

CITY OF BRENTWOOD

150 City Park Way Brentwood, CA 94513



2012/13

COST ALLOCATION PLAN
AND SCHEDULE OF CITY FEES



Every year the City selects a theme for the covers of its major financial documents - the Capital Improvement Program (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 the “Road to Revitalization.”*

COVER: One of the components of the *Downtown Brentwood Road to Revitalization* project is the new Civic Center. The Civic Center consists of City Hall, a Community Center, City Park and Parking Facility. Shown on this cover is the entrance to the City Park which was completed in May of 2012.



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

Paul Eldredge	City Manager
Damien Brower	City Attorney
Craig Bronzan	Director of Parks & Recreation
Karen Chew	Assistant City Manager
Pamela Ehler	City Treasurer / Director of Finance & Information Systems
Mark Evenson	Chief of Police
Bailey Grewal	Director of Public Works / City Engineer
Casey McCann	Director of Community Development



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

Indirect Cost Allocation: Methodology and Assumptions

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

- Department overhead
- City-wide overhead

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

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

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

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

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



Exhibit A

Assumptions Supporting Overhead Calculations		
Management Positions / Support	Non-Personnel Costs	
Community Development		
Community Development Director Administrative Supervisor Senior Planner (60%) Assistant Planner (40%) Administrative Secretary Administrative Assistant	Building Planning Economic Development Housing	
Public Works		
Public Works Director / City Engineer Asst. Director of PW / Asst. City Engineer Deputy Public Works Director / Operations Administrative Supervisor – Engineering Administrative Supervisor – Public Works	Development Engineering Traffic and Transportation Construction Inspection Capital Improvement Program Streets Solid Waste Enterprise Water Enterprise Wastewater Enterprise	
Parks & Recreation		
Parks & Recreation Director Park / Maintenance Manager Administrative Supervisor	Administration Landscape Community Center City Pool Senior Center Senior Programs	
Police		
Police Chief Police Captain Executive Assistant Accounting Technician Administrative Assistant	Police	
Other City-wide		
City Manager City Clerk Human Resources	City Attorney Non-Departmental Retiree Medical	Community Facilities Finance & Information Systems

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

Exhibit B

Departmental and Other Overhead Factors	
Community Development	83.02%
Public Works	119.03%
Parks and Recreation	95.26%
Police	45.59%
Other City-wide	25.88%

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 employee pension contribution requirements and pension benefits for non-sworn staff hired on or after October 1, 2010. On May 22, 2012, additional benefit changes for non-sworn staff hired on or after July 1, 2012 was approved by the City Council. In addition to the second tier changes from July 27, 2010, non-sworn employees hired after July 1, 2012 will have reduced City paid medical contribution caps and a lesser amount provided for retiree health coverage.

On April 24, 2012, a second tier level for sworn employees was approved by City Council which changed the employee pension contribution requirements, medical contribution caps, retiree health coverage and retirement benefit percentage and age for sworn staff hired on or after July 1, 2012.

The adoption of a second tier and the restructuring of the benefits will provide significant long-term savings. 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

<u>BARGAINING UNIT & POSITION</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>Contract, Directors, Assistant Directors (at-will)</u>					
Assistant City Attorney	10,486.36	11,010.68	11,561.21	12,139.28	12,746.24
Assistant City Manager	12,004.44	12,604.67	13,234.90	13,896.64	14,591.48
Assistant Community Development Dir.	10,486.36	11,010.68	11,561.21	12,139.28	12,746.24
Assistant Dir of PW/Engineering or Operations	10,774.83	11,313.57	11,879.25	12,473.21	13,096.87
Assistant Finance Director	9,121.38	9,577.45	10,056.32	10,559.14	11,087.09
Assistant Parks & Recreation Director	8,702.38	9,137.49	9,594.37	10,074.09	10,577.79
City Attorney	15,706.34	16,491.57	17,316.67	18,183.37	19,093.40
City Manager	16,413.56	17,233.46	18,094.96	18,999.80	19,949.70
City Treasurer/Director of Finance & I.S.	12,004.44	12,604.67	13,234.90	13,896.64	14,591.48
Deputy City Attorney	8,009.41	8,409.88	8,830.37	9,271.89	9,735.49
Deputy Director of Public Works/Ops.	9,803.06	10,293.22	10,807.88	11,348.27	11,915.69
Director of Community Development	11,669.24	12,252.70	12,865.34	13,508.61	14,184.04
Director of Parks and Recreation	11,669.24	12,252.70	12,865.34	13,508.61	14,184.04
Director of Public Works/City Engineer	12,392.83	13,012.47	13,663.09	14,346.25	15,063.56
Police Captain	10,714.02	11,249.72	11,812.20	12,402.81	13,022.95
Police Chief	12,610.05	13,240.55	13,902.58	14,597.71	15,327.59
<u>Lieutenants</u>					
Police Lieutenant	9,334.36	9,800.64	10,291.20	10,806.02	11,346.84
<u>Managers and Confidential Employees</u>					
Accounting Manager	7,777.35	8,166.21	8,574.52	9,003.25	9,453.41
Chief Building Official	9,572.61	10,051.24	10,553.81	11,081.50	11,635.57
Chief Financial Operations Officer	8,554.11	8,981.82	9,430.91	9,902.45	10,397.58
Chief Information Systems Officer	9,556.50	10,034.32	10,536.04	11,062.84	11,615.98
City Clerk	8,343.00	8,760.15	9,198.16	9,658.06	10,140.97
Economic Development Manager	9,572.61	10,051.24	10,553.81	11,081.50	11,635.57
Economic Development/Planning Mgr.	9,572.61	10,051.24	10,553.81	11,081.50	11,635.57
Engineering Manager	9,387.28	9,856.65	10,349.48	10,866.96	11,410.30
Fleet/Facilities Maintenance Manager	7,619.41	8,000.38	8,400.40	8,820.42	9,261.44
Human Resources Manager	8,343.00	8,760.15	9,198.16	9,658.06	10,140.97
Park/Maintenance Manager	7,967.51	8,365.88	8,784.18	9,223.39	9,684.56
Planning Manager	9,572.61	10,051.24	10,553.81	11,081.50	11,635.57
Purchasing Manager	6,148.07	6,455.47	6,778.24	7,117.16	7,473.01
Records Manager	5,627.54	5,908.91	6,204.36	6,514.58	6,840.31
Recreation Manager	6,986.07	7,335.38	7,702.15	8,087.25	8,491.62
Redevelopment Manager	9,572.61	10,051.24	10,553.81	11,081.50	11,635.57
Solid Waste Manager	7,724.16	8,110.37	8,515.89	8,941.69	9,388.77
Streets Manager	7,619.41	8,000.38	8,400.40	8,820.42	9,261.44
Wastewater Operations Manager	7,793.46	8,183.13	8,592.29	9,021.90	9,473.00
Water Operations Manager	7,793.46	8,183.13	8,592.29	9,021.90	9,473.00



<u>BARGAINING UNIT & POSITION</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>Professional and Supervisor Employees</u>					
Accountant I	5,333.76	5,600.45	5,880.47	6,174.49	6,483.22
Accountant II	5,880.47	6,174.49	6,483.22	6,807.38	7,147.75
Assistant City Clerk	5,627.54	5,908.91	6,204.36	6,514.58	6,840.31
Assistant Engineer	6,707.17	7,042.53	7,394.66	7,764.39	8,152.61
Assistant Planner	6,193.70	6,503.38	6,828.55	7,169.98	7,528.48
Associate Engineer	7,394.66	7,764.39	8,152.61	8,560.24	8,988.26
Associate Planner	6,828.55	7,169.98	7,528.48	7,904.90	8,300.15
Facilities Maintenance Supervisor	5,838.65	6,130.58	6,437.11	6,758.97	7,096.91
Geographic Info Systems Coordinator	7,756.40	8,144.21	8,551.43	8,979.00	9,427.95
Grants Program Manager	6,763.68	7,101.86	7,456.96	7,829.80	8,221.29
Housing Analyst	6,828.14	7,169.55	7,528.03	7,904.43	8,299.65
Information Systems Specialist	6,960.29	7,308.30	7,673.72	8,057.40	8,460.27
Management Analyst	6,816.86	7,157.70	7,515.59	7,891.37	8,285.94
Park/Maintenance Supervisor	5,838.65	6,130.58	6,437.11	6,758.97	7,096.91
Parks Planner	6,828.14	7,169.55	7,528.03	7,904.43	8,299.65
Principal Planner	8,656.25	9,089.07	9,543.52	10,020.69	10,521.73
Project Manager - Economic Dev.	7,849.87	8,242.36	8,654.48	9,087.20	9,541.56
Recreation Supervisor	5,822.53	6,113.66	6,419.34	6,740.31	7,077.33
Redevelopment Analyst	6,828.14	7,169.55	7,528.03	7,904.43	8,299.65
Regulatory Compliance Supervisor	6,828.14	7,169.55	7,528.03	7,904.43	8,299.65
Senior Accountant	6,807.38	7,147.75	7,505.13	7,880.39	8,274.41
Senior Associate Engineer	7,764.39	8,152.61	8,560.24	8,988.26	9,437.67
Senior Community Development Analyst	7,851.48	8,244.05	8,656.25	9,089.07	9,543.52
Senior Engineer	8,533.16	8,959.82	9,407.81	9,878.20	10,372.11
Senior Planner	7,851.48	8,244.05	8,656.25	9,089.07	9,543.52
Senior Redevelopment Analyst	7,851.48	8,244.05	8,656.25	9,089.07	9,543.52
Solid Waste Supervisor	6,438.15	6,760.05	7,098.06	7,452.96	7,825.61
Streets Supervisor	6,628.31	6,959.72	7,307.71	7,673.10	8,056.75
Wastewater Treatment Plant Supervisor	6,828.14	7,169.55	7,528.03	7,904.43	8,299.65
Water Distribution Supervisor	6,828.14	7,159.55	7,528.03	7,904.43	8,299.65
Water Production Supervisor	6,828.14	7,159.55	7,528.03	7,904.43	8,299.65
Webmaster	5,848.32	6,140.73	6,447.77	6,770.16	7,108.67
<u>Office Employees</u>					
Accounting Assistant I	3,667.18	3,850.54	4,043.07	4,245.22	4,457.48
Accounting Assistant II	4,043.07	4,245.22	4,457.48	4,680.36	4,914.37
Accounting Specialist	5,343.90	5,611.10	5,891.65	6,186.24	6,495.55
Accounting Technician	4,650.94	4,883.48	5,127.66	5,384.04	5,653.24
Administrative Assistant I	3,471.74	3,645.33	3,827.59	4,018.97	4,219.92
Administrative Assistant II	3,827.59	4,018.97	4,219.92	4,430.92	4,652.46
Administrative Secretary	4,430.92	4,652.46	4,885.09	5,129.34	5,385.81

<u>BARGAINING UNIT & POSITION</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>Office Employees (continued)</u>					
Administrative Supervisor	4,874.94	5,118.69	5,374.62	5,643.35	5,925.52
Building Inspector I	5,650.02	5,932.52	6,229.14	6,540.60	6,867.63
Building Inspector II	6,229.14	6,540.60	6,867.63	7,211.01	7,571.56
Code Enforcement Officer I	5,296.45	5,561.27	5,839.33	6,131.30	6,437.86
Code Enforcement Officer II	5,839.33	6,131.30	6,437.86	6,759.76	7,097.75
Community Development Specialist	6,167.41	6,475.78	6,799.56	7,139.54	7,496.52
Community Development Technician	5,097.34	5,352.20	5,619.81	5,900.80	6,195.84
Community Service Officer I	4,017.20	4,218.06	4,428.96	4,650.41	4,882.93
Community Service Officer II	4,428.96	4,650.41	4,882.93	5,127.08	5,383.43
Construction Inspector I	5,650.02	5,932.52	6,229.14	6,540.60	6,867.63
Construction Inspector II	6,229.14	6,540.60	6,867.63	7,211.01	7,571.56
Engineering Services Specialist	6,544.51	6,871.73	7,215.32	7,576.09	7,954.89
Engineering Technician	5,690.39	5,974.91	6,273.65	6,587.33	6,916.70
Executive Assistant	5,360.02	5,628.02	5,909.42	6,204.89	6,515.14
Finance/Special Projects Coordinator	5,683.94	5,968.14	6,266.54	6,579.87	6,908.87
Human Resources Assistant I	3,995.88	4,195.67	4,405.45	4,625.73	4,857.01
Human Resources Assistant II	4,405.45	4,625.73	4,857.01	5,099.86	5,354.86
Human Resources Specialist	5,683.94	5,968.14	6,266.54	6,579.87	6,908.87
Information Systems Technician	5,571.13	5,849.69	6,142.17	6,449.28	6,771.75
Parks Planning Technician	5,097.34	5,352.20	5,619.81	5,900.80	6,195.84
Permit Services Specialist	6,228.64	6,540.08	6,867.08	7,210.43	7,570.96
Plan Check Engineer	6,850.70	7,193.24	7,552.90	7,930.55	8,327.07
Police Records Clerk I	3,825.31	4,016.58	4,217.40	4,428.28	4,649.69
Police Records Clerk II	4,217.40	4,428.28	4,649.69	4,882.17	5,126.28
Project Services Specialist	5,948.23	6,245.65	6,557.93	6,885.83	7,230.12
Records Supervisor	5,334.23	5,600.95	5,880.99	6,175.04	6,483.79
Recreation Coordinator	5,065.10	5,318.36	5,584.28	5,863.49	6,156.67
Right-of-Way Specialist	6,167.41	6,475.78	6,799.56	7,139.54	7,496.52
Safety/Special Projects Coordinator	5,683.94	5,968.14	6,266.54	6,579.87	6,908.87
Senior Building Inspector	6,850.70	7,193.24	7,552.90	7,930.55	8,327.07
Senior Code Enforcement Officer	6,420.42	6,741.44	7,078.51	7,432.44	7,804.06
Senior Community Development Tech.	5,604.97	5,885.22	6,179.48	6,488.46	6,812.88
Senior Community Service Officer	5,090.89	5,345.43	5,612.71	5,893.34	6,188.01
Senior Construction Inspector	6,850.70	7,193.24	7,552.90	7,930.55	8,327.07
Senior Police Records Clerk	4,882.17	5,126.28	5,383.51	5,652.68	5,935.32
Technical Assistant I	4,194.87	4,404.61	4,624.85	4,856.09	5,098.89
Technical Assistant II	4,624.85	4,856.09	5,098.89	5,353.84	5,621.53
<u>Public Works - Maintenance</u>					
Collection System Worker I	4,521.79	4,747.88	4,985.27	5,234.54	5,496.26
Collection System Worker II	4,985.27	5,234.54	5,496.26	5,771.08	6,059.63
Cross-Connection Control Specialist	5,235.93	5,497.73	5,772.61	6,061.24	6,364.30
Electrician	5,440.60	5,712.63	5,998.26	6,298.17	6,613.08
Equipment Mechanic	5,119.90	5,375.89	5,644.69	5,926.92	6,223.27
Facilities Maintenance Worker I	4,015.42	4,216.19	4,427.00	4,648.35	4,880.77
Facilities Maintenance Worker II	4,427.00	4,648.35	4,880.77	5,124.81	5,381.05
Park/Maintenance Worker I	4,015.42	4,216.19	4,427.00	4,648.35	4,880.77
Park/Maintenance Worker II	4,427.00	4,648.35	4,880.77	5,124.81	5,381.05



<u>BARGAINING UNIT & POSITION</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
<u>Public Works - Maintenance (continued)</u>					
Purchasing Assistant	5,113.45	5,369.12	5,637.58	5,919.46	6,215.43
Senior Collection System Worker	5,496.26	5,771.08	6,059.63	6,362.61	6,680.74
Senior Equipment Mechanic	5,644.69	5,926.92	6,223.27	6,534.43	6,861.15
Senior Park/Maintenance Worker	4,880.77	5,124.81	5,381.05	5,650.10	5,932.61
Senior Solid Waste Equipment Operator	5,377.48	5,646.36	5,928.68	6,225.11	6,536.37
Senior Street Maintenance Worker	5,087.67	5,342.05	5,609.15	5,889.61	6,184.09
Senior Water Distribution Worker	5,777.02	6,065.87	6,369.16	6,687.62	7,022.00
<u>Public Works - Maintenance (continued)</u>					
Senior Water Service Worker	5,234.95	5,496.70	5,771.53	6,060.11	6,363.11
Solid Waste Equipment Operator I	4,424.07	4,645.27	4,877.54	5,121.41	5,377.48
Solid Waste Equipment Operator II	4,877.54	5,121.41	5,377.48	5,646.36	5,928.68
Street Maintenance Worker I	4,015.42	4,216.19	4,427.00	4,648.35	4,880.77
Street Maintenance Worker II	4,427.00	4,648.35	4,880.77	5,124.81	5,381.05
Street Sweeper Operator	4,646.10	4,878.41	5,122.33	5,378.44	5,647.37
Utilities Maintenance Mechanic	5,804.81	6,095.05	6,399.80	6,719.79	7,055.78
Wastewater Laboratory Technician I	4,932.22	5,178.83	5,437.77	5,709.66	5,995.14
Wastewater Laboratory Technician II	5,437.77	5,709.66	5,995.14	6,294.90	6,609.64
Wastewater Treatment Plant Op. Asst.	3,864.50	4,057.72	4,260.61	4,473.64	4,697.32
Wastewater Treatment Plant Operator I	4,697.32	4,932.19	5,178.80	5,437.74	5,709.63
Wastewater Treatment Plant Operator II	5,178.80	5,437.74	5,709.63	5,995.11	6,294.86
Wastewater Treatment Plant Operator III	5,709.63	5,995.11	6,294.86	6,609.61	6,940.09
Water Conservation Specialist	4,747.63	4,985.01	5,234.26	5,495.97	5,770.77
Water Distribution Worker I	4,752.77	4,990.40	5,239.92	5,501.92	5,777.02
Water Distribution Worker II	5,239.92	5,501.92	5,777.02	6,065.87	6,369.16
Water Production Worker I	4,525.34	4,751.61	4,989.19	5,238.65	5,500.58
Water Production Worker II	4,989.19	5,238.65	5,500.58	5,775.61	6,064.39
Water Service Worker I	4,306.81	4,522.15	4,748.25	4,985.67	5,234.95
Water Service Worker II	4,748.25	4,985.67	5,234.95	5,496.70	5,771.53
<u>Police</u>					
Police Officer	6,158.77	6,467.32	6,791.46	7,131.21	7,488.29
Police Officer - Special Assignment	6,467.32	6,791.46	7,131.21	7,488.29	7,862.70
Police Sergeant	7,311.48	7,677.23	8,060.31	8,464.19	8,887.14
Police Sergeant - Special Assignment	7,677.23	8,060.31	8,464.19	8,887.14	9,330.89

ECONOMIC CONSIDERATIONS

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

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

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

METHODOLOGY

Based upon time estimates, a model of departmental activities is developed and then reviewed extensively with the various departments. The model is then analyzed for each fee area. Hourly rates taken from the City's 2012/13 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 273 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.



Budget Assumptions for Computing Overhead Costs				
Department/Division	Personnel	Supplies & Services	Capital	Total
City-wide				
City Manager (a)	\$687,532	\$136,148	\$0	\$823,680
City Clerk (a)	\$273,858	\$130,421	\$0	\$404,279
Human Resources (a)	\$502,111	\$147,337	\$0	\$649,448
City Attorney (a)	\$690,588	\$199,916	\$0	\$890,504
Finance and Information Systems(a)	\$1,382,914	\$490,802	\$0	\$1,873,716
Community Services (a)	\$0	\$569,132	\$0	\$569,132
Non-Departmental (a)	\$0	\$890,805	\$0	\$890,805
Operational Transfers Out (a)	\$0	\$1,189,389	\$0	\$1,189,389
Retiree Medical (a)	\$582,759	\$0	\$0	\$582,759
Community Development				
Building	\$1,303,604	\$401,926	\$0	\$1,705,530
Planning	\$1,035,353	\$196,278	\$0	\$1,231,631
Economic Development	\$411,266	\$129,727	\$0	\$540,993
Housing	\$213,867	\$406,828	\$5,000	\$625,695
Police				
Police	\$13,000,954	\$4,155,201	\$105,000	\$17,261,155
Parks and Recreation				
Administration	\$1,414,305	\$311,112	\$0	\$1,725,417
City Pool	\$342,163	\$384,984	\$0	\$727,147
Community Center	\$41,668	\$419,972	\$0	\$461,640
Senior Programs	\$149,416	\$59,903	\$0	\$209,319
Senior Center	\$8,326	\$155,160	\$0	\$163,486
Landscape	\$414,873	\$609,280	\$0	\$1,024,153
Public Works				
Solid Waste Enterprise	\$2,929,710	\$6,036,768	\$235,678	\$9,202,156
Water Enterprise	\$3,241,226	\$14,837,188	\$1,112,885	\$19,191,299
Wastewater Enterprise	\$2,222,303	\$6,154,099	\$1,592,924	\$9,969,326
Streets	\$1,633,216	\$1,170,294	\$0	\$2,803,510
Engineering	\$595,071	\$314,576	\$800	\$910,447
Traffic and Transportation	\$329,292	\$207,051	\$500	\$536,843
Construction Inspection	\$375,800	\$90,457	\$800	\$467,057
Capital Improvement Program	\$536,290	\$262,601	\$2,000	\$800,891

(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 and Information Systems

Step A		\$5,333.76 /Month		\$35.56 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.040000	\$213.35		Non-Sworn Professionals / Supervisors			
PERS - Employer	0.170050	907.01					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	37.34					
Life Insurance	0.000205	19.68					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	216.68					
Workers Comp.	0.046123	246.01					
Vision Benefit		33.53					
Medicare	0.014500	77.34		Hourly Rate & Benefits	35.49% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,255.83	61.04%	\$57.26	\$20.32	\$14.82	\$92.41
	Annual Salary + Benefits			<u>\$103,075.05</u>			
Step B		\$5,600.45 /Month		\$37.34 /Hour			
	Total Benefits	\$3,336.20	59.57%	\$59.58	\$21.14	\$15.42	\$96.14
	Annual Salary + Benefits			<u>\$107,239.78</u>			
Step C		\$5,880.47 /Month		\$39.20 /Hour			
	Total Benefits	\$3,420.59	58.17%	\$62.01	\$22.01	\$16.05	\$100.06
	Annual Salary + Benefits			<u>\$111,612.67</u>			
Step D		\$6,174.49 /Month		\$41.16 /Hour			
	Total Benefits	\$3,509.19	56.83%	\$64.56	\$22.91	\$16.71	\$104.18
	Annual Salary + Benefits			<u>\$116,204.19</u>			
Step E		\$6,483.22 /Month		\$43.22 /Hour			
	Total Benefits	\$3,602.23	55.56%	\$67.24	\$23.86	\$17.40	\$108.50
	Annual Salary + Benefits			<u>\$121,025.43</u>			



Accountant I
Department: Parks and Recreation

Step A		\$5,333.76 /Month		\$35.56 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$213.35			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	907.01					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	37.34					
Life Insurance	0.000205	19.68					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	216.68					
Workers Comp.	0.046123	246.01					
Vision Benefit		33.53					
Medicare	0.014500	77.34					
				Hourly Rate & Benefits	95.26% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,255.83	61.04%	\$57.26	\$54.55	\$14.82	\$126.63
	Annual Salary + Benefits			<u>\$103,075.05</u>			
Step B		\$5,600.45 /Month		\$37.34 /Hour			
	Total Benefits	\$3,336.20	59.57%	\$59.58	\$56.75	\$15.42	\$131.75
	Annual Salary + Benefits			<u>\$107,239.78</u>			
Step C		\$5,880.47 /Month		\$39.20 /Hour			
	Total Benefits	\$3,420.59	58.17%	\$62.01	\$59.07	\$16.05	\$137.12
	Annual Salary + Benefits			<u>\$111,612.67</u>			
Step D		\$6,174.49 /Month		\$41.16 /Hour			
	Total Benefits	\$3,509.19	56.83%	\$64.56	\$61.50	\$16.71	\$142.76
	Annual Salary + Benefits			<u>\$116,204.19</u>			
Step E		\$6,483.22 /Month		\$43.22 /Hour			
	Total Benefits	\$3,602.23	55.56%	\$67.24	\$64.05	\$17.40	\$148.69
	Annual Salary + Benefits			<u>\$121,025.43</u>			



Accountant II

Department: Finance and Information Systems

Step A		\$5,880.47 /Month		\$39.20 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$235.22			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	999.97					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	41.16					
Life Insurance	0.000205	21.70					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	227.61					
Workers Comp.	0.046123	271.22					
Vision Benefit		33.53					
Medicare	0.014500	85.27					
				Hourly Rate & Benefits	35.49% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,420.59	58.17%	\$62.01	\$22.01	\$16.05	\$100.06
		Annual Salary + Benefits		<u>\$111,612.67</u>			
Step B		\$6,174.49 /Month		\$41.16 /Hour			
	Total Benefits	\$3,509.19	56.83%	\$64.56	\$22.91	\$16.71	\$104.18
		Annual Salary + Benefits		<u>\$116,204.19</u>			
Step C		\$6,483.22 /Month		\$43.22 /Hour			
	Total Benefits	\$3,602.23	55.56%	\$67.24	\$23.86	\$17.40	\$108.50
		Annual Salary + Benefits		<u>\$121,025.43</u>			
Step D		\$6,807.38 /Month		\$45.38 /Hour			
	Total Benefits	\$3,699.92	54.35%	\$70.05	\$24.86	\$18.13	\$113.04
		Annual Salary + Benefits		<u>\$126,087.63</u>			
Step E		\$7,147.75 /Month		\$47.65 /Hour			
	Total Benefits	\$3,802.50	53.20%	\$73.00	\$25.91	\$18.89	\$117.80
		Annual Salary + Benefits		<u>\$131,402.97</u>			



Accountant II
Department: Parks and Recreation

Step A		\$5,880.47 /Month		\$39.20 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$235.22			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	999.97					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	41.16					
Life Insurance	0.000205	21.70					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	227.61					
Workers Comp.	0.046123	271.22					
Vision Benefit		33.53					
Medicare	0.014500	85.27					
				Hourly Rate & Benefits	95.26% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,420.59	58.17%	\$62.01	\$59.07	\$16.05	\$137.12
	Annual Salary + Benefits			<u>\$111,612.67</u>			
Step B		\$6,174.49 /Month		\$41.16 /Hour			
	Total Benefits	\$3,509.19	56.83%	\$64.56	\$61.50	\$16.71	\$142.76
	Annual Salary + Benefits			<u>\$116,204.19</u>			
Step C		\$6,483.22 /Month		\$43.22 /Hour			
	Total Benefits	\$3,602.23	55.56%	\$67.24	\$64.05	\$17.40	\$148.69
	Annual Salary + Benefits			<u>\$121,025.43</u>			
Step D		\$6,807.38 /Month		\$45.38 /Hour			
	Total Benefits	\$3,699.92	54.35%	\$70.05	\$66.73	\$18.13	\$154.91
	Annual Salary + Benefits			<u>\$126,087.63</u>			
Step E		\$7,147.75 /Month		\$47.65 /Hour			
	Total Benefits	\$3,802.50	53.20%	\$73.00	\$69.54	\$18.89	\$161.44
	Annual Salary + Benefits			<u>\$131,402.97</u>			



Accounting Assistant I
Department: Finance and Information Systems

Step A		\$3,667.18 /Month		\$24.45 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$146.69			Office Employees		
PERS - Employer	0.170050	623.60					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	25.67					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	169.14					
Vision Benefit		33.53					
Medicare	0.014500	53.17					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,556.71	69.72%	\$41.49	\$14.73	\$10.74	\$66.96
	Annual Salary + Benefits			<u>\$74,686.64</u>			
Step B		\$3,850.54 /Month		\$25.67 /Hour			
	Total Benefits	\$2,607.62	67.72%	\$43.05	\$15.28	\$11.14	\$69.48
	Annual Salary + Benefits			<u>\$77,497.93</u>			
Step C		\$4,043.07 /Month		\$26.95 /Hour			
	Total Benefits	\$2,661.08	65.82%	\$44.69	\$15.86	\$11.57	\$72.12
	Annual Salary + Benefits			<u>\$80,449.82</u>			
Step D		\$4,245.22 /Month		\$28.30 /Hour			
	Total Benefits	\$2,717.21	64.01%	\$46.42	\$16.47	\$12.01	\$74.90
	Annual Salary + Benefits			<u>\$83,549.20</u>			
Step E		\$4,457.48 /Month		\$29.72 /Hour			
	Total Benefits	\$2,776.15	62.28%	\$48.22	\$17.11	\$12.48	\$77.82
	Annual Salary + Benefits			<u>\$86,803.58</u>			



Accounting Assistant II
Department: Finance and Information Systems

Step A		\$4,043.07 /Month		\$26.95 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$161.72			Office Employees		
PERS - Employer	0.170050	687.52					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	28.30					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	186.48					
Vision Benefit		33.53					
Medicare	0.014500	58.62					
				Hourly Rate & Benefits	35.49% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,661.08	65.82%	\$44.69	\$15.86	\$11.57	\$72.12
	Annual Salary + Benefits			<u>\$80,449.82</u>			
Step B		\$4,245.22 /Month		\$28.30 /Hour			
	Total Benefits	\$2,717.21	64.01%	\$46.42	\$16.47	\$12.01	\$74.90
	Annual Salary + Benefits			<u>\$83,549.20</u>			
Step C		\$4,457.48 /Month		\$29.72 /Hour			
	Total Benefits	\$2,776.15	62.28%	\$48.22	\$17.11	\$12.48	\$77.82
	Annual Salary + Benefits			<u>\$86,803.58</u>			
Step D		\$4,680.36 /Month		\$31.20 /Hour			
	Total Benefits	\$2,838.04	60.64%	\$50.12	\$17.79	\$12.97	\$80.88
	Annual Salary + Benefits			<u>\$90,220.80</u>			
Step E		\$4,914.37 /Month		\$32.76 /Hour			
	Total Benefits	\$2,903.02	59.07%	\$52.12	\$18.50	\$13.49	\$84.10
	Annual Salary + Benefits			<u>\$93,808.65</u>			





Accounting Specialist

Department: Finance and Information Systems

Step A		\$5,343.90 /Month		\$35.63 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$213.76			Office Employees		
PERS - Employer	0.170050	908.73					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	37.41					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	246.48					
Vision Benefit		33.53					
Medicare	0.014500	77.49					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,022.29	56.56%	\$55.77	\$19.79	\$14.43	\$90.00
		Annual Salary + Benefits		\$100,394.24			
Step B		\$5,611.10 /Month		\$37.41 /Hour			
	Total Benefits	\$3,096.48	55.18%	\$58.05	\$20.60	\$15.02	\$93.68
		Annual Salary + Benefits		\$104,490.97			
Step C		\$5,891.65 /Month		\$39.28 /Hour			
	Total Benefits	\$3,174.38	53.88%	\$60.44	\$21.45	\$15.64	\$97.53
		Annual Salary + Benefits		\$108,792.39			
Step D		\$6,186.24 /Month		\$41.24 /Hour			
	Total Benefits	\$3,256.18	52.64%	\$62.95	\$22.34	\$16.29	\$101.58
		Annual Salary + Benefits		\$113,309.06			
Step E		\$6,495.55 /Month		\$43.30 /Hour			
	Total Benefits	\$3,342.07	51.45%	\$65.58	\$23.28	\$16.97	\$105.83
		Annual Salary + Benefits		\$118,051.43			



Accounting Technician
Department: Finance and Information Systems

Step A		\$4,650.94 /Month		\$31.01 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$186.04			Office Employees		
PERS - Employer	0.170050	790.89					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	32.56					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	214.52					
Vision Benefit		33.53					
Medicare	0.014500	67.44					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,829.87	60.85%	\$49.87	\$17.70	\$12.91	\$80.48
	Annual Salary + Benefits			<u>\$89,769.73</u>			
Step B		\$4,883.48 /Month		\$32.56 /Hour			
	Total Benefits	\$2,894.44	59.27%	\$51.85	\$18.40	\$13.42	\$83.67
	Annual Salary + Benefits			<u>\$93,335.05</u>			
Step C		\$5,127.66 /Month		\$34.18 /Hour			
	Total Benefits	\$2,962.24	57.77%	\$53.93	\$19.14	\$13.96	\$87.03
	Annual Salary + Benefits			<u>\$97,078.83</u>			
Step D		\$5,384.04 /Month		\$35.89 /Hour			
	Total Benefits	\$3,033.43	56.34%	\$56.12	\$19.92	\$14.52	\$90.56
	Annual Salary + Benefits			<u>\$101,009.67</u>			
Step E		\$5,653.24 /Month		\$37.69 /Hour			
	Total Benefits	\$3,108.18	54.98%	\$58.41	\$20.73	\$15.12	\$94.26
	Annual Salary + Benefits			<u>\$105,137.07</u>			



Accounting Technician

Department: Police

Step A		\$4,650.94 /Month		\$31.01 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$186.04			Office Employees		
PERS - Employer	0.170050	790.89					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	32.56					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	214.52					
Vision Benefit		33.53					
Medicare	0.014500	67.44					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,829.87	60.85%	\$49.87	\$22.74	\$12.91	\$85.52
	Annual Salary + Benefits			<u>\$89,769.73</u>			
Step B		\$4,883.48 /Month		\$32.56 /Hour			
	Total Benefits	\$2,894.44	59.27%	\$51.85	\$23.64	\$13.42	\$88.91
	Annual Salary + Benefits			<u>\$93,335.05</u>			
Step C		\$5,127.66 /Month		\$34.18 /Hour			
	Total Benefits	\$2,962.24	57.77%	\$53.93	\$24.59	\$13.96	\$92.48
	Annual Salary + Benefits			<u>\$97,078.83</u>			
Step D		\$5,384.04 /Month		\$35.89 /Hour			
	Total Benefits	\$3,033.43	56.34%	\$56.12	\$25.58	\$14.52	\$96.22
	Annual Salary + Benefits			<u>\$101,009.67</u>			
Step E		\$5,653.24 /Month		\$37.69 /Hour			
	Total Benefits	\$3,108.18	54.98%	\$58.41	\$26.63	\$15.12	\$100.15
	Annual Salary + Benefits			<u>\$105,137.07</u>			



Administrative Assistant I

Department: Administration

Step A		\$3,471.74 /Month		\$23.14 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$138.87			Office Employees		
PERS - Employer	0.170050	590.37					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	24.30					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	160.13					
Vision Benefit		33.53					
Medicare	0.014500	50.34					
				Hourly Rate & Benefits	28.28% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,502.44	72.08%	\$39.83	\$11.26	\$10.31	\$61.40
	Annual Salary + Benefits			<u>\$71,690.14</u>			
Step B		\$3,645.33 /Month		\$24.30 /Hour			
	Total Benefits	\$2,550.64	69.97%	\$41.31	\$11.68	\$10.69	\$63.68
	Annual Salary + Benefits			<u>\$74,351.64</u>			
Step C		\$3,827.59 /Month		\$25.52 /Hour			
	Total Benefits	\$2,601.25	67.96%	\$42.86	\$12.12	\$11.09	\$66.07
	Annual Salary + Benefits			<u>\$77,146.06</u>			
Step D		\$4,018.97 /Month		\$26.79 /Hour			
	Total Benefits	\$2,654.39	66.05%	\$44.49	\$12.58	\$11.51	\$68.58
	Annual Salary + Benefits			<u>\$80,080.31</u>			
Step E		\$4,219.92 /Month		\$28.13 /Hour			
	Total Benefits	\$2,710.19	64.22%	\$46.20	\$13.07	\$11.96	\$71.22
	Annual Salary + Benefits			<u>\$83,161.29</u>			





Administrative Assistant I

Department: Public Works

Step A		\$3,471.74 /Month		\$23.14 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$138.87			Office Employees		
PERS - Employer	0.170050	590.37					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	24.30					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	160.13					
Vision Benefit		33.53					
Medicare	0.014500	50.34					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,502.44	72.08%	\$39.83	\$47.41	\$10.31	\$97.54
	Annual Salary + Benefits			<u>\$71,690.14</u>			
Step B		\$3,645.33 /Month		\$24.30 /Hour			
	Total Benefits	\$2,550.64	69.97%	\$41.31	\$49.17	\$10.69	\$101.16
	Annual Salary + Benefits			<u>\$74,351.64</u>			
Step C		\$3,827.59 /Month		\$25.52 /Hour			
	Total Benefits	\$2,601.25	67.96%	\$42.86	\$51.01	\$11.09	\$104.97
	Annual Salary + Benefits			<u>\$77,146.06</u>			
Step D		\$4,018.97 /Month		\$26.79 /Hour			
	Total Benefits	\$2,654.39	66.05%	\$44.49	\$52.96	\$11.51	\$108.96
	Annual Salary + Benefits			<u>\$80,080.31</u>			
Step E		\$4,219.92 /Month		\$28.13 /Hour			
	Total Benefits	\$2,710.19	64.22%	\$46.20	\$54.99	\$11.96	\$113.15
	Annual Salary + Benefits			<u>\$83,161.29</u>			



Administrative Assistant II
Department: Community Development

Step A		\$3,827.59 /Month		\$25.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$153.10			Office Employees		
PERS - Employer	0.170050	650.88					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	26.79					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	176.54					
Vision Benefit		33.53					
Medicare	0.014500	55.50					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,601.25	67.96%	\$42.86	\$35.58	\$11.09	\$89.53
	Annual Salary + Benefits			<u>\$77,146.05</u>			
Step B		\$4,018.97 /Month		\$26.79 /Hour			
	Total Benefits	\$2,654.39	66.05%	\$44.49	\$36.93	\$11.51	\$92.94
	Annual Salary + Benefits			<u>\$80,080.31</u>			
Step C		\$4,219.92 /Month		\$28.13 /Hour			
	Total Benefits	\$2,710.19	64.22%	\$46.20	\$38.36	\$11.96	\$96.51
	Annual Salary + Benefits			<u>\$83,161.29</u>			
Step D		\$4,430.92 /Month		\$29.54 /Hour			
	Total Benefits	\$2,768.78	62.49%	\$48.00	\$39.85	\$12.42	\$100.27
	Annual Salary + Benefits			<u>\$86,396.36</u>			
Step E		\$4,652.46 /Month		\$31.02 /Hour			
	Total Benefits	\$2,830.29	60.83%	\$49.89	\$41.41	\$12.91	\$104.21
	Annual Salary + Benefits			<u>\$89,793.03</u>			



