Refundable Field Deposit 49 Bookings or less	\$250.00
Balfour Guthrie Park*	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	\$17.40/hr or \$81.30/day
Non-resident	\$19.10/hr or \$89.50/day
Commercial	\$22.60/hr or \$105.70/day
Non-profit	\$12.20/hr or \$57.00/day
Group Picnic Shelter Rentals (51-100 Capacity):	
Resident	\$34.80/hr or \$174.40/day
Non-resident	\$38.30/hr or \$191.70/day
Commercial	\$52.30/hr or \$261.40/day
Non-profit	\$24.40/hr or \$122.10/day
Ball Field/Soccer Field Rental:	
Resident	\$11.60/hr
Non-resident	\$12.80/hr
Commercial	\$15.10/hr
Non-profit	\$8.10/hr
Ball Field Prep Services	\$29.00/field
Ball Field Prep Without Lining	\$17.40/field

^{*}See Facility Rentals Cancellation Policy - Page 258

Modifications to tournament contracts related to hours used will not be allowed within 14 days of an event. All usage booked on day 15 prior to the event is considered firm.

Fee Description	Fee
Balfour Guthrie Park (continued)*	
Soccer Field Lining Services	\$87.20/field
Soccer Field Prep Service	\$17.40/field
Soccer Field Lining Repaint	\$29.00/field
Extra Mow	\$87.20/field
Ball Field/Soccer Field Lights	11.90/per hr.
Field/Soccer Overlay Lights per hour	\$9.80
Scorekeeper Fee	\$12.40/hr
Part-time Staff Fee	\$17.40/hr
Solid Waste Garbage Service	Actual Cost
Refundable Field Deposit	
50+ Bookings, Tournaments, Camps & Clinics	\$500.00
Refundable Field Deposit 49 Bookings or less	\$250.00
Blue Goose Park	
Group Picnic Shelter Rentals (1-25 Capacity):	
Resident	\$8.60/hr or \$40.60/day
Non-resident	\$9.60/hr or \$44.70/day
Commercial	\$11.30/hr or \$52.80/day
Non-Profit	\$6.10/hr or \$28.50/day
Brentwood Skate Park*	
Entire Facility Rental	
Resident	\$318.90/4 hrs
Non-resident	\$385.70/4 hrs
Commercial	\$445.90/4 hrs
Non-Profit	\$245.50/4 hrs
Each Additional Hour	\$77.60/hr
City Park	
Group Picnic Shelter Rentals (1-25 Capacity)	
Resident	\$8.60/hr or \$40.60/day
Non-resident	\$9.60/hr or \$44.70/day
Commercial	\$11.30/hr or \$52.80/day
Non-profit	\$6.10/hr or \$28.50/day

^{*}See Facility Rentals Cancellation Policy - Page 258

Modifications to tournament contracts related to hours used will not be allowed within 14 days of an event. All usage booked on day 15 prior to the event is considered firm.

Fee Description	Fee
Garin Park*	
Soccer Field Rental:	
Resident	\$11.60/hr/field
Non-resident	\$12.80/hr/field
Commercial	\$15.10/hr/field
Non-profit	\$8.10/hr/field
Soccer Field Lining Services	\$87.20/field
Soccer Field Prep Service	\$17.40/field
Soccer Field Lining Repaint	\$29.00/field
Solid Waste Garbage Service	Actual Cost
Refundable Field Deposit	\$500.00
Part-time Staff	\$17.40/hr
Additional Field Rental	\$7.40/hr/field
Oak Meadow Park*	
Group Picnic Shelter Rentals (1-25 Capacity):	
Resident	\$8.60/hr or \$40.60/day
Non-resident	\$9.60/hr or \$44.70/day
Commercial	\$11.30/hr or \$52.80/day
Non-profit	\$6.10/hr or \$28.50/day
Ball Field/Soccer Field Rental (For the first field):	
Resident	\$11.60/hr/field
Non-resident	\$12.80/hr/field
Commercial	\$15.10/hr/field
Non-profit	\$8.10/hr/field
Ball Field Prep Services	\$29.00/field
Ball Field Prep Without Lining	\$17.40/field
Soccer Field Lining Services	\$87.20/field
Soccer Field Prep Service	\$17.40/field
Soccer Field Lining Repaint	\$29.00/field
Extra Mow	\$87.20/field
Ball Field/Soccer Field Lights	11.90/per hr./per field
Field #1 Lights per hour	\$11.50
Field #2 Lights per hour	\$8.70
Soccer Overlay Lights per hour	27.20
Scorekeeper Fee	\$12.40/hr
Part-time Staff Fee	\$17.40/hr
Solid Waste Garbage Service	Actual Cost
Additional Field Rental	\$7.40/hr/field
Refundable Field Deposit 50+ Bookings, Tournaments, Camps & Clinics	\$500.00
Refundable Field Deposit 49 Bookings or less	\$250.00

^{*}See Facility Rentals Cancellation Policy - Page 258

Modifications to tournament contracts related to hours used will not be allowed within 14 days of an event. All usage booked on day 15 prior to the event is considered firm.

Fee Description	Fee
Summerwood Park Soccer Field Rentals*	
Resident	\$11.60/hr
Non-resident	\$12.80/hr
Commercial	\$15.10/hr
Non-profit	\$8.10/hr
Soccer Field Lining Services	\$87.20/field
Soccer Field Prep Service	\$17.40/field
Soccer Field Lining Repaint	\$29.00/field
Solid Waste Garbage Service	Actual Cost
Part-Time Staff Fee	\$17.40/hr
Additional Field Rental	\$7.40/hr/field
Refundable Field Deposit 50+ Bookings, Tournaments, Camps & Clinics	\$500.00
Refundable Field Deposit 49 Bookings or less	\$250.00
Sunset Park*	
Group Picnic Shelter Rentals (51-100 Capacity):	
Resident	\$34.80/hr or \$174.40/day
Non-resident	\$38.30/hr or \$191.70/day
Commercial	\$52.30/hr or \$261.40/day
Non-profit	\$24.40/hr or \$122.10/day
Ball Field Rental (for the First Field):	
Resident	\$22.60/hr
Non-resident	\$24.90/hr
Commercial	\$29.40/hr
Non-profit	\$17.40/hr
Additional Field Rental	\$7.40/hr/field
Ball Field Lights	\$11.90/per hr./field
Field # 1 Lights per hour	\$27.20
Field # 2 Lights per hour	\$23.20
Field # 3 Lights per hour	\$23.20
Field # 4 Lights per hour	\$20.70
Field # 5 Lights per hour	\$16.10
Field # 6 Lights per hour	\$22.70
Overlay of Field 5 & 6 per hour	\$14.10
Ball Field Prep Services	\$29.00/field
Ball Field Prep without lining	\$17.40/field
Scorekeeper Fee	\$12.40/hr
Part-time Staff Fee	\$17.40/hr
Extra Mow	\$87.20

