

2014/15 Cost Allocation Plan and Schedule of City Fees

City of Brentwood
150 City Park Way
Brentwood, CA 94513





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

COVER: Shown on the cover are pictures of the King Park Tunnel Mural that was created by the Liberty High School Arts and Humanities Academy in June 2012. The mural depicts an experience of walking underneath a dock surrounded by an underwater scene of Brentwood’s delta indigenous aquatic species.

List of Principal Officials

City Officials

Robert Taylor Mayor
 Joel Bryant Vice Mayor
 Steve Barr..... Council Member
 Gene Clare Council Member
 Erick Stonebarger..... Council Member

Executive Team

Steven Salomon..... Interim City Manager
 Damien Brower City Attorney
 Karen Chew..... Assistant City Manager
 Pamela Ehler City Treasurer/Director of Finance and Information Systems
 Mark Evenson Chief of Police
 Bailey Grewal..... Director of Public Works/City Engineer
 Casey McCann Director of Community Development
 Bruce Mulder Director of Parks and Recreation

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This report presents the analysis of computing overhead charges for citywide 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
- Citywide 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 citywide 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.
- **Citywide Overhead** – To compute the citywide 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 citywide overhead associated with providing a designated service.

Exhibit A, on the next page, 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%) Associate Planner (40%) Assistant Planner (40%) Administrative Secretary Administrative Assistant | Building Planning Economic Development Housing | |
| Public Works | | |
| Public Works (PW) Director/City Engineer Asst. Director of PW/Asst. City Engineer Asst. Director of PW/Operations Administrative Supervisor – Engineering Administrative Supervisor – Public Works | Development Engineering Traffic and Transportation Capital Improvement Program Administration Street Maintenance Solid Waste Enterprise Water Enterprise Wastewater Enterprise | |
| Parks and Recreation | | |
| Parks and Recreation Director Park/Maintenance Manager Administrative Supervisor | Recreation Administration Landscape Operations Community Center City Pool Brentwood Senior Activity Center Senior Programs | |
| Police | | |
| Police Chief Police Captain Executive Assistant Accounting Technician Administrative Assistant | Police | |
| Other Citywide | | |
| City Manager City Clerk Human Resources | City Attorney Non-Departmental Operational Transfers | Community Services Financial Services Business Services |

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 | 115.16% |
| Public Works | 113.21% |
| Parks and Recreation | 109.05% |
| Police | 49.55% |
| Other Citywide | 19.59% |

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 in accordance with the actuarially calculated annual required contribution from the City.

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 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 and retiree health coverage for sworn staff hired on or after July 1, 2012. A modified retirement benefit percentage and age was also established for sworn staff hired after October 1, 2012.

A third tier was created beginning January 1, 2013, by the Public Employees’ Retirement Law (PERL) approved via Assembly Bill 340, which includes a pension reform amendment. The amendment affects staff (sworn and/or non-sworn) that are hired on or after January 1, 2013 and are not currently (a six month break in service) participating in PERS or a reciprocal

agency, and/or would be new to PERS. The amendment changed retirement ages for non-sworn staff as well as safety staff.

In 2014, side letters were signed by both the sworn and non-sworn labor groups, which increased the medical coverage caps and reduced medical in-lieu benefit amounts. These adjustments have also been included in this Plan.