Administrative Assistant II
Department: Finance and Information Systems

Step A		\$3,827.59 /Month		\$25.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$153.10			Office Employees		
PERS - Employer	0.170050	650.88					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	26.79					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	176.54					
Vision Benefit		33.53					
Medicare	0.014500	55.50					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,601.25	67.96%	\$42.86	\$15.21	\$11.09	\$69.16
	Annual Salary + Benefits			<u>\$77,146.05</u>			
Step B		\$4,018.97 /Month		\$26.79 /Hour			
	Total Benefits	\$2,654.39	66.05%	\$44.49	\$15.79	\$11.51	\$71.79
	Annual Salary + Benefits			<u>\$80,080.31</u>			
Step C		\$4,219.92 /Month		\$28.13 /Hour			
	Total Benefits	\$2,710.19	64.22%	\$46.20	\$16.40	\$11.96	\$74.55
	Annual Salary + Benefits			<u>\$83,161.29</u>			
Step D		\$4,430.92 /Month		\$29.54 /Hour			
	Total Benefits	\$2,768.78	62.49%	\$48.00	\$17.03	\$12.42	\$77.45
	Annual Salary + Benefits			<u>\$86,396.36</u>			
Step E		\$4,652.46 /Month		\$31.02 /Hour			
	Total Benefits	\$2,830.29	60.83%	\$49.89	\$17.70	\$12.91	\$80.50
	Annual Salary + Benefits			<u>\$89,793.03</u>			



Administrative Assistant II

Department: Public Works

Step A		\$3,827.59 /Month		\$25.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$153.10			Office Employees		
PERS - Employer	0.170050	650.88					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	26.79					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	176.54					
Vision Benefit		33.53					
Medicare	0.014500	55.50					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,601.25	67.96%	\$42.86	\$51.01	\$11.09	\$104.97
	Annual Salary + Benefits			<u>\$77,146.05</u>			
Step B		\$4,018.97 /Month		\$26.79 /Hour			
	Total Benefits	\$2,654.39	66.05%	\$44.49	\$52.96	\$11.51	\$108.96
	Annual Salary + Benefits			<u>\$80,080.31</u>			
Step C		\$4,219.92 /Month		\$28.13 /Hour			
	Total Benefits	\$2,710.19	64.22%	\$46.20	\$54.99	\$11.96	\$113.15
	Annual Salary + Benefits			<u>\$83,161.29</u>			
Step D		\$4,430.92 /Month		\$29.54 /Hour			
	Total Benefits	\$2,768.78	62.49%	\$48.00	\$57.13	\$12.42	\$117.55
	Annual Salary + Benefits			<u>\$86,396.36</u>			
Step E		\$4,652.46 /Month		\$31.02 /Hour			
	Total Benefits	\$2,830.29	60.83%	\$49.89	\$59.38	\$12.91	\$122.17
	Annual Salary + Benefits			<u>\$89,793.03</u>			



Administrative Secretary
Department: Finance and Information Systems

Step A		\$4,430.92 /Month		\$29.54 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$177.24			Office Employees		
PERS - Employer	0.170050	753.48					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	31.02					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	204.37					
Vision Benefit		33.53					
Medicare	0.014500	64.25					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,768.78	62.49%	\$48.00	\$17.03	\$12.42	\$77.45
	Annual Salary + Benefits			<u>\$86,396.36</u>			

Step B		\$4,652.46 /Month		\$31.02 /Hour			
	Total Benefits	\$2,830.29	60.83%	\$49.89	\$17.70	\$12.91	\$80.50
	Annual Salary + Benefits			<u>\$89,793.03</u>			

Step C		\$4,885.09 /Month		\$32.57 /Hour			
	Total Benefits	\$2,894.89	59.26%	\$51.87	\$18.41	\$13.42	\$83.70
	Annual Salary + Benefits			<u>\$93,359.73</u>			

Step D		\$5,129.34 /Month		\$34.20 /Hour			
	Total Benefits	\$2,962.71	57.76%	\$53.95	\$19.15	\$13.96	\$87.05
	Annual Salary + Benefits			<u>\$97,104.59</u>			

Step E		\$5,385.81 /Month		\$35.91 /Hour			
	Total Benefits	\$3,033.92	56.33%	\$56.13	\$19.92	\$14.53	\$90.58
	Annual Salary + Benefits			<u>\$101,036.81</u>			



Administrative Secretary
Department: Parks and Recreation

Step A		\$4,430.92 /Month		\$29.54 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$177.24			Office Employees		
PERS - Employer	0.170050	753.48					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	31.02					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	204.37					
Vision Benefit		33.53					
Medicare	0.014500	64.25					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,768.78	62.49%	\$48.00	\$45.72	\$12.42	\$106.14
				Annual Salary + Benefits			
				<u><u>\$86,396.36</u></u>			
Step B		\$4,652.46 /Month		\$31.02 /Hour			
	Total Benefits	\$2,830.29	60.83%	\$49.89	\$47.52	\$12.91	\$110.32
				Annual Salary + Benefits			
				<u><u>\$89,793.03</u></u>			
Step C		\$4,885.09 /Month		\$32.57 /Hour			
	Total Benefits	\$2,894.89	59.26%	\$51.87	\$49.41	\$13.42	\$114.70
				Annual Salary + Benefits			
				<u><u>\$93,359.73</u></u>			
Step D		\$5,129.34 /Month		\$34.20 /Hour			
	Total Benefits	\$2,962.71	57.76%	\$53.95	\$51.39	\$13.96	\$119.30
				Annual Salary + Benefits			
				<u><u>\$97,104.59</u></u>			
Step E		\$5,385.81 /Month		\$35.91 /Hour			
	Total Benefits	\$3,033.92	56.33%	\$56.13	\$53.47	\$14.53	\$124.13
				Annual Salary + Benefits			
				<u><u>\$101,036.81</u></u>			



Administrative Secretary

Department: Public Works

Step A		\$4,430.92 /Month		\$29.54 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$177.24			Office Employees		
PERS - Employer	0.170050	753.48					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	31.02					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	204.37					
Vision Benefit		33.53					
Medicare	0.014500	64.25					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,768.78	62.49%	\$48.00	\$57.13	\$12.42	\$117.55
	Annual Salary + Benefits			<u>\$86,396.36</u>			
Step B		\$4,652.46 /Month		\$31.02 /Hour			
	Total Benefits	\$2,830.29	60.83%	\$49.89	\$59.38	\$12.91	\$122.17
	Annual Salary + Benefits			<u>\$89,793.03</u>			
Step C		\$4,885.09 /Month		\$32.57 /Hour			
	Total Benefits	\$2,894.89	59.26%	\$51.87	\$61.74	\$13.42	\$127.03
	Annual Salary + Benefits			<u>\$93,359.73</u>			
Step D		\$5,129.34 /Month		\$34.20 /Hour			
	Total Benefits	\$2,962.71	57.76%	\$53.95	\$64.21	\$13.96	\$132.12
	Annual Salary + Benefits			<u>\$97,104.59</u>			
Step E		\$5,385.81 /Month		\$35.91 /Hour			
	Total Benefits	\$3,033.92	56.33%	\$56.13	\$66.81	\$14.53	\$137.47
	Annual Salary + Benefits			<u>\$101,036.81</u>			



Administrative Supervisor
Department: Community Development

Step A		\$4,874.94 /Month		\$32.50 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$195.00					
PERS - Employer	0.170050	828.98					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	34.12					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	224.85			83.02%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	70.69					
	Total Benefits	\$2,892.07	59.33%	\$51.78	\$42.99	\$13.40	\$108.17
		Annual Salary + Benefits		<u>\$93,204.11</u>			
Step B		\$5,118.69 /Month		\$34.12 /Hour			
	Total Benefits	\$2,959.75	57.82%	\$53.86	\$44.71	\$13.94	\$112.51
		Annual Salary + Benefits		<u>\$96,941.30</u>			
Step C		\$5,374.62 /Month		\$35.83 /Hour			
	Total Benefits	\$3,030.82	56.39%	\$56.04	\$46.52	\$14.50	\$117.06
		Annual Salary + Benefits		<u>\$100,865.24</u>			
Step D		\$5,643.35 /Month		\$37.62 /Hour			
	Total Benefits	\$3,105.44	55.03%	\$58.33	\$48.42	\$15.09	\$121.84
		Annual Salary + Benefits		<u>\$104,985.43</u>			
Step E		\$5,925.52 /Month		\$39.50 /Hour			
	Total Benefits	\$3,183.79	53.73%	\$60.73	\$50.42	\$15.72	\$126.86
		Annual Salary + Benefits		<u>\$109,311.68</u>			

Administrative Supervisor
Department: Finance and Information Systems

Step A		\$4,874.94 /Month		\$32.50 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate</u>	<u>Department</u>	<u>City-Wide</u>	<u>Total Hourly</u>
				& Benefits	Overhead	Overhead	Rate
PERS - Employee	0.040000	\$195.00					
PERS - Employer	0.170050	828.98					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	34.12					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	224.85			35.49%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	70.69					
Total Benefits		\$2,892.07	59.33%	\$51.78	\$18.38	\$13.40	\$83.56
Annual Salary + Benefits				<u><u>\$93,204.11</u></u>			

Step B		\$5,118.69 /Month		\$34.12 /Hour			
Total Benefits		\$2,959.75	57.82%	\$53.86	\$19.11	\$13.94	\$86.91
Annual Salary + Benefits				<u><u>\$96,941.30</u></u>			

Step C		\$5,374.62 /Month		\$35.83 /Hour			
Total Benefits		\$3,030.82	56.39%	\$56.04	\$19.89	\$14.50	\$90.43
Annual Salary + Benefits				<u><u>\$100,865.24</u></u>			

Step D		\$5,643.35 /Month		\$37.62 /Hour			
Total Benefits		\$3,105.44	55.03%	\$58.33	\$20.70	\$15.09	\$94.12
Annual Salary + Benefits				<u><u>\$104,985.43</u></u>			

Step E		\$5,925.52 /Month		\$39.50 /Hour			
Total Benefits		\$3,183.79	53.73%	\$60.73	\$21.55	\$15.72	\$98.00
Annual Salary + Benefits				<u><u>\$109,311.68</u></u>			



Administrative Supervisor
Department: Parks and Recreation

Step A		\$4,874.94 /Month		\$32.50 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$195.00					
PERS - Employer	0.170050	828.98					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	34.12					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	224.85			95.26%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	70.69					
	Total Benefits	\$2,892.07	59.33%	\$51.78	\$49.33	\$13.40	\$114.51
	Annual Salary + Benefits			<u>\$93,204.11</u>			
Step B		\$5,118.69 /Month		\$34.12 /Hour			
	Total Benefits	\$2,959.75	57.82%	\$53.86	\$51.30	\$13.94	\$119.10
	Annual Salary + Benefits			<u>\$96,941.30</u>			
Step C		\$5,374.62 /Month		\$35.83 /Hour			
	Total Benefits	\$3,030.82	56.39%	\$56.04	\$53.38	\$14.50	\$123.92
	Annual Salary + Benefits			<u>\$100,865.24</u>			
Step D		\$5,643.35 /Month		\$37.62 /Hour			
	Total Benefits	\$3,105.44	55.03%	\$58.33	\$55.56	\$15.09	\$128.98
	Annual Salary + Benefits			<u>\$104,985.43</u>			
Step E		\$5,925.52 /Month		\$39.50 /Hour			
	Total Benefits	\$3,183.79	53.73%	\$60.73	\$57.85	\$15.72	\$134.30
	Annual Salary + Benefits			<u>\$109,311.68</u>			



Administrative Supervisor

Department: Public Works

Step A		\$4,874.94 /Month		\$32.50 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$195.00					
PERS - Employer	0.170050	828.98					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	34.12					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	224.85			119.03%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	70.69					
	Total Benefits	\$2,892.07	59.33%	\$51.78	\$61.63	\$13.40	\$126.81
Annual Salary + Benefits				<u><u>\$93,204.11</u></u>			
Step B		\$5,118.69 /Month		\$34.12 /Hour			
	Total Benefits	\$2,959.75	57.82%	\$53.86	\$64.11	\$13.94	\$131.90
Annual Salary + Benefits				<u><u>\$96,941.30</u></u>			
Step C		\$5,374.62 /Month		\$35.83 /Hour			
	Total Benefits	\$3,030.82	56.39%	\$56.04	\$66.70	\$14.50	\$137.24
Annual Salary + Benefits				<u><u>\$100,865.24</u></u>			
Step D		\$5,643.35 /Month		\$37.62 /Hour			
	Total Benefits	\$3,105.44	55.03%	\$58.33	\$69.42	\$15.09	\$142.84
Annual Salary + Benefits				<u><u>\$104,985.43</u></u>			
Step E		\$5,925.52 /Month		\$39.50 /Hour			
	Total Benefits	\$3,183.79	53.73%	\$60.73	\$72.29	\$15.72	\$148.73
Annual Salary + Benefits				<u><u>\$109,311.68</u></u>			





Assistant City Attorney
Department: City Attorney

Step A		\$10,486.36 /Month		\$69.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$419.45			Non-Sworn Asst Director / Asst City Attorney		
PERS - Employer	0.170050	1,783.21					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	73.40					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	424.59					
Workers Comp.	0.046123	483.66					
Vision Benefit		33.53					
Medicare	0.014500	152.05					
				Hourly Rate & Benefits	28.95% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,905.55	46.78%	\$102.61	\$29.71	\$26.56	\$158.88
		Annual Salary + Benefits		<u>\$184,702.92</u>			
Step B		\$11,010.68 /Month		\$73.40 /Hour			
	Total Benefits	\$5,076.75	46.11%	\$107.25	\$31.05	\$27.76	\$166.05
		Annual Salary + Benefits		<u>\$193,049.14</u>			
Step C		\$11,561.21 /Month		\$77.07 /Hour			
	Total Benefits	\$5,248.16	45.39%	\$112.06	\$32.44	\$29.00	\$173.51
		Annual Salary + Benefits		<u>\$201,712.48</u>			
Step D		\$12,139.28 /Month		\$80.93 /Hour			
	Total Benefits	\$5,428.15	44.72%	\$117.12	\$33.91	\$30.31	\$181.33
		Annual Salary + Benefits		<u>\$210,809.19</u>			
Step E		\$12,746.24 /Month		\$84.97 /Hour			
	Total Benefits	\$5,617.14	44.07%	\$122.42	\$35.44	\$31.68	\$189.55
		Annual Salary + Benefits		<u>\$220,360.53</u>			



**Assistant City Clerk
Department: Administration**

Step A		\$5,627.54 /Month		\$37.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$225.10			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	956.96					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	39.39					
Life Insurance	0.000205	20.77					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	222.55					
Workers Comp.	0.046123	259.56					
Vision Benefit		33.53					
Medicare	0.014500	81.60					
				Hourly Rate & Benefits	28.28% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,344.36	59.43%	\$59.81	\$16.92	\$15.48	\$92.21
	Annual Salary + Benefits			<u>\$107,662.83</u>			
Step B		\$5,908.91 /Month		\$39.39 /Hour			
	Total Benefits	\$3,429.16	58.03%	\$62.25	\$17.61	\$16.11	\$95.97
	Annual Salary + Benefits			<u>\$112,056.80</u>			
Step C		\$6,204.36 /Month		\$41.36 /Hour			
	Total Benefits	\$3,518.19	56.71%	\$64.82	\$18.33	\$16.77	\$99.92
	Annual Salary + Benefits			<u>\$116,670.65</u>			
Step D		\$6,514.58 /Month		\$43.43 /Hour			
	Total Benefits	\$3,611.68	55.44%	\$67.51	\$19.09	\$17.47	\$104.07
	Annual Salary + Benefits			<u>\$121,515.16</u>			
Step E		\$6,840.31 /Month		\$45.60 /Hour			
	Total Benefits	\$3,709.85	54.24%	\$70.33	\$19.89	\$18.20	\$108.43
	Annual Salary + Benefits			<u>\$126,601.88</u>			



**Assistant City Manager
Department: Administration**

Step A		\$12,004.44 /Month		\$80.03 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$510.65					
PERS - Employer	0.170050	2,170.90					
PERS Survivor		2.00					
Management Incentive		761.79					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	84.03					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		110.00					
Workers Comp.	0.046123	553.68			28.28%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	174.06					
	Total Benefits	\$5,934.29	49.43%	\$119.59	\$33.82	\$30.95	\$184.36
	Annual Salary + Benefits			<u>\$215,264.81</u>			
Step B		\$12,604.67 /Month		\$84.03 /Hour			
	Total Benefits	\$6,116.72	48.53%	\$124.81	\$35.30	\$32.30	\$192.41
	Annual Salary + Benefits			<u>\$224,656.71</u>			
Step C		\$13,234.90 /Month		\$88.23 /Hour			
	Total Benefits	\$6,294.05	47.56%	\$130.19	\$36.82	\$33.69	\$200.71
	Annual Salary + Benefits			<u>\$234,347.36</u>			
Step D		\$13,896.64 /Month		\$92.64 /Hour			
	Total Benefits	\$6,480.24	46.63%	\$135.85	\$38.42	\$35.16	\$209.42
	Annual Salary + Benefits			<u>\$244,522.51</u>			
Step E		\$14,591.48 /Month		\$97.28 /Hour			
	Total Benefits	\$6,675.74	45.75%	\$141.78	\$40.10	\$36.69	\$218.57
	Annual Salary + Benefits			<u>\$255,206.61</u>			



Assistant Community Development Director

Department: Community Development

Step A		\$10,486.36 /Month		\$69.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.040000	\$419.45		Non-Sworn Asst Director / Asst City Attorney			
PERS - Employer	0.170050	1,783.21					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	73.40					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	424.59					
Workers Comp.	0.046123	483.66					
Vision Benefit		33.53					
Medicare	0.014500	152.05					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,905.55	46.78%	\$102.61	\$85.19	\$26.56	\$214.36
		Annual Salary + Benefits		<u>\$184,702.92</u>			
Step B		\$11,010.68 /Month		\$73.40 /Hour			
	Total Benefits	\$5,076.75	46.11%	\$107.25	\$89.04	\$27.76	\$224.04
		Annual Salary + Benefits		<u>\$193,049.14</u>			
Step C		\$11,561.21 /Month		\$77.07 /Hour			
	Total Benefits	\$5,248.16	45.39%	\$112.06	\$93.03	\$29.00	\$234.10
		Annual Salary + Benefits		<u>\$201,712.48</u>			
Step D		\$12,139.28 /Month		\$80.93 /Hour			
	Total Benefits	\$5,428.15	44.72%	\$117.12	\$97.23	\$30.31	\$244.66
		Annual Salary + Benefits		<u>\$210,809.19</u>			
Step E		\$12,746.24 /Month		\$84.97 /Hour			
	Total Benefits	\$5,617.14	44.07%	\$122.42	\$101.64	\$31.68	\$255.74
		Annual Salary + Benefits		<u>\$220,360.53</u>			



Assistant Director of Public Works/ Engineering or Operations

Department: Public Works

Step A		\$10,774.83 /Month		\$71.83 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.040000	\$430.99		Non-Sworn Asst Director / Asst City Attorney			
PERS - Employer	0.170050	1,832.26					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	75.42					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	433.24					
Workers Comp.	0.046123	496.97					
Vision Benefit		33.53					
Medicare	0.014500	156.24					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,994.30	46.35%	\$105.13	\$125.13	\$27.21	\$257.47
		Annual Salary + Benefits		<u>\$189,229.61</u>			
Step B		\$11,313.57 /Month		\$75.42 /Hour			
	Total Benefits	\$5,171.06	45.71%	\$109.90	\$130.81	\$28.44	\$269.15
		Annual Salary + Benefits		<u>\$197,815.53</u>			
Step C		\$11,879.25 /Month		\$79.20 /Hour			
	Total Benefits	\$5,347.19	45.01%	\$114.84	\$136.70	\$29.72	\$281.26
		Annual Salary + Benefits		<u>\$206,717.27</u>			
Step D		\$12,473.21 /Month		\$83.15 /Hour			
	Total Benefits	\$5,532.13	44.35%	\$120.04	\$142.88	\$31.07	\$293.98
		Annual Salary + Benefits		<u>\$216,064.03</u>			
Step E		\$13,096.87 /Month		\$87.31 /Hour			
	Total Benefits	\$5,726.31	43.72%	\$125.49	\$149.37	\$32.48	\$307.33
		Annual Salary + Benefits		<u>\$225,878.17</u>			



Assistant Engineer
Department: Public Works

Step A		\$6,707.17 /Month		\$44.71 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.040000	\$268.29		Non-Sworn Professionals / Supervisors			
PERS - Employer	0.170050	1,140.55					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	46.95					
Life Insurance	0.000205	24.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	244.14					
Workers Comp.	0.046123	309.35					
Vision Benefit		33.53					
Medicare	0.014500	97.25		Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,669.72	54.71%	\$69.18	\$82.34	\$17.90	\$169.43
	Annual Salary + Benefits			<u>\$124,522.71</u>			
Step B		\$7,042.53 /Month		\$46.95 /Hour			
	Total Benefits	\$3,770.79	53.54%	\$72.09	\$85.81	\$18.66	\$176.55
	Annual Salary + Benefits			<u>\$129,759.82</u>			
Step C		\$7,394.66 /Month		\$49.30 /Hour			
	Total Benefits	\$3,876.91	52.43%	\$75.14	\$89.44	\$19.45	\$184.03
	Annual Salary + Benefits			<u>\$135,258.80</u>			
Step D		\$7,764.39 /Month		\$51.76 /Hour			
	Total Benefits	\$3,988.33	51.37%	\$78.35	\$93.26	\$20.28	\$191.89
	Annual Salary + Benefits			<u>\$141,032.64</u>			
Step E		\$8,152.61 /Month		\$54.35 /Hour			
	Total Benefits	\$4,105.33	50.36%	\$81.72	\$97.27	\$21.15	\$200.14
	Annual Salary + Benefits			<u>\$147,095.22</u>			



Assistant Finance Director
Department: Finance and Information Systems

Step A		\$9,121.38 /Month		\$60.81 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$364.86			Non-Sworn Asst Director / Asst City Attorney		
PERS - Employer	0.170050	1,551.09					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	63.85					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	383.64					
Workers Comp.	0.046123	420.71					
Vision Benefit		33.53					
Medicare	0.014500	132.26					
				Hourly Rate & Benefits	35.49% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,485.58	49.18%	\$90.71	\$32.19	\$23.48	\$146.38
		Annual Salary + Benefits		<u>\$163,283.55</u>			
Step B		\$9,577.45 /Month		\$63.85 /Hour			
	Total Benefits	\$4,630.49	48.35%	\$94.72	\$33.62	\$24.51	\$152.85
		Annual Salary + Benefits		<u>\$170,495.32</u>			
Step C		\$10,056.32 /Month		\$67.04 /Hour			
	Total Benefits	\$4,779.60	47.53%	\$98.91	\$35.10	\$25.60	\$159.60
		Annual Salary + Benefits		<u>\$178,030.99</u>			
Step D		\$10,559.14 /Month		\$70.39 /Hour			
	Total Benefits	\$4,936.16	46.75%	\$103.30	\$36.66	\$26.73	\$166.70
		Annual Salary + Benefits		<u>\$185,943.55</u>			
Step E		\$11,087.09 /Month		\$73.91 /Hour			
	Total Benefits	\$5,100.54	46.00%	\$107.92	\$38.30	\$27.93	\$174.15
		Annual Salary + Benefits		<u>\$194,251.56</u>			



Assistant Parks and Recreation Director

Department: Parks and Recreation

Step A		\$8,702.38 /Month		\$58.02 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.040000	\$348.10		Non-Sworn Asst Director / Asst City Attorney			
PERS - Employer	0.170050	1,479.84					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	60.92					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	371.07					
Workers Comp.	0.046123	401.38					
Vision Benefit		33.53					
Medicare	0.014500	126.18					
				Hourly Rate & Benefits	95.26% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,356.67	50.06%	\$87.06	\$82.93	\$22.53	\$192.53
		Annual Salary + Benefits		<u>\$156,708.57</u>			
Step B		\$9,137.49 /Month		\$60.92 /Hour			
	Total Benefits	\$4,493.51	49.18%	\$90.87	\$86.57	\$23.52	\$200.96
		Annual Salary + Benefits		<u>\$163,571.96</u>			
Step C		\$9,594.37 /Month		\$63.96 /Hour			
	Total Benefits	\$4,635.76	48.32%	\$94.87	\$90.37	\$24.55	\$209.79
		Annual Salary + Benefits		<u>\$170,761.58</u>			
Step D		\$10,074.09 /Month		\$67.16 /Hour			
	Total Benefits	\$4,785.13	47.50%	\$99.06	\$94.37	\$25.64	\$219.06
		Annual Salary + Benefits		<u>\$178,310.63</u>			
Step E		\$10,577.79 /Month		\$70.52 /Hour			
	Total Benefits	\$4,941.96	46.72%	\$103.47	\$98.56	\$26.78	\$228.80
		Annual Salary + Benefits		<u>\$186,237.03</u>			



Assistant Planner
Department: Community Development

Step A		\$6,193.70 /Month		\$41.29 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$247.75			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,053.24					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	43.36					
Life Insurance	0.000205	22.85					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	233.87					
Workers Comp.	0.046123	285.67					
Vision Benefit		33.53					
Medicare	0.014500	89.81					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,514.98	56.75%	\$64.72	\$53.73	\$16.75	\$135.21
		Annual Salary + Benefits		<u>\$116,504.18</u>			
Step B		\$6,503.38 /Month		\$43.36 /Hour			
	Total Benefits	\$3,608.31	55.48%	\$67.41	\$55.96	\$17.45	\$140.82
		Annual Salary + Benefits		<u>\$121,340.26</u>			
Step C		\$6,828.55 /Month		\$45.52 /Hour			
	Total Benefits	\$3,706.30	54.28%	\$70.23	\$58.31	\$18.18	\$146.72
		Annual Salary + Benefits		<u>\$126,418.23</u>			
Step D		\$7,169.98 /Month		\$47.80 /Hour			
	Total Benefits	\$3,809.20	53.13%	\$73.19	\$60.77	\$18.94	\$152.90
		Annual Salary + Benefits		<u>\$131,750.12</u>			
Step E		\$7,528.48 /Month		\$50.19 /Hour			
	Total Benefits	\$3,917.24	52.03%	\$76.30	\$63.35	\$19.75	\$159.40
		Annual Salary + Benefits		<u>\$137,348.58</u>			



Associate Engineer
Department: Public Works

Step A		\$7,394.66 /Month		\$49.30 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$295.79			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,257.46					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	51.76					
Life Insurance	0.000205	27.29					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	257.89					
Workers Comp.	0.046123	341.06					
Vision Benefit		33.53					
Medicare	0.014500	107.22					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,876.91	52.43%	\$75.14	\$89.44	\$19.45	\$184.03
	Annual Salary + Benefits			<u>\$135,258.80</u>			
Step B		\$7,764.39 /Month		\$51.76 /Hour			
	Total Benefits	\$3,988.33	51.37%	\$78.35	\$93.26	\$20.28	\$191.89
	Annual Salary + Benefits			<u>\$141,032.64</u>			
Step C		\$8,152.61 /Month		\$54.35 /Hour			
	Total Benefits	\$4,105.33	50.36%	\$81.72	\$97.27	\$21.15	\$200.14
	Annual Salary + Benefits			<u>\$147,095.22</u>			
Step D		\$8,560.24 /Month		\$57.07 /Hour			
	Total Benefits	\$4,228.17	49.39%	\$85.26	\$101.48	\$22.06	\$208.80
	Annual Salary + Benefits			<u>\$153,460.92</u>			
Step E		\$8,988.26 /Month		\$59.92 /Hour			
	Total Benefits	\$4,357.16	48.48%	\$88.97	\$105.90	\$23.03	\$217.90
	Annual Salary + Benefits			<u>\$160,145.03</u>			





Associate Planner

Department: Community Development

Step A		\$6,828.55 /Month		\$45.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$273.14			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,161.19					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.80					
Life Insurance	0.000205	25.20					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.57					
Workers Comp.	0.046123	314.95					
Vision Benefit		33.53					
Medicare	0.014500	99.01					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,706.30	54.28%	\$70.23	\$58.31	\$18.18	\$146.72
		Annual Salary + Benefits		<u>\$126,418.23</u>			
Step B		\$7,169.98 /Month		\$47.80 /Hour			
	Total Benefits	\$3,809.20	53.13%	\$73.19	\$60.77	\$18.94	\$152.90
		Annual Salary + Benefits		<u>\$131,750.12</u>			
Step C		\$7,528.48 /Month		\$50.19 /Hour			
	Total Benefits	\$3,917.24	52.03%	\$76.30	\$63.35	\$19.75	\$159.40
		Annual Salary + Benefits		<u>\$137,348.58</u>			
Step D		\$7,904.90 /Month		\$52.70 /Hour			
	Total Benefits	\$4,030.67	50.99%	\$79.57	\$66.06	\$20.59	\$166.22
		Annual Salary + Benefits		<u>\$143,226.89</u>			
Step E		\$8,300.15 /Month		\$55.33 /Hour			
	Total Benefits	\$4,149.79	50.00%	\$83.00	\$68.91	\$21.48	\$173.39
		Annual Salary + Benefits		<u>\$149,399.26</u>			



Building Inspector I
Department: Community Development

Step A		\$5,650.02 /Month		\$37.67 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
PERS - Employee	0.040000	\$226.00					
PERS - Employer	0.170050	960.79					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	39.55					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	260.60			83.02%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	81.93					
Total Benefits		\$3,107.29	55.00%	\$58.38	\$48.47	\$15.11	\$121.96
Annual Salary + Benefits				<u>\$105,087.70</u>			
Step B		\$5,932.52 /Month		\$39.55 /Hour			
Total Benefits		\$3,185.73	53.70%	\$60.79	\$50.47	\$15.73	\$126.99
Annual Salary + Benefits				<u>\$109,419.01</u>			
Step C		\$6,229.14 /Month		\$41.53 /Hour			
Total Benefits		\$3,268.09	52.46%	\$63.31	\$52.56	\$16.39	\$132.26
Annual Salary + Benefits				<u>\$113,966.81</u>			
Step D		\$6,540.60 /Month		\$43.60 /Hour			
Total Benefits		\$3,354.58	51.29%	\$65.97	\$54.77	\$17.07	\$137.81
Annual Salary + Benefits				<u>\$118,742.14</u>			
Step E		\$6,867.63 /Month		\$45.78 /Hour			
Total Benefits		\$3,445.39	50.17%	\$68.75	\$57.08	\$17.79	\$143.63
Annual Salary + Benefits				<u>\$123,756.19</u>			





Building Inspector II
Department: Community Development

Step A							
		\$6,229.14 /Month		\$41.53 /Hour			
	Benefit	Multiplier			Category		
	PERS - Employee	0.040000	\$249.17		Office Employees		
	PERS - Employer	0.170050	1,059.27				
	PERS Survivor		2.00				
	Management Incentive		0.00				
	EAP		4.00				
	Health Insurance		1,226.63				
	Dental Insurance		184.69				
	LTD Insurance	0.007000	43.60				
	Life Insurance		0.00				
	BPOA Holiday Pay		0.00				
	Uniform Allowance		0.00				
	Retiree Medical		87.58				
	Deferred Comp.		0.00				
	Workers Comp.	0.046123	287.31		83.02%	25.88%	
	Vision Benefit		33.53				
	Medicare	0.014500	90.32				
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits		\$3,268.09 52.46%	\$63.31	\$52.56	\$16.39	\$132.26
			Annual Salary + Benefits	\$113,966.81			
Step B							
			\$6,540.60 /Month		\$43.60 /Hour		
	Total Benefits		\$3,354.58 51.29%	\$65.97	\$54.77	\$17.07	\$137.81
			Annual Salary + Benefits	\$118,742.14			
Step C							
			\$6,867.63 /Month		\$45.78 /Hour		
	Total Benefits		\$3,445.39 50.17%	\$68.75	\$57.08	\$17.79	\$143.63
			Annual Salary + Benefits	\$123,756.19			
Step D							
			\$7,211.01 /Month		\$48.07 /Hour		
	Total Benefits		\$3,540.73 49.10%	\$71.68	\$59.51	\$18.55	\$149.74
			Annual Salary + Benefits	\$129,020.91			
Step E							
			\$7,571.56 /Month		\$50.48 /Hour		
	Total Benefits		\$3,640.85 48.09%	\$74.75	\$62.06	\$19.35	\$156.15
			Annual Salary + Benefits	\$134,548.89			



Chief Building Official
Department: Community Development

Step A		\$9,572.61 /Month		\$63.82 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$382.90			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,627.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	67.01					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	397.18					
Workers Comp.	0.046123	441.52					
Vision Benefit		33.53					
Medicare	0.014500	138.80					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,624.41	48.31%	\$94.65	\$78.58	\$24.49	\$197.72
	Annual Salary + Benefits			<u>\$170,364.28</u>			
Step B		\$10,051.24 /Month		\$67.01 /Hour			
	Total Benefits	\$4,778.01	47.54%	\$98.86	\$82.07	\$25.59	\$206.52
	Annual Salary + Benefits			<u>\$177,951.05</u>			
Step C		\$10,553.81 /Month		\$70.36 /Hour			
	Total Benefits	\$4,934.50	46.76%	\$103.26	\$85.72	\$26.72	\$215.70
	Annual Salary + Benefits			<u>\$185,859.67</u>			
Step D		\$11,081.50 /Month		\$73.88 /Hour			
	Total Benefits	\$5,098.80	46.01%	\$107.87	\$89.55	\$27.92	\$225.34
	Annual Salary + Benefits			<u>\$194,163.59</u>			
Step E		\$11,635.57 /Month		\$77.57 /Hour			
	Total Benefits	\$5,271.32	45.30%	\$112.71	\$93.57	\$29.17	\$235.46
	Annual Salary + Benefits			<u>\$202,882.63</u>			



Chief Financial Operations Officer
Department: Finance and Information Systems

Table with 5 main sections (Step A-E). Each section shows a breakdown of benefits (PERS, Health Insurance, etc.) with multipliers and amounts, followed by a total benefits calculation and an annual salary + benefits total. Step A: \$8,554.11 /Month, \$57.03 /Hour. Step B: \$8,981.82 /Month, \$59.88 /Hour. Step C: \$9,430.91 /Month, \$62.87 /Hour. Step D: \$9,902.45 /Month, \$66.02 /Hour. Step E: \$10,397.58 /Month, \$69.32 /Hour.