^{*}See Facility Rentals Cancellation Policy - Page 258

Modifications to tournament contracts related to hours used will not be allowed within 14 days of an event. All usage booked on day 15 prior to the event is considered firm.

Fee Description	Fee
Sunset Park (continued)*	
Soccer Field Rental (for the First Field):	
Resident	\$22.60/hr
Non-resident	\$24.90/hr
Commercial	\$29.40/hr
Non-profit	\$17.40/hr
Additional Field Rental	\$7.40/hr/field
Soccer A Lights per hour	\$26.20
Soccer B Lights per hour	\$26.20
Soccer C Lights per hour	\$26.20
Compeitition Lights per hour	\$26.20
Soccer Field Lights	\$11.90 per hr./field
Competition Soccer Field Lights	\$22.30/hr/field
Soccer Field Lining Services	\$87.20/field
Soccer Field Prep Service	\$17.40/field
Soccer Field Lining Repaint	\$29.00/field
Extra Mow	\$87.20
Refundable Field Deposit 50+ Bookings, Tournaments, Camps & Clinics	\$500.00
Refundable Field Deposit 49 Bookings or less	\$250.00
Solid Waste Garbage Service	Actual Cost
Entire Facility Rental:	
Resident	\$1,162.40/4 hrs
Non-resident	\$1,278.80/4 hrs
Commercial	\$1,466.90/4 hrs
Non-profit	\$814.10/4 hrs
Includes staff fee but does not include lights, equipment, or preparation fees.	
Veterans Park	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident	\$17.40/hr or \$81.30/day
Non-resident	\$19.10/hr or \$89.50/day
Commercial	\$22.60/hr or \$105.70/day
Non-profit	\$12.20/hr or \$57.00/day
Bocce Courts:	
Resident	\$11.60/hr
Non-resident	\$12.80/hr
Commercial	\$15.10/hr
Non-profit	\$8.10/hr
Two Hour Minimum Equipment Deposit	\$100.00
Horseshoes Court:	
Resident	\$11.60/hr
Non-resident	\$12.80/hr
Commercial	\$15.10/hr
Non-profit	\$8.10/hr
Two Hour Minimum Equipment Deposit	\$100.00

^{*}See Facility Rentals Cancellation Policy - Page 258

Modifications to tournament contracts related to hours used will not be allowed within 14 days of an event. All usage booked on day 15 prior to the event is considered firm.



Fee Description	Fee
Play Pack (Balls, Bats, Frisbees, etc)	
Resident	\$46.50/24 hr
Non-resident	\$51.20/24 hr
Commercial	\$60.40/24 hr
Non-profit	\$32.40/24 hr
Equipment Deposit	\$100.00
Mobile Stage or Portable Bleachers Rental	
Available for Rent within the Brentwood City Limits	
Weekday (M-F during business hours) Delivery/Set-up/Take Down/Retrieval	
Stage or Bleacher Set up/Take Down (Resident)	\$333.40
Stage or Bleacher Set up/Take Down (Non-profit)	\$256.50
Stage or Bleacher Set up/Take Down (Commercial)	\$433.40
Weekend & Holidays Delivery/Set-up/Take Down/Retrieval	
Stage or Bleacher Weekend Set up/Take Down (Resident)	\$469.30
Stage or Bleacher Weekend Set up/Take Down (Non-profit)	\$361.00
Stage or Bleacher Weekend Set up/Take Down (Commercial)	\$610.00
Stage Rental per day (Resident)	\$178.50
Stage Rental per day (Non-profit)	\$89.30
Stage Rental per day (Commercial)	\$232.20
Extension Rental for four (4) Set-up/Take Down	\$185.90
Extension Rental for six (6) Set-up/Take Down	\$217.80
Extension Rental for eight (8) Set-up/Take Down	\$244.40
Portable Bleacher per day, per unit (Resident)	\$123.30
Portable Bleacher per day, per unit (Non-profit)	\$107.30
Portable Bleacher per day, per unit (Commercial)	\$160.50
Sound System on stage (Resident)	\$595.20
Sound System on stage (Non-profit)	\$297.60
Sound System on stage (Commercial)	\$773.70
Generator Rental (Resident)	\$59.60
Generator Rental (Non-profit)	\$29.80
Generator Rental (Commercial)	\$77.40
Sound Technician for stage (per hour)	\$29.80
Overtime beyond the 2 hours (per 30 minute increment)	\$154.70
Electrical Fee (per hour)	\$5.90
Tow Service Fee	Actual Cost plus 10% admin.
Generator Gas Fee (per gallon)	Actual Cost
Refundable Deposit	\$500.00

Fee Description	Fee
Dedication Trees and Amenities	
Tree & Donor Recognition Leaf	\$169.60
Recognition Memorial Bricks (Only available to honor Veterans)	\$100.00
Bench w/plaque	\$1,696.20
Drinking Fountain w/plaque	\$2,827.00
Picnic Table	\$3,392.40
Advertising	
Activities Guide Ad - 1/4 page	\$350.00
Activities Guide Ad - 1/2 page	\$550.00
Activities Guide Ad - Full page	\$1,000.00
Activities Guide Ad - Back cover	\$1,200.00
(Activities Guide - 20% Discount per issue for 3+ issues)	
Flag Banner - per six month season	\$1,300.00
3x3 Sign - per six month season	\$1,000.00
Flag Banner - Change-Out	\$400.00
Flag Banner - Monthly Ext. (Once 6 mo. time period has ended)	\$200.00

Notes:

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.