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 and third tier levels 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>Directors, Assistant Directors (at-will), Unrepresented Contract</u> | | | | | |
| Assistant City Attorney | 11,017.23 | 11,568.10 | 12,146.50 | 12,753.83 | 13,391.52 |
| Assistant City Manager | 12,612.17 | 13,242.78 | 13,904.92 | 14,600.16 | 15,330.17 |
| Assistant Community Development Director | 11,017.23 | 11,568.10 | 12,146.50 | 12,753.83 | 13,391.52 |
| Assistant Director of Public Works/Engineering or Operations | 11,320.31 | 11,886.32 | 12,480.64 | 13,104.67 | 13,759.90 |
| Assistant Finance Director | 9,583.15 | 10,062.31 | 10,565.42 | 11,093.69 | 11,648.38 |
| Assistant Parks and Recreation Director | 9,142.93 | 9,600.08 | 10,080.08 | 10,584.09 | 11,113.29 |
| City Attorney | 15,706.34 | 16,491.57 | 17,316.67 | 18,183.37 | 19,093.40 |
| City Manager | 16,645.84 | 17,477.87 | 18,351.51 | 19,268.47 | 20,232.24 |
| City Treasurer/Director of Finance and Information Systems | 12,612.17 | 13,242.78 | 13,904.92 | 14,600.16 | 15,330.17 |
| Deputy City Attorney | 8,414.88 | 8,835.63 | 9,277.41 | 9,741.28 | 10,228.35 |
| Deputy Director of Public Works/Operations | 10,299.35 | 10,814.31 | 11,355.03 | 11,922.78 | 12,518.92 |
| Director of Community Development | 12,260.00 | 12,873.00 | 13,516.65 | 14,192.48 | 14,902.10 |
| Director of Parks and Recreation | 12,260.00 | 12,873.00 | 13,516.65 | 14,192.48 | 14,902.10 |
| Director of Public Works/City Engineer | 13,020.21 | 13,671.22 | 14,354.79 | 15,072.53 | 15,826.15 |
| Police Captain | 11,256.14 | 11,818.95 | 12,409.90 | 13,030.39 | 13,681.91 |
| Police Chief | 13,248.12 | 13,910.52 | 14,606.05 | 15,336.35 | 16,103.17 |
| <u>Lieutenants</u> | | | | | |
| Police Lieutenant | 9,807.58 | 10,298.13 | 10,812.95 | 11,353.77 | 11,922.33 |
| <u>Managers and Confidential Employees</u> | | | | | |
| Accounting Manager | 8,171.07 | 8,579.63 | 9,008.61 | 9,459.04 | 9,931.99 |
| Chief Building Official | 10,057.23 | 10,560.09 | 11,088.09 | 11,642.50 | 12,224.62 |
| Chief Financial Operations Officer | 8,987.16 | 9,436.52 | 9,908.35 | 10,403.77 | 10,923.95 |
| Chief Information Systems Officer | 10,040.30 | 10,542.31 | 11,069.43 | 11,622.90 | 12,204.04 |
| City Clerk | 8,765.36 | 9,203.63 | 9,663.81 | 10,147.00 | 10,654.35 |
| Economic Development Manager | 10,057.23 | 10,560.09 | 11,088.09 | 11,642.50 | 12,224.62 |
| Economic Development/Planning Manager | 10,057.23 | 10,560.09 | 11,088.09 | 11,642.50 | 12,224.62 |
| Engineering Manager | 9,862.52 | 10,355.64 | 10,873.42 | 11,417.10 | 11,987.95 |
| Fleet/Facilities Maintenance Manager | 8,005.15 | 8,405.40 | 8,825.67 | 9,266.96 | 9,730.31 |
| Human Resources Manager | 8,765.36 | 9,203.63 | 9,663.81 | 10,147.00 | 10,654.35 |
| Park/Maintenance Manager | 8,370.86 | 8,789.41 | 9,228.88 | 9,690.32 | 10,174.84 |
| Planning Manager | 10,057.23 | 10,560.09 | 11,088.09 | 11,642.50 | 12,224.62 |
| Purchasing Manager | 6,459.31 | 6,782.28 | 7,121.39 | 7,477.46 | 7,851.34 |
| Records Manager | 5,912.43 | 6,208.05 | 6,518.45 | 6,844.38 | 7,186.60 |
| Recreation Manager | 7,339.74 | 7,706.73 | 8,092.07 | 8,496.67 | 8,921.50 |
| Solid Waste Manager | 8,115.20 | 8,520.96 | 8,947.01 | 9,394.36 | 9,864.08 |
| Streets Manager | 8,005.15 | 8,405.40 | 8,825.67 | 9,266.96 | 9,730.31 |
| Wastewater Operations Manager | 8,188.00 | 8,597.40 | 9,027.28 | 9,478.64 | 9,952.57 |
| Water Operations Manager | 8,188.00 | 8,597.40 | 9,027.28 | 9,478.64 | 9,952.57 |
| <u>Professional and Supervisor Employees</u> | | | | | |
| Accountant I | 5,603.78 | 5,883.97 | 6,178.17 | 6,487.08 | 6,811.43 |
| Accountant II | 6,178.17 | 6,487.08 | 6,811.43 | 7,152.00 | 7,509.60 |
| Assistant City Clerk | 5,912.43 | 6,208.05 | 6,518.45 | 6,844.38 | 7,186.60 |
| Assistant Engineer | 7,046.73 | 7,399.06 | 7,769.01 | 8,157.47 | 8,565.34 |

| <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 (continued)</u> | | | | | |
| Assistant Planner | 6,507.25 | 6,832.62 | 7,174.25 | 7,532.96 | 7,909.61 |
| Associate Engineer | 7,769.01 | 8,157.47 | 8,565.34 | 8,993.61 | 9,443.29 |
| Associate Planner | 7,174.25 | 7,532.96 | 7,909.61 | 8,305.09 | 8,720.34 |
| Facilities Maintenance Supervisor | 6,134.23 | 6,440.94 | 6,762.99 | 7,101.14 | 7,456.20 |
| Geographic Info Systems Coordinator | 8,149.06 | 8,556.52 | 8,984.34 | 9,433.56 | 9,905.24 |
| Grants Program Manager | 7,106.09 | 7,461.40 | 7,834.47 | 8,226.19 | 8,637.50 |
| Housing Analyst | 7,173.82 | 7,532.51 | 7,909.13 | 8,304.59 | 8,719.82 |
| Information Systems Specialist | 7,312.65 | 7,678.29 | 8,062.20 | 8,465.31 | 8,888.58 |
| Management Analyst | 7,161.96 | 7,520.06 | 7,896.07 | 8,290.87 | 8,705.41 |
| Park/Maintenance Supervisor | 6,134.23 | 6,440.94 | 6,762.99 | 7,101.14 | 7,456.20 |
| Parks Planner | 7,173.82 | 7,532.51 | 7,909.13 | 8,304.59 | 8,719.82 |
| Principal Planner | 9,094.48 | 9,549.20 | 10,026.66 | 10,527.99 | 11,054.39 |
| Project Manager - Economic Development | 8,247.26 | 8,659.63 | 9,092.61 | 9,547.24 | 10,024.60 |
| Recreation Supervisor | 6,117.30 | 6,423.16 | 6,744.32 | 7,081.54 | 7,435.62 |
| Regulatory Compliance Supervisor | 7,173.82 | 7,532.51 | 7,909.13 | 8,304.59 | 8,719.82 |
| Senior Accountant | 7,152.00 | 7,509.60 | 7,885.08 | 8,279.34 | 8,693.30 |
| Senior Associate Engineer | 8,157.47 | 8,565.34 | 8,993.61 | 9,443.29 | 9,915.45 |
| Senior Community Development Analyst | 8,248.96 | 8,661.41 | 9,094.48 | 9,549.20 | 10,026.66 |
| Senior Engineer | 8,965.15 | 9,413.41 | 9,884.08 | 10,378.29 | 10,897.20 |
| Senior Planner | 8,248.96 | 8,661.41 | 9,094.48 | 9,549.20 | 10,026.66 |
| Solid Waste Supervisor | 6,764.08 | 7,102.28 | 7,457.40 | 7,830.27 | 8,221.78 |
| Streets Supervisor | 6,963.87 | 7,312.06 | 7,677.66 | 8,061.55 | 8,464.62 |
| Wastewater Treatment Plant Supervisor | 7,173.82 | 7,532.51 | 7,909.13 | 8,304.59 | 8,719.82 |
| Water Distribution Supervisor | 7,173.82 | 7,532.51 | 7,909.13 | 8,304.59 | 8,719.82 |
| Water Production Supervisor | 7,173.82 | 7,532.51 | 7,909.13 | 8,304.59 | 8,719.82 |
| Webmaster | 6,144.39 | 6,451.61 | 6,774.19 | 7,112.90 | 7,468.54 |
| <u>Office Employees</u> | | | | | |
| Accounting Assistant I | 3,852.83 | 4,045.47 | 4,247.75 | 4,460.13 | 4,683.14 |
| Accounting Assistant II | 4,247.75 | 4,460.13 | 4,683.14 | 4,917.30 | 5,163.16 |
| Accounting Specialist | 5,614.44 | 5,895.16 | 6,189.92 | 6,499.41 | 6,824.38 |
| Accounting Technician | 4,886.39 | 5,130.71 | 5,387.24 | 5,656.61 | 5,939.44 |
| Administrative Assistant I | 3,647.50 | 3,829.87 | 4,021.37 | 4,222.43 | 4,433.56 |
| Administrative Assistant II | 4,021.37 | 4,222.43 | 4,433.56 | 4,655.23 | 4,887.99 |
| Administrative Secretary | 4,655.23 | 4,887.99 | 5,132.39 | 5,389.01 | 5,658.47 |
| Administrative Supervisor | 5,121.74 | 5,377.82 | 5,646.71 | 5,929.05 | 6,225.50 |
| Building Inspector I | 5,936.05 | 6,232.85 | 6,544.49 | 6,871.72 | 7,215.31 |
| Building Inspector II | 6,544.49 | 6,871.72 | 7,215.31 | 7,576.07 | 7,954.87 |
| Code Enforcement Officer I | 5,564.58 | 5,842.81 | 6,134.95 | 6,441.70 | 6,763.78 |
| Code Enforcement Officer II | 6,134.95 | 6,441.70 | 6,763.78 | 7,101.97 | 7,457.07 |
| Community Development Specialist | 6,479.63 | 6,803.61 | 7,143.79 | 7,500.98 | 7,876.03 |
| Community Development Technician | 5,355.39 | 5,623.16 | 5,904.32 | 6,199.53 | 6,509.51 |
| Community Service Officer I | 4,220.57 | 4,431.60 | 4,653.18 | 4,885.84 | 5,130.13 |
| Community Service Officer II | 4,653.18 | 4,885.84 | 5,130.13 | 5,386.63 | 5,655.97 |