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

Step A							
		\$9,556.50 /Month		\$63.71 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$382.26		Non-Sworn Managers / Confidential			
PERS - Employer	0.170050	1,625.08					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	66.90					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	396.70					
Workers Comp.	0.046123	440.77					
Vision Benefit		33.53					
Medicare	0.014500	<u>138.57</u>		Hourly Rate & Benefits	35.49% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,619.46	48.34%	\$94.51	\$33.54	\$24.46	\$152.50
		Annual Salary + Benefits		<u><u>\$170,111.48</u></u>			
Step B							
		\$10,034.32 /Month		\$66.90 /Hour			
	Total Benefits	\$4,772.75	47.56%	\$98.71	\$35.03	\$25.55	\$159.29
		Annual Salary + Benefits		<u><u>\$177,684.79</u></u>			
Step C							
		\$10,536.04 /Month		\$70.24 /Hour			
	Total Benefits	\$4,928.96	46.78%	\$103.10	\$36.59	\$26.68	\$166.37
		Annual Salary + Benefits		<u><u>\$185,580.04</u></u>			
Step D							
		\$11,062.84 /Month		\$73.75 /Hour			
	Total Benefits	\$5,092.99	46.04%	\$107.71	\$38.22	\$27.87	\$173.80
		Annual Salary + Benefits		<u><u>\$193,869.95</u></u>			
Step E							
		\$11,615.98 /Month		\$77.44 /Hour			
	Total Benefits	\$5,265.22	45.33%	\$112.54	\$39.94	\$29.13	\$181.61
		Annual Salary + Benefits		<u><u>\$202,574.36</u></u>			





City Attorney
Department: City Attorney

Step A		\$15,706.34 /Month		\$104.71 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$656.25			City Attorney		
PERS - Employer	0.170050	2,789.90					
PERS Survivor		2.00					
Management Incentive		700.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	105.00					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	724.42					
Vision Benefit		33.53					
Medicare	0.014500	227.74					
				Hourly Rate & Benefits	28.95% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$6,772.50	43.12%	\$149.86	\$43.38	\$38.78	\$232.03
		Annual Salary + Benefits		<u>\$269,746.05</u>			
Step B		\$16,491.57 /Month		\$109.94 /Hour			
	Total Benefits	\$7,025.58	42.60%	\$156.78	\$45.39	\$40.57	\$242.74
		Annual Salary + Benefits		<u>\$282,205.83</u>			
Step C		\$17,316.67 /Month		\$115.44 /Hour			
	Total Benefits	\$7,257.74	41.91%	\$163.83	\$47.43	\$42.40	\$253.66
		Annual Salary + Benefits		<u>\$294,892.86</u>			
Step D		\$18,183.37 /Month		\$121.22 /Hour			
	Total Benefits	\$7,501.59	41.26%	\$171.23	\$49.57	\$44.32	\$265.12
		Annual Salary + Benefits		<u>\$308,219.55</u>			
Step E		\$19,093.40 /Month		\$127.29 /Hour			
	Total Benefits	\$7,757.64	40.63%	\$179.01	\$51.82	\$46.33	\$277.16
		Annual Salary + Benefits		<u>\$322,212.50</u>			



City Clerk

Department: Administration

Step A		\$8,343.00 /Month		\$55.62 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$333.72					
PERS - Employer	0.170050	1,418.73					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	58.40					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	360.29					
Workers Comp.	0.046123	384.80			28.28%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	120.97					
	Total Benefits	\$4,246.10	50.89%	\$83.93	\$23.73	\$21.72	\$129.38
				Annual Salary + Benefits			
				<u>\$151,069.15</u>			
Step B		\$8,760.15 /Month		\$58.40 /Hour			
	Total Benefits	\$4,376.02	49.95%	\$87.57	\$24.77	\$22.66	\$135.00
				Annual Salary + Benefits			
				<u>\$157,634.00</u>			
Step C		\$9,198.16 /Month		\$61.32 /Hour			
	Total Benefits	\$4,512.40	49.06%	\$91.40	\$25.85	\$23.66	\$140.91
				Annual Salary + Benefits			
				<u>\$164,526.68</u>			
Step D		\$9,658.06 /Month		\$64.39 /Hour			
	Total Benefits	\$4,655.59	48.20%	\$95.42	\$26.99	\$24.70	\$147.11
				Annual Salary + Benefits			
				<u>\$171,763.83</u>			
Step E		\$10,140.97 /Month		\$67.61 /Hour			
	Total Benefits	\$4,805.95	47.39%	\$99.65	\$28.18	\$25.79	\$153.61
				Annual Salary + Benefits			
				<u>\$179,363.07</u>			





City Manager
Department: Administration

Step E		\$19,949.70 /Month		\$133.00 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$848.63			City Manager		
PERS - Employer	0.170050	3,607.73					
PERS Survivor		2.00					
Management Incentive		1,265.99					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	105.00					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	920.14					
Vision Benefit		33.53					
Medicare	0.014500	289.27					
				Hourly Rate & Benefits	28.28% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$8,605.94	43.14%	\$190.37	\$53.84	\$49.27	\$293.48
	Annual Salary + Benefits			<u>\$342,667.64</u>			



City Treasurer / Director of Finance and Information Systems

Department: Finance and Information Systems

Step A		\$12,004.44 /Month		\$80.03 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$510.65					
PERS - Employer	0.170050	2,170.90					
PERS Survivor		2.00					
Management Incentive		761.79					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	84.03					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		110.00					
Workers Comp.	0.046123	553.68			35.49%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	174.06					
	Total Benefits	\$5,934.29	49.43%	\$119.59	\$42.44	\$30.95	\$192.98
	Annual Salary + Benefits			<u>\$215,264.81</u>			
Step B		\$12,604.67 /Month		\$84.03 /Hour			
	Total Benefits	\$6,116.72	48.53%	\$124.81	\$44.29	\$32.30	\$201.40
	Annual Salary + Benefits			<u>\$224,656.71</u>			
Step C		\$13,234.90 /Month		\$88.23 /Hour			
	Total Benefits	\$6,294.05	47.56%	\$130.19	\$46.21	\$33.69	\$210.09
	Annual Salary + Benefits			<u>\$234,347.36</u>			
Step D		\$13,896.64 /Month		\$92.64 /Hour			
	Total Benefits	\$6,480.24	46.63%	\$135.85	\$48.21	\$35.16	\$219.21
	Annual Salary + Benefits			<u>\$244,522.51</u>			
Step E		\$14,591.48 /Month		\$97.28 /Hour			
	Total Benefits	\$6,675.74	45.75%	\$141.78	\$50.32	\$36.69	\$228.79
	Annual Salary + Benefits			<u>\$255,206.61</u>			



Code Enforcement Officer I
Department: Community Development

Step A		\$5,296.45 /Month		\$35.31 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$211.86					
PERS - Employer	0.170050	900.66					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	37.08					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	244.29			83.02%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	76.80					
	Total Benefits	\$3,009.11	56.81%	\$55.37	\$45.97	\$14.33	\$115.67
		Annual Salary + Benefits		\$99,666.73			
Step B							
		\$5,561.27 /Month		\$37.08 /Hour			
	Total Benefits	\$3,082.64	55.43%	\$57.63	\$47.84	\$14.91	\$120.38
		Annual Salary + Benefits		\$103,726.97			
Step C							
		\$5,839.33 /Month		\$38.93 /Hour			
	Total Benefits	\$3,159.85	54.11%	\$59.99	\$49.81	\$15.53	\$125.33
		Annual Salary + Benefits		\$107,990.21			
Step D							
		\$6,131.30 /Month		\$40.88 /Hour			
	Total Benefits	\$3,240.93	52.86%	\$62.48	\$51.87	\$16.17	\$130.52
		Annual Salary + Benefits		\$112,466.72			
Step E							
		\$6,437.86 /Month		\$42.92 /Hour			
	Total Benefits	\$3,326.05	51.66%	\$65.09	\$54.04	\$16.85	\$135.98
		Annual Salary + Benefits		\$117,166.92			





Code Enforcement Officer II
Department: Community Development

Step A		\$5,839.33 /Month		\$38.93 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$233.57			Office Employees		
PERS - Employer	0.170050	992.98					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	40.88					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	269.33					
Vision Benefit		33.53					
Medicare	0.014500	84.67					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,159.85	54.11%	\$59.99	\$49.81	\$15.53	\$125.33
		Annual Salary + Benefits		<u>\$107,990.21</u>			
Step B		\$6,131.30 /Month		\$40.88 /Hour			
	Total Benefits	\$3,240.93	52.86%	\$62.48	\$51.87	\$16.17	\$130.52
		Annual Salary + Benefits		<u>\$112,466.72</u>			
Step C		\$6,437.86 /Month		\$42.92 /Hour			
	Total Benefits	\$3,326.05	51.66%	\$65.09	\$54.04	\$16.85	\$135.98
		Annual Salary + Benefits		<u>\$117,166.92</u>			
Step D		\$6,759.76 /Month		\$45.07 /Hour			
	Total Benefits	\$3,415.43	50.53%	\$67.83	\$56.32	\$17.56	\$141.71
		Annual Salary + Benefits		<u>\$122,102.31</u>			
Step E		\$7,097.75 /Month		\$47.32 /Hour			
	Total Benefits	\$3,509.28	49.44%	\$70.71	\$58.71	\$18.30	\$147.72
		Annual Salary + Benefits		<u>\$127,284.40</u>			





Collection System Worker I

Department: Public Works

Step A		\$4,521.79 /Month		\$30.15 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$180.87			Public Works - Maintenance		
PERS - Employer	0.170050	768.93					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	31.65					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	208.56					
Vision Benefit		33.53					
Medicare	0.014500	65.57					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,794.01	61.79%	\$48.77	\$58.05	\$12.62	\$119.45
	Annual Salary + Benefits			<u>\$87,789.59</u>			
Step B		\$4,747.88 /Month		\$31.65 /Hour			
	Total Benefits	\$2,856.79	60.17%	\$50.70	\$60.35	\$13.12	\$124.16
	Annual Salary + Benefits			<u>\$91,256.02</u>			
Step C		\$4,985.27 /Month		\$33.24 /Hour			
	Total Benefits	\$2,922.70	58.63%	\$52.72	\$62.75	\$13.64	\$129.12
	Annual Salary + Benefits			<u>\$94,895.70</u>			
Step D		\$5,234.54 /Month		\$34.90 /Hour			
	Total Benefits	\$2,991.92	57.16%	\$54.84	\$65.28	\$14.19	\$134.32
	Annual Salary + Benefits			<u>\$98,717.53</u>			
Step E		\$5,496.26 /Month		\$36.64 /Hour			
	Total Benefits	\$3,064.59	55.76%	\$57.07	\$67.93	\$14.77	\$139.78
	Annual Salary + Benefits			<u>\$102,730.24</u>			



Collection System Worker II

Department: Public Works

Step A		\$4,985.27 /Month		\$33.24 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$199.41			Public Works - Maintenance		
PERS - Employer	0.170050	847.75					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	34.90					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	229.94					
Vision Benefit		33.53					
Medicare	0.014500	72.29					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,922.70	58.63%	\$52.72	\$62.75	\$13.64	\$129.12
	Annual Salary + Benefits			\$94,895.70			
Step B		\$5,234.54 /Month		\$34.90 /Hour			
	Total Benefits	\$2,991.92	57.16%	\$54.84	\$65.28	\$14.19	\$134.32
	Annual Salary + Benefits			\$98,717.53			
Step C		\$5,496.26 /Month		\$36.64 /Hour			
	Total Benefits	\$3,064.59	55.76%	\$57.07	\$67.93	\$14.77	\$139.78
	Annual Salary + Benefits			\$102,730.24			
Step D		\$5,771.08 /Month		\$38.47 /Hour			
	Total Benefits	\$3,140.90	54.42%	\$59.41	\$70.72	\$15.38	\$145.51
	Annual Salary + Benefits			\$106,943.80			
Step E		\$6,059.63 /Month		\$40.40 /Hour			
	Total Benefits	\$3,221.03	53.16%	\$61.87	\$73.65	\$16.01	\$151.53
	Annual Salary + Benefits			\$111,367.87			





Community Development Specialist

Department: Community Development

Step A		\$6,167.41 /Month		\$41.12 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$246.70			Office Employees		
PERS - Employer	0.170050	1,048.77					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	43.17					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	284.46					
Vision Benefit		33.53					
Medicare	0.014500	89.43					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,250.95	52.71%	\$62.79	\$52.13	\$16.25	\$131.17
		Annual Salary + Benefits		<u>\$113,020.36</u>			
Step B		\$6,475.78 /Month		\$43.17 /Hour			
	Total Benefits	\$3,336.58	51.52%	\$65.42	\$54.31	\$16.93	\$136.65
		Annual Salary + Benefits		<u>\$117,748.31</u>			
Step C		\$6,799.56 /Month		\$45.33 /Hour			
	Total Benefits	\$3,426.48	50.39%	\$68.17	\$56.60	\$17.64	\$142.41
		Annual Salary + Benefits		<u>\$122,712.53</u>			
Step D		\$7,139.54 /Month		\$47.60 /Hour			
	Total Benefits	\$3,520.89	49.32%	\$71.07	\$59.00	\$18.39	\$148.46
		Annual Salary + Benefits		<u>\$127,925.13</u>			
Step E		\$7,496.52 /Month		\$49.98 /Hour			
	Total Benefits	\$3,620.01	48.29%	\$74.11	\$61.53	\$19.18	\$154.82
		Annual Salary + Benefits		<u>\$133,398.37</u>			



Community Development Technician

Department: Community Development

Step A		\$5,097.34 /Month		\$33.98 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$203.89			Office Employees		
PERS - Employer	0.170050	866.80					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	35.68					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	235.10					
Vision Benefit		33.53					
Medicare	0.014500	73.91					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,953.82	57.95%	\$53.67	\$44.56	\$13.89	\$112.13
	Annual Salary + Benefits			\$96,613.96			
Step B		\$5,352.20 /Month		\$35.68 /Hour			
	Total Benefits	\$3,024.59	56.51%	\$55.85	\$46.36	\$14.45	\$116.66
	Annual Salary + Benefits			\$100,521.50			
Step C		\$5,619.81 /Month		\$37.47 /Hour			
	Total Benefits	\$3,098.90	55.14%	\$58.12	\$48.26	\$15.04	\$121.42
	Annual Salary + Benefits			\$104,624.51			
Step D		\$5,900.80 /Month		\$39.34 /Hour			
	Total Benefits	\$3,176.92	53.84%	\$60.52	\$50.24	\$15.66	\$126.42
	Annual Salary + Benefits			\$108,932.67			
Step E		\$6,195.84 /Month		\$41.31 /Hour			
	Total Benefits	\$3,258.85	52.60%	\$63.03	\$52.33	\$16.31	\$131.67
	Annual Salary + Benefits			\$113,456.25			



Community Service Officer I

Department: Police

Step A		\$4,017.20 /Month		\$26.78 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.060000	\$241.03					
PERS - Employer	0.170050	683.12					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	28.12					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		83.33					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	185.29					
Vision Benefit		33.53					
Medicare	0.014500	58.25					
					45.59%	25.88%	
					Department Overhead	City-Wide Overhead	
							Total Hourly Rate
	Total Benefits	\$2,817.58	70.14%	\$45.57	\$20.77	\$11.79	\$78.13
	Annual Salary + Benefits			<u>\$82,017.30</u>			
Step B		\$4,218.06 /Month		\$28.12 /Hour			
	Total Benefits	\$2,877.37	68.22%	\$47.30	\$21.57	\$12.24	\$81.11
	Annual Salary + Benefits			<u>\$85,145.11</u>			
Step C		\$4,428.96 /Month		\$29.53 /Hour			
	Total Benefits	\$2,940.15	66.38%	\$49.13	\$22.40	\$12.71	\$84.24
	Annual Salary + Benefits			<u>\$88,429.26</u>			
Step D		\$4,650.41 /Month		\$31.00 /Hour			
	Total Benefits	\$3,006.06	64.64%	\$51.04	\$23.27	\$13.21	\$87.52
	Annual Salary + Benefits			<u>\$91,877.70</u>			
Step E		\$4,882.93 /Month		\$32.55 /Hour			
	Total Benefits	\$3,075.28	62.98%	\$53.05	\$24.19	\$13.73	\$90.97
	Annual Salary + Benefits			<u>\$95,498.52</u>			



Community Service Officer II

Department: Police

Step A		\$4,428.96 /Month		\$29.53 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.060000	\$265.74			Office Employee - CSO		
PERS - Employer	0.170050	753.14					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	31.00					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		83.33					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	204.28					
Vision Benefit		33.53					
Medicare	0.014500	64.22					
				Hourly Rate & Benefits	45.59% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,940.15	66.38%	\$49.13	\$22.40	\$12.71	\$84.24
		Annual Salary + Benefits		<u>\$88,429.26</u>			
Step B		\$4,650.41 /Month		\$31.00 /Hour			
	Total Benefits	\$3,006.06	64.64%	\$51.04	\$23.27	\$13.21	\$87.52
		Annual Salary + Benefits		<u>\$91,877.70</u>			
Step C		\$4,882.93 /Month		\$32.55 /Hour			
	Total Benefits	\$3,075.28	62.98%	\$53.05	\$24.19	\$13.73	\$90.97
		Annual Salary + Benefits		<u>\$95,498.52</u>			
Step D		\$5,127.08 /Month		\$34.18 /Hour			
	Total Benefits	\$3,147.96	61.40%	\$55.17	\$25.15	\$14.28	\$94.59
		Annual Salary + Benefits		<u>\$99,300.44</u>			
Step E		\$5,383.43 /Month		\$35.89 /Hour			
	Total Benefits	\$3,224.27	59.89%	\$57.38	\$26.16	\$14.85	\$98.40
		Annual Salary + Benefits		<u>\$103,292.34</u>			



Construction Inspector I
Department: Parks and Recreation

Step A		\$5,650.02 /Month		\$37.67 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$226.00					
PERS - Employer	0.170050	960.79					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	39.55					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	260.60			95.26%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	81.93					
		<u>3,107.29</u>	<u>55.00%</u>	<u>\$58.38</u>	<u>\$55.61</u>	<u>\$15.11</u>	<u>\$129.11</u>
		Annual Salary + Benefits		<u>\$105,087.70</u>			
Step B		\$5,932.52 /Month		\$39.55 /Hour			
Total Benefits		\$3,185.73	53.70%	\$60.79	\$57.91	\$15.73	\$134.43
		Annual Salary + Benefits		<u>\$109,419.01</u>			
Step C		\$6,229.14 /Month		\$41.53 /Hour			
Total Benefits		\$3,268.09	52.46%	\$63.31	\$60.31	\$16.39	\$140.01
		Annual Salary + Benefits		<u>\$113,966.81</u>			
Step D		\$6,540.60 /Month		\$43.60 /Hour			
Total Benefits		\$3,354.58	51.29%	\$65.97	\$62.84	\$17.07	\$145.88
		Annual Salary + Benefits		<u>\$118,742.14</u>			
Step E		\$6,867.63 /Month		\$45.78 /Hour			
Total Benefits		\$3,445.39	50.17%	\$68.75	\$65.49	\$17.79	\$152.04
		Annual Salary + Benefits		<u>\$123,756.19</u>			



Construction Inspector I
Department: Public Works

Step A		\$5,650.02 /Month		\$37.67 /Hour			
<u>Benefit</u>	<u>Multiplier</u>						
PERS - Employee	0.040000	\$226.00					
PERS - Employer	0.170050	960.79					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	39.55					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	260.60					
Vision Benefit		33.53					
Medicare	0.014500	81.93					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
Total Benefits		\$3,107.29	55.00%	\$58.38	\$69.49	\$15.11	\$142.98
Annual Salary + Benefits				<u>\$105,087.70</u>			
Step B		\$5,932.52 /Month		\$39.55 /Hour			
Total Benefits		\$3,185.73	53.70%	\$60.79	\$72.36	\$15.73	\$148.88
Annual Salary + Benefits				<u>\$109,419.01</u>			
Step C		\$6,229.14 /Month		\$41.53 /Hour			
Total Benefits		\$3,268.09	52.46%	\$63.31	\$75.36	\$16.39	\$155.06
Annual Salary + Benefits				<u>\$113,966.81</u>			
Step D		\$6,540.60 /Month		\$43.60 /Hour			
Total Benefits		\$3,354.58	51.29%	\$65.97	\$78.52	\$17.07	\$161.56
Annual Salary + Benefits				<u>\$118,742.14</u>			
Step E		\$6,867.63 /Month		\$45.78 /Hour			
Total Benefits		\$3,445.39	50.17%	\$68.75	\$81.84	\$17.79	\$168.38
Annual Salary + Benefits				<u>\$123,756.19</u>			





Construction Inspector II
Department: Parks and Recreation

Step A		\$6,229.14 /Month		\$41.53 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$249.17					
PERS - Employer	0.170050	1,059.27					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	43.60					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	287.31			95.26%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	90.32					
	Total Benefits	\$3,268.09	52.46%	\$63.31	\$60.31	\$16.39	\$140.01
		Annual Salary + Benefits		<u>\$113,966.81</u>			
Step B		\$6,540.60 /Month		\$43.60 /Hour			
	Total Benefits	\$3,354.58	51.29%	\$65.97	\$62.84	\$17.07	\$145.88
		Annual Salary + Benefits		<u>\$118,742.14</u>			
Step C		\$6,867.63 /Month		\$45.78 /Hour			
	Total Benefits	\$3,445.39	50.17%	\$68.75	\$65.49	\$17.79	\$152.04
		Annual Salary + Benefits		<u>\$123,756.19</u>			
Step D		\$7,211.01 /Month		\$48.07 /Hour			
	Total Benefits	\$3,540.73	49.10%	\$71.68	\$68.28	\$18.55	\$158.51
		Annual Salary + Benefits		<u>\$129,020.91</u>			
Step E		\$7,571.56 /Month		\$50.48 /Hour			
	Total Benefits	\$3,640.85	48.09%	\$74.75	\$71.21	\$19.35	\$165.30
		Annual Salary + Benefits		<u>\$134,548.89</u>			



Construction Inspector II

Department: Public Works

Step A		\$6,229.14 /Month		\$41.53 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$249.17			Office Employees		
PERS - Employer	0.170050	1,059.27					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	43.60					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	287.31					
Vision Benefit		33.53					
Medicare	0.014500	90.32					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,268.09	52.46%	\$63.31	\$75.36	\$16.39	\$155.06
	Annual Salary + Benefits			<u>\$113,966.81</u>			
Step B		\$6,540.60 /Month		\$43.60 /Hour			
	Total Benefits	\$3,354.58	51.29%	\$65.97	\$78.52	\$17.07	\$161.56
	Annual Salary + Benefits			<u>\$118,742.14</u>			
Step C		\$6,867.63 /Month		\$45.78 /Hour			
	Total Benefits	\$3,445.39	50.17%	\$68.75	\$81.84	\$17.79	\$168.38
	Annual Salary + Benefits			<u>\$123,756.19</u>			
Step D		\$7,211.01 /Month		\$48.07 /Hour			
	Total Benefits	\$3,540.73	49.10%	\$71.68	\$85.32	\$18.55	\$175.55
	Annual Salary + Benefits			<u>\$129,020.91</u>			
Step E		\$7,571.56 /Month		\$50.48 /Hour			
	Total Benefits	\$3,640.85	48.09%	\$74.75	\$88.97	\$19.35	\$183.07
	Annual Salary + Benefits			<u>\$134,548.89</u>			



Cross-Connection Control Specialist

Department: Public Works

Step A		\$5,235.93 /Month		\$34.91 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$209.44			Public Works - Maintenance		
PERS - Employer	0.170050	890.37					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	36.65					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	241.50					
Vision Benefit		33.53					
Medicare	0.014500	75.92					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,992.31	57.15%	\$54.85	\$65.29	\$14.20	\$134.35
	Annual Salary + Benefits			\$98,738.84			
Step B		\$5,497.73 /Month		\$36.65 /Hour			
	Total Benefits	\$3,065.00	55.75%	\$57.08	\$67.95	\$14.77	\$139.81
	Annual Salary + Benefits			\$102,752.77			
Step C		\$5,772.61 /Month		\$38.48 /Hour			
	Total Benefits	\$3,141.33	54.42%	\$59.43	\$70.74	\$15.38	\$145.54
	Annual Salary + Benefits			\$106,967.26			
Step D		\$6,061.24 /Month		\$40.41 /Hour			
	Total Benefits	\$3,221.47	53.15%	\$61.88	\$73.66	\$16.02	\$151.56
	Annual Salary + Benefits			\$111,392.55			
Step E		\$6,364.30 /Month		\$42.43 /Hour			
	Total Benefits	\$3,305.62	51.94%	\$64.47	\$76.73	\$16.68	\$157.88
	Annual Salary + Benefits			\$116,039.09			



**Deputy City Attorney
Department: City Attorney**

Step A		\$8,009.41 /Month		\$53.40 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
				Non-Sworn Asst Director / Asst City Attorney			
PERS - Employee	0.040000	\$320.38					
PERS - Employer	0.170050	1,362.00					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	56.07					
Life Insurance	0.000205	29.55					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	350.28					
Workers Comp.	0.046123	369.42					
Vision Benefit		33.53					
Medicare	0.014500	116.14					
					28.95%	25.88%	
Total Benefits		\$4,142.26	51.72%	\$81.01	\$23.45	\$20.97	\$125.43
		Annual Salary + Benefits		<u>\$145,820.09</u>			
Step B		\$8,409.88 /Month		\$56.07 /Hour			
Total Benefits		\$4,266.96	50.74%	\$84.51	\$24.47	\$21.87	\$130.85
		Annual Salary + Benefits		<u>\$152,122.03</u>			
Step C		\$8,830.37 /Month		\$58.87 /Hour			
Total Benefits		\$4,397.88	49.80%	\$88.19	\$25.53	\$22.82	\$136.54
		Annual Salary + Benefits		<u>\$158,739.01</u>			
Step D		\$9,271.89 /Month		\$61.81 /Hour			
Total Benefits		\$4,535.35	48.92%	\$92.05	\$26.65	\$23.82	\$142.52
		Annual Salary + Benefits		<u>\$165,686.92</u>			
Step E		\$9,735.49 /Month		\$64.90 /Hour			
Total Benefits		\$4,679.70	48.07%	\$96.10	\$27.82	\$24.87	\$148.79
		Annual Salary + Benefits		<u>\$172,982.30</u>			



Deputy Director of Public Works / Operations

Department: Public Works

Step A		\$9,803.06 /Month		\$65.35 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$392.12			Non-Sworn Asst Director / Asst City Attorney		
PERS - Employer	0.170050	1,667.01					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	68.62					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	404.09					
Workers Comp.	0.046123	452.15					
Vision Benefit		33.53					
Medicare	0.014500	142.14					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,695.32	47.90%	\$96.66	\$115.05	\$25.01	\$236.72
		Annual Salary + Benefits		<u>\$173,980.52</u>			
Step B		\$10,293.22 /Month		\$68.62 /Hour			
	Total Benefits	\$4,853.36	47.15%	\$100.98	\$120.19	\$26.13	\$247.30
		Annual Salary + Benefits		<u>\$181,758.93</u>			
Step C		\$10,807.88 /Month		\$72.05 /Hour			
	Total Benefits	\$5,013.60	46.39%	\$105.48	\$125.55	\$27.30	\$258.32
		Annual Salary + Benefits		<u>\$189,857.81</u>			
Step D		\$11,348.27 /Month		\$75.66 /Hour			
	Total Benefits	\$5,181.86	45.66%	\$110.20	\$131.17	\$28.52	\$269.89
		Annual Salary + Benefits		<u>\$198,361.58</u>			
Step E		\$11,915.69 /Month		\$79.44 /Hour			
	Total Benefits	\$5,358.53	44.97%	\$115.16	\$137.08	\$29.80	\$282.04
		Annual Salary + Benefits		<u>\$207,290.70</u>			



Director of Community Development

Department: Community Development

Step A		\$11,669.24 /Month		\$77.79 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$496.39					
PERS - Employer	0.170050	2,110.28					
PERS Survivor		2.00					
Management Incentive		740.52					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	81.68					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		110.00					
Workers Comp.	0.046123	538.22			83.02%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	169.20					
	Total Benefits	\$5,815.48	49.84%	\$116.56	\$96.77	\$30.17	\$243.50
		Annual Salary + Benefits		<u>\$209,816.62</u>			
Step B		\$12,252.70 /Month		\$81.68 /Hour			
	Total Benefits	\$5,991.95	48.90%	\$121.63	\$100.98	\$31.48	\$254.09
		Annual Salary + Benefits		<u>\$218,935.82</u>			
Step C		\$12,865.34 /Month		\$85.77 /Hour			
	Total Benefits	\$6,164.33	47.91%	\$126.86	\$105.32	\$32.83	\$265.02
		Annual Salary + Benefits		<u>\$228,355.99</u>			
Step D		\$13,508.61 /Month		\$90.06 /Hour			
	Total Benefits	\$6,345.32	46.97%	\$132.36	\$109.88	\$34.25	\$276.50
		Annual Salary + Benefits		<u>\$238,247.14</u>			
Step E		\$14,184.04 /Month		\$94.56 /Hour			
	Total Benefits	\$6,535.36	46.08%	\$138.13	\$114.67	\$35.75	\$288.55
		Annual Salary + Benefits		<u>\$248,632.80</u>			



Director of Parks and Recreation

Department: Parks and Recreation

Step A		\$11,669.24 /Month		\$77.79 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$496.39			Non-Sworn Director		
PERS - Employer	0.170050	2,110.28					
PERS Survivor		2.00					
Management Incentive		740.52					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	81.68					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		110.00					
Workers Comp.	0.046123	538.22					
Vision Benefit		33.53					
Medicare	0.014500	169.20					
				Hourly Rate & Benefits	95.26% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$5,815.48	49.84%	\$116.56	\$111.04	\$30.17	\$257.77
		Annual Salary + Benefits		<u>\$209,816.62</u>			
Step B		\$12,252.70 /Month		\$81.68 /Hour			
	Total Benefits	\$5,991.95	48.90%	\$121.63	\$115.87	\$31.48	\$268.97
		Annual Salary + Benefits		<u>\$218,935.82</u>			
Step C		\$12,865.34 /Month		\$85.77 /Hour			
	Total Benefits	\$6,164.33	47.91%	\$126.86	\$120.85	\$32.83	\$280.55
		Annual Salary + Benefits		<u>\$228,355.99</u>			
Step D		\$13,508.61 /Month		\$90.06 /Hour			
	Total Benefits	\$6,345.32	46.97%	\$132.36	\$126.09	\$34.25	\$292.70
		Annual Salary + Benefits		<u>\$238,247.14</u>			
Step E		\$14,184.04 /Month		\$94.56 /Hour			
	Total Benefits	\$6,535.36	46.08%	\$138.13	\$131.58	\$35.75	\$305.46
		Annual Salary + Benefits		<u>\$248,632.80</u>			





Director of Public Works / City Engineer

Department: Public Works

Step A		\$12,392.83 /Month		\$82.62 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$527.17					
PERS - Employer	0.170050	2,241.13					
PERS Survivor		2.00					
Management Incentive		786.44					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	86.75					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		110.00					
Workers Comp.	0.046123	571.59			119.03%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	179.70					
Total Benefits		\$6,071.96	49.00%	\$123.10	\$146.52	\$31.86	\$301.48
		Annual Salary + Benefits		<u>\$221,577.52</u>			
Step B							
		\$13,012.47 /Month		\$86.75 /Hour			
Total Benefits		\$6,261.29	48.12%	\$128.49	\$152.94	\$33.25	\$314.69
		Annual Salary + Benefits		<u>\$231,285.08</u>			
Step C							
		\$13,663.09 /Month		\$91.09 /Hour			
Total Benefits		\$6,444.35	47.17%	\$134.05	\$159.56	\$34.69	\$328.30
		Annual Salary + Benefits		<u>\$241,289.24</u>			
Step D							
		\$14,346.25 /Month		\$95.64 /Hour			
Total Benefits		\$6,636.56	46.26%	\$139.89	\$166.51	\$36.20	\$342.59
		Annual Salary + Benefits		<u>\$251,793.76</u>			
Step E							
		\$15,063.56 /Month		\$100.42 /Hour			
Total Benefits		\$6,838.39	45.40%	\$146.01	\$173.80	\$37.79	\$357.60
		Annual Salary + Benefits		<u>\$262,823.37</u>			



Economic Development Manager
Department: Community Development

Step A		\$9,572.61 /Month		\$63.82 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$382.90			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,627.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	67.01					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	397.18					
Workers Comp.	0.046123	441.52					
Vision Benefit		33.53					
Medicare	0.014500	138.80					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,624.41	48.31%	\$94.65	\$78.58	\$24.49	\$197.72
		Annual Salary + Benefits		<u>\$170,364.28</u>			
Step B		\$10,051.24 /Month		\$67.01 /Hour			
	Total Benefits	\$4,778.01	47.54%	\$98.86	\$82.07	\$25.59	\$206.52
		Annual Salary + Benefits		<u>\$177,951.05</u>			
Step C		\$10,553.81 /Month		\$70.36 /Hour			
	Total Benefits	\$4,934.50	46.76%	\$103.26	\$85.72	\$26.72	\$215.70
		Annual Salary + Benefits		<u>\$185,859.67</u>			
Step D		\$11,081.50 /Month		\$73.88 /Hour			
	Total Benefits	\$5,098.80	46.01%	\$107.87	\$89.55	\$27.92	\$225.34
		Annual Salary + Benefits		<u>\$194,163.59</u>			
Step E		\$11,635.57 /Month		\$77.57 /Hour			
	Total Benefits	\$5,271.32	45.30%	\$112.71	\$93.57	\$29.17	\$235.46
		Annual Salary + Benefits		<u>\$202,882.63</u>			



Economic / Planning Development Manager

Department: Community Development

Step A		\$9,572.61 /Month		\$63.82 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$382.90			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,627.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	67.01					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	397.18					
Workers Comp.	0.046123	441.52					
Vision Benefit		33.53					
Medicare	0.014500	138.80					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$4,624.41	48.31%	\$94.65	\$78.58	\$24.49	\$197.72
		Annual Salary + Benefits		<u>\$170,364.28</u>			
Step B		\$10,051.24 /Month		\$67.01 /Hour			
Total Benefits		\$4,778.01	47.54%	\$98.86	\$82.07	\$25.59	\$206.52
		Annual Salary + Benefits		<u>\$177,951.05</u>			
Step C		\$10,553.81 /Month		\$70.36 /Hour			
Total Benefits		\$4,934.50	46.76%	\$103.26	\$85.72	\$26.72	\$215.70
		Annual Salary + Benefits		<u>\$185,859.67</u>			
Step D		\$11,081.50 /Month		\$73.88 /Hour			
Total Benefits		\$5,098.80	46.01%	\$107.87	\$89.55	\$27.92	\$225.34
		Annual Salary + Benefits		<u>\$194,163.59</u>			
Step E		\$11,635.57 /Month		\$77.57 /Hour			
Total Benefits		\$5,271.32	45.30%	\$112.71	\$93.57	\$29.17	\$235.46
		Annual Salary + Benefits		<u>\$202,882.63</u>			

Electrician
Department: Public Works

Step A		\$5,440.60 /Month		\$36.27 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$217.62					
PERS - Employer	0.170050	925.17					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	38.08					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	250.94					
Vision Benefit		33.53					
Medicare	0.014500	78.89					
					119.03%	25.88%	
Total Benefits		\$3,049.14	56.04%	\$56.60	\$67.37	\$14.65	\$138.61
				Annual Salary + Benefits			
				<u>\$101,876.85</u>			
Step B		\$5,712.63 /Month		\$38.08 /Hour			
Total Benefits		\$3,124.67	54.70%	\$58.92	\$70.13	\$15.25	\$144.29
				Annual Salary + Benefits			
				<u>\$106,047.64</u>			
Step C		\$5,998.26 /Month		\$39.99 /Hour			
Total Benefits		\$3,203.98	53.42%	\$61.35	\$73.02	\$15.88	\$150.25
				Annual Salary + Benefits			
				<u>\$110,426.94</u>			
Step D		\$6,298.17 /Month		\$41.99 /Hour			
Total Benefits		\$3,287.26	52.19%	\$63.90	\$76.06	\$16.54	\$156.50
				Annual Salary + Benefits			
				<u>\$115,025.18</u>			
Step E		\$6,613.08 /Month		\$44.09 /Hour			
Total Benefits		\$3,374.70	51.03%	\$66.59	\$79.26	\$17.23	\$163.07
				Annual Salary + Benefits			
				<u>\$119,853.41</u>			



Engineering Manager
Department: Public Works

Step A		\$9,387.28 /Month		\$62.58 /Hour			
Benefit	Multiplier			Category			
PERS - Employee	0.040000	\$375.49		Non-Sworn Managers / Confidential			
PERS - Employer	0.170050	1,596.31					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	65.71					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	391.62					
Workers Comp.	0.046123	432.97					
Vision Benefit		33.53					
Medicare	0.014500	136.12		Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
Total Benefits		\$4,567.39	48.66%	\$93.03	\$110.73	\$24.08	\$227.84
		Annual Salary + Benefits		<u>\$167,456.07</u>			

Step B		\$9,856.65 /Month		\$65.71 /Hour			
Total Benefits		\$4,717.43	47.86%	\$97.16	\$115.65	\$25.15	\$237.96
		Annual Salary + Benefits		<u>\$174,888.91</u>			

Step C		\$10,349.48 /Month		\$69.00 /Hour			
Total Benefits		\$4,870.88	47.06%	\$101.47	\$120.78	\$26.26	\$248.51
		Annual Salary + Benefits		<u>\$182,644.26</u>			

Step D		\$10,866.96 /Month		\$72.45 /Hour			
Total Benefits		\$5,032.00	46.31%	\$105.99	\$126.16	\$27.43	\$259.59
		Annual Salary + Benefits		<u>\$190,787.51</u>			

Step E		\$11,410.30 /Month		\$76.07 /Hour			
Total Benefits		\$5,201.18	45.58%	\$110.74	\$131.82	\$28.66	\$271.22
		Annual Salary + Benefits		<u>\$199,337.70</u>			

Engineering Services Specialist

Department: Public Works

Step A		\$6,544.51 /Month		\$43.63 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.040000	\$261.78					
PERS - Employer	0.170050	1,112.89					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	45.81					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	301.85					
Vision Benefit		33.53					
Medicare	0.014500	94.90					
	Total Benefits	\$3,355.66	51.27%	\$66.00	\$78.56	\$17.08	\$161.64
		Annual Salary + Benefits		<u>\$118,802.08</u>			
Step B		\$6,871.73 /Month		\$45.81 /Hour			
	Total Benefits	\$3,446.52	50.16%	\$68.79	\$81.88	\$17.80	\$168.47
		Annual Salary + Benefits		<u>\$123,819.05</u>			
Step C		\$7,215.32 /Month		\$48.10 /Hour			
	Total Benefits	\$3,541.93	49.09%	\$71.71	\$85.36	\$18.56	\$175.64
		Annual Salary + Benefits		<u>\$129,086.99</u>			
Step D		\$7,576.09 /Month		\$50.51 /Hour			
	Total Benefits	\$3,642.11	48.07%	\$74.79	\$89.02	\$19.36	\$183.16
		Annual Salary + Benefits		<u>\$134,618.35</u>			
Step E		\$7,954.89 /Month		\$53.03 /Hour			
	Total Benefits	\$3,747.29	47.11%	\$78.01	\$92.86	\$20.19	\$191.07
		Annual Salary + Benefits		<u>\$140,426.14</u>			



Engineering Technician

Department: Public Works

Step A		\$5,690.39 /Month		\$37.94 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$227.62			Office Employees		
PERS - Employer	0.170050	967.65					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	39.83					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	262.46					
Vision Benefit		33.53					
Medicare	0.014500	82.51					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,118.50	54.80%	\$58.73	\$69.90	\$15.20	\$143.83
		Annual Salary + Benefits		<u>\$105,706.65</u>			
Step B		\$5,974.91 /Month		\$39.83 /Hour			
	Total Benefits	\$3,197.50	53.52%	\$61.15	\$72.79	\$15.83	\$149.76
		Annual Salary + Benefits		<u>\$110,068.93</u>			
Step C		\$6,273.65 /Month		\$41.82 /Hour			
	Total Benefits	\$3,280.45	52.29%	\$63.69	\$75.81	\$16.48	\$155.99
		Annual Salary + Benefits		<u>\$114,649.24</u>			
Step D		\$6,587.33 /Month		\$43.92 /Hour			
	Total Benefits	\$3,367.55	51.12%	\$66.37	\$79.00	\$17.18	\$162.54
		Annual Salary + Benefits		<u>\$119,458.60</u>			
Step E		\$6,916.70 /Month		\$46.11 /Hour			
	Total Benefits	\$3,459.01	50.01%	\$69.17	\$82.33	\$17.90	\$169.41
		Annual Salary + Benefits		<u>\$124,508.53</u>			





Equipment Mechanic
Department: Public Works

Table with 5 steps (Step A to Step E) showing benefit calculations. Each step includes a multiplier, total benefits, and annual salary + benefits. Step A: \$5,119.90 /Month, \$34.13 /Hour. Step B: \$5,375.89 /Month, \$35.84 /Hour. Step C: \$5,644.69 /Month, \$37.63 /Hour. Step D: \$5,926.92 /Month, \$39.51 /Hour. Step E: \$6,223.27 /Month, \$41.49 /Hour.