Facility Rentals Cancellation Policy (Brentwood Senior Activity Center, Brentwood Community Center, Brentwood Family Aquatic Complex, Skate Park, Sport Fields, Heritage High School Pool and Bocce Courts)

100% Rental deposits and fees are refunded if cancellation is made 6 months or more prior to your rental date, with the exception of a \$29.00 cancellation processing fee.

Cancellations less than 6 months, but more than 4 months prior to your rental date, 15% of you total deposit will be retained in addition to a \$29.00 cancellation processing fee.

Cancellation less than 4 months, but more than 1 month prior to your rental date, 25% of your total deposit will be retained in addition to a \$29.00 cancellation processing fee.

Cancellation less than 30 days prior to your rental, 40% of **the entire rental fee** is retained in addition to a \$29.00 cancellation processing fee.

Fee/Fine Description	Fee/Fine
0. Photocopy Fee	
Pages 1-20	\$0.25
Pages 21 and on	\$0.10
1. ABC Permit	\$53.00
2. Record Review	\$36.00
3. Visa Clearance	\$31.00
4. Loss Verification Letter	\$25.00
5. Restitution	Determined by Court
6a. Police & Accident Reports (Victim)	No Charge
6b. Police & Accident Reports (Non-victim)	\$10.00
7. VIN Verification	\$82.00
8a. Citation Sign off - Residents	No Charge
8b. Citation Sign off - Non-Residents	\$35.00
9. Repossession Filing Fee ¹	\$15.00
10. Stored Vehicle -Vehicle Code Sections 22651 and	14602.6 \$140.00
(Excluding Vehicle Code Sections 22651 (c) and (g))
11. Inoperative Vehicle (22669d VC)	\$140.00
12a. Special Event Permit (Class 1, 2) - City Property	\$113.00
12b. Special Event Permit (Class 1, 2, & 4) - Public Rig	ght-of-Way Traffic Control + \$160.00
13. Block Party Permit (Class 4)	\$76.00
14. Background Investigation ²	\$571.00
15. Photos / Printed	\$50.00
16. Audio/Video Tapes	\$20.00
17. 2nd and subsequent Response - Disturbance	Actual Cost
18. False Alarm Response	\$66.00/per response
19. Civil Subpoena ⁴ (\$150.00 Deposit Per Day)	Actual Cost
20. DUI Emergency Cost Recover	Actual Cost
21. Bicycle Registration	No Charge
22. Finger Prints	\$40.00
23. State and Federal Fees	Actual Cost
24. (Intentionally left blank)	
25. Booking Fee ³	\$49.00

¹ Repossession fee - Government Code Sec. 41612

² Includes the cost of finger printing

 $^{^{3}}$ Established by County, fee increases automatically when County's fee increases

⁴ Per Government Code 68097.1

	Fee/Fine Description	Fee/Fine
26.	Massage Therapist Technician/Trainee - Initial Application	\$136.00
27.	Massage Establishment Permit - Initial Application	\$204.00
28.	Massage Therapist Technician/Trainee - Renewal	\$68.00
29.	Massage Establishment Permit - Renewal	\$102.00
30.	Background Check ⁵	\$67.00
31.	Peddler/Solicitor Permit ⁶	\$25.00
32.	Range Qualification	\$264.00
33a.	Taxi Permit Tax Per Year ⁷	\$50.00
33b.	Taxi Permit Tax Each Additional Vehicle Per Year ⁷	\$35.00
34.	Computer Aided Dispatch Reports	\$45.00

⁵ Established by BMC 5.60.050, 110, 120, 140; 60; 5.52.050

⁶ Established by BMC 5.48.050

⁷ Established by BMC 5.60.050

Fee/Fine Description	Fee/Fine
35. Parking Fines ⁸	
Vehicle Code	
Vehicle on Public Grounds	\$38.00
Parking Levees, etc.	\$38.00
Parked in Bike Lane	\$38.00
Parked in Red Zone	\$38.00
Parked in Posted Fire Lane	\$38.00
Blocking Intersection	\$38.00
Blocking Crosswalk	\$38.00
Parking Adjacent to Safety Zone	\$38.00
Park within 15' of Fire Department Driveway	\$38.00
Blocking Driveway	\$38.00
Blocking Sidewalk	\$38.00
Blocking Excavation	\$38.00
Double Parked	\$38.00
Bus Loading Zone (red)	\$253.00
Stopping in Tube or Tunnel	\$38.00
Stopping on Bridge	\$38.00
Blocking Wheelchair Access	\$253.00
Curb Parking	\$38.00
Curb Parking One Way Road	\$38.00
Parked in Posted No Parking Area	\$38.00
Blocking Handicap Parking	\$278.00
Handicap Parking	\$278.00
Parking on Lines - Handicap Stall	\$278.00
Fire Hydrants	\$38.00
Unattended Vehicle	\$38.00
Locked Vehicle with Person Inside	\$38.00
Vehicle Door Open to Traffic Lane	\$38.00
Stopping of Freeway	\$38.00
Illegal to Park on Railroad Track	\$38.00
Park Near Sidewalk Ramps	\$278.00
Abandon Vehicle on Highway	\$103.00
Gridlock Intersection	\$53.00
Street/Alley Parking	\$38.00