| <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> | | | | | |
| Construction Inspector I | 5,936.05 | 6,232.85 | 6,544.49 | 6,871.72 | 7,215.31 |
| Construction Inspector II | 6,544.49 | 6,871.72 | 7,215.31 | 7,576.07 | 7,954.87 |
| Engineering Services Specialist | 6,875.82 | 7,219.62 | 7,580.60 | 7,959.63 | 8,357.61 |
| Engineering Technician | 5,978.46 | 6,277.39 | 6,591.25 | 6,920.82 | 7,266.86 |
| Executive Assistant | 5,631.37 | 5,912.94 | 6,208.59 | 6,519.01 | 6,844.96 |
| Finance/Special Projects Coordinator | 5,971.69 | 6,270.27 | 6,583.79 | 6,912.98 | 7,258.63 |
| Human Resources Assistant I | 4,198.17 | 4,408.08 | 4,628.48 | 4,859.90 | 5,102.90 |
| Human Resources Assistant II | 4,628.48 | 4,859.90 | 5,102.90 | 5,358.04 | 5,625.95 |
| Human Resources Specialist | 5,971.69 | 6,270.27 | 6,583.79 | 6,912.98 | 7,258.63 |
| Information Systems Technician | 5,853.17 | 6,145.83 | 6,453.12 | 6,775.78 | 7,114.57 |
| Parks Planning Technician | 5,355.39 | 5,623.16 | 5,904.32 | 6,199.53 | 6,509.51 |
| Permit Services Specialist | 6,543.97 | 6,871.17 | 7,214.73 | 7,575.46 | 7,954.24 |
| Plan Check Engineer | 7,197.52 | 7,557.40 | 7,935.27 | 8,332.03 | 8,748.63 |
| Police Records Clerk I | 4,018.97 | 4,219.92 | 4,430.91 | 4,652.46 | 4,885.08 |
| Police Records Clerk II | 4,430.91 | 4,652.46 | 4,885.08 | 5,129.33 | 5,385.80 |
| Project Services Specialist | 6,249.36 | 6,561.83 | 6,889.92 | 7,234.42 | 7,596.14 |
| Records Supervisor | 5,604.28 | 5,884.49 | 6,178.72 | 6,487.65 | 6,812.04 |
| Recreation Coordinator | 5,321.53 | 5,587.60 | 5,866.98 | 6,160.33 | 6,468.35 |
| Right-of-Way Specialist | 6,479.63 | 6,803.61 | 7,143.79 | 7,500.98 | 7,876.03 |
| Safety/Special Projects Coordinator | 5,971.69 | 6,270.27 | 6,583.79 | 6,912.98 | 7,258.63 |
| Senior Building Inspector | 7,197.52 | 7,557.40 | 7,935.27 | 8,332.03 | 8,748.63 |
| Senior Code Enforcement Officer | 6,745.45 | 7,082.73 | 7,436.86 | 7,808.71 | 8,199.14 |
| Senior Community Development Technician | 5,888.73 | 6,183.16 | 6,492.32 | 6,816.94 | 7,157.78 |
| Senior Community Service Officer | 5,348.62 | 5,616.05 | 5,896.85 | 6,191.69 | 6,501.28 |
| Senior Construction Inspector | 7,197.52 | 7,557.40 | 7,935.27 | 8,332.03 | 8,748.63 |
| Senior Police Records Clerk | 5,129.33 | 5,385.80 | 5,656.05 | 5,938.85 | 6,235.79 |
| Technical Assistant I | 4,407.24 | 4,627.60 | 4,858.98 | 5,101.93 | 5,357.02 |
| Technical Assistant II | 4,858.98 | 5,101.93 | 5,357.02 | 5,624.87 | 5,906.12 |
| <u>Public Works - Maintenance</u> | | | | | |
| Collection System Worker I | 4,750.71 | 4,988.24 | 5,237.65 | 5,499.54 | 5,774.51 |
| Collection System Worker II | 5,237.65 | 5,499.54 | 5,774.51 | 6,063.24 | 6,366.40 |
| Cross-Connection Control Specialist | 5,501.00 | 5,776.05 | 6,064.85 | 6,368.09 | 6,686.50 |
| Electrician | 5,716.03 | 6,001.83 | 6,301.92 | 6,617.02 | 6,947.87 |
| Equipment Mechanic | 5,379.09 | 5,648.05 | 5,930.45 | 6,226.97 | 6,538.32 |
| Facilities Maintenance Worker I | 4,218.70 | 4,429.64 | 4,651.12 | 4,883.67 | 5,127.86 |
| Facilities Maintenance Worker II | 4,651.12 | 4,883.67 | 5,127.86 | 5,384.25 | 5,653.46 |
| Park/Maintenance Worker I | 4,218.70 | 4,429.64 | 4,651.12 | 4,883.67 | 5,127.86 |
| Park/Maintenance Worker II | 4,651.12 | 4,883.67 | 5,127.86 | 5,384.25 | 5,653.46 |
| Purchasing Assistant | 5,372.32 | 5,640.94 | 5,922.98 | 6,219.13 | 6,530.09 |
| Senior Collection System Worker | 5,774.51 | 6,063.24 | 6,366.40 | 6,684.72 | 7,018.96 |
| Senior Equipment Mechanic | 5,930.45 | 6,226.97 | 6,538.32 | 6,865.24 | 7,208.50 |
| Senior Park/Maintenance Worker | 5,127.86 | 5,384.25 | 5,653.46 | 5,936.14 | 6,232.94 |
| Senior Solid Waste Equipment Operator | 5,649.72 | 5,932.21 | 6,228.82 | 6,540.26 | 6,867.27 |
| Senior Street Maintenance Worker | 5,345.23 | 5,612.49 | 5,893.12 | 6,187.77 | 6,497.16 |
| Senior Water Distribution Worker | 6,069.48 | 6,372.95 | 6,691.60 | 7,026.18 | 7,377.49 |