Executive Assistant
Department: Administration

Step A		\$5,360.02 /Month		\$35.73 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$214.40			Office Employees		
PERS - Employer	0.170050	911.47					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	37.52					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	247.22					
Vision Benefit		33.53					
Medicare	0.014500	77.72					
				Hourly Rate & Benefits	28.28% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,026.76	56.47%	\$55.91	\$15.81	\$14.47	\$86.19
		Annual Salary + Benefits		<u>\$100,641.39</u>			
Step B		\$5,628.02 /Month		\$37.52 /Hour			
	Total Benefits	\$3,101.18	55.10%	\$58.19	\$16.46	\$15.06	\$89.71
		Annual Salary + Benefits		<u>\$104,750.39</u>			
Step C		\$5,909.42 /Month		\$39.40 /Hour			
	Total Benefits	\$3,179.32	53.80%	\$60.59	\$17.14	\$15.68	\$93.41
		Annual Salary + Benefits		<u>\$109,064.84</u>			
Step D		\$6,204.89 /Month		\$41.37 /Hour			
	Total Benefits	\$3,261.36	52.56%	\$63.11	\$17.85	\$16.33	\$97.29
		Annual Salary + Benefits		<u>\$113,595.01</u>			
Step E		\$6,515.14 /Month		\$43.43 /Hour			
	Total Benefits	\$3,347.51	51.38%	\$65.75	\$18.59	\$17.02	\$101.36
		Annual Salary + Benefits		<u>\$118,351.78</u>			





Executive Assistant
Department: City Attorney

Step A		\$5,360.02 /Month		\$35.73 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$214.40			Office Employees		
PERS - Employer	0.170050	911.47					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	37.52					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	247.22					
Vision Benefit		33.53					
Medicare	0.014500	77.72					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,026.76	56.47%	\$55.91	\$16.19	\$14.47	\$86.57
	Annual Salary + Benefits			<u>\$100,641.39</u>			
Step B		\$5,628.02 /Month		\$37.52 /Hour			
	Total Benefits	\$3,101.18	55.10%	\$58.19	\$16.85	\$15.06	\$90.10
	Annual Salary + Benefits			<u>\$104,750.39</u>			
Step C		\$5,909.42 /Month		\$39.40 /Hour			
	Total Benefits	\$3,179.32	53.80%	\$60.59	\$17.54	\$15.68	\$93.81
	Annual Salary + Benefits			<u>\$109,064.84</u>			
Step D		\$6,204.89 /Month		\$41.37 /Hour			
	Total Benefits	\$3,261.36	52.56%	\$63.11	\$18.27	\$16.33	\$97.71
	Annual Salary + Benefits			<u>\$113,595.01</u>			
Step E		\$6,515.14 /Month		\$43.43 /Hour			
	Total Benefits	\$3,347.51	51.38%	\$65.75	\$19.03	\$17.02	\$101.80
	Annual Salary + Benefits			<u>\$118,351.78</u>			



Executive Assistant

Department: Police

Step A		\$5,360.02 /Month		\$35.73 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$214.40			Office Employees		
PERS - Employer	0.170050	911.47					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	37.52					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	247.22					
Vision Benefit		33.53					
Medicare	0.014500	77.72					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,026.76	56.47%	\$55.91	\$25.49	\$14.47	\$95.87
	Annual Salary + Benefits			<u>\$100,641.39</u>			
Step B		\$5,628.02 /Month		\$37.52 /Hour			
	Total Benefits	\$3,101.18	55.10%	\$58.19	\$26.53	\$15.06	\$99.79
	Annual Salary + Benefits			<u>\$104,750.39</u>			
Step C		\$5,909.42 /Month		\$39.40 /Hour			
	Total Benefits	\$3,179.32	53.80%	\$60.59	\$27.62	\$15.68	\$103.90
	Annual Salary + Benefits			<u>\$109,064.84</u>			
Step D		\$6,204.89 /Month		\$41.37 /Hour			
	Total Benefits	\$3,261.36	52.56%	\$63.11	\$28.77	\$16.33	\$108.21
	Annual Salary + Benefits			<u>\$113,595.01</u>			
Step E		\$6,515.14 /Month		\$43.43 /Hour			
	Total Benefits	\$3,347.51	51.38%	\$65.75	\$29.98	\$17.02	\$112.74
	Annual Salary + Benefits			<u>\$118,351.78</u>			



Facilities Maintenance Supervisor

Department: Public Works

Step A		\$5,838.65 /Month		\$38.92 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.040000	\$233.55		Non-Sworn Professionals / Supervisors			
PERS - Employer	0.170050	992.86					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	40.87					
Life Insurance	0.000205	21.54					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	226.77					
Workers Comp.	0.046123	269.30					
Vision Benefit		33.53					
Medicare	0.014500	84.66					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,407.98	58.37%	\$61.64	\$73.38	\$15.95	\$150.97
		Annual Salary + Benefits		<u>\$110,959.60</u>			
Step B		\$6,130.58 /Month		\$40.87 /Hour			
	Total Benefits	\$3,495.96	57.02%	\$64.18	\$76.39	\$16.61	\$157.18
		Annual Salary + Benefits		<u>\$115,518.48</u>			
Step C		\$6,437.11 /Month		\$42.91 /Hour			
	Total Benefits	\$3,588.34	55.74%	\$66.84	\$79.56	\$17.30	\$163.69
		Annual Salary + Benefits		<u>\$120,305.36</u>			
Step D		\$6,758.97 /Month		\$45.06 /Hour			
	Total Benefits	\$3,685.33	54.53%	\$69.63	\$82.88	\$18.02	\$170.53
		Annual Salary + Benefits		<u>\$125,331.64</u>			
Step E		\$7,096.91 /Month		\$47.31 /Hour			
	Total Benefits	\$3,787.18	53.36%	\$72.56	\$86.37	\$18.78	\$177.71
		Annual Salary + Benefits		<u>\$130,609.03</u>			



Facilities Maintenance Worker I

Department: Public Works

Step A		\$4,015.42 /Month		\$26.77 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$160.62			Public Works - Maintenance		
PERS - Employer	0.170050	682.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	28.11					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	185.20					
Vision Benefit		33.53					
Medicare	0.014500	58.22					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,653.40	66.08%	\$44.46	\$52.92	\$11.51	\$108.88
	Annual Salary + Benefits			<u>\$80,025.88</u>			
Step B		\$4,216.19 /Month		\$28.11 /Hour			
	Total Benefits	\$2,709.15	64.26%	\$46.17	\$54.95	\$11.95	\$113.07
	Annual Salary + Benefits			<u>\$83,104.11</u>			
Step C		\$4,427.00 /Month		\$29.51 /Hour			
	Total Benefits	\$2,767.69	62.52%	\$47.96	\$57.09	\$12.41	\$117.47
	Annual Salary + Benefits			<u>\$86,336.26</u>			
Step D		\$4,648.35 /Month		\$30.99 /Hour			
	Total Benefits	\$2,829.15	60.86%	\$49.85	\$59.34	\$12.90	\$122.09
	Annual Salary + Benefits			<u>\$89,730.02</u>			
Step E		\$4,880.77 /Month		\$32.54 /Hour			
	Total Benefits	\$2,893.69	59.29%	\$51.83	\$61.69	\$13.41	\$126.94
	Annual Salary + Benefits			<u>\$93,293.50</u>			



Facilities Maintenance Worker II

Department: Public Works

Step A		\$4,427.00 /Month		\$29.51 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$177.08			Public Works - Maintenance		
PERS - Employer	0.170050	752.81					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	30.99					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	204.19					
Vision Benefit		33.53					
Medicare	0.014500	64.19					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,767.69	62.52%	\$47.96	\$57.09	\$12.41	\$117.47
	Annual Salary + Benefits			<u>\$86,336.26</u>			
Step B		\$4,648.35 /Month		\$30.99 /Hour			
	Total Benefits	\$2,829.15	60.86%	\$49.85	\$59.34	\$12.90	\$122.09
	Annual Salary + Benefits			<u>\$89,730.02</u>			
Step C		\$4,880.77 /Month		\$32.54 /Hour			
	Total Benefits	\$2,893.69	59.29%	\$51.83	\$61.69	\$13.41	\$126.94
	Annual Salary + Benefits			<u>\$93,293.50</u>			
Step D		\$5,124.81 /Month		\$34.17 /Hour			
	Total Benefits	\$2,961.45	57.79%	\$53.91	\$64.17	\$13.95	\$132.03
	Annual Salary + Benefits			<u>\$97,035.14</u>			
Step E		\$5,381.05 /Month		\$35.87 /Hour			
	Total Benefits	\$3,032.60	56.36%	\$56.09	\$66.77	\$14.52	\$137.37
	Annual Salary + Benefits			<u>\$100,963.83</u>			



Finance / Special Projects Coordinator
Department: Finance and Information Systems

Step A		\$5,683.94 /Month		\$37.89 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$227.36			Office Employees		
PERS - Employer	0.170050	966.55					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	39.79					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	262.16					
Vision Benefit		33.53					
Medicare	0.014500	82.42					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,116.71	54.83%	\$58.67	\$20.82	\$15.18	\$94.68
	Annual Salary + Benefits			<u>\$105,607.76</u>			
Step B		\$5,968.14 /Month		\$39.79 /Hour			
	Total Benefits	\$3,195.62	53.54%	\$61.09	\$21.68	\$15.81	\$98.58
	Annual Salary + Benefits			<u>\$109,965.14</u>			
Step C		\$6,266.54 /Month		\$41.78 /Hour			
	Total Benefits	\$3,278.48	52.32%	\$63.63	\$22.58	\$16.47	\$102.69
	Annual Salary + Benefits			<u>\$114,540.23</u>			
Step D		\$6,579.87 /Month		\$43.87 /Hour			
	Total Benefits	\$3,365.48	51.15%	\$66.30	\$23.53	\$17.16	\$106.99
	Annual Salary + Benefits			<u>\$119,344.23</u>			
Step E		\$6,908.87 /Month		\$46.06 /Hour			
	Total Benefits	\$3,456.84	50.03%	\$69.10	\$24.53	\$17.88	\$111.51
	Annual Salary + Benefits			<u>\$124,388.48</u>			



Fleet / Facilities Maintenance Manager

Department: Public Works

Step A		\$7,619.41 /Month		\$50.80 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$304.78			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,295.68					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	53.34					
Life Insurance	0.000205	28.12					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	338.58					
Workers Comp.	0.046123	351.43					
Vision Benefit		33.53					
Medicare	0.014500	110.48					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,020.83	52.77%	\$77.60	\$92.37	\$20.08	\$190.05
		Annual Salary + Benefits		<u>\$139,682.91</u>			
Step B		\$8,000.38 /Month		\$53.34 /Hour			
	Total Benefits	\$4,139.45	51.74%	\$80.93	\$96.33	\$20.95	\$198.21
		Annual Salary + Benefits		<u>\$145,677.99</u>			
Step C		\$8,400.40 /Month		\$56.00 /Hour			
	Total Benefits	\$4,264.00	50.76%	\$84.43	\$100.50	\$21.85	\$206.78
		Annual Salary + Benefits		<u>\$151,972.84</u>			
Step D		\$8,820.42 /Month		\$58.80 /Hour			
	Total Benefits	\$4,394.78	49.83%	\$88.10	\$104.87	\$22.80	\$215.77
		Annual Salary + Benefits		<u>\$158,582.43</u>			
Step E		\$9,261.44 /Month		\$61.74 /Hour			
	Total Benefits	\$4,532.10	48.94%	\$91.96	\$109.46	\$23.80	\$225.21
		Annual Salary + Benefits		<u>\$165,522.48</u>			



Geographic Information Systems Coordinator

Department: Public Works

Step A		\$7,756.40 /Month		\$51.71 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$310.26			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,318.98					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	54.29					
Life Insurance	0.000205	28.62					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	265.13					
Workers Comp.	0.046123	357.75					
Vision Benefit		33.53					
Medicare	0.014500	112.47					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,985.92	51.39%	\$78.28	\$93.18	\$20.26	\$191.72
		Annual Salary + Benefits		<u>\$140,907.86</u>			
Step B		\$8,144.21 /Month		\$54.29 /Hour			
	Total Benefits	\$4,102.79	50.38%	\$81.65	\$97.18	\$21.13	\$199.96
		Annual Salary + Benefits		<u>\$146,964.04</u>			
Step C		\$8,551.43 /Month		\$57.01 /Hour			
	Total Benefits	\$4,225.51	49.41%	\$85.18	\$101.39	\$22.04	\$208.61
		Annual Salary + Benefits		<u>\$153,323.34</u>			
Step D		\$8,979.00 /Month		\$59.86 /Hour			
	Total Benefits	\$4,354.37	48.50%	\$88.89	\$105.80	\$23.00	\$217.70
		Annual Salary + Benefits		<u>\$160,000.42</u>			
Step E		\$9,427.95 /Month		\$62.85 /Hour			
	Total Benefits	\$4,489.67	47.62%	\$92.78	\$110.44	\$24.01	\$227.24
		Annual Salary + Benefits		<u>\$167,011.38</u>			





Grants Program Manager
Department: Finance and Information Systems

Step A		\$6,763.68 /Month		\$45.09 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$270.55			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,150.16					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.35					
Life Insurance	0.000205	24.96					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	245.27					
Workers Comp.	0.046123	311.96					
Vision Benefit		33.53					
Medicare	0.014500	98.07					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,686.75	54.51%	\$69.67	\$24.73	\$18.03	\$112.43
	Annual Salary + Benefits			<u>\$125,405.19</u>			
Step B		\$7,101.86 /Month		\$47.35 /Hour			
	Total Benefits	\$3,788.67	53.35%	\$72.60	\$25.77	\$18.79	\$117.16
	Annual Salary + Benefits			<u>\$130,686.33</u>			
Step C		\$7,456.96 /Month		\$49.71 /Hour			
	Total Benefits	\$3,895.68	52.24%	\$75.68	\$26.86	\$19.59	\$122.13
	Annual Salary + Benefits			<u>\$136,231.70</u>			
Step D		\$7,829.80 /Month		\$52.20 /Hour			
	Total Benefits	\$4,008.04	51.19%	\$78.92	\$28.01	\$20.42	\$127.35
	Annual Salary + Benefits			<u>\$142,054.10</u>			
Step E		\$8,221.29 /Month		\$54.81 /Hour			
	Total Benefits	\$4,126.02	50.19%	\$82.32	\$29.21	\$21.30	\$132.83
	Annual Salary + Benefits			<u>\$148,167.75</u>			





Housing Analyst
Department: Community Development

Step A		\$6,828.14 /Month		\$45.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$273.13			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,161.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.80					
Life Insurance	0.000205	25.20					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.56					
Workers Comp.	0.046123	314.93					
Vision Benefit		33.53					
Medicare	0.014500	99.01					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,706.18	54.28%	\$70.23	\$58.30	\$18.18	\$146.71
		Annual Salary + Benefits		<u>\$126,411.83</u>			
Step B		\$7,169.55 /Month		\$47.80 /Hour			
	Total Benefits	\$3,809.07	53.13%	\$73.19	\$60.76	\$18.94	\$152.90
		Annual Salary + Benefits		<u>\$131,743.41</u>			
Step C		\$7,528.03 /Month		\$50.19 /Hour			
	Total Benefits	\$3,917.10	52.03%	\$76.30	\$63.34	\$19.75	\$159.39
		Annual Salary + Benefits		<u>\$137,341.56</u>			
Step D		\$7,904.43 /Month		\$52.70 /Hour			
	Total Benefits	\$4,030.53	50.99%	\$79.57	\$66.06	\$20.59	\$166.21
		Annual Salary + Benefits		<u>\$143,219.55</u>			
Step E		\$8,299.65 /Month		\$55.33 /Hour			
	Total Benefits	\$4,149.64	50.00%	\$83.00	\$68.90	\$21.48	\$173.38
		Annual Salary + Benefits		<u>\$149,391.45</u>			





**Human Resource Assistant I
Department: Administration**

Step A		\$3,995.88 /Month		\$26.64 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$159.84					
PERS - Employer	0.170050	679.50					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	27.97					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	184.30			28.28%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	57.94					
	Total Benefits	\$2,647.98	66.27%	\$44.29	\$12.53	\$11.46	\$68.28
		Annual Salary + Benefits		\$79,726.30			

Step B		\$4,195.67 /Month		\$27.97 /Hour			
	Total Benefits	\$2,703.45	64.43%	\$45.99	\$13.01	\$11.90	\$70.90
		Annual Salary + Benefits		\$82,789.49			

Step C		\$4,405.45 /Month		\$29.37 /Hour			
	Total Benefits	\$2,761.70	62.69%	\$47.78	\$13.51	\$12.37	\$73.66
		Annual Salary + Benefits		\$86,005.85			

Step D		\$4,625.73 /Month		\$30.84 /Hour			
	Total Benefits	\$2,822.87	61.03%	\$49.66	\$14.04	\$12.85	\$76.55
		Annual Salary + Benefits		\$89,383.20			

Step E		\$4,857.01 /Month		\$32.38 /Hour			
	Total Benefits	\$2,887.09	59.44%	\$51.63	\$14.60	\$13.36	\$79.59
		Annual Salary + Benefits		\$92,929.21			





Information Systems Specialist
Department: Finance and Information Systems

Step A		\$6,960.29 /Month		\$46.40 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$278.41			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,183.60					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	48.72					
Life Insurance	0.000205	25.68					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	249.21					
Workers Comp.	0.046123	321.03					
Vision Benefit		33.53					
Medicare	0.014500	100.92					
				Hourly Rate & Benefits	35.49% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,746.00	53.82%	\$71.38	\$25.33	\$18.47	\$115.18
		Annual Salary + Benefits		<u>\$128,475.53</u>			
Step B		\$7,308.30 /Month		\$48.72 /Hour			
	Total Benefits	\$3,850.88	52.69%	\$74.39	\$26.40	\$19.25	\$120.05
		Annual Salary + Benefits		<u>\$133,910.17</u>			
Step C		\$7,673.72 /Month		\$51.16 /Hour			
	Total Benefits	\$3,961.01	51.62%	\$77.56	\$27.53	\$20.07	\$125.17
		Annual Salary + Benefits		<u>\$139,616.70</u>			
Step D		\$8,057.40 /Month		\$53.72 /Hour			
	Total Benefits	\$4,076.63	50.59%	\$80.89	\$28.71	\$20.94	\$130.54
		Annual Salary + Benefits		<u>\$145,608.39</u>			
Step E		\$8,460.27 /Month		\$56.40 /Hour			
	Total Benefits	\$4,198.04	49.62%	\$84.39	\$29.95	\$21.84	\$136.18
		Annual Salary + Benefits		<u>\$151,899.75</u>			



Information Systems Technician
Department: Finance and Information Systems

Step A		\$5,571.13 /Month		\$37.14 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$222.85			Office Employees		
PERS - Employer	0.170050	947.37					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	39.00					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	256.96					
Vision Benefit		33.53					
Medicare	0.014500	80.78					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,085.38	55.38%	\$57.71	\$20.48	\$14.94	\$93.13
		Annual Salary + Benefits		<u>\$103,878.15</u>			
Step B		\$5,849.69 /Month		\$39.00 /Hour			
	Total Benefits	\$3,162.73	54.07%	\$60.08	\$21.32	\$15.55	\$96.96
		Annual Salary + Benefits		<u>\$108,149.05</u>			
Step C		\$6,142.17 /Month		\$40.95 /Hour			
	Total Benefits	\$3,243.94	52.81%	\$62.57	\$22.21	\$16.19	\$100.98
		Annual Salary + Benefits		<u>\$112,633.38</u>			
Step D		\$6,449.28 /Month		\$43.00 /Hour			
	Total Benefits	\$3,329.22	51.62%	\$65.19	\$23.14	\$16.87	\$105.20
		Annual Salary + Benefits		<u>\$117,342.01</u>			
Step E		\$6,771.75 /Month		\$45.15 /Hour			
	Total Benefits	\$3,418.76	50.49%	\$67.94	\$24.11	\$17.58	\$109.63
		Annual Salary + Benefits		<u>\$122,286.15</u>			



**Management Analyst
Department: Administration**

Step A		\$6,816.86 /Month		\$45.45 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$272.67			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,159.21					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.72					
Life Insurance	0.000205	25.15					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.34					
Workers Comp.	0.046123	314.41					
Vision Benefit		33.53					
Medicare	0.014500	98.84					
				Hourly Rate & Benefits	28.28% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,702.78	54.32%	\$70.13	\$19.83	\$18.15	\$108.11
		Annual Salary + Benefits		<u>\$126,235.67</u>			
Step B		\$7,157.70 /Month		\$47.72 /Hour			
	Total Benefits	\$3,805.50	53.17%	\$73.09	\$20.67	\$18.92	\$112.67
		Annual Salary + Benefits		<u>\$131,558.35</u>			
Step C		\$7,515.59 /Month		\$50.10 /Hour			
	Total Benefits	\$3,913.35	52.07%	\$76.19	\$21.55	\$19.72	\$117.46
		Annual Salary + Benefits		<u>\$137,147.29</u>			
Step D		\$7,891.37 /Month		\$52.61 /Hour			
	Total Benefits	\$4,026.60	51.03%	\$79.45	\$22.47	\$20.56	\$122.48
		Annual Salary + Benefits		<u>\$143,015.60</u>			
Step E		\$8,285.94 /Month		\$55.24 /Hour			
	Total Benefits	\$4,145.51	50.03%	\$82.88	\$23.44	\$21.45	\$127.76
		Annual Salary + Benefits		<u>\$149,177.35</u>			



Management Analyst
Department: Parks and Recreation

Step A		\$6,816.86 /Month		\$45.45 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$272.67			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,159.21					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.72					
Life Insurance	0.000205	25.15					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.34					
Workers Comp.	0.046123	314.41					
Vision Benefit		33.53					
Medicare	0.014500	98.84					
				Hourly Rate & Benefits	95.26% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,702.78	54.32%	\$70.13	\$66.81	\$18.15	\$155.09
		Annual Salary + Benefits		<u>\$126,235.67</u>			
Step B		\$7,157.70 /Month		\$47.72 /Hour			
	Total Benefits	\$3,805.50	53.17%	\$73.09	\$69.62	\$18.92	\$161.63
		Annual Salary + Benefits		<u>\$131,558.35</u>			
Step C		\$7,515.59 /Month		\$50.10 /Hour			
	Total Benefits	\$3,913.35	52.07%	\$76.19	\$72.58	\$19.72	\$168.49
		Annual Salary + Benefits		<u>\$137,147.29</u>			
Step D		\$7,891.37 /Month		\$52.61 /Hour			
	Total Benefits	\$4,026.60	51.03%	\$79.45	\$75.69	\$20.56	\$175.70
		Annual Salary + Benefits		<u>\$143,015.60</u>			
Step E		\$8,285.94 /Month		\$55.24 /Hour			
	Total Benefits	\$4,145.51	50.03%	\$82.88	\$78.95	\$21.45	\$183.27
		Annual Salary + Benefits		<u>\$149,177.35</u>			



Management Analyst
Department: Public Works

Step A		\$6,816.86 /Month		\$45.45 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$272.67			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,159.21					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.72					
Life Insurance	0.000205	25.15					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.34					
Workers Comp.	0.046123	314.41					
Vision Benefit		33.53					
Medicare	0.014500	98.84					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,702.78	54.32%	\$70.13	\$83.48	\$18.15	\$171.76
		Annual Salary + Benefits		<u>\$126,235.67</u>			
Step B		\$7,157.70 /Month		\$47.72 /Hour			
	Total Benefits	\$3,805.50	53.17%	\$73.09	\$87.00	\$18.92	\$179.00
		Annual Salary + Benefits		<u>\$131,558.35</u>			
Step C		\$7,515.59 /Month		\$50.10 /Hour			
	Total Benefits	\$3,913.35	52.07%	\$76.19	\$90.69	\$19.72	\$186.60
		Annual Salary + Benefits		<u>\$137,147.29</u>			
Step D		\$7,891.37 /Month		\$52.61 /Hour			
	Total Benefits	\$4,026.60	51.03%	\$79.45	\$94.57	\$20.56	\$194.59
		Annual Salary + Benefits		<u>\$143,015.60</u>			
Step E		\$8,285.94 /Month		\$55.24 /Hour			
	Total Benefits	\$4,145.51	50.03%	\$82.88	\$98.65	\$21.45	\$202.97
		Annual Salary + Benefits		<u>\$149,177.35</u>			



Park / Maintenance Manager
Department: Parks and Recreation

Step A		\$7,967.51 /Month		\$53.12 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$318.70			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,354.88					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	55.77					
Life Insurance	0.000205	29.40					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	349.03					
Workers Comp.	0.046123	367.49					
Vision Benefit		33.53					
Medicare	0.014500	115.53					
				Hourly Rate & Benefits	95.26% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,129.22	51.83%	\$80.64	\$76.82	\$20.87	\$178.34
		Annual Salary + Benefits		<u>\$145,160.73</u>			
Step B		\$8,365.88 /Month		\$55.77 /Hour			
	Total Benefits	\$4,253.26	50.84%	\$84.13	\$80.14	\$21.77	\$186.04
		Annual Salary + Benefits		<u>\$151,429.63</u>			
Step C		\$8,784.18 /Month		\$58.56 /Hour			
	Total Benefits	\$4,383.50	49.90%	\$87.78	\$83.62	\$22.72	\$194.13
		Annual Salary + Benefits		<u>\$158,012.14</u>			
Step D		\$9,223.39 /Month		\$61.49 /Hour			
	Total Benefits	\$4,520.25	49.01%	\$91.62	\$87.28	\$23.71	\$202.62
		Annual Salary + Benefits		<u>\$164,923.71</u>			
Step E		\$9,684.56 /Month		\$64.56 /Hour			
	Total Benefits	\$4,663.84	48.16%	\$95.66	\$91.12	\$24.76	\$211.53
		Annual Salary + Benefits		<u>\$172,180.84</u>			



Park / Maintenance Supervisor

Department: Parks and Recreation

Step A		\$5,838.65 /Month		\$38.92 /Hour			
Benefit	Multiplier			Category			
PERS - Employee	0.040000	\$233.55		Non-Sworn Professionals / Supervisors			
PERS - Employer	0.170050	992.86					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	40.87					
Life Insurance	0.000205	21.54					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	226.77					
Workers Comp.	0.046123	269.30					
Vision Benefit		33.53					
Medicare	0.014500	84.66					
				Hourly Rate & Benefits	95.26% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,407.98	58.37%	\$61.64	\$58.72	\$15.95	\$136.32
		Annual Salary + Benefits		<u>\$110,959.60</u>			
Step B		\$6,130.58 /Month		\$40.87 /Hour			
	Total Benefits	\$3,495.96	57.02%	\$64.18	\$61.13	\$16.61	\$141.92
		Annual Salary + Benefits		<u>\$115,518.48</u>			
Step C		\$6,437.11 /Month		\$42.91 /Hour			
	Total Benefits	\$3,588.34	55.74%	\$66.84	\$63.67	\$17.30	\$147.80
		Annual Salary + Benefits		<u>\$120,305.36</u>			
Step D		\$6,758.97 /Month		\$45.06 /Hour			
	Total Benefits	\$3,685.33	54.53%	\$69.63	\$66.33	\$18.02	\$153.98
		Annual Salary + Benefits		<u>\$125,331.64</u>			
Step E		\$7,096.91 /Month		\$47.31 /Hour			
	Total Benefits	\$3,787.18	53.36%	\$72.56	\$69.12	\$18.78	\$160.46
		Annual Salary + Benefits		<u>\$130,609.03</u>			



Parks Planner

Department: Parks and Recreation

Step A		\$6,828.14 /Month		\$45.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$273.13			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,161.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.80					
Life Insurance	0.000205	25.20					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.56					
Workers Comp.	0.046123	314.93					
Vision Benefit		33.53					
Medicare	0.014500	99.01					
				Hourly Rate & Benefits	95.26% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,706.18	54.28%	\$70.23	\$66.90	\$18.18	\$155.30
		Annual Salary + Benefits		<u>\$126,411.83</u>			
Step B		\$7,169.55 /Month		\$47.80 /Hour			
	Total Benefits	\$3,809.07	53.13%	\$73.19	\$69.72	\$18.94	\$161.85
		Annual Salary + Benefits		<u>\$131,743.41</u>			
Step C		\$7,528.03 /Month		\$50.19 /Hour			
	Total Benefits	\$3,917.10	52.03%	\$76.30	\$72.68	\$19.75	\$168.73
		Annual Salary + Benefits		<u>\$137,341.56</u>			
Step D		\$7,904.43 /Month		\$52.70 /Hour			
	Total Benefits	\$4,030.53	50.99%	\$79.57	\$75.79	\$20.59	\$175.95
		Annual Salary + Benefits		<u>\$143,219.55</u>			
Step E		\$8,299.65 /Month		\$55.33 /Hour			
	Total Benefits	\$4,149.64	50.00%	\$83.00	\$79.06	\$21.48	\$183.54
		Annual Salary + Benefits		<u>\$149,391.45</u>			



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

Step A		\$5,097.34 /Month		\$33.98 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$203.89			Office Employees		
PERS - Employer	0.170050	866.80					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	35.68					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	235.10					
Vision Benefit		33.53					
Medicare	0.014500	73.91					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,953.82	57.95%	\$53.67	\$51.13	\$13.89	\$118.70
	Annual Salary + Benefits			\$96,613.96			
Step B		\$5,352.20 /Month		\$35.68 /Hour			
	Total Benefits	\$3,024.59	56.51%	\$55.85	\$53.20	\$14.45	\$123.50
	Annual Salary + Benefits			\$100,521.50			
Step C		\$5,619.81 /Month		\$37.47 /Hour			
	Total Benefits	\$3,098.90	55.14%	\$58.12	\$55.37	\$15.04	\$128.54
	Annual Salary + Benefits			\$104,624.51			
Step D		\$5,900.80 /Month		\$39.34 /Hour			
	Total Benefits	\$3,176.92	53.84%	\$60.52	\$57.65	\$15.66	\$133.83
	Annual Salary + Benefits			\$108,932.67			
Step E		\$6,195.84 /Month		\$41.31 /Hour			
	Total Benefits	\$3,258.85	52.60%	\$63.03	\$60.04	\$16.31	\$139.39
	Annual Salary + Benefits			\$113,456.25			



Permit Services Specialist
Department: Community Development

Step A		\$6,228.64 /Month		\$41.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$249.15					
PERS - Employer	0.170050	1,059.18					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	43.60					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	287.28			83.02%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	90.32					
	Total Benefits	\$3,267.96	52.47%	\$63.31	\$52.56	\$16.38	\$132.26
		Annual Salary + Benefits		<u>\$113,959.14</u>			
Step B		\$6,540.08 /Month		\$43.60 /Hour			
	Total Benefits	\$3,354.43	51.29%	\$65.96	\$54.76	\$17.07	\$137.80
		Annual Salary + Benefits		<u>\$118,734.16</u>			
Step C		\$6,867.08 /Month		\$45.78 /Hour			
	Total Benefits	\$3,445.23	50.17%	\$68.75	\$57.08	\$17.79	\$143.62
		Annual Salary + Benefits		<u>\$123,747.75</u>			
Step D		\$7,210.43 /Month		\$48.07 /Hour			
	Total Benefits	\$3,540.57	49.10%	\$71.67	\$59.50	\$18.55	\$149.73
		Annual Salary + Benefits		<u>\$129,012.02</u>			
Step E		\$7,570.96 /Month		\$50.47 /Hour			
	Total Benefits	\$3,640.68	48.09%	\$74.74	\$62.05	\$19.34	\$156.14
		Annual Salary + Benefits		<u>\$134,539.69</u>			



Planning Manager
Department: Community Development

Step A		\$9,572.61 /Month		\$63.82 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$382.90			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,627.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	67.01					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	397.18					
Workers Comp.	0.046123	441.52					
Vision Benefit		33.53					
Medicare	0.014500	138.80					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,624.41	48.31%	\$94.65	\$78.58	\$24.49	\$197.72
		Annual Salary + Benefits		<u>\$170,364.28</u>			

Step B		\$10,051.24 /Month		\$67.01 /Hour			
	Total Benefits	\$4,778.01	47.54%	\$98.86	\$82.07	\$25.59	\$206.52
		Annual Salary + Benefits		<u>\$177,951.05</u>			

Step C		\$10,553.81 /Month		\$70.36 /Hour			
	Total Benefits	\$4,934.50	46.76%	\$103.26	\$85.72	\$26.72	\$215.70
		Annual Salary + Benefits		<u>\$185,859.67</u>			

Step D		\$11,081.50 /Month		\$73.88 /Hour			
	Total Benefits	\$5,098.80	46.01%	\$107.87	\$89.55	\$27.92	\$225.34
		Annual Salary + Benefits		<u>\$194,163.59</u>			

Step E		\$11,635.57 /Month		\$77.57 /Hour			
	Total Benefits	\$5,271.32	45.30%	\$112.71	\$93.57	\$29.17	\$235.46
		Annual Salary + Benefits		<u>\$202,882.63</u>			





Police Chief
Department: Police

Step A		\$12,610.05 /Month		\$84.07 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.050000	\$670.51					
PERS - Employer	0.273490	3,667.58					
PERS Survivor		2.00					
Management Incentive		800.22					
EAP		4.00					
Health Insurance		1,303.62					
Dental Insurance		184.69					
LTD Insurance	0.007000	88.27					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		83.33					
Retiree Medical		166.83					
Deferred Comp.		110.00					
Workers Comp.	0.046123	581.61			45.59%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	182.85					
	Total Benefits	\$7,909.79	62.73%	\$136.80	\$62.37	\$35.40	\$234.57
		Annual Salary + Benefits		<u>\$246,238.13</u>			
Step B		\$13,240.55 /Month		\$88.27 /Hour			
	Total Benefits	\$8,174.50	61.74%	\$142.77	\$65.09	\$36.95	\$244.80
		Annual Salary + Benefits		<u>\$256,980.58</u>			
Step C		\$13,902.58 /Month		\$92.68 /Hour			
	Total Benefits	\$8,435.87	60.68%	\$148.92	\$67.89	\$38.54	\$255.36
		Annual Salary + Benefits		<u>\$268,061.40</u>			
Step D		\$14,597.71 /Month		\$97.32 /Hour			
	Total Benefits	\$8,710.31	59.67%	\$155.39	\$70.84	\$40.21	\$266.44
		Annual Salary + Benefits		<u>\$279,696.23</u>			
Step E		\$15,327.59 /Month		\$102.18 /Hour			
	Total Benefits	\$8,998.47	58.71%	\$162.17	\$73.93	\$41.97	\$278.08
		Annual Salary + Benefits		<u>\$291,912.70</u>			



Police Records Clerk I

Department: Police

Step A		\$3,825.31 /Month		\$25.50 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$153.01			Office Employee Records		
PERS - Employer	0.170050	650.49					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	26.78					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		41.67					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	176.43					
Vision Benefit		33.53					
Medicare	0.014500	55.47					
				Hourly Rate & Benefits	45.59% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,642.28	69.07%	\$43.12	\$19.66	\$11.16	\$73.93
	Annual Salary + Benefits			<u>\$77,611.10</u>			
Step B		\$4,016.58 /Month		\$26.78 /Hour			
	Total Benefits	\$2,695.39	67.11%	\$44.75	\$20.40	\$11.58	\$76.73
	Annual Salary + Benefits			<u>\$80,543.67</u>			
Step C		\$4,217.40 /Month		\$28.12 /Hour			
	Total Benefits	\$2,751.15	65.23%	\$46.46	\$21.18	\$12.02	\$79.66
	Annual Salary + Benefits			<u>\$83,622.66</u>			
Step D		\$4,428.28 /Month		\$29.52 /Hour			
	Total Benefits	\$2,809.71	63.45%	\$48.25	\$22.00	\$12.49	\$82.74
	Annual Salary + Benefits			<u>\$86,855.89</u>			
Step E		\$4,649.69 /Month		\$31.00 /Hour			
	Total Benefits	\$2,871.19	61.75%	\$50.14	\$22.86	\$12.98	\$85.97
	Annual Salary + Benefits			<u>\$90,250.56</u>			



Police Records Clerk II

Department: Police

Step A		\$4,217.40 /Month		\$28.12 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$168.70			Office Employee Records		
PERS - Employer	0.170050	717.17					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	29.52					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		41.67					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	194.52					
Vision Benefit		33.53					
Medicare	0.014500	61.15					
				Hourly Rate & Benefits	45.59% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,751.15	65.23%	\$46.46	\$21.18	\$12.02	\$79.66
	Annual Salary + Benefits			<u>\$83,622.66</u>			
Step B		\$4,428.28 /Month		\$29.52 /Hour			
	Total Benefits	\$2,809.71	63.45%	\$48.25	\$22.00	\$12.49	\$82.74
	Annual Salary + Benefits			<u>\$86,855.89</u>			
Step C		\$4,649.69 /Month		\$31.00 /Hour			
	Total Benefits	\$2,871.19	61.75%	\$50.14	\$22.86	\$12.98	\$85.97
	Annual Salary + Benefits			<u>\$90,250.56</u>			
Step D		\$4,882.17 /Month		\$32.55 /Hour			
	Total Benefits	\$2,935.74	60.13%	\$52.12	\$23.76	\$13.49	\$89.37
	Annual Salary + Benefits			<u>\$93,814.96</u>			
Step E		\$5,126.28 /Month		\$34.18 /Hour			
	Total Benefits	\$3,003.53	58.59%	\$54.20	\$24.71	\$14.03	\$92.93
	Annual Salary + Benefits			<u>\$97,557.67</u>			