⁸ City Of Brentwood Resolution 2011-29

Fee/Fine Description	Fee/Fine
35. Parking Fines ⁸ (continued)	
Muni Code	
Stop/Park on Vehicle Crossing	\$38.00
Parking on Private Property without Owner's Consent	\$38.00
Parking on Public Property Where Prohibited	\$38.00
Parking or Stopping on Parkways	\$38.00
Parking on any Street or Alley for Longer than 72 Hours	\$49.00
Parking Between 2:00 a.m. and 4:00 a.m. Where Prohibited	\$38.00
Parking Vehicles for Sale on Public Roadway	\$38.00
Parking Vehicles Under Repair on Public Roadway	\$38.00
Parking of Disabled Vehicles	\$38.00
Parking Within Stall Lines or Crossbars on Paved Streets	\$38.00
Parking Adjacent to Median Island	\$38.00
Parking or Stopping in Angled Parking Stalls	\$38.00
Parking Within Five Feet of the Centerline of Paved Street	\$38.00
Parking on Grades - Blocking Wheels	\$38.00
Parking for Handicapped	\$278.00
Parking Within or Adjacent to a Divisional Island	\$38.00
Parking Infront of a Public Walk, Steps or Extension of a	
Thoroughfare Where Signed or Marked	\$38.00
Parking Where Hazardous Where Signed or Marked	\$38.00
Parking Where Prohibited by Council Action Where Signed	
or Marked	\$38.00
Parking Upon, Along, or Across Railway Tracks	\$38.00
Parking or Stopping Where It Would Constitute a Hazard	\$38.00
Temporary No Parking for Construction, Movement of	
Equipment, etc.	\$38.00
Parking Blocking Utility Access Where Signed or Marked	\$38.00
Parking of Commercial, Industrial, or Agricultural Vehicles	\$38.00
Emergency No Parking	\$38.00
Parking Where Curb is Green or Posted for 20 Minute Parking	\$38.00
One-Hour Parking	\$38.00
Two-Hour Parking	\$38.00
Nighttime Parking Where Signed or Marked	\$38.00
Municipal Lots - Parking in Stalls, Front First, Completely withir	\$38.00
Municipal Lots - Longer than 72 Hours	\$38.00

⁸ City Of Brentwood Resolution 2011-29

Fee/Fine Description	Fee/Fine
35. Parking Fines ⁸ (continued)	
Muni Code	
Parking Commercial Vehicles in Residential Districts	\$38.00
Parking Where Posted for Permit Parking	\$38.00
Parking, Stopping or Standing in a Yellow Loading Zone	\$38.00
Parking, Stopping or Standing in a Passenger Loading Zone	\$38.00
Parking, Stopping or Standing in Alleys	\$38.00
Parking, Stopping or Standing in Bus Zones	\$253.00
Parking a Vehicle with Hazardous Materials Off of the Truck	
Route	\$278.00
Parking a Vehicle with Hazardous Materials Longer Than	
90 Minutes	\$278.00
Parking an Unconnected Trailer with Hazardous Materials	\$278.00
Other Services	
Special Event/Response	
a. Personnel ⁹	Actual Cost
b. Equipment ¹⁰	Caltrans Published Rates

⁸ City Of Brentwood Resolution 2011-29

⁹ Non-Profit Organizations - Police Officer Step E Rate per CAP (not including overhead)

⁹ For Profit Organizations - Police Officer Step E Rate per CAP (including overhead)

¹⁰ Caltrans Published Rates, Labor Surcharge and Equipment Rental, in effect at the time of CAP

	Fee Description	Fee
1.	Tentative Subdivision Map Review	\$2,745.00
2.	Tentative Parcel Map Review	\$1,594.00
3.	Tentative Parcel Map Waiver	\$705.00
4.	Ind./Comm Plan Review > 1 acre	\$2,016.00
5.	Ind./Comm Plan Review < 1 acre	\$958.00
6.	Final Map Plan Check Review	Deposit for Actual Cost
6a.	Parcel Map Waiver Plan Check Review	Deposit for Actual Cost
7.	Plan Check	Deposit for Actual Cost
8.	Document Review	\$133.00
9a.	Encroachment Permit	\$67.00
9b.	EP-Subdivision/Development	\$134.00
9c.	EP-Utilities cost of work > \$10,000	\$351.00
9d.	EP-Utilities cost of work < \$10,000	\$132.00
10a.	Grading Permit < 10,000 CY	\$134.00
10b.	Grading Permit > 10,000 CY	\$682.00
11.	Transportation Permit Fee - Set by the State Vehicle Code	\$16.00
12.	Development Construction Inspection	% of Value for Improvement
13.	Misc. Construction Inspection/hourly	Total Hourly Rate
14.	Apportionment Processing Fee	\$265.00 + Consultant
15a.	Landscape and Lighting District Fee	\$200.00 + Consultant
15b.	Community Facilities District Fee	\$200.00 + Consultant
16.	Lot Line Adjustment	\$665.00
17.	Assessment District Formation	Deposit for Actual Cost
18.	Traffic Signal Maintenance	\$5,257.00
19.	Base Map	County Fee + 2%
20.	Drains to Creek Marker	\$7.25
21a.	Geo Photo on CD	56.00
21b.	Ortho Photo on CD	112.00
22.	Public Outreach/Educational Items	No Charge

	Fee Description	Fee
I.	ENGINEERING/INFRASTRUCTURE REVIEW FEE A. Tentative Subdivision Map Review	\$2,745.00 + \$10/lot
	B. Tentative Parcel Map Review	\$1,594.00 + \$10/lot
	C Tentative Parcel Map Waiver	\$705.00
	D Industrial/Commercial Plan Review (1 acre & above) Conditional Use Permit & Design Review	\$2,016.00 + \$1,000/acre
	E Industrial/Commercial Plan Review (under 1 acre) Conditional Use Permit & Design Review	\$958.00
II.	Project Processing and Review - Deposit for actual cost, including but not limited to, project coordination, plan check agreements, contractual services and legal review* as necessary or required for project processing, approvals and acceptance.	
	 A. Final Map Checking - Deposit for Actual Cost 1. Deposit at the time of first submittal for actual cost of labor and materials 	\$2,745.00 + \$30.00/lot
	2. Parcel Map Waiver Review	\$1,389.00
	 B. Plan Checking - Deposit for Actual Cost 1. Grading Plans a. 3% of the estimated cost of the grading and associated improvements b. Plan revisions after approval 	\$133.00 /sheet
	 Public Improvements and Private Streets - Deposit for Actual Cost a. 2.5% of construction cost for first \$250,000, plus b. 2.25% of construction cost from \$250,000 - \$1,000,000, plus c. 2% of construction cost over \$1,000,000, plus d. Additional deposit of ½% of construction cost if costs exceed fees collected e. Plan revisions after approval 	\$133.00 /sheet
	 3. Other On-Site Private Improvements - Deposit for Actual Cost a. 1% of construction cost at the time of first submittal. b. ¼% of construction cost additional deposit if costs exceed fees collected c. Plan revisions after approval 	\$133.00 /sheet
	C. Document Review 1. Legal description and plat for abandonment	\$133.00
	2. Certificate of Correction	\$133.00
	3. Dedication documents	\$133.00
	Legal description Miscellaneous document review	\$133.00 \$133.00
	D. Overhead Multiplier As shown in Cost Allocation Plan per Department and Position performing work (Step E including overhead)	7