| <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> | | | | | |
| Senior Water Service Worker | 5,499.97 | 5,774.97 | 6,063.72 | 6,366.90 | 6,685.25 |
| Solid Waste Equipment Operator I | 4,648.04 | 4,880.04 | 5,124.46 | 5,380.69 | 5,649.72 |
| Solid Waste Equipment Operator II | 5,124.46 | 5,380.69 | 5,649.72 | 5,932.21 | 6,228.82 |
| Street Maintenance Worker I | 4,218.70 | 4,429.64 | 4,651.12 | 4,883.67 | 5,127.86 |
| Street Maintenance Worker II | 4,651.12 | 4,883.67 | 5,127.86 | 5,384.25 | 5,653.46 |
| Street Sweeper Operator | 4,881.31 | 5,125.38 | 5,381.64 | 5,650.73 | 5,933.26 |
| Utilities Maintenance Mechanic | 6,098.68 | 6,403.61 | 6,723.79 | 7,059.98 | 7,412.98 |
| Wastewater Laboratory Technician I | 5,181.91 | 5,441.01 | 5,713.06 | 5,998.71 | 6,298.64 |
| Wastewater Laboratory Technician II | 5,713.06 | 5,998.71 | 6,298.64 | 6,613.58 | 6,944.25 |
| Wastewater Treatment Plant Operator Assistant | 4,060.14 | 4,263.15 | 4,476.30 | 4,700.12 | 4,935.13 |
| Wastewater Treatment Plant Operator I | 4,935.13 | 5,181.88 | 5,440.98 | 5,713.02 | 5,998.68 |
| Wastewater Treatment Plant Operator II | 5,440.98 | 5,713.02 | 5,998.68 | 6,298.61 | 6,613.54 |
| Wastewater Treatment Plant Operator III | 5,998.68 | 6,298.61 | 6,613.54 | 6,944.22 | 7,291.43 |
| Water Conservation Specialist | 4,987.98 | 5,237.38 | 5,499.25 | 5,774.21 | 6,062.92 |
| Water Distribution Worker I | 4,993.37 | 5,243.04 | 5,505.20 | 5,780.46 | 6,069.48 |
| Water Distribution Worker II | 5,505.20 | 5,780.46 | 6,069.48 | 6,372.95 | 6,691.60 |
| Water Production Worker I | 4,754.44 | 4,992.16 | 5,241.77 | 5,503.86 | 5,779.05 |
| Water Production Worker II | 5,241.77 | 5,503.86 | 5,779.05 | 6,068.00 | 6,371.40 |
| Water Service Worker I | 4,524.84 | 4,751.08 | 4,988.63 | 5,238.07 | 5,499.97 |
| Water Service Worker II | 4,988.63 | 5,238.07 | 5,499.97 | 5,774.97 | 6,063.72 |
| <u>Police</u> | | | | | |
| Police Officer | 6,472.52 | 6,796.66 | 7,136.41 | 7,493.49 | 7,867.90 |
| Police Officer - Special Assignment | 6,796.66 | 7,136.41 | 7,493.49 | 7,867.90 | 8,261.38 |
| Police Sergeant | 7,680.70 | 8,065.51 | 8,469.39 | 8,892.34 | 9,337.83 |
| Police Sergeant - Special Assignment | 8,064.74 | 8,468.78 | 8,892.86 | 9,336.96 | 9,804.71 |

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 2014/2015 Cost Allocation Plan are applied to the time estimates for each fee.