Police Sergeant
Department: Police

Step A		\$7,311.48 /Month		\$48.74 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.060000	\$438.69					
PERS - Employer	0.273490	1,999.62					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,303.62					
Dental Insurance		184.69					
LTD Insurance	0.007000	51.18					
Life Insurance		0.00					
BPOA Holiday Pay	8.67	422.58					
Uniform Allowance		83.33					
Retiree Medical		166.83					
Deferred Comp.		0.00					
Workers Comp.	0.046123	337.23			45.59%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	106.02					
	Total Benefits	\$5,133.31	70.21%	\$82.97	\$37.82	\$21.47	\$142.26
		Annual Salary + Benefits		<u>\$149,337.47</u>			
Step B		\$7,677.23 /Month		\$51.18 /Hour			
	Total Benefits	\$5,301.17	69.05%	\$86.52	\$39.45	\$22.39	\$148.36
		Annual Salary + Benefits		<u>\$155,740.81</u>			
Step C		\$8,060.31 /Month		\$53.74 /Hour			
	Total Benefits	\$5,477.02	67.95%	\$90.25	\$41.14	\$23.36	\$154.75
		Annual Salary + Benefits		<u>\$162,448.01</u>			
Step D		\$8,464.19 /Month		\$56.43 /Hour			
	Total Benefits	\$5,662.35	66.90%	\$94.18	\$42.94	\$24.37	\$161.49
		Annual Salary + Benefits		<u>\$169,518.46</u>			
Step E		\$8,887.14 /Month		\$59.25 /Hour			
	Total Benefits	\$5,856.45	65.90%	\$98.29	\$44.81	\$25.44	\$168.54
		Annual Salary + Benefits		<u>\$176,923.06</u>			



Police Sergeant - Special Assignment

Department: Police

Step A		\$7,677.23 /Month		\$51.18 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
PERS - Employee	0.060000	\$460.63					
PERS - Employer	0.273490	2,099.65					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,303.62					
Dental Insurance		184.69					
LTD Insurance	0.007000	53.74					
Life Insurance		0.00					
BPOA Holiday Pay	8.67	443.73					
Uniform Allowance		83.33					
Retiree Medical		166.83					
Deferred Comp.		0.00					
Workers Comp.	0.046123	354.10			45.59%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	111.32					
	Total Benefits	\$5,301.17	69.05%	\$86.52	\$39.45	\$22.39	\$148.36
		Annual Salary + Benefits		<u>\$155,740.81</u>			
Step B		\$8,060.31 /Month		\$53.74 /Hour			
	Total Benefits	\$5,477.02	67.95%	\$90.25	\$41.14	\$23.36	\$154.75
		Annual Salary + Benefits		<u>\$162,448.01</u>			
Step C		\$8,464.19 /Month		\$56.43 /Hour			
	Total Benefits	\$5,662.35	66.90%	\$94.18	\$42.94	\$24.37	\$161.49
		Annual Salary + Benefits		<u>\$169,518.46</u>			
Step D		\$8,887.14 /Month		\$59.25 /Hour			
	Total Benefits	\$5,856.45	65.90%	\$98.29	\$44.81	\$25.44	\$168.54
		Annual Salary + Benefits		<u>\$176,923.06</u>			
Step E		\$9,330.89 /Month		\$62.21 /Hour			
	Total Benefits	\$6,060.11	64.95%	\$102.61	\$46.78	\$26.55	\$175.94
		Annual Salary + Benefits		<u>\$184,691.94</u>			



Principal Planner
Department: Community Development

Step A		\$8,656.25 /Month		\$57.71 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.040000	\$346.25		Non-Sworn Professionals / Supervisors			
PERS - Employer	0.170050	1,472.00					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	60.59					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	283.13					
Workers Comp.	0.046123	399.25					
Vision Benefit		33.53					
Medicare	0.014500	125.52		Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,255.91	49.17%	\$86.08	\$71.46	\$22.28	\$179.82
	Annual Salary + Benefits			<u>\$154,945.94</u>			
Step B		\$9,089.07 /Month		\$60.59 /Hour			
	Total Benefits	\$4,387.54	48.27%	\$89.84	\$74.59	\$23.25	\$187.68
	Annual Salary + Benefits			<u>\$161,719.31</u>			
Step C		\$9,543.52 /Month		\$63.62 /Hour			
	Total Benefits	\$4,524.49	47.41%	\$93.79	\$77.86	\$24.27	\$195.92
	Annual Salary + Benefits			<u>\$168,816.17</u>			
Step D		\$10,020.69 /Month		\$66.80 /Hour			
	Total Benefits	\$4,668.30	46.59%	\$97.93	\$81.30	\$25.34	\$204.57
	Annual Salary + Benefits			<u>\$176,267.82</u>			
Step E		\$10,521.73 /Month		\$70.14 /Hour			
	Total Benefits	\$4,819.29	45.80%	\$102.27	\$84.91	\$26.47	\$213.65
	Annual Salary + Benefits			<u>\$184,092.24</u>			



Project Manager - Economic Development

Department: Community Development

Step A		\$7,849.87 /Month		\$52.33 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$313.99			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,334.87					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	54.95					
Life Insurance	0.000205	28.97					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	267.00					
Workers Comp.	0.046123	362.06					
Vision Benefit		33.53					
Medicare	0.014500	113.82					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,014.09	51.14%	\$79.09	\$65.66	\$20.47	\$165.23
		Annual Salary + Benefits		<u>\$142,367.52</u>			
Step B		\$8,242.36 /Month		\$54.95 /Hour			
	Total Benefits	\$4,132.37	50.14%	\$82.50	\$68.49	\$21.35	\$172.34
		Annual Salary + Benefits		<u>\$148,496.79</u>			
Step C		\$8,654.48 /Month		\$57.70 /Hour			
	Total Benefits	\$4,256.57	49.18%	\$86.07	\$71.46	\$22.28	\$179.81
		Annual Salary + Benefits		<u>\$154,932.60</u>			
Step D		\$9,087.20 /Month		\$60.58 /Hour			
	Total Benefits	\$4,386.98	48.28%	\$89.83	\$74.58	\$23.25	\$187.65
		Annual Salary + Benefits		<u>\$161,690.11</u>			
Step E		\$9,541.56 /Month		\$63.61 /Hour			
	Total Benefits	\$4,523.90	47.41%	\$93.77	\$77.85	\$24.27	\$195.89
		Annual Salary + Benefits		<u>\$168,785.56</u>			



Project Services Specialist
Department: Finance and Information Systems

Step A		\$5,948.23 /Month		\$39.65 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$237.93			Office Employees		
PERS - Employer	0.170050	1,011.50					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	41.64					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	274.35					
Vision Benefit		33.53					
Medicare	0.014500	86.25					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,190.09	53.63%	\$60.92	\$21.62	\$15.77	\$98.31
		Annual Salary + Benefits		<u>\$109,659.87</u>			
Step B		\$6,245.65 /Month		\$41.64 /Hour			
	Total Benefits	\$3,272.68	52.40%	\$63.46	\$22.52	\$16.42	\$102.40
		Annual Salary + Benefits		<u>\$114,219.94</u>			
Step C		\$6,557.93 /Month		\$43.72 /Hour			
	Total Benefits	\$3,359.39	51.23%	\$66.12	\$23.46	\$17.11	\$106.69
		Annual Salary + Benefits		<u>\$119,007.84</u>			
Step D		\$6,885.83 /Month		\$45.91 /Hour			
	Total Benefits	\$3,450.44	50.11%	\$68.91	\$24.46	\$17.83	\$111.20
		Annual Salary + Benefits		<u>\$124,035.23</u>			
Step E		\$7,230.12 /Month		\$48.20 /Hour			
	Total Benefits	\$3,546.04	49.05%	\$71.84	\$25.50	\$18.59	\$115.93
		Annual Salary + Benefits		<u>\$129,313.91</u>			



Project Services Specialist

Department: Public Works

Step A		\$5,948.23 /Month		\$39.65 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$237.93			Office Employees		
PERS - Employer	0.170050	1,011.50					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	41.64					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	274.35					
Vision Benefit		33.53					
Medicare	0.014500	86.25					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,190.09	53.63%	\$60.92	\$72.52	\$15.77	\$149.20
	Annual Salary + Benefits			<u>\$109,659.87</u>			
Step B		\$6,245.65 /Month		\$41.64 /Hour			
	Total Benefits	\$3,272.68	52.40%	\$63.46	\$75.53	\$16.42	\$155.41
	Annual Salary + Benefits			<u>\$114,219.94</u>			
Step C		\$6,557.93 /Month		\$43.72 /Hour			
	Total Benefits	\$3,359.39	51.23%	\$66.12	\$78.70	\$17.11	\$161.92
	Annual Salary + Benefits			<u>\$119,007.84</u>			
Step D		\$6,885.83 /Month		\$45.91 /Hour			
	Total Benefits	\$3,450.44	50.11%	\$68.91	\$82.02	\$17.83	\$168.76
	Annual Salary + Benefits			<u>\$124,035.23</u>			
Step E		\$7,230.12 /Month		\$48.20 /Hour			
	Total Benefits	\$3,546.04	49.05%	\$71.84	\$85.51	\$18.59	\$175.95
	Annual Salary + Benefits			<u>\$129,313.91</u>			





Purchasing Assistant
Department: Public Works

Step A		\$5,113.45 /Month		\$34.09 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$204.54			Public Works - Maintenance		
PERS - Employer	0.170050	869.54					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	35.79					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	235.85					
Vision Benefit		33.53					
Medicare	0.014500	74.15					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,958.30	57.85%	\$53.81	\$64.05	\$13.93	\$131.79
	Annual Salary + Benefits			<u>\$96,860.96</u>			
Step B		\$5,369.12 /Month		\$35.79 /Hour			
	Total Benefits	\$3,029.29	56.42%	\$55.99	\$66.64	\$14.49	\$137.12
	Annual Salary + Benefits			<u>\$100,780.92</u>			
Step C		\$5,637.58 /Month		\$37.58 /Hour			
	Total Benefits	\$3,103.83	55.06%	\$58.28	\$69.37	\$15.08	\$142.72
	Annual Salary + Benefits			<u>\$104,896.97</u>			
Step D		\$5,919.46 /Month		\$39.46 /Hour			
	Total Benefits	\$3,182.10	53.76%	\$60.68	\$72.22	\$15.70	\$148.60
	Annual Salary + Benefits			<u>\$109,218.77</u>			
Step E		\$6,215.43 /Month		\$41.44 /Hour			
	Total Benefits	\$3,264.29	52.52%	\$63.20	\$75.22	\$16.36	\$154.78
	Annual Salary + Benefits			<u>\$113,756.61</u>			



Records Supervisor

Department: Police

Step A		\$5,334.23 /Month		\$35.56 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$213.37			Office Employees		
PERS - Employer	0.170050	907.09					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	37.34					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	246.03					
Vision Benefit		33.53					
Medicare	0.014500	77.35					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,019.60	56.61%	\$55.69	\$25.39	\$14.41	\$95.50
	Annual Salary + Benefits			<u>\$100,245.98</u>			
Step B		\$5,600.95 /Month		\$37.34 /Hour			
	Total Benefits	\$3,093.66	55.23%	\$57.96	\$26.43	\$15.00	\$99.39
	Annual Salary + Benefits			<u>\$104,335.35</u>			
Step C		\$5,880.99 /Month		\$39.21 /Hour			
	Total Benefits	\$3,171.42	53.93%	\$60.35	\$27.51	\$15.62	\$103.48
	Annual Salary + Benefits			<u>\$108,628.95</u>			
Step D		\$6,175.04 /Month		\$41.17 /Hour			
	Total Benefits	\$3,253.07	52.68%	\$62.85	\$28.66	\$16.27	\$107.78
	Annual Salary + Benefits			<u>\$113,137.34</u>			
Step E		\$6,483.79 /Month		\$43.23 /Hour			
	Total Benefits	\$3,338.80	51.49%	\$65.48	\$29.85	\$16.95	\$112.29
	Annual Salary + Benefits			<u>\$117,871.12</u>			



Recreation Manager
Department: Parks and Recreation

Step A		\$6,986.07 /Month		\$46.57 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$279.44			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,187.98					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	48.90					
Life Insurance	0.000205	25.78					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	319.58					
Workers Comp.	0.046123	322.22					
Vision Benefit		33.53					
Medicare	0.014500	101.30					
				Hourly Rate & Benefits	95.26% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,823.63	54.73%	\$72.06	\$68.65	\$18.65	\$159.36
	Annual Salary + Benefits			<u>\$129,716.44</u>			
Step B		\$7,335.38 /Month		\$48.90 /Hour			
	Total Benefits	\$3,932.40	53.61%	\$75.12	\$71.56	\$19.44	\$166.12
	Annual Salary + Benefits			<u>\$135,213.31</u>			
Step C		\$7,702.15 /Month		\$51.35 /Hour			
	Total Benefits	\$4,046.59	52.54%	\$78.32	\$74.61	\$20.27	\$173.21
	Annual Salary + Benefits			<u>\$140,984.93</u>			
Step D		\$8,087.25 /Month		\$53.92 /Hour			
	Total Benefits	\$4,166.50	51.52%	\$81.69	\$77.82	\$21.14	\$180.65
	Annual Salary + Benefits			<u>\$147,045.01</u>			
Step E		\$8,491.62 /Month		\$56.61 /Hour			
	Total Benefits	\$4,292.41	50.55%	\$85.23	\$81.19	\$22.06	\$188.47
	Annual Salary + Benefits			<u>\$153,408.32</u>			





Redevelopment Analyst
Department: Community Development

Step A		\$6,828.14 /Month		\$45.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$273.13			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,161.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.80					
Life Insurance	0.000205	25.20					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.56					
Workers Comp.	0.046123	314.93					
Vision Benefit		33.53					
Medicare	0.014500	99.01					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,706.18	54.28%	\$70.23	\$58.30	\$18.18	\$146.71
		Annual Salary + Benefits		<u>\$126,411.83</u>			
Step B		\$7,169.55 /Month		\$47.80 /Hour			
	Total Benefits	\$3,809.07	53.13%	\$73.19	\$60.76	\$18.94	\$152.90
		Annual Salary + Benefits		<u>\$131,743.41</u>			
Step C		\$7,528.03 /Month		\$50.19 /Hour			
	Total Benefits	\$3,917.10	52.03%	\$76.30	\$63.34	\$19.75	\$159.39
		Annual Salary + Benefits		<u>\$137,341.56</u>			
Step D		\$7,904.43 /Month		\$52.70 /Hour			
	Total Benefits	\$4,030.53	50.99%	\$79.57	\$66.06	\$20.59	\$166.21
		Annual Salary + Benefits		<u>\$143,219.55</u>			
Step E		\$8,299.65 /Month		\$55.33 /Hour			
	Total Benefits	\$4,149.64	50.00%	\$83.00	\$68.90	\$21.48	\$173.38
		Annual Salary + Benefits		<u>\$149,391.45</u>			



Regulatory Compliance Supervisor

Department: Public Works

Step A		\$6,828.14 /Month		\$45.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.040000	\$273.13		Non-Sworn Professionals / Supervisors			
PERS - Employer	0.170050	1,161.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.80					
Life Insurance	0.000205	25.20					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.56					
Workers Comp.	0.046123	314.93					
Vision Benefit		33.53					
Medicare	0.014500	99.01		Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,706.18	54.28%	\$70.23	\$83.59	\$18.18	\$172.00
	Annual Salary + Benefits			<u>\$126,411.83</u>			
Step B		\$7,169.55 /Month		\$47.80 /Hour			
	Total Benefits	\$3,809.07	53.13%	\$73.19	\$87.12	\$18.94	\$179.25
	Annual Salary + Benefits			<u>\$131,743.41</u>			
Step C		\$7,528.03 /Month		\$50.19 /Hour			
	Total Benefits	\$3,917.10	52.03%	\$76.30	\$90.82	\$19.75	\$186.87
	Annual Salary + Benefits			<u>\$137,341.56</u>			
Step D		\$7,904.43 /Month		\$52.70 /Hour			
	Total Benefits	\$4,030.53	50.99%	\$79.57	\$94.71	\$20.59	\$194.87
	Annual Salary + Benefits			<u>\$143,219.55</u>			
Step E		\$8,299.65 /Month		\$55.33 /Hour			
	Total Benefits	\$4,149.64	50.00%	\$83.00	\$98.79	\$21.48	\$203.26
	Annual Salary + Benefits			<u>\$149,391.45</u>			





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

Step A		\$6,167.41 /Month		\$41.12 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$246.70			Office Employees		
PERS - Employer	0.170050	1,048.77					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	43.17					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	284.46					
Vision Benefit		33.53					
Medicare	0.014500	89.43					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,250.95	52.71%	\$62.79	\$74.74	\$16.25	\$153.78
	Annual Salary + Benefits			<u>\$113,020.36</u>			
Step B		\$6,475.78 /Month		\$43.17 /Hour			
	Total Benefits	\$3,336.58	51.52%	\$65.42	\$77.86	\$16.93	\$160.21
	Annual Salary + Benefits			<u>\$117,748.31</u>			
Step C		\$6,799.56 /Month		\$45.33 /Hour			
	Total Benefits	\$3,426.48	50.39%	\$68.17	\$81.15	\$17.64	\$166.96
	Annual Salary + Benefits			<u>\$122,712.53</u>			
Step D		\$7,139.54 /Month		\$47.60 /Hour			
	Total Benefits	\$3,520.89	49.32%	\$71.07	\$84.59	\$18.39	\$174.06
	Annual Salary + Benefits			<u>\$127,925.13</u>			
Step E		\$7,496.52 /Month		\$49.98 /Hour			
	Total Benefits	\$3,620.01	48.29%	\$74.11	\$88.21	\$19.18	\$181.50
	Annual Salary + Benefits			<u>\$133,398.37</u>			





Safety / Special Projects Coordinator

Department: Public Works

Step A		\$5,683.94 /Month		\$37.89 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>City-Wide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employee	0.040000	\$227.36					
PERS - Employer	0.170050	966.55					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	39.79					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	262.16			119.03%	25.88%	
Vision Benefit		33.53					
Medicare	0.014500	82.42					
Total Benefits		\$3,116.71	54.83%	\$58.67	\$69.84	\$15.18	\$143.69
Annual Salary + Benefits				<u>\$105,607.76</u>			

Step B		\$5,968.14 /Month		\$39.79 /Hour			
Total Benefits		\$3,195.62	53.54%	\$61.09	\$72.72	\$15.81	\$149.62
Annual Salary + Benefits				<u>\$109,965.14</u>			

Step C		\$6,266.54 /Month		\$41.78 /Hour			
Total Benefits		\$3,278.48	52.32%	\$63.63	\$75.74	\$16.47	\$155.84
Annual Salary + Benefits				<u>\$114,540.23</u>			

Step D		\$6,579.87 /Month		\$43.87 /Hour			
Total Benefits		\$3,365.48	51.15%	\$66.30	\$78.92	\$17.16	\$162.38
Annual Salary + Benefits				<u>\$119,344.23</u>			

Step E		\$6,908.87 /Month		\$46.06 /Hour			
Total Benefits		\$3,456.84	50.03%	\$69.10	\$82.26	\$17.88	\$169.24
Annual Salary + Benefits				<u>\$124,388.48</u>			





Senior Accountant

Department: Finance and Information Systems

Step A		\$6,807.38 /Month		\$45.38 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$272.30			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,157.59					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.65					
Life Insurance	0.000205	25.12					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.15					
Workers Comp.	0.046123	313.98					
Vision Benefit		33.53					
Medicare	0.014500	98.71					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,699.92	54.35%	\$70.05	\$24.86	\$18.13	\$113.04
	Annual Salary + Benefits			<u>\$126,087.63</u>			
Step B		\$7,147.75 /Month		\$47.65 /Hour			
	Total Benefits	\$3,802.50	53.20%	\$73.00	\$25.91	\$18.89	\$117.80
	Annual Salary + Benefits			<u>\$131,402.97</u>			
Step C		\$7,505.13 /Month		\$50.03 /Hour			
	Total Benefits	\$3,910.20	52.10%	\$76.10	\$27.01	\$19.70	\$122.81
	Annual Salary + Benefits			<u>\$136,983.94</u>			
Step D		\$7,880.39 /Month		\$52.54 /Hour			
	Total Benefits	\$4,023.29	51.05%	\$79.36	\$28.16	\$20.54	\$128.06
	Annual Salary + Benefits			<u>\$142,844.14</u>			
Step E		\$8,274.41 /Month		\$55.16 /Hour			
	Total Benefits	\$4,142.03	50.06%	\$82.78	\$29.38	\$21.42	\$133.58
	Annual Salary + Benefits			<u>\$148,997.29</u>			



Senior Associate Engineer

Department: Public Works

Step A		\$7,764.39 /Month		\$51.76 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$310.58			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,320.33					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	54.35					
Life Insurance	0.000205	28.65					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	265.29					
Workers Comp.	0.046123	358.12					
Vision Benefit		33.53					
Medicare	0.014500	112.58					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,988.33	51.37%	\$78.35	\$93.26	\$20.28	\$191.89
		Annual Salary + Benefits		<u>\$141,032.64</u>			
Step B		\$8,152.61 /Month		\$54.35 /Hour			
	Total Benefits	\$4,105.33	50.36%	\$81.72	\$97.27	\$21.15	\$200.14
		Annual Salary + Benefits		<u>\$147,095.22</u>			
Step C		\$8,560.24 /Month		\$57.07 /Hour			
	Total Benefits	\$4,228.17	49.39%	\$85.26	\$101.48	\$22.06	\$208.80
		Annual Salary + Benefits		<u>\$153,460.92</u>			
Step D		\$8,988.26 /Month		\$59.92 /Hour			
	Total Benefits	\$4,357.16	48.48%	\$88.97	\$105.90	\$23.03	\$217.90
		Annual Salary + Benefits		<u>\$160,145.03</u>			
Step E		\$9,437.67 /Month		\$62.92 /Hour			
	Total Benefits	\$4,492.59	47.60%	\$92.87	\$110.54	\$24.03	\$227.44
		Annual Salary + Benefits		<u>\$167,163.17</u>			



Senior Code Enforcement Officer
Department: Community Development

Step A		\$6,420.42 /Month		\$42.80 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$256.82			Office Employees		
PERS - Employer	0.170050	1,091.79					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	44.94					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	296.13					
Vision Benefit		33.53					
Medicare	0.014500	93.10					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,321.21	51.73%	\$64.94	\$53.92	\$16.81	\$135.67
		Annual Salary + Benefits		<u>\$116,899.53</u>			
Step B		\$6,741.44 /Month		\$44.94 /Hour			
	Total Benefits	\$3,410.35	50.59%	\$67.68	\$56.19	\$17.52	\$141.38
		Annual Salary + Benefits		<u>\$121,821.43</u>			
Step C		\$7,078.51 /Month		\$47.19 /Hour			
	Total Benefits	\$3,503.94	49.50%	\$70.55	\$58.57	\$18.26	\$147.38
		Annual Salary + Benefits		<u>\$126,989.41</u>			
Step D		\$7,432.44 /Month		\$49.55 /Hour			
	Total Benefits	\$3,602.22	48.47%	\$73.56	\$61.07	\$19.04	\$153.68
		Annual Salary + Benefits		<u>\$132,415.89</u>			
Step E		\$7,804.06 /Month		\$52.03 /Hour			
	Total Benefits	\$3,705.41	47.48%	\$76.73	\$63.70	\$19.86	\$160.29
		Annual Salary + Benefits		<u>\$138,113.60</u>			



Senior Community Development Analyst

Department: Community Development

Step A		\$7,851.48 /Month		\$52.34 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$314.06			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,335.14					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	54.96					
Life Insurance	0.000205	28.97					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	267.03					
Workers Comp.	0.046123	362.13					
Vision Benefit		33.53					
Medicare	0.014500	113.85					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,014.58	51.13%	\$79.11	\$65.67	\$20.47	\$165.25
		Annual Salary + Benefits		<u>\$142,392.67</u>			
Step B		\$8,244.05 /Month		\$54.96 /Hour			
	Total Benefits	\$4,132.88	50.13%	\$82.51	\$68.50	\$21.35	\$172.37
		Annual Salary + Benefits		<u>\$148,523.18</u>			
Step C		\$8,656.25 /Month		\$57.71 /Hour			
	Total Benefits	\$4,257.10	49.18%	\$86.09	\$71.47	\$22.28	\$179.84
		Annual Salary + Benefits		<u>\$154,960.24</u>			
Step D		\$9,089.07 /Month		\$60.59 /Hour			
	Total Benefits	\$4,387.54	48.27%	\$89.84	\$74.59	\$23.25	\$187.68
		Annual Salary + Benefits		<u>\$161,719.31</u>			
Step E		\$9,543.52 /Month		\$63.62 /Hour			
	Total Benefits	\$4,524.49	47.41%	\$93.79	\$77.86	\$24.27	\$195.92
		Annual Salary + Benefits		<u>\$168,816.17</u>			





Senior Construction Inspector

Department: Public Works

Step A		\$6,850.70 /Month		\$45.67 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$274.03			Office Employees		
PERS - Employer	0.170050	1,164.96					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.95					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	315.97					
Vision Benefit		33.53					
Medicare	0.014500	99.34					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,440.68	50.22%	\$68.61	\$81.67	\$17.76	\$168.03
	Annual Salary + Benefits			<u>\$123,496.61</u>			
Step B		\$7,193.24 /Month		\$47.95 /Hour			
	Total Benefits	\$3,535.80	49.15%	\$71.53	\$85.14	\$18.51	\$175.18
	Annual Salary + Benefits			<u>\$128,748.46</u>			
Step C		\$7,552.90 /Month		\$50.35 /Hour			
	Total Benefits	\$3,635.67	48.14%	\$74.59	\$88.79	\$19.30	\$182.68
	Annual Salary + Benefits			<u>\$134,262.80</u>			
Step D		\$7,930.55 /Month		\$52.87 /Hour			
	Total Benefits	\$3,740.53	47.17%	\$77.81	\$92.61	\$20.14	\$190.56
	Annual Salary + Benefits			<u>\$140,052.96</u>			
Step E		\$8,327.07 /Month		\$55.51 /Hour			
	Total Benefits	\$3,850.63	46.24%	\$81.18	\$96.63	\$21.01	\$198.83
	Annual Salary + Benefits			<u>\$146,132.43</u>			



Senior Engineer
Department: Public Works

Step A		\$8,533.16 /Month		\$56.89 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$341.33			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,451.06					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	59.73					
Life Insurance	0.000205	30.75					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	280.66					
Workers Comp.	0.046123	393.57					
Vision Benefit		33.53					
Medicare	0.014500	123.73					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,219.27	49.45%	\$85.02	\$101.19	\$22.00	\$208.21
		Annual Salary + Benefits		<u>\$153,029.18</u>			
Step B		\$8,959.82 /Month		\$59.73 /Hour			
	Total Benefits	\$4,348.59	48.53%	\$88.72	\$105.61	\$22.96	\$217.29
		Annual Salary + Benefits		<u>\$159,700.90</u>			
Step C		\$9,407.81 /Month		\$62.72 /Hour			
	Total Benefits	\$4,483.60	47.66%	\$92.61	\$110.23	\$23.97	\$226.81
		Annual Salary + Benefits		<u>\$166,696.87</u>			
Step D		\$9,878.20 /Month		\$65.85 /Hour			
	Total Benefits	\$4,625.35	46.82%	\$96.69	\$115.09	\$25.02	\$236.80
		Annual Salary + Benefits		<u>\$174,042.65</u>			
Step E		\$10,372.11 /Month		\$69.15 /Hour			
	Total Benefits	\$4,774.20	46.03%	\$100.98	\$120.19	\$26.13	\$247.30
		Annual Salary + Benefits		<u>\$181,755.72</u>			



Senior Equipment Mechanic

Department: Public Works

Step A		\$5,644.69 /Month		\$37.63 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$225.79			Public Works - Maintenance		
PERS - Employer	0.170050	959.88					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	39.51					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	260.35					
Vision Benefit		33.53					
Medicare	0.014500	81.85					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,105.81	55.02%	\$58.34	\$69.44	\$15.10	\$142.87
		Annual Salary + Benefits		<u>\$105,005.98</u>			
Step B		\$5,926.92 /Month		\$39.51 /Hour			
	Total Benefits	\$3,184.18	53.72%	\$60.74	\$72.30	\$15.72	\$148.76
		Annual Salary + Benefits		<u>\$109,333.15</u>			
Step C		\$6,223.27 /Month		\$41.49 /Hour			
	Total Benefits	\$3,266.46	52.49%	\$63.26	\$75.30	\$16.37	\$154.94
		Annual Salary + Benefits		<u>\$113,876.81</u>			
Step D		\$6,534.43 /Month		\$43.56 /Hour			
	Total Benefits	\$3,352.86	51.31%	\$65.92	\$78.46	\$17.06	\$161.43
		Annual Salary + Benefits		<u>\$118,647.54</u>			
Step E		\$6,861.15 /Month		\$45.74 /Hour			
	Total Benefits	\$3,443.59	50.19%	\$68.70	\$81.77	\$17.78	\$168.25
		Annual Salary + Benefits		<u>\$123,656.83</u>			





Senior Planner

Department: Community Development

Step A		\$7,851.48 /Month		\$52.34 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$314.06			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,335.14					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	54.96					
Life Insurance	0.000205	28.97					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	267.03					
Workers Comp.	0.046123	362.13					
Vision Benefit		33.53					
Medicare	0.014500	113.85					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,014.58	51.13%	\$79.11	\$65.67	\$20.47	\$165.25
		Annual Salary + Benefits		<u>\$142,392.67</u>			
Step B		\$8,244.05 /Month		\$54.96 /Hour			
	Total Benefits	\$4,132.88	50.13%	\$82.51	\$68.50	\$21.35	\$172.37
		Annual Salary + Benefits		<u>\$148,523.18</u>			
Step C		\$8,656.25 /Month		\$57.71 /Hour			
	Total Benefits	\$4,257.10	49.18%	\$86.09	\$71.47	\$22.28	\$179.84
		Annual Salary + Benefits		<u>\$154,960.24</u>			
Step D		\$9,089.07 /Month		\$60.59 /Hour			
	Total Benefits	\$4,387.54	48.27%	\$89.84	\$74.59	\$23.25	\$187.68
		Annual Salary + Benefits		<u>\$161,719.31</u>			
Step E		\$9,543.52 /Month		\$63.62 /Hour			
	Total Benefits	\$4,524.49	47.41%	\$93.79	\$77.86	\$24.27	\$195.92
		Annual Salary + Benefits		<u>\$168,816.17</u>			



Senior Redevelopment Analyst
Department: Community Development

Step A		\$7,851.48 /Month		\$52.34 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$314.06			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,335.14					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	54.96					
Life Insurance	0.000205	28.97					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	267.03					
Workers Comp.	0.046123	362.13					
Vision Benefit		33.53					
Medicare	0.014500	113.85					
				Hourly Rate & Benefits	83.02% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,014.58	51.13%	\$79.11	\$65.67	\$20.47	\$165.25
		Annual Salary + Benefits		<u>\$142,392.67</u>			
Step B		\$8,244.05 /Month		\$54.96 /Hour			
	Total Benefits	\$4,132.88	50.13%	\$82.51	\$68.50	\$21.35	\$172.37
		Annual Salary + Benefits		<u>\$148,523.18</u>			
Step C		\$8,656.25 /Month		\$57.71 /Hour			
	Total Benefits	\$4,257.10	49.18%	\$86.09	\$71.47	\$22.28	\$179.84
		Annual Salary + Benefits		<u>\$154,960.24</u>			
Step D		\$9,089.07 /Month		\$60.59 /Hour			
	Total Benefits	\$4,387.54	48.27%	\$89.84	\$74.59	\$23.25	\$187.68
		Annual Salary + Benefits		<u>\$161,719.31</u>			
Step E		\$9,543.52 /Month		\$63.62 /Hour			
	Total Benefits	\$4,524.49	47.41%	\$93.79	\$77.86	\$24.27	\$195.92
		Annual Salary + Benefits		<u>\$168,816.17</u>			



Senior Solid Waste Equipment Operator

Department: Public Works

Step A		\$5,377.48 /Month		\$35.85 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$215.10			Public Works - Maintenance		
PERS - Employer	0.170050	914.44					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	37.64					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	248.03					
Vision Benefit		33.53					
Medicare	0.014500	77.97					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,031.61	56.38%	\$56.06	\$66.73	\$14.51	\$137.30
	Annual Salary + Benefits			<u>\$100,909.09</u>			
Step B		\$5,646.36 /Month		\$37.64 /Hour			
	Total Benefits	\$3,106.27	55.01%	\$58.35	\$69.46	\$15.10	\$142.91
	Annual Salary + Benefits			<u>\$105,031.58</u>			
Step C		\$5,928.68 /Month		\$39.52 /Hour			
	Total Benefits	\$3,184.66	53.72%	\$60.76	\$72.32	\$15.72	\$148.80
	Annual Salary + Benefits			<u>\$109,360.13</u>			
Step D		\$6,225.11 /Month		\$41.50 /Hour			
	Total Benefits	\$3,266.97	52.48%	\$63.28	\$75.32	\$16.38	\$154.98
	Annual Salary + Benefits			<u>\$113,905.02</u>			
Step E		\$6,536.37 /Month		\$43.58 /Hour			
	Total Benefits	\$3,353.40	51.30%	\$65.93	\$78.48	\$17.06	\$161.47
	Annual Salary + Benefits			<u>\$118,677.28</u>			



Senior Street Maintenance Worker

Department: Public Works

Step A		\$5,087.67 /Month		\$33.92 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$203.51			Public Works - Maintenance		
PERS - Employer	0.170050	865.16					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	35.61					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	234.66					
Vision Benefit		33.53					
Medicare	0.014500	73.77					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,951.14	58.01%	\$53.59	\$63.79	\$13.87	\$131.25
	Annual Salary + Benefits			<u>\$96,465.70</u>			
Step B		\$5,342.05 /Month		\$35.61 /Hour			
	Total Benefits	\$3,021.77	56.57%	\$55.76	\$66.37	\$14.43	\$136.56
	Annual Salary + Benefits			<u>\$100,365.88</u>			
Step C		\$5,609.15 /Month		\$37.39 /Hour			
	Total Benefits	\$3,095.94	55.19%	\$58.03	\$69.08	\$15.02	\$142.13
	Annual Salary + Benefits			<u>\$104,461.07</u>			
Step D		\$5,889.61 /Month		\$39.26 /Hour			
	Total Benefits	\$3,173.82	53.89%	\$60.42	\$71.92	\$15.64	\$147.98
	Annual Salary + Benefits			<u>\$108,761.11</u>			
Step E		\$6,184.09 /Month		\$41.23 /Hour			
	Total Benefits	\$3,255.58	52.64%	\$62.93	\$74.91	\$16.29	\$154.12
	Annual Salary + Benefits			<u>\$113,276.10</u>			



Senior Water Distribution Worker

Department: Public Works

Step A		\$5,777.02 /Month		\$38.51 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$231.08			Public Works - Maintenance		
PERS - Employer	0.170050	982.38					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	40.44					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	266.45					
Vision Benefit		33.53					
Medicare	0.014500	83.77					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,142.55	54.40%	\$59.46	\$70.78	\$15.39	\$145.63
	Annual Salary + Benefits			<u>\$107,034.87</u>			
Step B		\$6,065.87 /Month		\$40.44 /Hour			
	Total Benefits	\$3,222.76	53.13%	\$61.92	\$73.71	\$16.03	\$151.66
	Annual Salary + Benefits			<u>\$111,463.54</u>			
Step C		\$6,369.16 /Month		\$42.46 /Hour			
	Total Benefits	\$3,306.97	51.92%	\$64.51	\$76.78	\$16.69	\$157.99
	Annual Salary + Benefits			<u>\$116,113.61</u>			
Step D		\$6,687.62 /Month		\$44.58 /Hour			
	Total Benefits	\$3,395.40	50.77%	\$67.22	\$80.01	\$17.40	\$164.63
	Annual Salary + Benefits			<u>\$120,996.26</u>			
Step E		\$7,022.00 /Month		\$46.81 /Hour			
	Total Benefits	\$3,488.25	49.68%	\$70.07	\$83.40	\$18.13	\$171.60
	Annual Salary + Benefits			<u>\$126,123.00</u>			





Senior Water Service Worker

Department: Public Works

Step A		\$5,234.95 /Month		\$34.90 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$209.40			Public Works - Maintenance		
PERS - Employer	0.170050	890.20					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	36.64					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	241.45					
Vision Benefit		33.53					
Medicare	0.014500	75.91					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,992.03	57.15%	\$54.85	\$65.28	\$14.19	\$134.32
	Annual Salary + Benefits			\$98,723.81			
Step B		\$5,496.70 /Month		\$36.64 /Hour			
	Total Benefits	\$3,064.72	55.76%	\$57.08	\$67.94	\$14.77	\$139.79
	Annual Salary + Benefits			\$102,736.98			
Step C		\$5,771.53 /Month		\$38.48 /Hour			
	Total Benefits	\$3,141.03	54.42%	\$59.42	\$70.72	\$15.38	\$145.52
	Annual Salary + Benefits			\$106,950.70			
Step D		\$6,060.11 /Month		\$40.40 /Hour			
	Total Benefits	\$3,221.16	53.15%	\$61.88	\$73.65	\$16.01	\$151.54
	Annual Salary + Benefits			\$111,375.23			
Step E		\$6,363.11 /Month		\$42.42 /Hour			
	Total Benefits	\$3,305.29	51.94%	\$64.46	\$76.72	\$16.68	\$157.86
	Annual Salary + Benefits			\$116,020.85			



Solid Waste Equipment Operator I

Department: Public Works

Step A		\$4,424.07 /Month		\$29.49 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$176.96			Public Works - Maintenance		
PERS - Employer	0.170050	752.31					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	30.97					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	204.05					
Vision Benefit		33.53					
Medicare	0.014500	64.15					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,766.87	62.54%	\$47.94	\$57.06	\$12.41	\$117.41
	Annual Salary + Benefits			<u>\$86,291.34</u>			
Step B		\$4,645.27 /Month		\$30.97 /Hour			
	Total Benefits	\$2,828.30	60.89%	\$49.82	\$59.31	\$12.89	\$122.02
	Annual Salary + Benefits			<u>\$89,682.79</u>			
Step C		\$4,877.54 /Month		\$32.52 /Hour			
	Total Benefits	\$2,892.79	59.31%	\$51.80	\$61.66	\$13.41	\$126.87
	Annual Salary + Benefits			<u>\$93,243.97</u>			
Step D		\$5,121.41 /Month		\$34.14 /Hour			
	Total Benefits	\$2,960.51	57.81%	\$53.88	\$64.13	\$13.94	\$131.96
	Annual Salary + Benefits			<u>\$96,983.01</u>			
Step E		\$5,377.48 /Month		\$35.85 /Hour			
	Total Benefits	\$3,031.61	56.38%	\$56.06	\$66.73	\$14.51	\$137.30
	Annual Salary + Benefits			<u>\$100,909.09</u>			