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

Fee Description	Fee
PERMIT FEES	
A. Encroachment Permit Processing Fee	
1. Subdivision/Development	\$134.00
2. General (All Other)	\$67.00
3. EP – Utilities Cost of Work > \$10,000	\$351.00
4. EP – Utilities Cost of Work < \$10,000	\$132.00
B. Grading Permit Processing Fees	
1. 10,000 cubic yards or less	\$134.00
2. over 10,000 cubic yards	\$682.00
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)

Hourly Rate*

To be charged at the Public Works Construction Inspector II step E total hourly rate per current Cost Allocation Plan

E. Inspection Fees - Miscellaneous**

1. Trenching for Utilities	Hourly Rate
2. Curb Cut/Driveway and Curb/Gutter Installation	0.0155 hrs/lf
3. Curb Drain	0.0800 hrs/each
4. Excavation	0.0079 hrs/lf
5. Paving	
a. Conform Paving	0.0089 hrs/sf
b. Minor Pavement Repair	0.5000 hrs/sf
c. Street Lane	0.0105 hrs/SF x 3% cost
6. Install Sidewalk	0.0017 hrs/lf
7. Install Access Ramp	0.2800 hrs/each
8. Sewer Tap or Cap at Main	0.6700 hrs/each
9. Sewer Cap at Property Line	0.2100 hrs/each
10. Sewer Line Repair	Hourly Rate
11. Water Service Repair or Abandoment	Hourly Rate

^{*}Minimum 1/2 hour

^{**}Prorated percent of time to perform service based on hourly inspection fee

Fee Description	Fee
IV. INSPECTION FEES (continued)** 12. Street Light 13. Wells	0.2800 hrs/each
 a. Drilling Permit b. Abandonment Inspections F. Overtime Inspection - 1.5 Times Construction Inspector Total Hourly Rate Steper current Cost Allocation Plan. 	0.4100 hrs/each 0.2100 hrs/each ep E, including overhead,
V. MISCELLANEOUS FEES A. Apportionment Processing Fee 1. Processing/Review, plus 2. Consultant Fee	\$265.00 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)	\$664.00
E. Traffic Signal Maintenance - Deposit for actual cost Traffic signal maintenance once energized by PG&E until project acceptance	\$5,257.00
F. Landscape and Lighting District Formation/Annexation1. Processing/Review, plus2. Consultant Fee	\$200.00 Per Contract
G. Community Facilities District Formation/Annexation1. Processing/Review, plus2. Consultant Fee	\$200.00 Per Contract
H. Assessment District Formation Initial Depost for Actual Cost	Actual Cost
I. 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
J. Drains to Creek Marker	\$7.25
K. Aerial Photo on CD only	Φ1.43
1. Geo Photo 2. Ortho Photo	\$56.00 \$112.00
L. Public Outreach/Educational Items	No Charge

^{**}Prorated percent of time to perform service based on hourly inspection fee

DEVELOPMENT FEE PROGRAM											
General Plan Build Out											
Fee Category	S.F.R. Per Unit	A.S.R. Per Unit	M.F.R. Per Unit	S.H.U. (1200 SF Max)	Office Sq. Ft.	Commercial Sq. Ft.	Industrial Sq. Ft.				
Water Facilities	\$7,135.87	\$5,794.77	\$5,600.14	\$2,800.07	\$1.5387	\$1.5387	\$0.8905				
Wastewater Facilities	\$4,260.78	\$2,817.98	\$3,240.62	\$1,620.31	\$1.2788	\$1.0394	\$0.5467				
Roadways	\$10,745.97	\$4,635.52	\$6,637.22	\$3,318.61	\$6.7043	\$4.3664	\$4.6300				
Parks & Trails	\$7,198.70	\$4,698.10	\$5,430.60	\$2,715.30	-	-	-				
Community Facilities	\$3,660.20	\$2,426.01	\$2,787.54	\$1,393.77	\$0.4935	\$0.4935	\$0.3427				
Administration	\$574.71	\$354.78	\$412.66	\$206.33	\$0.1744	\$0.1295	\$0.1116				
Fire Mitigation Fee	\$780.98	\$780.98	\$780.98	\$780.98	\$0.1538	\$0.1538	\$0.1538				
Total Fees	\$34,357.21	\$21,508.14	\$24,889.76	\$12.835.37	\$10.3435	\$7.7213	\$6.6753				

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.

Fees by other agencies such as Contra Costa Flood Control District Fees, School Districts Fees and Regional Transportation Fees are not included in the above Development Program Fees.

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

EAST CONTRA COSTA REGIONAL FEE AND FINANCING AUTHORITY Regional Traffic Mitigation

Type of Use	Fee Units	Fee	Admin Fee	Total Fee
Single family residential	Per dwelling unit	\$18,525.00	\$185.25	\$18,710.25
Multiple family residential	Per dwelling unit	\$11,372.00	\$113.72	\$11,485.72
Active senior residential	Per dwelling unit	\$8,076.72	\$80.77	\$8,157.49
Commercial	Per square foot of gross floor area	\$1.55	\$0.01	\$1.56
Office	Per square foot of gross floor area	\$1.35	\$0.01	\$1.36
Industrial	Per square foot of gross floor area	\$1.35	\$0.01	\$1.36
Other	Per peak hour trips as determined	As Calculated	As Calculated	As Calculated