The application of the CPI percentage to our existing fees, results 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 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 and field lighting fees are updated on January 1 rather than July 1, and recreation fees are set as described within the Budget and Fiscal Policy and are updated on October 1 rather than July 1 of each year.

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, City Manager, City Clerk and 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 285 of this plan.

SUMMARY

The User Fee Model is a flexible tool used to compute citywide 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 will be adjusted annually based on changes to the April San Francisco-Oakland-San Jose Region Consumer Price Index (CPI) Urban Wage Earners and Clerical Workers, and where applicable, the June Engineering News Record (ENR) Construction Cost Index, San Francisco Bay Area, 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, Citywide and Departmental.

| Budget Assumptions for Computing Overhead Costs | | | | |
|--|------------------|--------------------------------|----------------|--------------|
| Department / Division | Personnel | Supplies & Services | Capital | Total |
| Citywide | | | | |
| City Manager (a) | \$655,345 | \$152,069 | \$0 | \$807,414 |
| City Clerk (a) | \$239,235 | \$159,065 | \$0 | \$398,300 |
| Human Resources (a) | \$526,008 | \$215,151 | \$0 | \$741,159 |
| City Attorney (a) | \$742,343 | \$242,024 | \$0 | \$984,367 |
| Financial Services (a) | \$643,516 | \$237,735 | \$0 | \$881,251 |
| Business Services (a) | \$701,806 | \$345,872 | \$0 | \$1,047,678 |
| Community Services (a) | \$0 | \$589,111 | \$0 | \$589,111 |
| Non-Departmental (a) | \$0 | \$816,837 | \$0 | \$816,837 |
| Operational Transfers Out (a) | \$0 | \$83,338 | \$0 | \$83,338 |
| Community Development | | | | |
| Building | \$1,139,578 | \$963,999 | \$0 | \$2,103,577 |
| Planning | \$1,048,534 | \$262,244 | \$0 | \$1,310,778 |
| Economic Development | \$589,582 | \$239,970 | \$0 | \$829,552 |
| Housing | \$291,084 | \$526,599 | \$5,000 | \$822,683 |
| Police | | | | |
| Police | \$14,160,960 | \$5,214,794 | \$30,000 | \$19,405,754 |
| Parks and Recreation | | | | |
| Recreation Administration | \$1,434,216 | \$386,999 | \$0 | \$1,821,215 |
| City Pool | \$363,712 | \$398,435 | \$0 | \$762,147 |
| Community Center | \$44,449 | \$484,433 | \$0 | \$528,882 |
| Senior Programs | \$143,144 | \$64,303 | \$0 | \$207,447 |
| Brentwood Senior Activity Center | \$15,202 | \$195,933 | \$0 | \$211,135 |
| Landscape Operations | \$428,692 | \$669,263 | \$0 | \$1,097,955 |
| Public Works | | | | |
| Solid Waste Enterprise | \$3,247,138 | \$7,192,167 | \$153,863 | \$10,593,168 |
| Water Enterprise | \$3,347,361 | \$16,824,357 | \$1,557,134 | \$21,728,852 |
| Wastewater Enterprise | \$2,406,669 | \$6,632,768 | \$1,108,278 | \$10,147,715 |
| Street Maintenance | \$1,644,811 | \$1,301,476 | \$0 | \$2,946,287 |
| Development Engineering | \$970,394 | \$488,002 | \$1,100 | \$1,459,496 |
| Traffic and Transportation | \$374,364 | \$244,036 | \$250 | \$618,650 |
| Capital Improvement Program Administration | \$759,486 | \$298,068 | \$1,700 | \$1,059,254 |

(a) Factored into **Other Citywide** overhead



Hourly Rates by Classification:

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 | | \$5,603.78 /Month | | \$37.36 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|---------------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Professionals / Supervisors | | | |
| PERS - Employer | 0.165820 | 929.22 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 45.39 | | | | | |
| Life Insurance | 0.000225 | 22.70 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 222.08 | | | | | |
| Workers Comp. | 0.053132 | 297.74 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 81.25 | | | | | |
| | | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,261.95 | 76.05% | \$65.77 | \$28.53 | \$12.88 | \$107.19 |
| | | Annual Salary + Benefits | | <u>\$118,388.70</u> | | | |
| Step B | | \$5,883.97 /Month | | \$39.23 /Hour | | | |
| | Total Benefits | \$4,336.36 | 73.70% | \$68.14 | \$29.56 | \$13.35 | \$111.04 |
| | | Annual Salary + Benefits | | <u>\$122,644.01</u> | | | |
| Step C | | \$6,178.17 /Month | | \$41.19 /Hour | | | |
| | Total Benefits | \$4,414.50 | 71.45% | \$70.62 | \$30.63 | \$13.83 | \$115.09 |
| | | Annual Salary + Benefits | | <u>\$127,112.09</u> | | | |
| Step D | | \$6,487.08 /Month | | \$43.25 /Hour | | | |
| | Total Benefits | \$4,496.55 | 69.32% | \$73.22 | \$31.76 | \$14.34 | \$119.33 |
| | | Annual Salary + Benefits | | <u>\$131,803.58</u> | | | |
| Step E | | \$6,811.43 /Month | | \$45.41 /Hour | | | |
| | Total Benefits | \$4,582.70 | 67.28% | \$75.96 | \$32.95 | \$14.88 | \$123.79 |
| | | Annual Salary + Benefits | | <u>\$136,729.55</u> | | | |