Solid Waste Manager
Department: Public Works

Step A		\$7,724.16 /Month		\$51.49 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$308.97			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,313.49					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	54.07					
Life Insurance	0.000205	28.50					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	341.72					
Workers Comp.	0.046123	356.26					
Vision Benefit		33.53					
Medicare	0.014500	112.00					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,053.45	52.48%	\$78.52	\$93.46	\$20.32	\$192.30
		Annual Salary + Benefits		<u>\$141,331.29</u>			
Step B		\$8,110.37 /Month		\$54.07 /Hour			
	Total Benefits	\$4,173.70	51.46%	\$81.89	\$97.48	\$21.19	\$200.57
		Annual Salary + Benefits		<u>\$147,408.83</u>			
Step C		\$8,515.89 /Month		\$56.77 /Hour			
	Total Benefits	\$4,299.96	50.49%	\$85.44	\$101.70	\$22.11	\$209.25
		Annual Salary + Benefits		<u>\$153,790.24</u>			
Step D		\$8,941.69 /Month		\$59.61 /Hour			
	Total Benefits	\$4,432.54	49.57%	\$89.16	\$106.13	\$23.08	\$218.37
		Annual Salary + Benefits		<u>\$160,490.78</u>			
Step E		\$9,388.77 /Month		\$62.59 /Hour			
	Total Benefits	\$4,571.75	48.69%	\$93.07	\$110.78	\$24.09	\$227.94
		Annual Salary + Benefits		<u>\$167,526.19</u>			



Solid Waste Supervisor

Department: Public Works

Step A		\$6,438.15 /Month		\$42.92 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$257.53			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,094.81					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	45.07					
Life Insurance	0.000205	23.76					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	238.76					
Workers Comp.	0.046123	296.95					
Vision Benefit		33.53					
Medicare	0.014500	93.35					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,588.65	55.74%	\$66.85	\$79.57	\$17.30	\$163.71
	Annual Salary + Benefits			<u>\$120,321.60</u>			
Step B		\$6,760.05 /Month		\$45.07 /Hour			
	Total Benefits	\$3,685.66	54.52%	\$69.64	\$82.89	\$18.02	\$170.55
	Annual Salary + Benefits			<u>\$125,348.51</u>			
Step C		\$7,098.06 /Month		\$47.32 /Hour			
	Total Benefits	\$3,787.52	53.36%	\$72.57	\$86.38	\$18.78	\$177.73
	Annual Salary + Benefits			<u>\$130,626.99</u>			
Step D		\$7,452.96 /Month		\$49.69 /Hour			
	Total Benefits	\$3,894.48	52.25%	\$75.65	\$90.05	\$19.58	\$185.27
	Annual Salary + Benefits			<u>\$136,169.24</u>			
Step E		\$7,825.61 /Month		\$52.17 /Hour			
	Total Benefits	\$4,006.78	51.20%	\$78.88	\$93.89	\$20.41	\$193.19
	Annual Salary + Benefits			<u>\$141,988.67</u>			



Street Maintenance Worker I

Department: Public Works

Step A		\$4,015.42 /Month		\$26.77 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$160.62			Public Works - Maintenance		
PERS - Employer	0.170050	682.82					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	28.11					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	185.20					
Vision Benefit		33.53					
Medicare	0.014500	58.22					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,653.40	66.08%	\$44.46	\$52.92	\$11.51	\$108.88
		Annual Salary + Benefits		<u>\$80,025.88</u>			
Step B		\$4,216.19 /Month		\$28.11 /Hour			
	Total Benefits	\$2,709.15	64.26%	\$46.17	\$54.95	\$11.95	\$113.07
		Annual Salary + Benefits		<u>\$83,104.11</u>			
Step C		\$4,427.00 /Month		\$29.51 /Hour			
	Total Benefits	\$2,767.69	62.52%	\$47.96	\$57.09	\$12.41	\$117.47
		Annual Salary + Benefits		<u>\$86,336.26</u>			
Step D		\$4,648.35 /Month		\$30.99 /Hour			
	Total Benefits	\$2,829.15	60.86%	\$49.85	\$59.34	\$12.90	\$122.09
		Annual Salary + Benefits		<u>\$89,730.02</u>			
Step E		\$4,880.77 /Month		\$32.54 /Hour			
	Total Benefits	\$2,893.69	59.29%	\$51.83	\$61.69	\$13.41	\$126.94
		Annual Salary + Benefits		<u>\$93,293.50</u>			



Street Maintenance Worker II

Department: Public Works

Step A		\$4,427.00 /Month		\$29.51 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$177.08			Public Works - Maintenance		
PERS - Employer	0.170050	752.81					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	30.99					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	204.19					
Vision Benefit		33.53					
Medicare	0.014500	64.19					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,767.69	62.52%	\$47.96	\$57.09	\$12.41	\$117.47
		Annual Salary + Benefits		<u>\$86,336.26</u>			
Step B		\$4,648.35 /Month		\$30.99 /Hour			
	Total Benefits	\$2,829.15	60.86%	\$49.85	\$59.34	\$12.90	\$122.09
		Annual Salary + Benefits		<u>\$89,730.02</u>			
Step C		\$4,880.77 /Month		\$32.54 /Hour			
	Total Benefits	\$2,893.69	59.29%	\$51.83	\$61.69	\$13.41	\$126.94
		Annual Salary + Benefits		<u>\$93,293.50</u>			
Step D		\$5,124.81 /Month		\$34.17 /Hour			
	Total Benefits	\$2,961.45	57.79%	\$53.91	\$64.17	\$13.95	\$132.03
		Annual Salary + Benefits		<u>\$97,035.14</u>			
Step E		\$5,381.05 /Month		\$35.87 /Hour			
	Total Benefits	\$3,032.60	56.36%	\$56.09	\$66.77	\$14.52	\$137.37
		Annual Salary + Benefits		<u>\$100,963.83</u>			



Street Sweeper Operator

Department: Public Works

Step A		\$4,646.10 /Month		\$30.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$185.84			Public Works - Maintenance		
PERS - Employer	0.170050	790.07					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	32.52					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	214.29					
Vision Benefit		33.53					
Medicare	0.014500	67.37					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,828.53	60.88%	\$49.83	\$59.31	\$12.90	\$122.04
		Annual Salary + Benefits		<u>\$89,695.52</u>			
Step B		\$4,878.41 /Month		\$32.52 /Hour			
	Total Benefits	\$2,893.03	59.30%	\$51.81	\$61.67	\$13.41	\$126.89
		Annual Salary + Benefits		<u>\$93,257.31</u>			
Step C		\$5,122.33 /Month		\$34.15 /Hour			
	Total Benefits	\$2,960.76	57.80%	\$53.89	\$64.14	\$13.95	\$131.98
		Annual Salary + Benefits		<u>\$96,997.11</u>			
Step D		\$5,378.44 /Month		\$35.86 /Hour			
	Total Benefits	\$3,031.88	56.37%	\$56.07	\$66.74	\$14.51	\$137.32
		Annual Salary + Benefits		<u>\$100,923.81</u>			
Step E		\$5,647.37 /Month		\$37.65 /Hour			
	Total Benefits	\$3,106.55	55.01%	\$58.36	\$69.47	\$15.10	\$142.93
		Annual Salary + Benefits		<u>\$105,047.07</u>			



Streets Manager
Department: Public Works

Step A		\$7,619.41 /Month		\$50.80 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$304.78			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,295.68					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	53.34					
Life Insurance	0.000205	28.12					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	338.58					
Workers Comp.	0.046123	351.43					
Vision Benefit		33.53					
Medicare	0.014500	110.48					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,020.83	52.77%	\$77.60	\$92.37	\$20.08	\$190.05
	Annual Salary + Benefits			<u>\$139,682.91</u>			
Step B		\$8,000.38 /Month		\$53.34 /Hour			
	Total Benefits	\$4,139.45	51.74%	\$80.93	\$96.33	\$20.95	\$198.21
	Annual Salary + Benefits			<u>\$145,677.99</u>			
Step C		\$8,400.40 /Month		\$56.00 /Hour			
	Total Benefits	\$4,264.00	50.76%	\$84.43	\$100.50	\$21.85	\$206.78
	Annual Salary + Benefits			<u>\$151,972.84</u>			
Step D		\$8,820.42 /Month		\$58.80 /Hour			
	Total Benefits	\$4,394.78	49.83%	\$88.10	\$104.87	\$22.80	\$215.77
	Annual Salary + Benefits			<u>\$158,582.43</u>			
Step E		\$9,261.44 /Month		\$61.74 /Hour			
	Total Benefits	\$4,532.10	48.94%	\$91.96	\$109.46	\$23.80	\$225.21
	Annual Salary + Benefits			<u>\$165,522.48</u>			



Streets Supervisor
Department: Public Works

Step A		\$6,628.31 /Month		\$44.19 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$265.13			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,127.14					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	46.40					
Life Insurance	0.000205	24.46					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	242.57					
Workers Comp.	0.046123	305.72					
Vision Benefit		33.53					
Medicare	0.014500	96.11					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,645.96	55.01%	\$68.50	\$81.53	\$17.73	\$167.75
	Annual Salary + Benefits			<u>\$123,291.21</u>			
Step B		\$6,959.72 /Month		\$46.40 /Hour			
	Total Benefits	\$3,745.83	53.82%	\$71.37	\$84.95	\$18.47	\$174.79
	Annual Salary + Benefits			<u>\$128,466.63</u>			
Step C		\$7,307.71 /Month		\$48.72 /Hour			
	Total Benefits	\$3,850.70	52.69%	\$74.39	\$88.55	\$19.25	\$182.19
	Annual Salary + Benefits			<u>\$133,900.96</u>			
Step D		\$7,673.10 /Month		\$51.15 /Hour			
	Total Benefits	\$3,960.82	51.62%	\$77.56	\$92.32	\$20.07	\$189.95
	Annual Salary + Benefits			<u>\$139,607.02</u>			
Step E		\$8,056.75 /Month		\$53.71 /Hour			
	Total Benefits	\$4,076.44	50.60%	\$80.89	\$96.28	\$20.93	\$198.10
	Annual Salary + Benefits			<u>\$145,598.24</u>			





Technical Assistant I
Department: Finance and Information Systems

Step A		\$4,194.87 /Month		\$27.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$167.79			Office Employees		
PERS - Employer	0.170050	713.34					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	29.36					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	193.48					
Vision Benefit		33.53					
Medicare	0.014500	60.83					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,703.23	64.44%	\$45.99	\$16.32	\$11.90	\$74.21
	Annual Salary + Benefits			<u>\$82,777.23</u>			
Step B		\$4,404.61 /Month		\$29.36 /Hour			
	Total Benefits	\$2,761.47	62.70%	\$47.77	\$16.95	\$12.36	\$77.09
	Annual Salary + Benefits			<u>\$85,992.98</u>			
Step C		\$4,624.85 /Month		\$30.83 /Hour			
	Total Benefits	\$2,822.63	61.03%	\$49.65	\$17.62	\$12.85	\$80.12
	Annual Salary + Benefits			<u>\$89,369.71</u>			
Step D		\$4,856.09 /Month		\$32.37 /Hour			
	Total Benefits	\$2,886.84	59.45%	\$51.62	\$18.32	\$13.36	\$83.30
	Annual Salary + Benefits			<u>\$92,915.10</u>			
Step E		\$5,098.89 /Month		\$33.99 /Hour			
	Total Benefits	\$2,954.25	57.94%	\$53.69	\$19.05	\$13.89	\$86.64
	Annual Salary + Benefits			<u>\$96,637.73</u>			



Technical Assistant II
Department: Finance and Information Systems

Step A		\$4,624.85 /Month		\$30.83 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$184.99			Office Employees		
PERS - Employer	0.170050	786.46					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	32.37					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	213.31					
Vision Benefit		33.53					
Medicare	0.014500	67.06					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,822.63	61.03%	\$49.65	\$17.62	\$12.85	\$80.12
	Annual Salary + Benefits			<u>\$89,369.71</u>			
Step B		\$4,856.09 /Month		\$32.37 /Hour			
	Total Benefits	\$2,886.84	59.45%	\$51.62	\$18.32	\$13.36	\$83.30
	Annual Salary + Benefits			<u>\$92,915.10</u>			
Step C		\$5,098.89 /Month		\$33.99 /Hour			
	Total Benefits	\$2,954.25	57.94%	\$53.69	\$19.05	\$13.89	\$86.64
	Annual Salary + Benefits			<u>\$96,637.73</u>			
Step D		\$5,353.84 /Month		\$35.69 /Hour			
	Total Benefits	\$3,025.05	56.50%	\$55.86	\$19.82	\$14.46	\$90.14
	Annual Salary + Benefits			<u>\$100,546.64</u>			
Step E		\$5,621.53 /Month		\$37.48 /Hour			
	Total Benefits	\$3,099.38	55.13%	\$58.14	\$20.63	\$15.05	\$93.82
	Annual Salary + Benefits			<u>\$104,650.89</u>			



Utilities Maintenance Mechanic

Department: Public Works

Step A		\$5,804.81 /Month		\$38.70 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$232.19			Public Works - Maintenance		
PERS - Employer	0.170050	987.11					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	40.63					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	267.74					
Vision Benefit		33.53					
Medicare	0.014500	84.17					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,150.27	54.27%	\$59.70	\$71.06	\$15.45	\$146.21
		Annual Salary + Benefits		<u>\$107,460.95</u>			
Step B		\$6,095.05 /Month		\$40.63 /Hour			
	Total Benefits	\$3,230.86	53.01%	\$62.17	\$74.00	\$16.09	\$152.27
		Annual Salary + Benefits		<u>\$111,910.93</u>			
Step C		\$6,399.80 /Month		\$42.67 /Hour			
	Total Benefits	\$3,315.48	51.81%	\$64.77	\$77.09	\$16.76	\$158.62
		Annual Salary + Benefits		<u>\$116,583.38</u>			
Step D		\$6,719.79 /Month		\$44.80 /Hour			
	Total Benefits	\$3,404.33	50.66%	\$67.49	\$80.34	\$17.47	\$165.30
		Annual Salary + Benefits		<u>\$121,489.49</u>			
Step E		\$7,055.78 /Month		\$47.04 /Hour			
	Total Benefits	\$3,497.63	49.57%	\$70.36	\$83.74	\$18.21	\$172.31
		Annual Salary + Benefits		<u>\$126,640.92</u>			





Wastewater Operations Manager

Department: Public Works

Step A		\$7,793.46 /Month		\$51.96 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$311.74			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,325.28					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	54.55					
Life Insurance	0.000205	28.76					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	343.80					
Workers Comp.	0.046123	359.46					
Vision Benefit		33.53					
Medicare	0.014500	113.01					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,075.03	52.29%	\$79.12	\$94.18	\$20.48	\$193.78
		Annual Salary + Benefits		<u>\$142,421.82</u>			
Step B		\$8,183.13 /Month		\$54.55 /Hour			
	Total Benefits	\$4,196.35	51.28%	\$82.53	\$98.24	\$21.36	\$202.12
		Annual Salary + Benefits		<u>\$148,553.81</u>			
Step C		\$8,592.29 /Month		\$57.28 /Hour			
	Total Benefits	\$4,323.75	50.32%	\$86.11	\$102.49	\$22.28	\$210.88
		Annual Salary + Benefits		<u>\$154,992.49</u>			
Step D		\$9,021.90 /Month		\$60.15 /Hour			
	Total Benefits	\$4,457.52	49.41%	\$89.86	\$106.96	\$23.26	\$220.08
		Annual Salary + Benefits		<u>\$161,752.99</u>			
Step E		\$9,473.00 /Month		\$63.15 /Hour			
	Total Benefits	\$4,597.97	48.54%	\$93.81	\$111.66	\$24.28	\$229.74
		Annual Salary + Benefits		<u>\$168,851.66</u>			



Wastewater Treatment Plant Operator Asst.

Department: Public Works

Step A		\$3,864.50 /Month		\$25.76 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$154.58			Public Works - Maintenance		
PERS - Employer	0.170050	657.16					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	27.05					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	178.24					
Vision Benefit		33.53					
Medicare	0.014500	56.04					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,611.50	67.58%	\$43.17	\$51.39	\$11.17	\$105.74
	Annual Salary + Benefits			<u>\$77,711.97</u>			
Step B		\$4,057.72 /Month		\$27.05 /Hour			
	Total Benefits	\$2,665.15	65.68%	\$44.82	\$53.35	\$11.60	\$109.77
	Annual Salary + Benefits			<u>\$80,674.43</u>			
Step C		\$4,260.61 /Month		\$28.40 /Hour			
	Total Benefits	\$2,721.49	63.88%	\$46.55	\$55.41	\$12.05	\$114.00
	Annual Salary + Benefits			<u>\$83,785.16</u>			
Step D		\$4,473.64 /Month		\$29.82 /Hour			
	Total Benefits	\$2,780.64	62.16%	\$48.36	\$57.57	\$12.52	\$118.44
	Annual Salary + Benefits			<u>\$87,051.35</u>			
Step E		\$4,697.32 /Month		\$31.32 /Hour			
	Total Benefits	\$2,842.75	60.52%	\$50.27	\$59.83	\$13.01	\$123.11
	Annual Salary + Benefits			<u>\$90,480.83</u>			





Wastewater Treatment Plant Supervisor

Department: Public Works

Step A		\$6,828.14 /Month		\$45.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$273.13			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,161.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.80					
Life Insurance	0.000205	25.20					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.56					
Workers Comp.	0.046123	314.93					
Vision Benefit		33.53					
Medicare	0.014500	99.01					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,706.18	54.28%	\$70.23	\$83.59	\$18.18	\$172.00
		Annual Salary + Benefits		<u>\$126,411.83</u>			
Step B		\$7,169.55 /Month		\$47.80 /Hour			
	Total Benefits	\$3,809.07	53.13%	\$73.19	\$87.12	\$18.94	\$179.25
		Annual Salary + Benefits		<u>\$131,743.41</u>			
Step C		\$7,528.03 /Month		\$50.19 /Hour			
	Total Benefits	\$3,917.10	52.03%	\$76.30	\$90.82	\$19.75	\$186.87
		Annual Salary + Benefits		<u>\$137,341.56</u>			
Step D		\$7,904.43 /Month		\$52.70 /Hour			
	Total Benefits	\$4,030.53	50.99%	\$79.57	\$94.71	\$20.59	\$194.87
		Annual Salary + Benefits		<u>\$143,219.55</u>			
Step E		\$8,299.65 /Month		\$55.33 /Hour			
	Total Benefits	\$4,149.64	50.00%	\$83.00	\$98.79	\$21.48	\$203.26
		Annual Salary + Benefits		<u>\$149,391.45</u>			



Water Conservation Specialist

Department: Public Works

Step A		\$4,747.63 /Month		\$31.65 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$189.91			Public Works - Maintenance		
PERS - Employer	0.170050	807.33					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	33.23					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	218.97					
Vision Benefit		33.53					
Medicare	0.014500	68.84					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,856.72	60.17%	\$50.70	\$60.34	\$13.12	\$124.16
	Annual Salary + Benefits			<u>\$91,252.18</u>			
Step B		\$4,985.01 /Month		\$33.23 /Hour			
	Total Benefits	\$2,922.63	58.63%	\$52.72	\$62.75	\$13.64	\$129.11
	Annual Salary + Benefits			<u>\$94,891.71</u>			
Step C		\$5,234.26 /Month		\$34.90 /Hour			
	Total Benefits	\$2,991.84	57.16%	\$54.84	\$65.28	\$14.19	\$134.31
	Annual Salary + Benefits			<u>\$98,713.23</u>			
Step D		\$5,495.97 /Month		\$36.64 /Hour			
	Total Benefits	\$3,064.51	55.76%	\$57.07	\$67.93	\$14.77	\$139.77
	Annual Salary + Benefits			<u>\$102,725.79</u>			
Step E		\$5,770.77 /Month		\$38.47 /Hour			
	Total Benefits	\$3,140.82	54.43%	\$59.41	\$70.72	\$15.38	\$145.50
	Annual Salary + Benefits			<u>\$106,939.04</u>			





Water Distribution Supervisor

Department: Public Works

Step A		\$6,828.14 /Month		\$45.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employee	0.040000	\$273.13		Non-Sworn Professionals / Supervisors			
PERS - Employer	0.170050	1,161.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.80					
Life Insurance	0.000205	25.20					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.56					
Workers Comp.	0.046123	314.93					
Vision Benefit		33.53					
Medicare	0.014500	99.01					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,706.18	54.28%	\$70.23	\$83.59	\$18.18	\$172.00
		Annual Salary + Benefits		<u>\$126,411.83</u>			
Step B		\$7,159.55 /Month		\$47.73 /Hour			
	Total Benefits	\$3,799.43	53.07%	\$73.06	\$86.96	\$18.91	\$178.93
		Annual Salary + Benefits		<u>\$131,507.70</u>			
Step C		\$7,528.03 /Month		\$50.19 /Hour			
	Total Benefits	\$3,903.10	51.85%	\$76.21	\$90.71	\$19.72	\$186.64
		Annual Salary + Benefits		<u>\$137,173.58</u>			
Step D		\$7,904.43 /Month		\$52.70 /Hour			
	Total Benefits	\$4,009.01	50.72%	\$79.42	\$94.54	\$20.55	\$194.51
		Annual Salary + Benefits		<u>\$142,961.24</u>			
Step E		\$8,299.65 /Month		\$55.33 /Hour			
	Total Benefits	\$4,120.21	49.64%	\$82.80	\$98.56	\$21.43	\$202.78
		Annual Salary + Benefits		<u>\$149,038.29</u>			





Water Distribution Worker I

Department: Public Works

Step A		\$4,752.77 /Month		\$31.69 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$190.11			Public Works - Maintenance		
PERS - Employer	0.170050	808.21					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	33.27					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	219.21					
Vision Benefit		33.53					
Medicare	0.014500	68.92					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,858.15	60.14%	\$50.74	\$60.40	\$13.13	\$124.27
	Annual Salary + Benefits			<u>\$91,330.99</u>			
Step B		\$4,990.40 /Month		\$33.27 /Hour			
	Total Benefits	\$2,924.13	58.60%	\$52.76	\$62.80	\$13.66	\$129.22
	Annual Salary + Benefits			<u>\$94,974.35</u>			
Step C		\$5,239.92 /Month		\$34.93 /Hour			
	Total Benefits	\$2,993.41	57.13%	\$54.89	\$65.33	\$14.21	\$134.43
	Annual Salary + Benefits			<u>\$98,800.01</u>			
Step D		\$5,501.92 /Month		\$36.68 /Hour			
	Total Benefits	\$3,066.16	55.73%	\$57.12	\$67.99	\$14.78	\$139.89
	Annual Salary + Benefits			<u>\$102,817.02</u>			
Step E		\$5,777.02 /Month		\$38.51 /Hour			
	Total Benefits	\$3,142.55	54.40%	\$59.46	\$70.78	\$15.39	\$145.63
	Annual Salary + Benefits			<u>\$107,034.87</u>			





Water Operations Manager

Department: Public Works

Step A		\$7,793.46 /Month		\$51.96 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$311.74			Non-Sworn Managers / Confidential		
PERS - Employer	0.170050	1,325.28					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	54.55					
Life Insurance	0.000205	28.76					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	3% + \$110	343.80					
Workers Comp.	0.046123	359.46					
Vision Benefit		33.53					
Medicare	0.014500	113.01					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$4,075.03	52.29%	\$79.12	\$94.18	\$20.48	\$193.78
		Annual Salary + Benefits		<u>\$142,421.82</u>			
Step B		\$8,183.13 /Month		\$54.55 /Hour			
	Total Benefits	\$4,196.35	51.28%	\$82.53	\$98.24	\$21.36	\$202.12
		Annual Salary + Benefits		<u>\$148,553.81</u>			
Step C		\$8,592.29 /Month		\$57.28 /Hour			
	Total Benefits	\$4,323.75	50.32%	\$86.11	\$102.49	\$22.28	\$210.88
		Annual Salary + Benefits		<u>\$154,992.49</u>			
Step D		\$9,021.90 /Month		\$60.15 /Hour			
	Total Benefits	\$4,457.52	49.41%	\$89.86	\$106.96	\$23.26	\$220.08
		Annual Salary + Benefits		<u>\$161,752.99</u>			
Step E		\$9,473.00 /Month		\$63.15 /Hour			
	Total Benefits	\$4,597.97	48.54%	\$93.81	\$111.66	\$24.28	\$229.74
		Annual Salary + Benefits		<u>\$168,851.66</u>			



Water Production Supervisor

Department: Public Works

Step A		\$6,828.14 /Month		\$45.52 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$273.13			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	1,161.13					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	47.80					
Life Insurance	0.000205	25.20					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	246.56					
Workers Comp.	0.046123	314.93					
Vision Benefit		33.53					
Medicare	0.014500	99.01					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,706.18	54.28%	\$70.23	\$83.59	\$18.18	\$172.00
		Annual Salary + Benefits		<u>\$126,411.83</u>			
Step B		\$7,159.55 /Month		\$47.73 /Hour			
	Total Benefits	\$3,806.05	53.16%	\$73.10	\$87.02	\$18.92	\$179.04
		Annual Salary + Benefits		<u>\$131,587.24</u>			
Step C		\$7,528.03 /Month		\$50.19 /Hour			
	Total Benefits	\$3,917.10	52.03%	\$76.30	\$90.82	\$19.75	\$186.87
		Annual Salary + Benefits		<u>\$137,341.56</u>			
Step D		\$7,904.43 /Month		\$52.70 /Hour			
	Total Benefits	\$4,030.53	50.99%	\$79.57	\$94.71	\$20.59	\$194.87
		Annual Salary + Benefits		<u>\$143,219.55</u>			
Step E		\$8,299.65 /Month		\$55.33 /Hour			
	Total Benefits	\$4,149.64	50.00%	\$83.00	\$98.79	\$21.48	\$203.26
		Annual Salary + Benefits		<u>\$149,391.45</u>			



Water Production Worker I

Department: Public Works

Step A		\$4,525.34 /Month		\$30.17 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$181.01			Public Works - Maintenance		
PERS - Employer	0.170050	769.53					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	31.68					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	208.72					
Vision Benefit		33.53					
Medicare	0.014500	65.62					
				Hourly Rate & Benefits	119.03% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,794.99	61.76%	\$48.80	\$58.09	\$12.63	\$119.52
	Annual Salary + Benefits			<u>\$87,844.02</u>			
Step B		\$4,751.61 /Month		\$31.68 /Hour			
	Total Benefits	\$2,857.82	60.14%	\$50.73	\$60.38	\$13.13	\$124.24
	Annual Salary + Benefits			<u>\$91,313.21</u>			
Step C		\$4,989.19 /Month		\$33.26 /Hour			
	Total Benefits	\$2,923.79	58.60%	\$52.75	\$62.79	\$13.65	\$129.20
	Annual Salary + Benefits			<u>\$94,955.80</u>			
Step D		\$5,238.65 /Month		\$34.92 /Hour			
	Total Benefits	\$2,993.06	57.13%	\$54.88	\$65.32	\$14.20	\$134.40
	Annual Salary + Benefits			<u>\$98,780.54</u>			
Step E		\$5,500.58 /Month		\$36.67 /Hour			
	Total Benefits	\$3,065.79	55.74%	\$57.11	\$67.98	\$14.78	\$139.87
	Annual Salary + Benefits			<u>\$102,796.47</u>			





Water Production Worker II

Department: Public Works

Step A		\$4,989.19 /Month		\$33.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$199.57			Public Works - Maintenance		
PERS - Employer	0.170050	848.41					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	34.92					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	230.12					
Vision Benefit		33.53					
Medicare	0.014500	72.34					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,923.79	58.60%	\$52.75	\$62.79	\$13.65	\$129.20
		Annual Salary + Benefits		\$94,955.80			
Step B		\$5,238.65 /Month		\$34.92 /Hour			
	Total Benefits	\$2,993.06	57.13%	\$54.88	\$65.32	\$14.20	\$134.40
		Annual Salary + Benefits		\$98,780.54			
Step C		\$5,500.58 /Month		\$36.67 /Hour			
	Total Benefits	\$3,065.79	55.74%	\$57.11	\$67.98	\$14.78	\$139.87
		Annual Salary + Benefits		\$102,796.47			
Step D		\$5,775.61 /Month		\$38.50 /Hour			
	Total Benefits	\$3,142.16	54.40%	\$59.45	\$70.77	\$15.39	\$145.60
		Annual Salary + Benefits		\$107,013.25			
Step E		\$6,064.39 /Month		\$40.43 /Hour			
	Total Benefits	\$3,222.35	53.14%	\$61.91	\$73.69	\$16.02	\$151.63
		Annual Salary + Benefits		\$111,440.85			



Water Service Worker I

Department: Public Works

Step A		\$4,306.81 /Month		\$28.71 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$172.27			Public Works - Maintenance		
PERS - Employer	0.170050	732.37					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	30.15					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	198.64					
Vision Benefit		33.53					
Medicare	0.014500	62.45					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,734.31	63.49%	\$46.94	\$55.87	\$12.15	\$114.96
	Annual Salary + Benefits			<u>\$84,493.50</u>			
Step B		\$4,522.15 /Month		\$30.15 /Hour			
	Total Benefits	\$2,794.11	61.79%	\$48.78	\$58.06	\$12.62	\$119.45
	Annual Salary + Benefits			<u>\$87,795.11</u>			
Step C		\$4,748.25 /Month		\$31.66 /Hour			
	Total Benefits	\$2,856.89	60.17%	\$50.70	\$60.35	\$13.12	\$124.17
	Annual Salary + Benefits			<u>\$91,261.69</u>			
Step D		\$4,985.67 /Month		\$33.24 /Hour			
	Total Benefits	\$2,922.82	58.62%	\$52.72	\$62.76	\$13.64	\$129.12
	Annual Salary + Benefits			<u>\$94,901.83</u>			
Step E		\$5,234.95 /Month		\$34.90 /Hour			
	Total Benefits	\$2,992.03	57.15%	\$54.85	\$65.28	\$14.19	\$134.32
	Annual Salary + Benefits			<u>\$98,723.81</u>			



Water Service Worker II

Department: Public Works

Step A		\$4,748.25 /Month		\$31.66 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$189.93			Public Works - Maintenance		
PERS - Employer	0.170050	807.44					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	33.24					
Life Insurance		0.00					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.		0.00					
Workers Comp.	0.046123	219.00					
Vision Benefit		33.53					
Medicare	0.014500	68.85					
				Hourly Rate & Benefits	Department Overhead	City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$2,856.89	60.17%	\$50.70	\$60.35	\$13.12	\$124.17
	Annual Salary + Benefits			<u>\$91,261.69</u>			
Step B		\$4,985.67 /Month		\$33.24 /Hour			
	Total Benefits	\$2,922.82	58.62%	\$52.72	\$62.76	\$13.64	\$129.12
	Annual Salary + Benefits			<u>\$94,901.83</u>			
Step C		\$5,234.95 /Month		\$34.90 /Hour			
	Total Benefits	\$2,992.03	57.15%	\$54.85	\$65.28	\$14.19	\$134.32
	Annual Salary + Benefits			<u>\$98,723.81</u>			
Step D		\$5,496.70 /Month		\$36.64 /Hour			
	Total Benefits	\$3,064.72	55.76%	\$57.08	\$67.94	\$14.77	\$139.79
	Annual Salary + Benefits			<u>\$102,736.98</u>			
Step E		\$5,771.53 /Month		\$38.48 /Hour			
	Total Benefits	\$3,141.03	54.42%	\$59.42	\$70.72	\$15.38	\$145.52
	Annual Salary + Benefits			<u>\$106,950.70</u>			



Webmaster

Department: Finance and Information Systems

Step A		\$5,848.32 /Month		\$38.99 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employee	0.040000	\$233.93			Non-Sworn Professionals / Supervisors		
PERS - Employer	0.170050	994.51					
PERS Survivor		2.00					
Management Incentive		0.00					
EAP		4.00					
Health Insurance		1,226.63					
Dental Insurance		184.69					
LTD Insurance	0.007000	40.94					
Life Insurance	0.000205	21.58					
BPOA Holiday Pay		0.00					
Uniform Allowance		0.00					
Retiree Medical		87.58					
Deferred Comp.	2% + \$110	226.97					
Workers Comp.	0.046123	269.74					
Vision Benefit		33.53					
Medicare	0.014500	84.80					
				Hourly Rate & Benefits	35.49% Department Overhead	25.88% City-Wide Overhead	Total Hourly Rate
	Total Benefits	\$3,410.90	58.32%	\$61.73	\$21.91	\$15.98	\$99.61
	Annual Salary + Benefits			<u>\$111,110.61</u>			
Step B		\$6,140.73 /Month		\$40.94 /Hour			
	Total Benefits	\$3,499.02	56.98%	\$64.26	\$22.81	\$16.63	\$103.70
	Annual Salary + Benefits			<u>\$115,676.99</u>			
Step C		\$6,447.77 /Month		\$42.99 /Hour			
	Total Benefits	\$3,591.55	55.70%	\$66.93	\$23.75	\$17.32	\$108.00
	Annual Salary + Benefits			<u>\$120,471.83</u>			
Step D		\$6,770.16 /Month		\$45.13 /Hour			
	Total Benefits	\$3,688.71	54.48%	\$69.73	\$24.75	\$18.05	\$112.52
	Annual Salary + Benefits			<u>\$125,506.39</u>			
Step E		\$7,108.67 /Month		\$47.39 /Hour			
	Total Benefits	\$3,790.72	53.33%	\$72.66	\$25.79	\$18.81	\$117.26
	Annual Salary + Benefits			<u>\$130,792.68</u>			

Fees:

Each fee is categorized 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)	\$400.00
Annual - Email copy	No Charge
Audio Tape (Meetings / Legislative bodies)	\$10.22
Candidate Statement's of Qualifications ¹	Actual Cost
Compact Disc - If mailed, postage fees will apply	\$11.24
Document Certification - (per document)	\$22.48
Notary Fee ² (per signature)	\$10.00
Notice of Intent to Circulate Petition ³	\$200.00
Passport Execution Fee ⁴	\$25.00
Passport Photos - (each)	\$17.37
Political Reform Act Copies of Documents ⁵ - (per page)	\$0.10
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 (per page)	\$0.26
Pages 21 and above (per page)	\$0.10
Photocopies (larger than legal size) - (per page)	\$3.07
Copies - Plotted Maps (per map)	\$17.37
Printout of Electronic Documents - (per page)	\$0.10
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

⁵ § 81008 Political Reform Act

⁶ BMC 17.640.006

⁷ G.C. §68096.1





Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

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

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



Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

A-3 PUBLIC BUILDINGS:	<u>VALUATION PER SQUARE FOOT</u>
Type IA & IB	\$107.40
Type IIA	\$80.10
Type IIB	\$76.60
Type IIIA	\$89.70
Type IIIB	\$85.70
Type IV & VA	\$79.30
Type VB	\$76.10
A-3 BOWLING ALLEYS:	
Type IA, IB & IIA	\$42.90
Type IIB	\$89.10
Type IIIA	\$47.10
Type IIIB	\$44.80
Type IV, VA & VB	\$40.10
B BANKS:	
Type IA & IB	\$128.40
Type IIA	\$92.20
Type IIB	\$87.80
Type IIIA	\$104.50
Type IIIB	\$99.80
Type IV & VA	\$92.20
Type VB	\$87.70
B OFFICES:	
Type IA & IB	\$92.20
Type IIA	\$59.70
Type IIB	\$56.90
Type IIIA	\$65.70
Type IIIB	\$62.70
Type IV & VA	\$60.80
Type VB	\$58.00
E SCHOOLS:	
Type IA & IB	\$96.30
Type IIA & IIB	\$68.70
Type IIIA	\$69.20
Type IIIB	\$65.60
Type IV & VA	\$63.30
Type VB	\$69.90

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



Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

	<u>VALUATION PER SQUARE FOOT</u>
F-1, F-2, H-1, H-2, H-3, H-4 & H-5 INDUSTRIAL PLANTS:	
Type IA & IB	\$48.80
Type IIA	\$33.30
Type IIB	\$31.50
Type IIIA	\$36.70
Type IIIB	\$35.10
Type IV & VA	\$33.20
Type VB	\$31.20
I-1 CONVALESCENT HOSPITALS:	
Type IA & IB	\$120.20
Type IIA & IIB	\$94.20
Type IIIA & IIIB	\$100.80
Type IV, VA & VB	\$85.70
I-1 HOSPITALS:	
Type IA, IB, IIA & IIB	\$140.70
Type IIIA	\$117.10
Type VA	\$108.60
I-1 JAILS:	
Type IA, IB, IIA & IIB	\$137.60
Type IIIA	\$125.10
Type VA	\$89.90
I-2 HOMES FOR THE ELDERLY:	
Type IA & IB	\$88.60
Type IIA	\$71.00
Type IIB	\$67.60
Type IIIA	\$74.00
Type IIIB	\$70.80
Type IV & VA	\$70.60
Type VB	\$67.10
I-2 MEDICAL OFFICES:	
Type IA & IB	\$102.90
Type IIA	\$76.60
Type IIB	\$73.00
Type IIIA	\$83.80
Type IIIB	\$79.90
Type IV & VA	\$78.00
Type VB	\$73.70

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



Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

	<u>VALUATION PER SQUARE FOOT</u>
M STORES:	
Type IA & IB	\$72.10
Type IIA	\$43.40
Type IIB	\$42.60
Type IIIA	\$53.10
Type IIIB	\$50.10
Type IV & VA	\$42.40
Type VB	\$39.70
M SERVICE STATIONS:	
Type IIB	\$57.10
Type IIIA	\$57.40
Type VA	\$50.40
Canopies	\$22.00
R-1 HOTELS AND MOTELS:	
Type IA, IB, IIA & IIB	\$88.00
Type IIIA	\$76.00
Type IIIB	\$72.30
Type IV & VA	\$66.20
Type VB	\$63.20
R-2 APARTMENT HOUSES:	
Type IA, IB, IIA & IIB	\$84.80
Type IIIA, IIIB, IV & VA	\$68.30
Type VB	\$61.30
Basement Garage	\$32.00
R-3 DWELLINGS:	
Type VB - Masonry	\$74.30
Type VB - Wood Frame (Production)	\$67.60
Type VB - Wood Frame (Custom)	\$74.00
BASEMENTS:	
Finished	\$18.60
Unfinished	\$14.20

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



Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

	<u>VALUATION PER SQUARE FOOT</u>
R-3 S-2 FIRE STATIONS:	
Type IA & IB	\$98.20
Type IIA	\$63.70
Type IIB	\$60.50
Type IIIA	\$70.80
Type IIIB	\$67.20
Type IV & VA	\$63.30
Type VB	\$60.10
S-1 S-2 WAREHOUSES:	
Type IA & IB	\$42.70
Type IIA	\$25.30
Type IIB	\$23.80
Type IIIA	\$29.00
Type IIIB, IV, VA & VB	\$27.70
S-2 PUBLIC GARAGES:	
Type IA, IB & IIA	\$42.40
Type IA, IB, & IIA Open Parking	\$33.20
Type IIB	\$24.80
Type IIIA	\$29.90
Type IIIB	\$28.60
Type VA	\$24.70
U PRIVATE GARAGES:	
Wood frame	\$19.90
Masonry	\$23.50
Open Carports	\$14.20
U PATIO STRUCTURES / STORAGE SHEDS	\$10.00
EQUIPMENT:	
Air Conditioning:	
Commercial	\$3.70
Residential	\$3.00
SPRINKLER SYSTEMS:	
Commercial	\$1.90
Residential	\$1.25

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



Community Development Building Fees

CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

	<u>VALUATION PER SQUARE FOOT</u>
LATH STRUCTURES / DECKS	\$2.70
FENCES:	
Wood	\$6.50
Masonry or concrete	\$8.00
Retaining walls	\$8.00
TENANT IMPROVEMENTS - (Sq Ft. Fee or Contract Price)	\$17.50
	<u>VALUATION by LINEAL FOOT</u>
INTERIOR PARTITIONS:	
Wall not exceeding 8 ft. in height	\$27.00
Wall exceeding 8 ft. in height	\$35.00
Drop ceiling	\$2.00

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

Community Development Building Fees

CALCULATION - SCHEDULE A-1 MISCELLANEOUS & FLAT FEE SCHEDULE

BUILDING PERMIT FEES: Fees 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 - per bldg \$89.01

OFFICE AUTOMATION - PER PERMIT:

or 1% whichever is greater

\$2.75

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 - Per SFD

\$62.11

Multi-Family Dwelling - Per MFD

\$25.11

Non-Residential - Per 1,000 sq. ft.