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

Commercial Cart Service ***** Salar							5		RVIC	E	id Waste	DĮ	SCHE					
Commercial Cart Service Sazara Sa			_				_			1.11		iem		_		. ~		
1	waste onal	1 s 15.23 s 22.71 s 33.76 s 40.52 include up to two each of the recycling/yard waste carts serviced every other week at no additional charge. Rate for the 3rd cart is \$11.41/month per cart.**																
1								*	ice****	erv	cial Cart S	nei	Comi					
Commercial Front-Load Bin Service	d may	size and r	t si	e garbage cart	on th	rate is based of	The		96 Gal.		64 Gal.		32 Gal.					ır
Commercial Front-Load Bin Service			_	•				7.88	47	\$	29.47	\$	25.78	\$			1	e Pe
Commercial Front-Load Bin Service					-			3.47	93	\$	56.66	\$	49.28	\$			2	rvic
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Mixed Recyclables Non-compacted Rates (***), (****), (*****) Container Size 1 Yard 2 Yard 3 Yard 4 Yard 5 Yard 6 Yard 8 1 \$ 83.01 \$ 166.00 \$ 230.84 \$ 299.61 \$ 358.54 \$ 429.25 \$ 2 \$ 152.27 \$ 304.51 \$ 432.22 \$ 579.57 \$ 732.55 \$ 838.89 \$ 3 N/A	3,497.02		+		_		_			+-	-	_					-	Sei
Non-compacted Rates (***), (****), (****) Yard 2 Yard 3 Yard 4 Yard 5 Yard 6 Yard 8	3,197.02	Ψ .	Т.	2,021.33	Ψ	2,103.01	Ψ	1.70	1,00	Ψ	1,303.11	Ψ	755.17	Ψ			_	Mixed Re
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5 N/A	Yard	8 Y	Ι	6 Yard		5 Yard		l	4 Yard		3 Yard		2 Yard		1 Yard			Ä
5 N/A	569.74	\$:	429.25	\$	358.54	\$	9.61	299	\$	230.84	\$	166.00	\$	83.01	\$	1	Wee
5 N/A	1,119.84	\$ 1	L	838.89	\$	732.55	\$	9.57	579	\$	432.22	\$	304.51	\$	152.27	\$	2	Per '
5 N/A	1,621.31	\$ 1	A	N/A		N/A		6.78	876	. \$	N/A		N/A	L	N/A		3	ice J
5 N/A	N/A		A	N/A		N/A		N/A			N/A		N/A		N/A		4	šerv
Non-compacted Rates (***), (****), (****) Container Size 1 Vord 2 Vord 3 Vord 4 Vord 5 Vord 6 Vord 8	N/A	5 N/A N/A N/A N/A N/A N/A N/A																
1 Vord 2 Vord 3 Vord 4 Vord 5 Vord 6 Vord 9											antainan Siza	C			*\ (*****)		•	
1 N/A \$ 36.83 \$ 53.24 \$ 67.53 \$ 80.47 \$ 98.23 \$	Yard	Q T /	Т	6 Vand		5 Vord			A Vond	I			2 Vand	\blacksquare	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		xaics (* · · ·),	•
1 17/A \$ 50.03 \$ 53.24 \$ 07.33 \$ 00.47 \$ 70.23 \$	122.79		\dagger		¢		¢			\$		¢		¢			1	'eek
	221.02	\$	+	171.90	\$	143.06	\$			\$	81.42	\$	67.53	\$	N/A		2	r. ≱
2 N/A \$ 6/.33 \$ 81.42 \$ 122.79 \$ 143.06 \$ 171.90 \$ 8 3 N/A N/A N/A N/A N/A N/A N/A	221.02 N/A	φ	+		Ф		Þ		122	t		Þ		ф		-		e Pe
3 N/A	N/A		+							┢								rvic
5 N/A N/A N/A N/A N/A N/A N/A N/A	N/A		-		\vdash		1			╁		_		\vdash		 		Se

^{*}Subject to qualification.

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

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

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

^{*****}The City will determine the charges for non-mandated services as requested by customer not listed above based on labor, vehicle, and processing costs.

Solid Waste Fees NON-SCHEDULED SERVICES

	Bin Service **									
DEPOSIT (Required on al	\$	613.94	per bin							
BIN PICK UP & DELIVE	RY CHARGE									
2 to	8 Cubic Yards (frontload)	\$	92.10	per haul*						
10 to	o 40 Cubic Yards (roll-off)	\$	184.17	per haul*						
PROCESSING CHARGE	(applicable to 10-40 cubic yard bins)									
Garb	age Only	\$	61.39	per ton						
Clear	n Wood, Yard, Metals Only	\$	34.38	per ton						
Mixe	d Recyclables / C&D Only	\$	49.12	per ton						
OTHER BIN CHARGES										
Daily	Rental (Required on bin rentals)	\$	30.69	per day						
40 Y	ard Compactor Rental	\$	57.90	per month						
Haul	Shavings Bin Outside City Limits	\$	210.53	per haul						
Com	pactor Special Handling Charge	\$	27.64	per haul						

							vice Charges **			
		7	Bags	3	32 Gal.	6	64 Gal.	9/	6 Gal.	Additional Bags/Material
7	1	\$	11.04	\$	11.04	\$	11.04	\$	14.71	Each additional bag or 32-gallon equivalent of material
QT	2	\$	11.04	\$	11.04	\$	18.38	\$	18.38	collected = \$3.67
1	3	\$	14.71	\$	14.71	\$	25.72	\$	22.05	

						Ext	ra l	Bin Serv	rice	Charge	S**	1			
Front-load Bin 1 yd.		2 yd.		3 yd.		4 yd.		5 yd.		6 yd.		8 yd.			
QTY	1	\$ 25.94	\$	51.88	\$	72.14	\$	93.62	\$	112.05	\$	134.14	\$	178.05	

	I	sulky Item Charges **	
LEVEL 1 (examples listed)	\$18.42	LEVEL 4 (examples listed)	\$49.12
Mattresses/box springs (any size)	I.	TV w/console or 42"+ screen	
Chair/recliners/table/bicycle/stroller/play pool			
Printers/CPU's/VCR's/stereos/faxes/microwaves		LEVEL 5 (examples listed)	\$61.39
		Refrigerator w/CFC	•
LEVEL 2 (examples listed)	\$24.55	TIRES (per tire)	
couch, large BBQ		Passenger tires (16" or less)	\$4.90
		Passenger tires (16" or less) w/rims	\$7.37
LEVEL 3 (examples listed)	\$30.70	Truck tires (16" or more)	\$8.60
Appliances (non-hazardous)	•	Truck tires (16" or more) w/rims	\$12.27
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 Cost) Lea	nf bag = No Charge

	Special Char	ges **				
-		Carts	Fl	L Bins	Roll-	off Bins
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/Varie	es 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
Enhanced Recycling Service Change ***		N/A		N/A		N/A
Public Outreach/Education Items (No Charge)		N/A		N/A		N/A

^{*}Minimum of two pull charges per month

^{***} Applicable when service levels are changed to enhance recycling efforts



^{**}The City will determine the charges for non-mandated services as requested by customer not listed above based on labor, vehicle, and processing costs.