Accountant I
Department: Parks and Recreation

| Step A | | \$5,603.78 /Month | | \$37.36 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|---------------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Professionals / Supervisors | | | |
| PERS - Employer | 0.165820 | 929.22 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 45.39 | | | | | |
| Life Insurance | 0.000225 | 22.70 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 222.08 | | | | | |
| Workers Comp. | 0.053132 | 297.74 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 81.25 | | | | | |
| | | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,261.95 | 76.05% | \$65.77 | \$71.72 | \$12.88 | \$150.38 |
| | | Annual Salary + Benefits | | <u>\$118,388.70</u> | | | |
| Step B | | \$5,883.97 /Month | | \$39.23 /Hour | | | |
| | Total Benefits | \$4,336.36 | 73.70% | \$68.14 | \$74.30 | \$13.35 | \$155.79 |
| | | Annual Salary + Benefits | | <u>\$122,644.01</u> | | | |
| Step C | | \$6,178.17 /Month | | \$41.19 /Hour | | | |
| | Total Benefits | \$4,414.50 | 71.45% | \$70.62 | \$77.01 | \$13.83 | \$161.46 |
| | | Annual Salary + Benefits | | <u>\$127,112.09</u> | | | |
| Step D | | \$6,487.08 /Month | | \$43.25 /Hour | | | |
| | Total Benefits | \$4,496.55 | 69.32% | \$73.22 | \$79.85 | \$14.34 | \$167.42 |
| | | Annual Salary + Benefits | | <u>\$131,803.58</u> | | | |
| Step E | | \$6,811.43 /Month | | \$45.41 /Hour | | | |
| | Total Benefits | \$4,582.70 | 67.28% | \$75.96 | \$82.84 | \$14.88 | \$173.68 |
| | | Annual Salary + Benefits | | <u>\$136,729.55</u> | | | |

Accountant II

Department: Finance and Information Systems

| Step A | | \$6,178.17 /Month | | \$41.19 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,024.46 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 50.04 | | | | | |
| Life Insurance | 0.000225 | 25.02 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 233.56 | | | | | |
| Workers Comp. | 0.053132 | 328.26 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 89.58 | | | | | |
| | | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,414.50 | 71.45% | \$70.62 | \$30.63 | \$13.83 | \$115.09 |
| | | Annual Salary + Benefits | | <u>\$127,112.09</u> | | | |
| Step B | | \$6,487.08 /Month | | \$43.25 /Hour | | | |
| | Total Benefits | \$4,496.55 | 69.32% | \$73.22 | \$31.76 | \$14.34 | \$119.33 |
| | | Annual Salary + Benefits | | <u>\$131,803.58</u> | | | |
| Step C | | \$6,811.43 /Month | | \$45.41 /Hour | | | |
| | Total Benefits | \$4,582.70 | 67.28% | \$75.96 | \$32.95 | \$14.88 | \$123.79 |
| | | Annual Salary + Benefits | | <u>\$136,729.55</u> | | | |
| Step D | | \$7,152.00 /Month | | \$47.68 /Hour | | | |
| | Total Benefits | \$4,673.16 | 65.34% | \$78.83 | \$34.20 | \$15.44 | \$128.48 |
| | | Annual Salary + Benefits | | <u>\$141,901.87</u> | | | |
| Step E | | \$7,509.60 /Month | | \$50.06 /Hour | | | |
| | Total Benefits | \$4,768.13 | 63.49% | \$81.85 | \$35.51 | \$16.03 | \$133.39 |
| | | Annual Salary + Benefits | | <u>\$147,332.82</u> | | | |

Accountant II

Department: Parks and Recreation

| Step A | | \$6,178.17 /Month | | \$41.19 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|---------------------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | Non-Sworn Professionals / Supervisors |
| PERS - Employer | 0.165820 | 1,024.46 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 50.04 | | | | | |
| Life Insurance | 0.000225 | 25.02 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 233.56 | | | | | |
| Workers Comp. | 0.053132 | 328.26 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 89.58 | | | | | |
| | Total Benefits | \$4,414.50 | 71.45% | \$70.62 | \$77.01 | \$13.83 | \$161.46 |
| | | Annual Salary + Benefits | | <u>\$127,112.09</u> | | | |
| Step B | | \$6,487.08 /Month | | \$43.25 /Hour | | | |
| | Total Benefits | \$4,496.55 | 69.32% | \$73.22 | \$79.85 | \$14.34 | \$167.42 |
| | | Annual Salary + Benefits | | <u>\$131,803.58</u> | | | |
| Step C | | \$6,811.43 /Month | | \$45.41 /Hour | | | |
| | Total Benefits | \$4,582.70 | 67.28% | \$75.96 | \$82.84 | \$14.88 | \$173.68 |
| | | Annual Salary + Benefits | | <u>\$136,729.55</u> | | | |
| Step D | | \$7,152.00 /Month | | \$47.68 /Hour | | | |
| | Total Benefits | \$4,673.16 | 65.34% | \$78.83 | \$85.97 | \$15.44 | \$180.25 |
| | | Annual Salary + Benefits | | <u>\$141,901.87</u> | | | |
| Step E | | \$7,509.60 /Month | | \$50.06 /Hour | | | |
| | Total Benefits | \$4,768.13 | 63.49% | \$81.85 | \$89.26 | \$16.03 | \$187.15 |
| | | Annual Salary + Benefits | | <u>\$147,332.82</u> | | | |