\$3.20

REROOF:

Commercial - Fee based on Valuation and Rate Schedule

Residential

1 hour *

WINDOW REPLACEMENT:

Remove & Replace four (4) or fewer windows of the same size
on the same story on one side of the dwelling

1 hour *

Remove & Replace windows of the same size and in the same location

2 hour *

Each additional story over a single story

1 hour *

MOBILE HOME SET-UP:

(Does not include plumbing, electrical and mechanical)

1 hour *

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 *

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

Community Development Building Fees

**CALCULATION - SCHEDULE A-1
MISCELLANEOUS & FLAT FEE SCHEDULE**

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 *

POOLS / SPAS / OUTDOOR KITCHENS:

Swimming pool, incl. Electrical & Plumbing - (per gunite or fiberglass pool)	\$916.40
Liner Type, incl. Electrical & Plumbing - (per in ground pool)	\$384.82
Above Ground, incl. Electrical & Plumbing (no plan check fee) - (per pool)	\$317.89
Gazebo with Self Contained Spa, incl Electrical (no plan check fee) - (per spa)	\$216.49
Outdoor BBQ with Kitchen (no plan check fee) - (per unit)	\$223.51
Self Contained Spa or Above Ground Doughboy Style Pool - Only Requires Electrical Permit	

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 overtime and weekends, and 2 times for Holidays	

Re-inspection fee assessed under provisions of Section 305 (g)	Hourly Rate *
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Inspections for which no fee is specifically indicated (Minimum charge - 1/2 hour)	Hourly Rate *
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Certified Access Specialist Program (CASP) Inspection, Reinspection and Reports - Per Request	\$101.11
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CASP Consultant	Actual Cost ***
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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.



Community Development Building Fees

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

PERMIT ISSUANCE:

For issuing each permit	\$79.06
For issuing each supplemental permit	\$14.11

PLAN REVIEW

65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.75

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 - (per Sq. Ft.)	\$0.0485
--	----------

ALTERATIONS & ADDITIONS:

Alterations, additions and modifications to existing buildings

<500 sq.ft. (per Sq. Ft.) **	\$0.1340
>500 and < 1,000 sq. ft (per Sq. Ft.) **	\$0.1096

SPA:

Self Contained Spa - (per spa) *	1/2 Hour
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	\$21.04
Mechanically driven rides and walk-through attractions or displays having electrical lighting	\$6.30
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	\$21.04
---	---------

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.

**Note: Option to Use Unit Fee Schedule.



Community Development Building Fees

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

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

UNIT FEE SCHEDULE:

RECEPTACLE, SWITCH AND LIGHTING OUTLETS:

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

First 20 - (each)	\$1.02
Additional fixtures - (each)	\$0.60

(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 - (each)	\$1.02
Additional fixtures - (each)	\$0.61

Pole or platform-mounted lighting fixtures - (each)	\$0.98
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Theatrical-type lighting fixtures or assemblies - (each)	\$4.19
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RESIDENTIAL APPLIANCES: (each)

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.

\$4.19

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

SEE POWER APPARATUS

NON-RESIDENTIAL APPLIANCES: (each)

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.

\$4.19

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

SEE POWER APPARATUS



Community Development Building Fees

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

POWER APPARATUS:

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

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

Up to and including 1 (each)	\$4.19
Over 1 and not over 10 (each)	\$10.51
Over 10 and not over 50 (each)	\$21.03
Over 50 and not over 100 (each)	\$42.10
Over 100	\$63.13

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 - (per 100 ft.)	\$6.30
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(Note: An additional fee will be required for lighting fixtures, motors and other appliances that are connected to trolley and plug-in-type busways. No fee is required for portable tools.)

SIGNS, OUTLINE LIGHTING AND MARQUEES: (each)

Signs, outline lighting systems or marquees supplied from one branch circuit	\$21.04
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Additional branch circuits within the sign, outline lighting system or marquee	\$4.19
--	--------

SERVICES: (each)

Services of 600 volts or less and not over 200 amperes in rating	\$25.95
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$52.62
Services over 600 volts or over 1000 amperes in rating	\$105.24

MISCELLANEOUS APPARATUS, CONDUITS AND CONDUCTORS: (each)

Electrical apparatus, conduits and conductors for which a permit is required but for which no fees herein set forth.	\$15.43
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(Note: This fee is not applicable when a fee is paid for one or more services, outlets, fixtures, appliances, power apparatus, busways, signs or other equipment.)



Community Development Building Fees

CALCULATION - SCHEDULE B ELECTRICAL PERMIT FEES

PHOTOVOLTAIC SYSTEM:

Single Family Residential photovoltaic system not requiring service change out or upgrade. Plan Check and Issuance Fees included.

Single Inverter	\$242.74
Additional Inverters	\$42.83

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours (Minimum charge - two hours)	Hourly rate *
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Above rate to be charged at 1 1/2 times for after hours, overtime and 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.

Community Development Building Fees

CALCULATION - SCHEDULE C PLUMBING PERMIT FEES

PERMIT ISSUANCE:	
For issuing each permit	\$79.06
For issuing each supplemental permit	\$14.11

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.75
or 1% whichever is greater

SYSTEM FEE SCHEDULE

NEW BUILDINGS:
New residential, non-residential buildings - (per sq. ft.) \$0.0485

SWIMMING POOLS:
Swimming Pool or Spa - (each) \$63.13

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)	\$9.82
2. For each building sewer and each trailer park sewer	\$21.04
3. Rainwater systems - (each drain inside building)	\$9.83
4. For each cesspool (where permitted)	\$35.07
5. For each private sewage disposal system	\$56.13
6. For each water heater and/or vent	\$9.83
7. For each gas-piping system -	
- 1 to 5 systems (per system)	\$7.03
- over 5 systems (per system)	\$1.41
8. For each industrial waste pre-treatment interceptor including its trap and vent, except kitchen-type grease interceptors functioning as fixture traps	\$9.83
9. For each installation, alteration or repair of water piping and/or water treating equipment, each	\$9.83
10. For each repair or alteration of drainage or vent piping, each fixture	\$9.83
11. For each lawn sprinkler system on any one meter including backflow protection devices therefore	\$9.83

Community Development Building Fees

**CALCULATION - SCHEDULE C
PLUMBING PERMIT FEES**

12. For atmospheric-type vacuum breakers:	
- 1 to 5 breakers (each)	\$7.03
- 6 or more breakers (each)	\$1.41
13. For each backflow protective device other than atmospheric type vacuum breakers:	
- 2 inch diameter and smaller (each)	\$9.83
- over 2 inch diameter (each)	\$21.04
14. Water Softener and/or RO system installation (each)	\$9.83

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, overtime and 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.



Community Development Building Fees

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

PERMIT ISSUANCE:

For issuing each permit	\$79.06
For issuing each supplemental permit	\$14.11

PLAN REVIEW:

65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.75

or 1% whichever is greater

NEW BUILDINGS:

New residential, non-residential buildings - (per sq. ft.)	\$0.0485
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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 \$12.62
2. For the installation or relocation of each forced-air or gravity-type furnace or burner, including ducts and vents attached to such appliance over 100,000 Btu/h \$15.43
3. For the installation or relocation of each floor furnace, including vent \$12.62
4. For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater \$12.62
5. For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit \$6.32
6. For the repair of, alteration of, or addition to each heating appliance, refrigeration unit, cooling unit, absorption unit, or each heating, cooling, absorption, or evaporative cooling system, including installation of controls regulated by this code \$12.62
7. For the installation or relocation of each boiler or compressor to and including three horsepower, or each absorption system to and including 100,000 Btu/h \$12.62
8. For the installation or relocation of each boiler or compressor over three horsepower to and including 15 horsepower, or each absorption system over 100,000 Btu/h and including 500,000 Btu/h \$23.14
9. For the installation or relocation of each boiler or compressor over three-horsepower to and including 15 horsepower, or each absorption system over 100,000 Btu/h and including 500,000 Btu/h \$31.59
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 \$47.01





Community Development Building Fees

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

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	\$78.58
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.)	\$9.24
13. For each air-handling unit over 10,000 cfm	\$15.43
14. For each evaporative cooler other than portable type	\$9.14
15. For each ventilation fan connected to a single duct	\$6.32
16. For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$9.14
17. For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$9.14
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	\$9.14
19. Permit fees for fuel-gas piping shall be:	
For each fuel-gas-piping system of one to four outlets	\$7.03
For each fuel-gas piping system of five or more outlets, per outlet	\$1.41
20. Permit fees for process piping shall be:	
For each process piping system of one to four outlets	\$7.03
For each process piping system of five or more outlets, per outlet	\$1.41



Community Development Building Fees

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

OTHER INSPECTIONS AND FEES: **

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

Hourly rate *

Above rate to be charged at 1 1/2 times for after hours, overtime and 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		FEE	
Range		Increment	
Low	High	Base Fee	
\$0.00	\$500.00	\$76.90	NA
Low	High	Base Fee	per \$100
\$500.00	\$2,000.00	\$76.90	\$4.20
Low	High	Base Fee	per \$1,000
\$2,000.00	\$25,000.00	\$139.89	\$18.94
\$25,000.00	\$50,000.00	\$575.56	\$13.69
\$50,000.00	\$100,000.00	\$917.83	\$9.49
\$100,000.00	\$500,000.00	\$1,392.41	\$7.38
\$500,000.00	\$1,000,000.00	\$4,343.08	\$6.18
\$1,000,000.00	\$99,999,999.00	\$7,433.73	\$4.12

Fees are established by SB 593

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	\$2,862.00

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 Vehicles	
Description	Fee
Abandoned Vehicles - <i>Muni Code 10.20</i>	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 Compensation Ratio 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, ² 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
<u>Streams</u>			
Streams 25 feet wide or less	\$526.42 / linear foot	1:1	Stream length measured along stream centerline. 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 centerline. Stream width measured between top of bank.

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

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

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

** Administration Fee	Fee
HCP / NCCP incidental take authorization applications	\$1,308.88
Complex HCP / NCCP incidental take authorization applications - Deposit involving one or more of the following: wetland land cover types, dedication of land, or project sites of 10 acres or more in size.	\$3,000.00

*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 annually on July 1 by CPI.

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

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)	\$204.00
6. Tentative Maps	Actual Cost
Deposit	\$6,000.00
Tentative Parcel Map Waiver	\$2,426.00
7. Variance	Actual Cost
Deposit	\$1,700.00
Admin Variance	\$785.00
8. Sign Permit / Review	
Administrative	\$256.00
Master Sign Program	Actual Cost
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	
Deposit	Actual Cost \$2,500.00
11. Development Agreement	
Deposit	Actual Cost \$4,200.00
12. Affordable Housing (Legal review or consulting)	
Deposit	Actual Cost + 25% Actual Cost + 25%
13. Appeals	
	\$306.00
14. Categorical Exemption	
	\$170.00
15. Temporary Use Permit	
Universal TUP	\$699.00
Minor TUP	\$56.00
16. Amendments	
Deposit	Actual Cost \$2,200.00
17. Time Extensions	
	\$1,144.00
18. General Plan Maintenance Fee	
Per dwelling unit or non res per 2,500 sq.ft.	\$284.00
19. Agricultural Mitigation Fee, per acre¹	
	\$6,272.00

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

Fee Description	Fee
20. County Environmental Filing Fees*	Actual Cost
21. Residential Street Addressing	
Subdivisions	\$170.00
Secondary Units	\$42.91
22. Peer Review	Actual Cost + 25%
23. Special Studies (Traffic, Environmental, etc.)	Actual Cost + 25%
24. Adult Oriented Zoning Review	\$3,984.00
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	\$154.00
(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 \$3,374 per required parking space.
Retail / Commercial / Office - per space	\$3,374.00

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	
Single Family	3% Moderate 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 \$138,728 per low income unit not built * \$203,841 per very low income unit not built
In-Lieu Fee Two (2) Bedroom
\$0.00 per moderate income unit not built \$82,154 per low income unit not built * \$140,863 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, 2012 - June 30, 2013 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	6 Bedroom
Family Size ¹	1	2	3	4	5	6	7	
Area Median Income (AMI) ²	\$65,450	\$74,800	\$84,150	\$93,500	\$101,000	\$108,450	\$115,950	
Very Low Income Households: Maximum Affordable Cost = 30% of 50% of AMI								
Annual Income @ 50% of AMI	\$32,700	\$37,400	\$42,050	\$46,750	\$50,500	\$54,200	\$57,950	
Affordable Monthly Housing Cost	\$818	\$935	\$1,051	\$1,169	\$1,263	\$1,355	\$1,449	
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	\$691	\$804	\$874	\$962	\$1,038	\$1,106	\$1,159	
Low Income Households: Maximum Affordable Cost = 30% of 60% of AMI								
Annual Income @ 60% of AMI	\$39,250	\$44,850	\$50,450	\$56,100	\$60,600	\$65,050	\$69,550	
Affordable Monthly Housing Cost	\$981	\$1,121	\$1,261	\$1,403	\$1,515	\$1,626	\$1,739	
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	\$854	\$990	\$1,084	\$1,196	\$1,290	\$1,377	\$1,449	
Moderate Income Households: Maximum Affordable Cost = 30% of 110% of AMI								
Annual Income @ 110% of AMI	\$72,000	\$82,300	\$92,550	\$102,850	\$111,100	\$119,300	\$127,550	
Affordable Monthly Housing Cost	\$1,800	\$2,058	\$2,314	\$2,571	\$2,778	\$2,983	\$3,189	
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	\$1,673	\$1,927	\$2,137	\$2,364	\$2,553	\$2,734	\$2,899	

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

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

³ Includes gas heating, gas cooking, other electric, microwave, gas water heating, water, trash collection, and sewer. 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	\$38.30
Certificate Duplication Fee	\$25.54
Business License Listing - per page	\$0.26
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	\$34.34
Return Payment Fee	\$13.72

**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 Developments	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

As adopted by Ordinance 760 and amended by Ordinances 847 & 870.



Parks & Recreation Business & Technology Incubator

Fee Description	Fee
Rent - per sq. ft.	\$2.50
Security Deposit - Amount equal to one months rent	
Tenant computer and phone set up	\$200.00
Phone deposit - per phone	\$500.00
Non-refundable key charge - per office	\$35.00
Tenant photocopy - per copy	\$0.26
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	



Park & Recreation Fees

Fee Description	Fee
Bingo Permit	\$59.30
City Run Youth Sports Non-resident Fee (10% of Registration fee, minimum \$5)	\$5.00/10% Reg Fee
Non-resident Fee for Adult Sport Leagues (per person)	\$11.80
Non-resident 100% cost recovery (excluding aquatic & youth sports)	
Late Fee for Youth Sport Leagues (per person)	\$23.70
Parks and Trails, Recreation Master Plan (Color)	\$63.40
Parks and Trails, Recreation Master Plan (Black / White)	\$17.20
Parks and Trails, Recreation Master Plan (Appendices)	\$323.40
Urban Forest Guideline	\$28.80
Adult Sports	
Adult Softball Spring League*	\$665.00
Adult Recreational Coed Softball Spring League*	\$665.00
Adult Softball Summer League*	\$665.00
Adult Recreational Coed Softball Summer League*	\$665.00
Adult Softball Fall League*	\$665.00
Adult Recreational Coed Softball Fall League*	\$665.00
Open Gym Volleyball (Pass)	\$31.30
Open Gym Volleyball (Pass) Non-Resident	\$35.60
Youth Sports	
Pre-School Basketball Summer Program**	\$81.90
Pre-School Basketball Summer Program (Non-Resident)	\$140.50
Pre-School Basketball Spring Program**	\$81.90
Pre-School Basketball Spring Program (Non-Resident)	\$156.90
Pre-School Soccer Indoor**	\$81.90
Pre-School Soccer Indoor (Non-Resident)	\$140.50
Pre-School Soccer Outdoor**	\$81.90
Pre-School Soccer Outdoor (Non-Resident)	\$140.50
Pre-School Flag Tag**	\$81.90
Pre-School Flag Tag (Non-Resident)	\$127.80
Pre-School Sandlot T-Ball	\$54.00
Pre-School Sandlot T-Ball (Non-Resident)	\$59.40
Youth Baseball Pee Wee	\$82.00
Youth Baseball Pee Wee (Non-Resident)	\$90.20
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
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

* Non-Resident Fee for Adult Sport Leagues is a per person charge of \$11.80 each

** At the end of the current instructor contract, all new contracts will be negotiated to meet cost rate recovery established by City Council



Park & Recreation Fees

Fee Description	Fee
Youth Sports (continued)	
Youth Flag Football	\$121.00
Youth Flag Football (Non-Resident)	\$133.10
Youth Basketball	\$98.00
Youth Basketball (Non-Resident)	\$107.80
Kidz Love Soccer 5 Week Indoor Program**	\$67.60
Kidz Love Soccer 5 Week Indoor Program (Non-Resident)	\$118.20
Kidz Love Soccer 8 Week Program**	\$90.10
Kidz Love Soccer 8 Week Program (Non-Resident)	\$141.60
Kidz Love Soccer 1/2 Day Camp**	\$117.80
Kidz Love Soccer 1/2 Day Camp (Non-Resident)	\$204.30
Animal Activities Classes	
Puppy Imprinting 3 Week Program**	\$61.40
Puppy Imprinting 3 Week Program (Non-Resident)	\$91.70
Dog Obedience 3 Week Program**	\$61.40
Dog Obedience 3 Week Program (Non-Resident)	\$91.70
Dog Obedience 6 Week Program**	\$105.50
Dog Obedience 6 Week Program (Non-Resident)	\$153.80
Intermediate Dog Obedience 6 Week Program**	\$105.50
Intermediate Dog Obedience 6 Week Program (Non-Resident)	\$153.80
Horsemanship Levels I & II**	\$184.60
Horsemanship Levels I & II (Non-Resident)	\$318.10
Horsemanship Toddler Time**	\$142.90
Horsemanship Toddler Time (Non-Resident)	\$249.60
Horsemanship Half Day Camp**	\$196.60
Horsemanship Half Day Camp (Non-Resident)	\$336.80
Horsemanship Full Day Camp**	\$448.00
Horsemanship Full Day Camp (Non-Resident)	\$729.50
Creative Activities Arts & Crafts Classes	
Jewelry Class**	\$90.00
Jewelry Class (Non-Resident)	\$145.10
Youth Art and Drawing Class - 3 Hours**	\$32.20
Youth Art and Drawing Class - 3 Hours (Non-Resident)	\$56.90
Youth Art and Drawing Class - 4 Hours**	\$42.50
Youth Art and Drawing Class - 4 Hours (Non-Resident)	\$74.00
Youth Art and Drawing Class - 4.5 Hours**	\$64.30
Youth Art and Drawing Class - 4.5 Hours (Non-Resident)	\$106.70
Youth Art and Drawing Class - 5 Hours**	\$53.60
Youth Art and Drawing Class - 5 Hours (Non-Resident)	\$91.90
Youth Art and Drawing Class - 6 Hours**	\$64.30
Youth Art and Drawing Class - 6 Hours (Non-Resident)	\$96.50
Youth Art and Drawing Class - 7.5 Hours**	\$69.80
Youth Art and Drawing Class - 7.5 Hours (Non-Resident)	\$120.40
Youth Art and Drawing Class - 9 Hours**	\$83.80
Youth Art and Drawing Class - 9 Hours (Non-Resident)	\$143.70
Youth Art and Drawing Class - 12 Hours**	\$122.00
Youth Art and Drawing Class - 12 Hours (Non-Resident)	\$212.10

** At the end of the current instructor contract, all new contracts will be negotiated to meet cost rate recovery established by City Council



Park & Recreation Fees

Fee Description	Fee
Creative Activities Play Classes	
British Multi-Sport Half Day Camp**	\$150.00
British Multi-Sport Half Day Camp (Non-Resident)	\$260.80
Lego Camp (Ages 5-12) **	\$180.00
Lego Camp (Ages 5-12) (Non-Resident)	\$300.00
Mad Science Camp (Ages 3-5)**	\$92.00
Mad Science Camp (Ages 3-5) (Non-Resident)	\$206.80
Mad Science Camp (Ages 4-12)**	\$189.40
Mad Science Camp (Ages 4-12) (Non-Resident)	\$310.80
Youth Dance Classes	
Ballet / Tap Dance 6 Weeks**	\$53.50
Ballet / Tap Dance 6 Weeks (Non-Resident)	\$94.00
Ballet / Tap Dance 8 Weeks**	\$67.50
Ballet / Tap Dance 8 Weeks (Non-Resident)	\$118.60
Expressions Dance Academy:	
Summer Dance Camp (Ages 4-8)**	\$120.00
Summer Dance Camp (Ages 4-8) (Non-Resident)	\$205.30
Hip Hop Dance Pre-School (Ages 2-5)**	\$86.00
Hip Hop Dance Pre School (Ages 2-5) (Non-Resident)	\$143.70
Hip Hop / Creative Dance Movement**	\$57.70
Hip Hop / Creative Dance Movement (Non-Resident)	\$92.60
Fitness Classes	
Pilates / Yogilates Classes**	\$73.20
Pilates / Yogilates Classes (Non-Resident)	\$132.80
Zumba Dance Classes**	\$57.30
Zumba Dance Classes (Non-Resident)	\$103.90
Tennis Program	
Tot Tennis Summer Camp Blast (Ages 4-7)**	\$15.70
Tot Tennis Summer Camp Blast (Ages 4-7) - (Non-Resident)	\$27.50
Junior / Teen / Adult Summer Camp Blast (Ages 8-Adult)**	\$20.90
Junior / Teen / Adult Summer Camp Blast (Ages 8-Adult) - (Non-Resident)	\$31.80
Youth (Ages 4-7)**	\$41.80
Youth (Ages 4-7) - (Non-Resident)	\$66.60
Youth (Ages 8-18+)**	\$59.60
Youth (Ages 8-18+) - (Non-Resident)	\$85.20

** At the end of the current instructor contract, all new contracts will be negotiated to meet cost rate recovery established by City Council



Park & Recreation Fees

Fee Description	Fee
Gymnastics	
Parent and Me Gymnastics / Pre-School - 5 Weeks:	
Resident**	\$54.20
Non-Resident	\$79.30
Parent and Me Gymnastics / Pre-School - 6 Weeks:	
Resident**	\$65.00
Non-Resident	\$103.90
School Age Gymnastics (Ages 5-12) - 5 Weeks:	
Resident**	\$60.00
Non-Resident	\$87.80
School Age Gymnastics (Ages 5-12) - 6 Weeks:	
Resident**	\$72.00
Non-Resident	\$110.80
Gymnastic Camp Ages (5-12) - 5 days:	
Resident**	\$100.00
Non-Resident	\$158.00
Health & Safety Classes	
Adult Part-Time/Senior CPR / First Aid / AED Re-Cert / Cert:	
Resident**	\$21.70
Non-Resident	\$25.30
Part-time CPR / First Aid / AED Re-Cert (under 18):	
Resident**	\$14.50
Non-Resident	\$25.30
CPR 4 Hour Class:	
Resident**	\$68.60
Non-Resident	\$117.80
CPR First Aid Combination:	
Resident**	\$79.20
Non-Resident	\$137.90
BLS Health Care Providers CPR & AED:	
Resident**	\$81.90
Non-Resident	\$142.10
First Aid 4 Hour Class:	
Resident**	\$68.60
Non-Resident	\$117.80
Martial Arts	
Beginning Traditional Karate (Ages 3-12) 6 Weeks**	\$72.00
Beginning Traditional Karate (Ages 3-12) 6 Weeks (Non-Resident)	\$97.20
Beginning Traditional Karate (Ages 3-12) 7 Weeks**	\$84.00
Beginning Traditional Karate (Ages 3-12) 7 Weeks (Non-Resident)	\$111.30
Beginning Traditional Karate (Ages 3-12) 8 Weeks**	\$96.00
Beginning Traditional Karate (Ages 3-12) 8 Weeks (Non-Resident)	\$125.30

** At the end of the current instructor contract, all new contracts will be negotiated to meet cost rate recovery established by City Council



Park & Recreation Fees

Fee Description	Fee
Performing Arts Classes	
Freshi Films Classes (Ages 5-12) 8 Weeks**	\$145.00
Freshi Films Classes (Ages 5-12) 8 Weeks (Non-Resident)	\$241.80
Freshi Films Classes (Ages 5-12) 10 Weeks**	\$177.00
Freshi Films Classes (Ages 5-12) 10 Weeks (Non-Resident)	\$300.20
FreshFlix Digital Filmmaking Camp (Ages 5-12)**	\$210.00
FreshFlix Digital Filmmaking Camp (Ages 5-12) (Non-Resident)	\$324.30
Teen Programs	
Youth Commission Dance (Pre-Sale)*	\$7.00
Youth Commission Dance (at the door)*	\$10.00
Safety Drivers Ed On-line Course*	\$55.00
Special Events	
Date Night First Child Rate / Santa's Helper Daycare*	\$15.00
Date Night Multiple Child Rate / Santa's Helper Daycare*	\$10.00
Letter from Santa*	\$6.00
Lunch With Bunny*	\$6.00
Scarecrows in Park*	\$15.00
Sweetheart Brunch*	\$25.00
Vendor Space for Starry Nights Concert (Per Vendor, Per Concert)	\$46.40
Internet Classes	
Ed2go*	\$95.00
Active Adults	
Bocce League*	\$87.20

* Non-Resident Fee does not apply to these programs

** At the end of the current instructor contract, all new contracts will be negotiated to meet cost rate recovery established by City Council



Park & Recreation Fees

Fee Description	Fee
Aquatics - January 1, 2013 CPI Applied¹	
Parent / Child Lessons	\$51.60
Parent / Child Lessons (Non-Resident)	\$56.80
Swim Lessons	\$60.30
Swim Lessons (Non-Resident)	\$66.30
Private Swim Lessons	\$87.70
Private Swim Lessons (Non-Resident)	\$96.40
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	\$38.30
10 Swim Pass (Non-Resident)	\$43.50
25 Swim Pass	\$81.50
25 Swim Pass (Non Resident)	\$90.00
Family Lap Swim	\$3.00
Lap Swim Single Entry	\$3.00
Lap Swim 16 Swims	\$36.40
Lap Swim 16 Swims (Non-Resident)	\$41.60
BFAC Swim Practice Lane Fee	\$7.30
Season Pass (5 Family Members)	\$366.30
Season Pass (5 Family Members) (Non-Resident)	\$402.90
Season Pass (each additional family member)	\$73.20
Season Pass (each additional family member) (Non-Resident)	\$80.60
Season Pass 25% Off (Before June 1)	\$274.70
Season Pass 25% Off (Before June 1) (Non-Resident)	\$302.20
Season Pass 25% Off (each additional family member)	\$54.90
Season Pass 25% Off (each additional family member) (Non-Resident)	\$60.40
Pool Event Single Entry	\$6.60
Pool Event Family up to 5 Entries	\$20.90
Lifeguard Certification	\$195.20
Lifeguard Certification (Non-Resident)	\$214.70
Jr. Lifeguard Camp	\$111.20
Jr. Lifeguard Camp (Non-Resident)	\$121.80
Jr. Water Safety Aide Camp	\$111.20
Jr. Water Safety Aide Camp (Non-Resident)	\$121.80
Lifeguard Recertification	\$151.40

¹ The applicable fees shown in the section above are changed by CPI on January 1 of each year.



Park & Recreation Fees

Fee Description	Fee
Facility Rentals	
Special Events Application Fee / Class 1 & 2 Events	\$125.20
Special Events Application Fee / Class 3 Events	\$48.60
Special Events Application Fee / Class 4 Events	\$75.60
Billing Processing Fee	\$48.60
Application Rush Fee - less than 30 days	\$29.50
Refundable Damage Deposit for Non-Alcohol Event	\$250.00
Refundable Kitchen Cleaning / Damage Deposit	\$300.00
Refundable Damage Deposit for Alcohol Event	\$500.00
Cancellation Fee	\$29.60
Unpaid Balance Late Fee less than 30 days prior to event	\$81.30
Contract Modification Fee (5) days after receipt of contract	\$58.60
(5 business day grace period for changes without charges once application has been submitted)	
Contract Modification Fee - Less than 14 days prior to event**	\$117.10
Rental Liability Insurance	\$98 - \$700.00
Part-Time Staff - (per hour)	Hourly Rate plus Benefits
<i>**Less than 14 days notice - Not applicable for Tournament Rentals</i>	
Brentwood Family Aquatic Complex*	
Competitive Pool - 3 hrs	\$1,027.40
Picnic Tables - 2 hrs	\$29.60
Recreation / Slide Pools - 3 hrs	\$819.50
Aquatic Park - 3 hrs	\$1,841.00
Refundable Deposit	\$750.00
Brentwood Community Center - Base Rates*	
Rental - Daily Flat Rate (10 hrs Maximum for 2 or more consecutive days)	
Entire First Floor (Including Kitchen)	
Resident	\$1,600.00
Non-Resident	\$1,760.00
Commercial	\$2,080.00
Non-Profit	\$1,120.00
Commercial Kitchen (Only)	
Resident	\$320.00
Non-Resident	\$352.00
Commercial	\$416.00
Non-Profit	\$224.00
Rental - Hourly Flat Rate (2 hrs Minimum Required)	
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-Thursdays)	
Resident	\$192.00
Non-Resident	\$211.20
Commercial	\$249.60
Non-Profit	\$134.40

*See Facility Rentals Cancellation Policy - Page 255



Park & Recreation Fees

Fee Description	Fee
Brentwood Community Center - Base Rates*	
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
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

*See Facility Rentals Cancellation Policy - Page 255



Park & Recreation Fees

Fee Description	Fee
Brentwood Community Center - Base Rates* (continued)	
Community Room - Hall B/More than 5 Hours (Friday-Saturday)	
Resident	\$100.00
Non-Resident	\$110.00
Commercial	\$130.00
Non-Profit	\$70.00
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	\$76.80
Non-Resident	\$105.60
Commercial	\$124.80
Non-Profit	\$53.70
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 255



Park & Recreation Fees

Fee Description	Fee
Brentwood Community Center - Base Rates* (continued)	
Multi Purpose Room Full/More than 5 Hours (Sunday-Thursday)	
Resident	\$72.00
Non-Resident	\$99.00
Commercial	\$117.00
Non-Profit	\$50.40
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	\$38.40
Non-Resident	\$52.80
Commercial	\$62.40
Non-Profit	\$26.80
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	\$36.00
Non-Resident	\$49.50
Commercial	\$58.50
Non-Profit	\$25.20
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	\$38.40
Non-Resident	\$52.80
Commercial	\$62.40
Non-Profit	\$26.80
Multi Purpose Room B/More than 5 Hours (Friday-Saturday)	
Resident	\$50.00
Non-Resident	\$55.00
Commercial	\$65.00
Non-Profit	\$35.00
Multi Purpose Room B/More than 5 Hours (Sunday-Thursday)	
Resident	\$36.00
Non-Resident	\$49.50
Commercial	\$58.50
Non-Profit	\$25.20

*See Facility Rentals Cancellation Policy - Page 255



Park & Recreation Fees

Fee Description	Fee
Brentwood Community Center - Base Rates* (continued)	
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	\$38.40
Non-Resident	\$52.80
Commercial	\$62.40
Non-Profit	\$26.80
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	\$36.00
Non-Resident	\$49.50
Commercial	\$58.50
Non-Profit	\$25.20
Conference 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	\$46.00
Non-Resident	\$63.30
Commercial	\$74.80
Non-Profit	\$32.20
Conference Room Full/More than 5 Hours (Friday-Saturday)	
Resident	\$60.00
Non-Resident	\$66.00
Commercial	\$78.00
Non-Profit	\$42.00
Conference Room Full/More than 5 Hours (Sunday-Thursday)	
Resident	\$43.20
Non-Resident	\$59.40
Commercial	\$70.20
Non-Profit	\$30.20
Conference Room A/Up to 5 Hours (Friday-Saturday)	
Resident	\$36.00
Non-Resident	\$39.60
Commercial	\$46.80
Non-Profit	\$25.20

*See Facility Rentals Cancellation Policy - Page 255



Park & Recreation Fees

Fee Description	Fee
Brentwood Community Center - Base Rates* (continued)	
Conference Room A/Up to 5 Hours (Sunday-Thursday)	
Resident	\$23.00
Non-Resident	\$31.60
Commercial	\$37.40
Non-Profit	\$16.00
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	\$21.60
Non-Resident	\$29.70
Commercial	\$35.10
Non-Profit	\$15.10
Conference 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	\$23.00
Non-Resident	\$31.60
Commercial	\$37.40
Non-Profit	\$16.00
Conference Room B/More than 5 Hours (Friday-Saturday)	
Resident	\$30.00
Non-Resident	\$33.00
Commercial	\$39.00
Non-Profit	\$21.00
Conference Room B/More than 5 Hours (Sunday-Thursday)	
Resident	\$21.60
Non-Resident	\$29.70
Commercial	\$35.10
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 255



Park & Recreation Fees

Fee Description	Fee
Women's Club	
Resident - (per hour)	\$38.60
Non-resident - (per hour)	\$42.40
Commercial - (per hour)	\$50.10
Non-profit - (per hour)	\$26.90
Brentwood Senior Activity Center*	
Main Hall - Up to 5 Hours (Friday-Saturday)	
Resident - (per hour)	\$108.50
Non-resident - (per hour)	\$119.30
Commercial - (per hour)	\$141.00
Non-profit - (per hour)	\$75.90
Main Hall - Up to 5 Hours (Sunday-Thursday)	
Resident - (per hour)	\$86.80
Non-resident - (per hour)	\$95.40
Commercial - (per hour)	\$112.80
Non-profit - (per hour)	\$60.70
Main Hall - More than 5 Hours (Friday-Saturday)	
Resident - (per hour)	\$97.60
Non-resident - (per hour)	\$107.30
Commercial - (per hour)	\$126.80
Non-profit - (per hour)	\$68.30
Main Hall - More than 5 Hours (Sunday-Thursday)	
Resident - (per hour)	\$78.00
Non-resident - (per hour)	\$85.80
Commercial - (per hour)	\$101.40
Non-profit - (per hour)	\$54.60
Meeting Room - up to 5 Hours (Friday-Saturday)	
Resident - (per hour)	\$70.50
Non-resident - (per hour)	\$77.50
Commercial - (per hour)	\$91.60
Non-profit - (per hour)	\$49.30
Meeting Room - up to 5 Hours (Sunday-Thursday)	
Resident - (per hour)	\$56.40
Non-resident - (per hour)	\$62.00
Commercial - (per hour)	\$73.30
Non-profit - (per hour)	\$39.40
Meeting Room - More than 5 Hours (Friday-Saturday)	
Resident - (per hour)	\$63.50
Non-resident - (per hour)	\$69.80
Commercial - (per hour)	\$82.50
Non-profit - (per hour)	\$44.40
Meeting Room - More than 5 Hours (Sunday-Thursday)	
Resident - (per hour)	\$50.70
Non-resident - (per hour)	\$55.70
Commercial - (per hour)	\$65.90
Non-profit - (per hour)	\$35.40

*See Facility Rentals Cancellation Policy - Page 255



Park & Recreation Fees

Fee Description	Fee
Brentwood Senior Activity Center* (continued)	
Class Room - up to 5 Hours (Friday-Saturday)	
Resident - (per hour)	\$54.20
Non-resident - (per hour)	\$59.60
Commercial - (per hour)	\$70.40
Non-profit - (per hour)	\$37.90
Class Room - up to 5 Hours (Sunday-Thursday)	
Resident - (per hour)	\$43.30
Non-resident - (per hour)	\$47.60
Commercial - (per hour)	\$56.20
Non-profit - (per hour)	\$30.30
Class Room - More than 5 Hours (Friday-Saturday)	
Resident - (per hour)	\$48.70
Non-resident - (per hour)	\$53.50
Commercial - (per hour)	\$63.00
Non-profit - (per hour)	\$34.00
Class Room - More than 5 Hours (Sunday-Thursday)	
Resident - (per hour)	\$38.90
Non-resident - (per hour)	\$42.70
Commercial - (per hour)	\$50.50
Non-profit - (per hour)	\$27.20
Meeting Room/Class Room Combination - up to 5 Hours (Friday-Saturday)	
Resident - (per hour)	\$86.50
Non-resident - (per hour)	\$95.10
Commercial - (per hour)	\$112.40
Non-profit - (per hour)	\$60.50
Meeting Room/Class Room Combination up to 5 Hours (Sunday-Thursday)	
Resident - (per hour)	\$69.20
Non-resident - (per hour)	\$76.10
Commercial - (per hour)	\$89.90
Non-profit - (per hour)	\$48.40
Meeting Room/Class Room Combination - More than 5 Hours (Friday-Saturday)	
Resident - (per hour)	\$77.80
Non-resident - (per hour)	\$85.50
Commercial - (per hour)	\$101.10
Non-profit - (per hour)	\$54.40
Meeting Room/Class Room Combination More than 5 Hours (Sunday-Thursday)	
Resident - (per hour)	\$62.20
Non-resident - (per hour)	\$68.40
Commercial - (per hour)	\$80.80
Non-profit - (per hour)	\$43.50

*See Facility Rentals Cancellation Policy - Page 255



Park & Recreation Fees

Fee Description	Fee
Brentwood Senior Activity Center* (continued)	
Kitchen - up to 5 Hours (Friday-Saturday)	
Resident - (per hour)	\$37.90
Non-resident - (per hour)	\$41.60
Commercial - (per hour)	\$49.20
Non-profit - (per hour)	\$26.50
Kitchen - up to 5 Hours (Sunday-Thursday)	
Resident - (per hour)	\$30.30
Non-resident - (per hour)	\$33.30
Commercial - (per hour)	\$39.30
Non-profit - (per hour)	\$21.20
Kitchen - More than 5 Hours (Friday-Saturday)	
Resident - (per hour)	\$34.10
Non-resident - (per hour)	\$37.50
Commercial - (per hour)	\$44.30
Non-profit - (per hour)	\$23.80
Kitchen - More than 5 Hours (Sunday-Thursday)	
Resident - (per hour)	\$27.20
Non-resident - (per hour)	\$29.90
Commercial - (per hour)	\$35.30
Non-profit - (per hour)	\$19.00
Senior Center Equipment Rental with Rental of Senior Center (Flat Rate)	
Portable Stage 16ft x 8ft Removal	\$63.30
Portable Stage Rental Resizing	\$105.60
Coffee Maker	\$10.70
Portable Bar (each)	\$43.40
Portable Dance Floor Removal (24x24) 90 Capacity	\$105.60
Portable Dance Floor Resizing	\$105.60
Entire Facility Daily Flat Rate (10 hours maximum for 2 or more consecutive days)	
Resident	\$976.00
Non-resident	\$1,073.60
Commercial	\$1,268.80
Non-profit	\$683.20
Commercial Kitchen Daily Flat Rate (10 hours maximum for 2 or more consecutive days)	
Resident	\$341.00
Non-resident	\$375.10
Commercial	\$443.30
Non-profit	\$238.70

*See Facility Rentals Cancellation Policy - Page 255



Park & Recreation Fees

Fee Description	Fee
Apple Hill Park*	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident - (per hour)	\$17.70
Non-resident - (per hour)	\$19.50
Commercial - (per hour)	\$23.00
Non-profit - (per hour)	\$12.40
Resident - (per day)	\$83.00
Non-resident - (per day)	\$91.40
Commercial - (per day)	\$107.90
Non-profit - (per day)	\$58.20
Bocce Courts:	
Resident - (per hour)	\$11.80
Non-resident - (per hour)	\$13.00
Commercial - (per hour)	\$15.40
Non-profit - (per hour)	\$8.20
Two Hour Minimum Equipment Deposit	\$100.00
Ball Field Rental:	
Resident - (per day)	\$11.80
Non-resident - (per day)	\$13.00
Commercial - (per day)	\$15.40
Non-profit - (per day)	\$8.20
Ball Field Prep Services - (per field)	\$29.60
Ball Field Prep Without Lining - (per field)	\$17.70
Scorekeeper Fee - (per hour)	\$12.60
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 - (per hour)	\$17.70
Non-resident - (per hour)	\$19.50
Commercial - (per hour)	\$23.00
Non-profit - (per hour)	\$12.40
Resident - (per day)	\$83.00
Non-resident - (per day)	\$91.40
Commercial - (per day)	\$107.90
Non-profit - (per day)	\$58.20
Group Picnic Shelter Rentals (51-100 Capacity):	
Resident - (per hour)	\$35.50
Non-resident - (per hour)	\$39.10
Commercial - (per hour)	\$53.40
Non-profit - (per hour)	\$24.90
Resident - (per day)	\$178.10
Non-resident - (per day)	\$195.80
Commercial - (per day)	\$231.50
Non-profit - (per day)	\$124.70

*See Facility Rentals Cancellation Policy - Page 255

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.