Wastewater Fees

	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13
Customer Category							
<u>Residential</u>							
Monthly Fixed Base Charge	\$8.93	\$9.60	\$10.32	\$11.09	\$11.93	\$12.82	\$13.78
Variable Rate per 1,000 gallons/month	3.11	3.34	3.59	3.86	4.15	4.46	4.80
Total Ceiling Rate (fixed base+variable)	31.78	34.16	36.73	39.48	42.44	45.62	49.05
New Service Rate (first year only)*	n/a	32.78	35.24	37.88	40.72	43.78	47.06
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
Public Outreach/Educational Items (No Charge)					N/A	N/A	N/A

^{*}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.

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 gall	lons = 1 un	it)					
Residential							
Tier 1: Units 1-10	\$2.50	\$2.58	\$2.65	\$2.73	\$2.81	\$2.90	\$2.99
Tier 2: Units 11-20	2.98	3.07	3.16	3.26	3.35	3.45	3.56
Tier 3: Units 21-30	3.57	3.68	3.79	3.90	4.02	4.14	4.26
Tier 4: Units 31+	4.16	4.28	4.41	4.55	4.68	4.82	4.97
Non Residential							
Tier 1: Units 1-10	\$2.50	\$2.58	\$2.65	\$2.73	\$2.81	\$2.90	\$2.99
Tier 2: Units 11+	2.98	3.07	3.16	3.26	3.35	3.45	3.56
Non Potable							
Tier 1: Units 1+	n/a	\$0.949	\$0.977	\$1.01	\$1.04	\$1.07	\$1.10

Water Service Standby Charge \$ 60.00

Water Disconnection Charge \$ 30.00 Water Meter Lock Actual Cost Angle Meter Stop Actual Cost

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

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

Hydrant Meter Deposit \$ 2,500

Usage-Potable Water \$ 3.86 per 1,000 Gallons Usage-Non Potable Water \$ 1.07 per 1,000 Gallons

Recycled Water Usage \$ 1.07 per 1,000 Gallons

Public Outreach/Educational Items (No Charge)

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

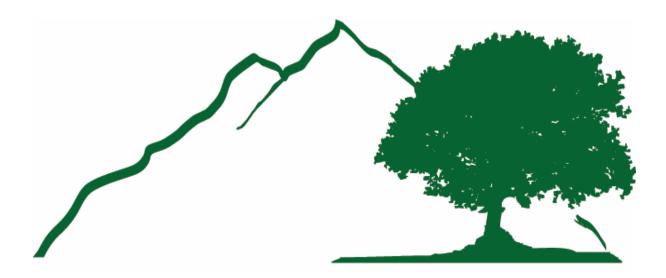
Irrigation Sign (Non-potable) Actual Cost Per (12" x 18") Sign

Public Works Laboratory

Water Analysis Fees	
Fee Description	Fee
Microbiology:	
Colilert (P/A & Quanti-Tray)	\$18.70
Membrane Filtration	\$20.60
MPN	\$41.20
Heterotrophic Plate Count	\$31.60
Fecal Coliform or Confirmation (add to total coliform)	\$16.90
General Mineral and Physical:	
Alkalinity	\$17.90
Conductivity	\$18.00
Field Testing (Chlorine, pH, Temperature)	\$15.80
Hardness	\$24.20
Turbidity	\$15.80
Color	\$15.80
Inorganics:	
Ammonia	\$31.80
Bromide	\$31.80
Calcium	\$31.80
Chloride	\$31.80
Fluoride	\$31.80
Magnesium	\$31.80
Phosphate	\$31.80
Potassium	\$31.80
Nitrate	\$31.80
Nitrite	\$31.80
Sodium	\$31.80
Solids (TDS)	\$31.60
Sulfate	\$31.80
Outside Lab Testing	Actual Cost + 10%

Public Works Laboratory

Wastewater Analysis Fees	
Fee Description	Fee
Microbiology:	ree
Colilert (P/A & Quanti-Tray)	\$18.70
Membrane Filtration	\$20.60
MPN	\$41.20
Heterotrophic Plate Count	\$31.60
Fecal Coliform or Confirmation (add to total coliform)	\$16.90
General Mineral and Physical:	
Alkalinity	\$17.90
Conductivity	\$18.00
Field Testing (Chlorine, pH, Temperature)	\$15.80
Hardness	\$24.20
Turbidity	\$15.80
Color	\$15.80
Inorganics:	
Ammonia	\$31.80
BOD_5	\$30.30
Bromide	\$31.80
Calcium	\$31.80
Chloride	\$31.80
Fluoride	\$31.80
Magnesium	\$31.80
Phosphate	\$31.80
Potassium	\$31.80
Nitrate	\$31.80
Nitrite	\$31.80
Sodium	\$31.80
Solids (TDS, TSS, SS, TS)	\$31.60
Sulfate	\$31.80
Outside Lab Testing	Actual Cost + 10%



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Certificate of Cost Allocation Plan

This is to certify that I have reviewed the Cost Allocation Plan and to the best of my knowledge and belief:

- (1) All costs included in this proposal to establish cost allocations or billings for July 1, 2011 through June 30, 2012 are allowable in accordance with the requirements of OMB Circular A 87, "Cost Principles for State, Local, and Indian Tribal Governments", and the Federal award(s) to which they apply. Unallowable costs have been adjusted for in allocating costs as indicated in the Cost Allocation Plan.
- (2) All costs included in this proposal are properly allocable to Federal awards on the basis of a beneficial or causal relationship between the expenses incurred and the awards to which they are allocated in accordance with applicable requirements. Further, the same costs that have been treated as indirect costs have not been claimed as direct costs. Similar types of costs have been accounted for consistently.