Accounting Assistant I
Department: Finance and Information Systems

| Step A | | \$3,852.83 /Month | | \$25.69 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Office Employees | | |
| PERS - Employer | 0.165820 | 638.88 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 31.21 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 204.71 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 55.87 | | | | | |
| | | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,599.43 | 93.42% | \$49.68 | \$21.55 | \$9.73 | \$80.97 |
| | | Annual Salary + Benefits | | <u>\$89,427.11</u> | | | |
| Step B | | \$4,045.47 /Month | | \$26.97 /Hour | | | |
| | Total Benefits | \$3,645.96 | 90.12% | \$51.28 | \$22.24 | \$10.05 | \$83.56 |
| | | Annual Salary + Benefits | | <u>\$92,297.18</u> | | | |
| Step C | | \$4,247.75 /Month | | \$28.32 /Hour | | | |
| | Total Benefits | \$3,694.82 | 86.98% | \$52.95 | \$22.97 | \$10.37 | \$86.29 |
| | | Annual Salary + Benefits | | <u>\$95,310.87</u> | | | |
| Step D | | \$4,460.13 /Month | | \$29.73 /Hour | | | |
| | Total Benefits | \$3,746.12 | 83.99% | \$54.71 | \$23.73 | \$10.72 | \$89.16 |
| | | Annual Salary + Benefits | | <u>\$98,475.04</u> | | | |
| Step E | | \$4,683.14 /Month | | \$31.22 /Hour | | | |
| | Total Benefits | \$3,799.99 | 81.14% | \$56.55 | \$24.53 | \$11.08 | \$92.17 |
| | | Annual Salary + Benefits | | <u>\$101,797.58</u> | | | |

Accounting Assistant II
Department: Finance and Information Systems

| Step A | | \$4,247.75 /Month | | \$28.32 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 704.36 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 34.41 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 225.69 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 61.59 | | | | | |
| | Total Benefits | \$3,694.82 | 86.98% | \$52.95 | \$22.97 | \$10.37 | \$86.29 |
| | | Annual Salary + Benefits | | <u>\$95,310.87</u> | | | |
| Step B | | \$4,460.13 /Month | | \$29.73 /Hour | | | |
| | Total Benefits | \$3,746.12 | 83.99% | \$54.71 | \$23.73 | \$10.72 | \$89.16 |
| | | Annual Salary + Benefits | | <u>\$98,475.04</u> | | | |
| Step C | | \$4,683.14 /Month | | \$31.22 /Hour | | | |
| | Total Benefits | \$3,799.99 | 81.14% | \$56.55 | \$24.53 | \$11.08 | \$92.17 |
| | | Annual Salary + Benefits | | <u>\$101,797.58</u> | | | |
| Step D | | \$4,917.30 /Month | | \$32.78 /Hour | | | |
| | Total Benefits | \$3,856.55 | 78.43% | \$58.49 | \$25.37 | \$11.46 | \$95.32 |
| | | Annual Salary + Benefits | | <u>\$105,286.24</u> | | | |
| Step E | | \$5,163.16 /Month | | \$34.42 /Hour | | | |
| | Total Benefits | \$3,915.94 | 75.84% | \$60.53 | \$26.26 | \$11.86 | \$98.64 |
| | | Annual Salary + Benefits | | <u>\$108,949.22</u> | | | |

Accounting Manager
Department: Finance and Information Systems

| Step A | | \$8,171.07 /Month | | \$54.47 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Managers / Confidential | | | |
| PERS - Employer | 0.165820 | 1,354.93 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 66.19 | | | | | |
| Life Insurance | 0.000225 | 33.09 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 355.13 | | | | | |
| Workers Comp. | 0.053132 | 434.15 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 118.48 | | | | | |
| | | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,025.53 | 61.50% | \$87.98 | \$38.16 | \$17.23 | \$143.38 |
| | Annual Salary + Benefits | | | <u>\$158,359.24</u> | | | |
| Step B | | \$8,579.63 /Month | | \$57.20 /Hour | | | |
| | Total Benefits | \$5,138.13 | 59.89% | \$91.45 | \$39.67 | \$17.92 | \$149.04 |
| | Annual Salary + Benefits | | | <u>\$164,613.16</u> | | | |
| Step C | | \$9,008.61 /Month | | \$60.06 /Hour | | | |
| | Total Benefits | \$5,256.36 | 58.35% | \$95.10 | \$41.25 | \$18.63 | \$154.98 |
| | Annual Salary + Benefits | | | <u>\$171,179.65</u> | | | |
| Step D | | \$9,459.04 /Month | | \$63.06 /Hour | | | |
| | Total Benefits | \$5,380.50 | 56.88% | \$98.93 | \$42.92 | \$19.38 | \$161.23 |
| | Annual Salary + Benefits | | | <u>\$178,074.48</u> | | | |
| Step E | | \$9,931.99 /Month | | \$66.21 /Hour | | | |
| | Total Benefits | \$5,510.85 | 55.49% | \$102.95 | \$44.66 | \$20.17 | \$167.78 |
| | Annual Salary + Benefits | | | <u>\$185,314.04</u> | | | |

Accounting Specialist
Department: Finance and Information Systems

| Step A | | \$5,614.44 /Month | | \$37.43 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 930.99 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 45.48 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 298.31 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 81.41 | | | | | |
| Total Benefits | | \$4,024.95 | 71.69% | \$64.26 | \$27.88 | \$12.59 | \$104.73 |
| Annual Salary + Benefits | | | | <u>\$115,672.67</u> | | | |
| Step B | | \$5,895.16 /Month | | \$39.30 /Hour | | | |
| Total Benefits | | \$4,092.76 | 69.43% | \$66.59 | \$28.89 | \$13.04 | \$108.52 |
| Annual Salary + Benefits | | | | <u>\$119,855.01</u> | | | |
| Step C | | \$6,189.92 /Month | | \$41.27 /Hour | | | |
| Total Benefits | | \$4,163.96 | 67.27% | \$69.03 | \$29.94 | \$13.52 | \$112.49 |
| Annual Salary + Benefits | | | | <u>\$124,246.53</u> | | | |
| Step D | | \$6,499.41 /Month | | \$43.33 /Hour | | | |
| Total Benefits | | \$4,238.72 | 65.22% | \$71.59 | \$31.05 | \$14.02 | \$116.67 |
| Annual Salary + Benefits | | | | <u>\$128,857.51</u> | | | |
| Step E | | \$6,824.38 /Month | | \$45.50 /Hour | | | |
| Total Benefits | | \$4,317.21 | 63.26% | \$74.28 | \$32.22 | \$14.55 | \$121.05 |
| Annual Salary + Benefits | | | | <u>\$133,699.11</u> | | | |