Park & Recreation Fees

Fee Description	Fee
Balfour Guthrie Park (continued)*	
Ball Field / Soccer Field Rental:	
Resident - (per day)	\$11.80
Non-resident - (per day)	\$13.00
Commercial - (per day)	\$15.40
Non-profit - (per day)	\$8.20
Ball Field Prep Services - (per field)	\$29.60
Ball Field Prep Without Lining - (per field)	\$17.70
Soccer Field Prep Service - (per field)	\$17.70
Soccer Field Lining Services - (per field)	\$89.00
Soccer Field Lining Repaint - (per field)	\$29.60
Extra Mow - (per field)	\$89.00
Field / Soccer Overlay Lights - (per hour)	\$10.00
Field / Soccer Overlay Lights - (per hour) - Effective January 1, 2013	\$9.80
Scorekeeper Fee - (per hour)	\$12.60
Solid Waste Garbage Service	Actual Cost
Refundable Field Deposits - 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 - (per hour)	\$8.70
Non-resident - (per hour)	\$9.80
Commercial - (per hour)	\$11.50
Non-profit - (per hour)	\$6.20
Resident - (per day)	\$41.40
Non-resident - (per day)	\$45.60
Commercial - (per day)	\$53.90
Non-profit - (per day)	\$29.10
Brentwood Skate Park*	
Entire Facility Rental:	
Resident - (per each 4 hour period)	\$325.80
Non-resident - (per each 4 hour period)	\$358.30
Commercial - (per each 4 hour period)	\$423.50
Non-Profit - (per each 4 hour period)	\$228.00
Each Additional Hour	\$79.20
City Park*	
Entire City Park:	
Resident - (per hour)	\$77.00
Non-resident - (per hour)	\$84.70
Commercial - (per hour)	\$100.00
Non-profit - (per hour)	\$53.90
Resident - (per day)	\$385.00
Non-resident - (per day)	\$423.50
Commercial - (per day)	\$500.00
Non-profit - (per day)	\$269.50
Part-time Staff Fee - Rate (per hour)	Hourly Rate plus Benefits

*See Facility Rentals Cancellation Policy - Page 255

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.



Park & Recreation Fees

Fee Description	Fee
City Park* (continued)	
Group Picnic Area Rentals (1-25 Capacity):	
Resident - (per hour)	\$8.70
Non-resident - (per hour)	\$9.80
Commercial - (per hour)	\$11.50
Non-profit - (per hour)	\$6.20
Resident - (per day)	\$41.40
Non-resident - (per day)	\$45.60
Commercial - (per day)	\$53.90
Non-profit - (per day)	\$29.10
Group Picnic Area w/BBQ Island (1-25 Capacity):	
Resident - (per hour)	\$12.90
Non-resident - (per hour)	\$14.20
Commercial - (per hour)	\$16.80
Non-profit - (per hour)	\$9.00
Resident - (per day)	\$60.90
Non-resident - (per day)	\$67.00
Commercial - (per day)	\$79.20
Non-profit - (per day)	\$42.60
Garin Park*	
Soccer Field Rental: (per field) / (per day):	
Resident - (per field, per day)	\$11.80
Non-resident - (per field, per day)	\$13.00
Commercial - (per field, per day)	\$15.40
Non-profit - (per field, per day)	\$8.20
Soccer Field Prep Service - (per field)	\$17.70
Soccer Field Lining Services - (per field)	\$89.00
Soccer Field Lining Repaint - (per field)	\$29.60
Solid Waste Garbage Service	Actual Cost
Refundable Field Deposit	\$500.00
Oak Meadow Park*	
Group Picnic Shelter Rentals (1-25 Capacity):	
Resident - (per hour)	\$8.70
Non-resident - (per hour)	\$9.80
Commercial - (per hour)	\$11.50
Non-profit - (per hour)	\$6.20
Resident - (per day)	\$41.40
Non-resident - (per day)	\$45.60
Commercial - (per day)	\$53.90
Non-profit - (per day)	\$29.10

*See Facility Rentals Cancellation Policy - Page 255

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.



Park & Recreation Fees

Fee Description	Fee
Oak Meadow Park (continued)*	
Ball Field / Soccer Field Rental (For the first field):	
Resident - (per field, per day)	\$11.80
Non-resident - (per field, per day)	\$13.00
Commercial - (per field, per day)	\$15.40
Non-profit - (per field, per day)	\$8.20
Ball Field Prep Services - (per field)	\$29.60
Ball Field Prep Without Lining - (per field)	\$17.70
Soccer Field Prep Service - (per field)	\$17.70
Soccer Field Lining Services - (per field)	\$89.00
Soccer Field Lining Repaint - (per field)	\$29.60
Extra Mow - (per field)	\$89.00
Field #1 Lights - (per hour)	\$11.70
Field #2 Lights - (per hour)	\$8.80
Soccer Overlay Lights - (per hour)	\$27.70
Field #1 Lights - (per hour) - Effective January 1, 2013	\$11.50
Field #2 Lights - (per hour) - Effective January 1, 2013	\$8.70
Soccer Overlay Lights - (per hour) - Effective January 1, 2013	\$27.20
Scorekeeper Fee - (per hour)	\$12.60
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

*See Facility Rentals Cancellation Policy - Page 255

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.



Park & Recreation Fees

Fee Description	Fee
Summerwood Park*	
Soccer Field Rentals:*	
Resident - (per field, per day)	\$11.80
Non-resident - (per field, per day)	\$13.00
Commercial - (per field, per day)	\$15.40
Non-profit - (per field, per day)	\$8.20
Soccer Field Prep Service - (per field)	\$17.70
Soccer Field Lining Services - (per field)	\$89.00
Soccer Field Lining Repaint - (per field)	\$29.60
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
Sunset Park*	
Group Picnic Shelter Rentals (51-100 Capacity):	
Resident - (per hour)	\$35.50
Non-resident - (per hour)	\$39.10
Commercial - (per hour)	\$53.40
Non-profit - (per hour)	\$24.90
Resident - (per day)	\$178.10
Non-resident - (per day)	\$195.80
Commercial - (per day)	\$231.50
Non-profit - (per day)	\$124.70
Ball Field Rental (for the First Field) Rates (per hour):	
Resident - (per hour)	\$23.00
Non-resident - (per hour)	\$25.40
Commercial - (per hour)	\$30.00
Non-profit - (per hour)	\$17.70
Additional Field Rental - (per field, per hour)	\$7.50
Field # 1 Lights - (per hour)	\$27.70
Field # 2 Lights - (per hour)	\$23.70
Field # 3 Lights - (per hour)	\$23.70
Field # 4 Lights - (per hour)	\$21.10
Field # 5 Lights - (per hour)	\$16.40
Field # 6 Lights - (per hour)	\$23.10
Overlay of Fields 5 & 6 - (per hour)	\$14.40
Field # 1 Lights - (per hour) - Effective January 1, 2013	\$22.90
Field # 2 Lights - (per hour) - Effective January 1, 2013	\$19.50
Field # 3 Lights - (per hour) - Effective January 1, 2013	\$19.50
Field # 4 Lights - (per hour) - Effective January 1, 2013	\$17.40
Field # 5 Lights - (per hour) - Effective January 1, 2013	\$13.60
Field # 6 Lights - (per hour) - Effective January 1, 2013	\$19.10
Overlay of Fields 5 & 6 - (per hour) - Effective January 1, 2013	\$11.90
Ball Field Prep Services - (per field)	\$29.60
Ball Field Prep without lining - (per field)	\$17.70
Scorekeeper Fee - (per hour)	\$12.60
Part-time Staff Fee - (per hour)	Hourly Rate plus Benefits
Extra Mow - (per field)	\$89.00

*See Facility Rentals Cancellation Policy - Page 255

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.



Park & Recreation Fees

Fee Description	Fee
Sunset Park* (continued)	
Soccer Field Rental (for the First Field):	
Resident - (per hour)	\$23.00
Non-resident - (per hour)	\$25.40
Commercial - (per hour)	\$30.00
Non-profit - (per hour)	\$17.70
Additional Field Rental - (per field, per hour)	\$7.50
Soccer A Lights - (per hour)	\$26.70
Soccer B Lights - (per hour)	\$26.70
Soccer C Lights - (per hour)	\$26.70
Competition Lights - (per hour)	\$26.70
Soccer A Lights - (per hour) - Effective January 1, 2013	\$22.10
Soccer B Lights - (per hour) - Effective January 1, 2013	\$22.10
Soccer C Lights - (per hour) - Effective January 1, 2013	\$22.10
Competition Lights - (per hour) - Effective January 1, 2013	\$22.10
Soccer Field Lining Services - (per field)	\$89.00
Soccer Field Prep Service - (per field)	\$17.70
Soccer Field Lining Repaint - (per field)	\$29.60
Extra Mow - (per field)	\$89.00
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
Entire Facility Rental:	
Resident - (per each 4 hour period)	\$1,187.60
Non-resident - (per each 4 hour period)	\$1,306.50
Commercial - (per each 4 hour period)	\$1,543.80
Non-profit - (per each 4 hour period)	\$831.70
Includes staff fee but does not include lights, equipment, or preparation fees.	

*See Facility Rentals Cancellation Policy - Page 255

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.



Park & Recreation Fees

Fee Description	Fee
Veteran's Park	
Group Picnic Shelter Rentals (26-50 Capacity):	
Resident - (per hour)	\$17.70
Non-resident - (per hour)	\$19.50
Commercial - (per hour)	\$23.00
Non-profit - (per hour)	\$12.40
Resident - (per day)	\$83.00
Non-resident - (per day)	\$91.40
Commercial - (per day)	\$107.90
Non-profit - (per day)	\$58.20
Bocce Courts:	
Resident - (per hour)	\$11.80
Non-resident - (per hour)	\$13.00
Commercial - (per hour)	\$15.40
Non-profit - (per hour)	\$8.20
Two Hour Minimum Equipment Deposit	\$100.00
Horseshoes Court:	
Resident - (per hour)	\$11.80
Non-resident - (per hour)	\$13.00
Commercial - (per hour)	\$15.40
Non-profit - (per hour)	\$8.20
Two Hour Minimum Equipment Deposit	\$100.00
Play Pack (Balls, Bats, Frisbees, etc) - 24 hours	
Resident	\$47.50
Non-resident	\$52.30
Commercial	\$61.70
Non-profit	\$33.10
Equipment Deposit	\$100.00

*See Facility Rentals Cancellation Policy - Page 255

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.



Park & Recreation Fees

Fee Description	Fee
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	\$340.60
Stage or Bleacher Set-up / Take Down - Non-Resident	\$374.70
Stage or Bleacher Set-up / Take Down - Non-profit	\$262.00
Stage or Bleacher Set-up / Take Down - Commercial	\$442.80
Weekend & Holidays Delivery / Set-up / Take Down / Retrieval	
Stage or Bleacher Weekend Set-up / Take Down - Resident	\$479.40
Stage or Bleacher Weekend Set-up / Take Down - Non-Resident	\$527.30
Stage or Bleacher Weekend Set-up / Take Down - Non-profit	\$368.80
Stage or Bleacher Weekend Set-up / Take Down - Commercial	\$623.20
Stage Rental - Resident (per day)	\$118.50
Stage Rental - Non-Resident (per day)	\$130.30
Stage Rental - Non-profit (per day)	\$91.20
Stage Rental - Commercial (per day)	\$154.00
Extension Rental for four (4) Set-up / Take Down	\$189.90
Extension Rental for six (6) Set-up / Take Down	\$222.50
Extension Rental for eight (8) Set-up / Take Down	\$249.70
Portable Bleacher - Resident (per unit, per day)	\$142.40
Portable Bleacher - Non-Resident (per unit, per day)	\$156.60
Portable Bleacher - Non-profit (per unit, per day)	\$109.60
Portable Bleacher - Commercial (per unit, per day)	\$185.20
Sound System on stage per day rental (Flat Rate)	\$300.00
Generator Rental per day (Flat Rate)	\$90.00
Overtime beyond the 2 hours (per 30 minute increment)	\$158.00
Tow Service Fee	Actual Cost plus 10% admin
Generator Gas Fee (per gallon)	Actual Cost
Refundable Deposit	\$500.00
Dedication Trees and Amenities	
Tree & Donor Recognition Leaf	\$250.00
Recognition Memorial Bricks (Only available to honor Veterans) per line	\$100.00
Bench w/plaque	\$1,733.00
Drinking Fountain w/plaque	\$2,888.30
Picnic Table	\$3,466.00



Park & Recreation Fees

Fee Description	Fee
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
<i>(Activities Guide - 20% Discount per issue for 3+ issues)</i>	
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 (City Park, Brentwood Senior Activity Center, Brentwood Community Center, Brentwood Family Aquatic Complex, Brentwood Skate Park, Sport Fields, Heritage High School Pool, Veteran's Park 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 \$29.60 cancellation processing fee.

Cancellations less than 6 months, but more than 4 months prior to your rental date, 15% of your **total deposit** will be retained in addition to a \$29.60 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 \$29.60 cancellation processing fee.

Cancellation less than 30 days prior to your rental, 40% of **the entire rental fee** is retained in addition to a \$29.60 cancellation processing fee.

Police Department Fees / Fines

Fine / Fee Description	Fee / Fine
0. Photocopy Fee	
Pages 1-20	\$0.26
Pages 21 and on	\$0.10
1. ABC Permit	\$54.00
2. Record Review	\$36.75
3. Visa Clearance	\$31.50
4. Loss Verification Letter	\$25.50
5. Restitution - Determined by Court	\$15.00
6. Police & Accident Reports (Victim)	No Charge
6a. Police & Accident Reports (Non-victim)	\$10.00
7. VIN Verification	\$83.75
8a. Citation Sign off - Residents	No Charge
8b. Citation Sign off - Non-Residents	\$35.75
9. Repossession Filing Fee ¹	\$15.00
10. Stored Vehicle - Vehicle Code Sections 22651 and 14602.6 (Excluding Vehicle Code Sections 22651 (c) and (g))	\$143.00
11. Inoperative Vehicle (22669d VC)	\$143.00
12a. Special Event Permit (Class 1, 2) - City Property	\$115.25
12b. Special Event Permit (Class 1, 2, & 4) - Public Right-of-Way (Actual cost for traffic control will be added to permit fee)	\$163.25
13. Block Party Permit (Class 4)	\$77.50
14. Background Investigation ²	\$583.25
15. Photos / Printed	\$51.00
16. Audio / Video Tapes	\$20.25
17. 2nd and subsequent Response - Disturbance	Actual Cost
18. False Alarm Response - per response	\$67.25
19. Civil Subpoena ³ (\$150.00 Deposit per day)	Actual Cost
20. DUI Emergency Cost Recover	Actual Cost
21. Bicycle Registration	No Charge
22. Finger Prints	\$40.75
23. State and Federal Fees	Actual Cost
24. (Intentionally left blank)	
25. Booking Fee ⁴	\$49.00

¹ Repossession fee - Government Code Sec. 41612

² Includes the cost of finger printing

³ Per Government Code 68097.1

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



Police Department Fees / Fines

Fine / Fee Description	Fee / Fine
Fines / Fees (continued)	
26. Massage Therapist Technician / Trainee - Initial Application	\$138.75
27. Massage Establishment Permit - Initial Application	\$208.25
28. Massage Therapist Technician / Trainee - Renewal	\$69.25
29. Massage Establishment Permit - Renewal	\$104.00
30. Background Check ⁵	\$67.00
31. Peddler / Solicitor Permit ⁶	\$25.00
32. Range Qualification	\$269.50
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	\$45.75
35. Parking Fines ⁸	
<u>Vehicle Code</u>	
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

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

⁸ City Of Brentwood Resolution 2011-29



Police Department Fees / Fines

Fine / Fee Description	Fee / Fine
35. Parking Fines ⁸ (continued)	
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
<u>Municipal Code</u>	
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 In front 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

⁸ City Of Brentwood Resolution 2011-29

**Police Department
Fees / Fines**

Fine / Fee Description	Fee / Fine
35. Parking Fines ⁸ (continued)	
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 within	\$38.00
Municipal Lots - Longer than 72 Hours	\$38.00
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



Public Works Engineering Fees

Fee Description	Fee
1. Tentative Subdivision Map Review	\$2,804.00
2. Tentative Parcel Map Review	\$1,628.00
3. Tentative Parcel Map Waiver Review	\$720.00
4. Ind. / Comm Plan Review > 1 acre	\$2,059.00
5. Ind. / Comm Plan Review < 1 acre	\$978.00
6a. Final Map Plan Check Review - Deposit for Actual Cost	Deposit
6b. Parcel Map Waiver Plan Check Review - Deposit for Actual Cost	Deposit
7. Plan Check - Deposit for Actual Cost	Deposit
8. Document Review	\$135.00
9a. Encroachment Permit	\$68.00
9b. EP-Subdivision / Development	\$136.00
9c. EP-Utilities cost of work > \$10,000	\$358.00
9d. EP-Utilities cost of work < \$10,000	\$134.00
10a. Grading Permit < 10,000 CY	\$136.00
10b. Grading Permit > 10,000 CY	\$696.00
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 Rate
14. Apportionment Processing Fee - Fee plus Consultant Cost	\$270.00
15a. Landscape and Lighting District Fee - Fee plus Consultant Cost	\$200.00
15b. Community Facilities District Fee - Fee plus Consultant Cost	\$200.00
16. Lot Line Adjustment	\$679.00
17. Assessment District Formation - Deposit for Actual Cost	Deposit
18. Traffic Signal Maintenance	\$5,371.00
19. Base Map	County Fee + 2%
20. Drains to Creek Marker	\$7.41
21a. Geo Photo on CD	\$57.00
21b. Ortho Photo on CD	\$114.00
22. Public Outreach / Educational Items	No Charge

Public Works Engineering Fees

Fee Description	Fee
I. ENGINEERING / INFRASTRUCTURE REVIEW FEE	
A. Tentative Subdivision Map Review - Fee plus \$10.00 per lot	\$2,804.00
B. Tentative Parcel Map Review - Fee plus \$10.00 per lot	\$1,628.00
C. Tentative Parcel Map Waiver	\$720.00
D. Industrial / Commercial Plan Review (1 acre & above) - Fee plus \$1,000 per acre Conditional Use Permit & Design Review	\$2,059.00
E. Industrial / Commercial Plan Review (under 1 acre) Conditional Use Permit & Design Review	\$978.00
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 Fee plus \$30.00 per lot	\$2,804.00
2. Parcel Map Waiver Review	\$1,419.00
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 - per sheet	\$135.00
2. Public Improvements and Private Streets - Deposit for Actual Cost	
a. 2.5% of construction cost for first \$250,000, plus	
b. 2.25% of construction cost from \$250,000 - \$1,000,000, plus	
c. 2% of construction cost over \$1,000,000, plus	
d. Additional deposit of ½% of construction cost if costs exceed fees collected	
e. Plan revisions after approval - per sheet	\$135.00
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 - per sheet	\$135.00
C. Document Review	
1. Legal description and plat for abandonment	\$135.00
2. Certificate of Correction	\$135.00
3. Dedication documents	\$135.00
4. Legal description	\$135.00
5. Miscellaneous document review	\$135.00
D. Overhead Multiplier	
As shown in Cost Allocation Plan per Department and Position performing work (Step E including overhead)	
*Legal Review - Actual Cost: Consultant cost + 20% City Administration City Staff - Total Hourly Rate, Step E	

Public Works Engineering Fees

Fee Description	Fee
III. PERMIT FEES	
A. Encroachment Permit Processing Fee	
1. Subdivision / Development	\$136.00
2. General (All Other)	\$68.00
3. EP – Utilities Cost of Work > \$10,000	\$358.00
4. EP – Utilities Cost of Work < \$10,000	\$134.00
B. Grading Permit Processing Fees	
1. 10,000 cubic yards or less	\$136.00
2. over 10,000 cubic yards	\$696.00
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	
3.5% of estimated cost of grading and associated improvements	
D. Miscellaneous Inspections (Per Hour)	
To be charged at the Public Works Construction Inspector II step E total hourly rate per current Cost Allocation Plan	Hourly Rate*
E. Inspection Fees - Miscellaneous**	
1. Trenching for Utilities	Hourly Rate*
2. Curb Cut / Driveway and Curb / Gutter Installation - hrs/lf	\$0.0155
3. Curb Drain - hrs/each	\$0.0800
4. Excavation - hrs/lf	\$0.0079
5. Paving	
a. Conform Paving - hrs/sf	\$0.0089
b. Minor Pavement Repair hourly -hrs/sf x 3%	\$0.5000
c. Street Lane - hrs/sq ft x 3% cost	\$0.0105
6. Install Sidewalk - hrs/lf	\$0.0017
7. Install Access Ramp - hrs/each	\$0.2800
8. Sewer Tap or Cap at Main - hrs/each	\$0.6700
9. Sewer Cap at Property Line - hrs/each	\$0.2100
10. Sewer Line Repair	Hourly Rate
11. Water Service Repair or Abandonment	Hourly Rate

*Minimum 1/2 hour

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

Public Works Engineering Fees

Fee Description	Fee
IV. INSPECTION FEES (continued)**	
12. Street Light - hrs/each	\$0.2800
13. Wells	
a. Drilling Permit - hrs/each	\$0.4100
b. Abandonment Inspections - hrs/each	\$0.2100
F. Overtime Inspection - 1.5 Times Construction Inspector Total Hourly Rate Step E, including overhead, per current Cost Allocation Plan.	
V. MISCELLANEOUS FEES	
A. Apportionment Processing Fee	
1. Processing / Review, plus	\$270.00
2. Consultant Fee	Per Contract
B. Contra Costa County Flood Control Area Drainage Fees As set forth in Contra Costa County Ordinance at the time of Final Map Approval	
C. Development Program Fees - As Calculated by City Engineer	
D. Lot Line Adjustment (Per Parcel)	\$678.00
E. Traffic Signal Maintenance - Deposit for actual cost Traffic signal maintenance once energized by PG&E until project acceptance	\$5,371.00
F. Landscape and Lighting District Formation / Annexation	
1. Processing / Review, plus	\$200.00
2. Consultant Fee	Per Contract
G. Community Facilities District Formation / Annexation	
1. Processing / Review, plus	\$200.00
2. Consultant Fee	Per Contract
H. Assessment District Formation Initial Deposit 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	
1. Geo Photo	\$57.00
2. Ortho Photo	\$114.00
L. Public Outreach / Educational Items	No Charge

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

Public Works Engineering Fees

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 dependent 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.

* Pursuant to City Council Resolution No. 92-24 - \$20 per building permit is for administration.

Public Works Engineering 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		Fee	Admin Fee	Fee
		New Fee (Effective Jan. 1, 2012)		New Fee (Effective Jan. 1, 2012)	ECCRFFA Fee Rebate	New Fee Less Rebate		New Fee Less Rebate
Single family residential	Per dwelling unit	\$18,673.00	\$93.37	\$18,766.37	50%	\$9,337.00	\$93.37	\$9,430.37
Multiple family residential	Per dwelling unit	\$11,463.00	\$57.32	\$11,520.32	50%	\$5,732.00	\$57.32	\$5,789.32
Active senior residential	Per dwelling unit	\$8,134.06	\$40.67	\$8,174.73	50%	\$4,067.03	\$40.67	\$4,107.70
Commercial	Per square foot of gross floor area	\$1.56	\$0.015	\$1.58		\$1.56	\$0.015	\$1.58
Office	Per square foot of gross floor area	\$1.36	\$0.013	\$1.37		\$1.36	\$0.013	\$1.37
Industrial	Per square foot of gross floor area	\$1.36	\$0.013	\$1.37		\$1.36	\$0.013	\$1.37
Other	Per peak hour trips as determined	As Calculated	As Calculated	As Calculated		As Calculated	As Calculated	As Calculated

Fee increase per Engineering News Record (ENR) January 1 - Annually
Actual Fees have been reduced by 50% per the ECCRFFA Temporary Fee Incentive Program

Public Works

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

*Subject to qualification.
 **The only exception is if a property manager chooses to use an unused tenant's second blue or green cart which would become the responsibility of the property manager and allowed at no additional cost.
 ***Compacted rates charged at two (2) times the non-compacted rates in the above tables.
 ****Front load bin hard-to-service surcharge - 10% of rates in the above tables.
 ***** City staff will determine the charges for non-mandated services as requested by customer not listed above based on labor, vehicle, and processing costs.

Public Works

Solid Waste Fees NON-SCHEDULED SERVICES

Bin Service **	
DEPOSIT (Required on all bin rentals)	\$613.94 per bin
BIN PICK UP & DELIVERY CHARGE	
2 to 8 Cubic Yards (frontload)	\$92.10 per haul*
10 to 40 Cubic Yards (roll-off)	\$184.17 per haul*
40 yards compacted cardboard (additional charge)	\$15.00 per ton****
PROCESSING CHARGE (applicable to 10-40 cubic yard bins)	
Garbage Only	\$61.39 per ton
Clean Wood, Yard, Metals Only	\$34.38 per ton
Mixed Recyclables / C&D Only	\$49.12 per ton
Clean Cardboard Only (Non-Compacted)	\$0.00 per ton
OTHER BIN CHARGES	
Daily Rental (Required on bin rentals)	\$30.69 per day
40 Yard Compactor Rental	\$57.90 per month
Haul Shavings Bin Outside City Limits	\$210.53 per haul
Compactor Special Handling Charge	\$27.64 per haul

Extra Cart Service Charges **					
QTY	Bags	32 Gal.	64 Gal.	96 Gal.	Additional Bags/Material
	1	\$11.04	\$11.04	\$11.04	\$14.71
2	\$11.04	\$11.04	\$18.38	\$18.38	
3	\$14.71	\$14.71	\$25.72	\$22.05	

Extra Bin Service Charges**								
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

Bulk Item Charges **																																													
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Special Charges **			
	Carts	FL 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/Varies by size
Container Relocation	N/A	\$ 92.10	\$ 92.10
Call Back Fee	\$ 14.73	\$ 46.05	\$ 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
 ** City staff will determine the charges for non-mandated services as requested by customer not listed above based on labor, vehicle, and processing costs.
 *** Applicable when service levels are changed to enhance recycling efforts
 **** Revenue Sharing to be based upon Agreement.



Public Works

Wastewater Fees

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

Public Works

Water Fees

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

Water Service Standby Charge \$60.00

Water 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 \$2,500.00

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

Usage-Non Potable Water \$1.10 per 1,000 Gallons

Recycled Water Usage \$1.10 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)	\$19.10
Membrane Filtration	\$21.00
MPN	\$42.00
Heterotrophic Plate Count	\$32.20
Fecal Coliform or Confirmation (add to total coliform)	\$17.20
General Mineral and Physical:	
Alkalinity	\$18.20
Conductivity	\$18.30
Field Testing (Chlorine, pH, Temperature)	\$16.10
Hardness	\$24.70
Turbidity	\$16.10
Color	\$16.10
Inorganics:	
Ammonia	\$32.40
Bromide	\$32.40
Calcium	\$32.40
Chloride	\$32.40
Fluoride	\$32.40
Magnesium	\$32.40
Phosphate	\$32.40
Potassium	\$32.40
Nitrate	\$32.40
Nitrite	\$32.40
Sodium	\$32.40
Solids (TDS)	\$32.20
Sulfate	\$32.40
Outside Lab Testing	Actual Cost + 10%

Public Works Laboratory

Wastewater Analysis Fees	
Fee Description	Fee
Microbiology:	
Colilert (P/A & Quanti-Tray)	\$19.10
Membrane Filtration	\$21.00
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Color	\$16.10
Inorganics:	
Ammonia	\$32.40
BOD ₅	\$30.90
Bromide	\$32.40
Calcium	\$32.40
Chloride	\$32.40
Fluoride	\$32.40
Magnesium	\$32.40
Phosphate	\$32.40
Potassium	\$32.40
Nitrate	\$32.40
Nitrite	\$32.40
Sodium	\$32.40
Solids (TDS, TSS, SS, TS)	\$32.20
Sulfate	\$32.40
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 Fiscal Year 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: City Of Brentwood

Signature: 

Name of Official: Pamela Ehler

Title: Director of Finance and Information Systems

Date of Execution: 7/1/2012

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
150 CITY PARK WAY, BRENTWOOD, CA 94513
PHONE: (925) 516-5460 FAX: (925) 516-5401
WWW.BRENTWOODCA.GOV



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RESOLUTION NO. 2012-136

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE 2012/13 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 May 24, 2011, by Resolution 2011-72, City Council approved a fee study which established new fees and amended existing fees for Planning, Police and Administrative Services and revised the City of Brentwood 2010/11 Cost Allocation Plan and Schedule of City Fees; and

WHEREAS, on August 23, 2011 by Resolution No. 2011-121, City Council adopted the 2011/12 Cost Allocation Plan and Schedule of City Fees; and

WHEREAS, on September 27, 2011, by Resolution 2011-135, City Council amended the City's 2011/12 Cost Allocation Plan and Master Fee Schedule by establishing a fee for Minor Temporary Use Permits; and

WHEREAS, on January 10, 2012, Community Development staff brought forward a report to Council on the status of the Affordable Housing Ordinance and to obtain direction on proposed modifications to the Affordable Housing Ordinance as well as direction to include additional methodology for calculating in-lieu fees; and

WHEREAS, on January 24, 2012, by Resolution 2012-11, City Council approved an amendment to the City's 2011/12 Cost Allocation Plan and Schedule of Fees by extending existing fees and adding new fees for certain field and facility use; and

WHEREAS, on March 27, 2012, by Resolution 2012-39, City Council approved an amendment to the City of Brentwood 2011/12 Cost Allocation Plan and Schedule of Fees amending existing recreation program fees; and

WHEREAS, on May 8, 2012, by Resolution 2012-57, City Council approved an amendment to the City of Brentwood 2011/12 Cost Allocation Plan and Schedule of Fees amending existing facility fees including the City Park fee structure; and

WHEREAS, on May 22, 2012, by Resolution 2012-61, City Council adopted regulations for candidates for elective office pertaining to candidate statements submitted to the voters at an election for the November 2012 election; and

WHEREAS, on August 14, 2012, Parks and Recreation staff held a City Council workshop on recreation program and facility fee methodology which included a discussion of proposed changes to the 2012/13 fees within the Cost Allocation Plan; and

WHEREAS, the City Finance Department researched and developed the Cost Allocation Plan and City Fees, Fiscal Year 2012/13 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:
 1. The fees established by this Resolution will be collected for the purposes of meeting operational expenses and maintaining service to those that request it; and
 2. Because the fees authorized by this Resolution will be collected at the application stage of the project, CEQA review will take place during the processing of the project. Therefore, it can be seen with certainty that the adoption of this Resolution establishing processing fees will not have a significant effect on the environment; 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 2012/13 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 2012/13 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 Sports, Youth Sports, Animal Activities, Creative Activities & Craft Classes, Creative Activity Play Classes, Fitness, Tennis, Gymnastics, Health & Safety Classes, Martial Arts, Performing Arts, Teen Programs, Internet Classes, Special Events and Active Adult. Brentwood Senior Club Socials and Card Memberships, which are pass through accounts, advertising, the Community Center fees, City Park group picnic area with BBQ island and City Park, entire facility.
- H. The CPI fee adjustment for Aquatic fees will go into effect on January 1, of each fiscal year for the following swim season. Certain entry fees (Recreational Swim Single Entry Saturday & Sunday and Recreation Swim Single Entry Monday – Friday) will increase by \$1.00 on January 1 of each year instead of CPI until they reach \$9.00.
- I. Fees rounded down to the nearest dollar include the Regional Growth Management Program (RGMP) which is currently suspended, 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, 2013, soccer and ball athletic field lighting fees will be replaced by the fees as indicated within the plan.
- L. The per square foot rental fee included within the Business & Technology Incubator (Technology Center) fee sheet will not be updated by CPI and will be reviewed annually.
- M. The Cost Allocation Plan has been updated to reflect direction provided to staff at the August 14, 2012 City Council workshop.

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 2012/13 Cost Allocation Plan were increased by the CPI, appropriate index as identified or appropriate percentage on July 1, 2012 per Resolution 2011-121. Newly established Park and Recreation Program and Facility fees in the 2012/13 Cost Allocation Plan will go into effect on September 12, 2012, the remaining fees shall be effective September 16, 2012.

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. 2011-121 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 September 11, 2012 by the following vote:

AYES: Barr, Brockman, Bryant, Stonebarger, Taylor
NOES: None
ABSENT: None
ABSTAIN: None

Robert Taylor

Robert Taylor
Mayor

ATTEST:

Margaret Wimberly

Margaret Wimberly, MMC
City Clerk