I declare that the foregoing is true and correct.

Governmental Unit: <u>City Of Brentwood</u>
Signature: Tamulu khlu
Name of Official: Pamela Ehler
Title: Director of Finance and Information Systems
Date of Execution: 7/1/2011
This Certificate of Cost Allocation Plan should be used for certification of the Agency's Plan. This form must be signed by the Executive Director or Finance Director of the agency.

FINANCE & INFORMATION SYSTEMS

708 Third Street, Brentwood, CA 94513 Phone: (925) 516-5460 FAX: (925) 516-5401

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RESOLUTION NO. 2011-121

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE 2011/12 COST ALLOCATION PLAN.

- **WHEREAS,** Article XI, section 7 of the California Constitution allows the City to impose fees and charges that are not in conflict with the general laws of the State; and
- **WHEREAS,** Government Code Sections 65104, 65909.5, 66014 and 66451.2 allow the City to establish fees to offset the City's administrative costs in processing permits, licenses, subdivision maps and entitlements; and
- WHEREAS, Brentwood Municipal Code § 17.800 requires payment of such processing fees in conjunction with any application submitted for permits, licenses, subdivision maps and entitlements; and
- WHEREAS, on November 14, 2000, by Resolution No. 2198 the City Council adopted the DMG-Maximus Report for computing fees for City services and revising the City services fees; and
- **WHEREAS,** the City 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 August 24, 2010 by Resolution No. 2010-123, City Council adopted the 2010/11 Cost Allocation Plan and Schedule of City Fees; and
- WHEREAS, on February 22, 2011 by Resolution No. 2011-20, City Council amended the 2010/11 Cost Allocation Plan and Schedule of City Fees to add new fees and revise certain existing Brentwood Family Aquatic Complex gate and program fees; and
- WHEREAS, on March 8, 2011 by Resolution No. 2011-29, City Council established fees related to Chapter 5.70 (Massage Ordinance) of the City of Brentwood Municipal Code, and amended fees for parking violations and revising the City of Brentwood 2010/11 Cost Allocation Plan and Schedule of City Fees; and
- **WHEREAS,** on March 22, 2011, by Resolution 2011-37, City Council amended the existing recreation program fees and revised the City of Brentwood 2010/11 Cost Allocation Plan and Schedule of City Fees; and
- WHEREAS, on May 24, 2011, by Resolution 2011-72, City Council established new fees and amended existing fees for Planning, Police, and Administration Services and revised the City of Brentwood 2010/11 Cost Allocation Plan and Schedule of City Fees; and
- **WHEREAS,** on July 26, 2011, by Resolution 2011-107, City Council approved an amendment to the 2010/11 Cost Allocation Plan and Schedule of City Fees which added new fees for the use of the new Community Center and City Park and;
- WHEREAS, the City Finance Department researched and developed the Cost Allocation Plan and City Fees, Fiscal Year 2011/12 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, 15273, and 15378 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
 - 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; and
 - 3. The adoption of this Resolution is not a project because it is a fiscal activity that does not commit the City to any specific project that may result in a potentially significant impact 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 2011/12 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, product, benefit, privilege, or regulatory activity for which the fee is imposed; and

- 2. That there is a reasonable relationship between the amount of the fee and the estimated reasonable cost of providing the type of service, product, benefit, privilege, or regulatory activity 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 2011/12 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 service, product, benefit, privilege, or regulatory activity.
- E. The method of allocating the City's administrative costs bears a fair and reasonable relationship to each fee payer's burden on, and benefit from, the services, product, benefit, or privilege requested by that fee payer.
- F. The fees do not exceed the estimated reasonable cost of providing the service, product, benefit, privilege, or regulatory activity 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 fee set forth in the Report.
- B. On July 1 of each year, all fees not tied to an alternate index and/or requirement may 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. If there is a positive CPI it would be implemented as of July 1. Should the CPI be negative, the fees would remain unchanged pending review of the cost to provide the services by staff. A recommendation would be brought before City Council in July.
- 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 round Park and Recreation fees which are updated down to the nearest dime. The fees within the Parks and Recreation fee sheets that are not subject to CPI are: Deposits and Insurance, aquatic recreational lap and entry fees, the memorial brick line cost, Adult Softball, Adult Recreational Softball, Girls Fast Pitch Softball, Youth Art & Drawing Classes, Adult Dance Classes, Youth Dance Classes,

- Ed2go, 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, of each fiscal year for the following swim season.
- I. Fees rounded down 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.
- J. Police Fees are rounded down to the nearest 25 cents with the exception of the per page copy fee.
- K. On January 1, 2012, soccer and ball field lighting fees will be replaced by the increased fees as indicated within the plan.

Section 3. Fee Adjustment or Waiver or Reimbursement:

A person subject to a development 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 a fee by filing an application with the City Clerk. The application shall be made in writing and must identify the reasons why the fee 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 the 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 costs spelled out in the Report, including without limitation the capital costs and labor and contract costs directly or indirectly associated with providing the service, product, benefit, privilege, or regulatory activity for which the fee is charged.

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 2011/12 Cost Allocation Plan were increased by the CPI, appropriate index as identified or appropriate percentage on July 1, 2011 per Resolution 2010-123. Newly established fees in the 2011/12 Cost Allocation Plan shall be effective September 1, 2011.

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. 2010-123 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.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Brentwood at a regular meeting held August 23, 2011 by the following vote:

PASSED, APPROVED AND ADOPTED by the City Council of the City of Brentwood at a regular meeting held on the 23rd day of August 2011 by the following vote:

AYES: Barr, Brockman, Bryant, Stonebarger, Taylor

NOES: None ABSENT: None ABSTAIN: None

Robert Taylor

<u> Robert Taylor</u>

Mayor

ATTEST:

Margaret Wimberly, CMC

Margaret Wimberly_

City Clerk