Accounting Technician
Department: Finance and Information Systems

| Step A | | \$4,886.39 /Month | | \$32.58 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 810.26 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 39.58 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 259.62 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 70.85 | | | | | |
| | Total Benefits | \$3,849.09 | 78.77% | \$58.24 | \$25.26 | \$11.41 | \$94.91 |
| | | Annual Salary + Benefits | | <u>\$104,825.73</u> | | | |
| Step B | | \$5,130.71 /Month | | \$34.20 /Hour | | | |
| | Total Benefits | \$3,908.10 | 76.17% | \$60.26 | \$26.14 | \$11.80 | \$98.20 |
| | | Annual Salary + Benefits | | <u>\$108,465.76</u> | | | |
| Step C | | \$5,387.24 /Month | | \$35.91 /Hour | | | |
| | Total Benefits | \$3,970.07 | 73.69% | \$62.38 | \$27.06 | \$12.22 | \$101.66 |
| | | Annual Salary + Benefits | | <u>\$112,287.70</u> | | | |
| Step D | | \$5,656.61 /Month | | \$37.71 /Hour | | | |
| | Total Benefits | \$4,035.14 | 71.33% | \$64.61 | \$28.03 | \$12.66 | \$105.30 |
| | | Annual Salary + Benefits | | <u>\$116,300.95</u> | | | |
| Step E | | \$5,939.44 /Month | | \$39.60 /Hour | | | |
| | Total Benefits | \$4,103.45 | 69.09% | \$66.95 | \$29.04 | \$13.12 | \$109.11 |
| | | Annual Salary + Benefits | | <u>\$120,514.72</u> | | | |

Accounting Technician
Department: Police

| Step A | | \$4,886.39 /Month | | \$32.58 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 810.26 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 39.58 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 259.62 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 70.85 | | | | | |
| | Total Benefits | \$3,849.09 | 78.77% | \$58.24 | \$28.86 | \$11.41 | \$98.50 |
| | | Annual Salary + Benefits | | <u>\$104,825.73</u> | | | |
| Step B | | \$5,130.71 /Month | | \$34.20 /Hour | | | |
| | Total Benefits | \$3,908.10 | 76.17% | \$60.26 | \$29.86 | \$11.80 | \$101.92 |
| | | Annual Salary + Benefits | | <u>\$108,465.76</u> | | | |
| Step C | | \$5,387.24 /Month | | \$35.91 /Hour | | | |
| | Total Benefits | \$3,970.07 | 73.69% | \$62.38 | \$30.91 | \$12.22 | \$105.51 |
| | | Annual Salary + Benefits | | <u>\$112,287.70</u> | | | |
| Step D | | \$5,656.61 /Month | | \$37.71 /Hour | | | |
| | Total Benefits | \$4,035.14 | 71.33% | \$64.61 | \$32.02 | \$12.66 | \$109.28 |
| | | Annual Salary + Benefits | | <u>\$116,300.95</u> | | | |
| Step E | | \$5,939.44 /Month | | \$39.60 /Hour | | | |
| | Total Benefits | \$4,103.45 | 69.09% | \$66.95 | \$33.18 | \$13.12 | \$113.24 |
| | | Annual Salary + Benefits | | <u>\$120,514.72</u> | | | |

Administrative Assistant I

Department: Administration

| Step A | | \$3,647.50 /Month | | \$24.32 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 604.83 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 29.54 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 193.80 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 52.89 | | | | | |
| Total Benefits | | \$3,549.83 | 97.32% | \$47.98 | \$17.80 | \$9.40 | \$75.18 |
| Annual Salary + Benefits | | | | <u>\$86,367.97</u> | | | |
| Step B | | \$3,829.87 /Month | | \$25.53 /Hour | | | |
| Total Benefits | | \$3,593.88 | 93.84% | \$49.49 | \$18.36 | \$9.70 | \$77.54 |
| Annual Salary + Benefits | | | | <u>\$89,085.03</u> | | | |
| Step C | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
| Total Benefits | | \$3,640.14 | 90.52% | \$51.08 | \$18.94 | \$10.01 | \$80.03 |
| Annual Salary + Benefits | | | | <u>\$91,938.12</u> | | | |
| Step D | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| Total Benefits | | \$3,688.71 | 87.36% | \$52.74 | \$19.56 | \$10.33 | \$82.63 |
| Annual Salary + Benefits | | | | <u>\$94,933.64</u> | | | |
| Step E | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| Total Benefits | | \$3,739.71 | 84.35% | \$54.49 | \$20.21 | \$10.67 | \$85.37 |
| Annual Salary + Benefits | | | | <u>\$98,079.18</u> | | | |

Administrative Assistant I Department: Community Development

| Step A | | \$3,647.50 /Month | | \$24.32 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|---------------------------------------|--|---|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>115.16% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 604.83 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 29.54 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 193.80 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 52.89 | | | | | |
| | | <u>\$3,549.83</u> | 97.32% | \$47.98 | \$55.26 | \$9.40 | \$112.64 |
| | | Annual Salary + Benefits | | <u><u>\$86,367.97</u></u> | | | |
| Step B | | \$3,829.87 /Month | | \$25.53 /Hour | | | |
| | | | | | | | |
| Total Benefits | | \$3,593.88 | 93.84% | \$49.49 | \$56.99 | \$9.70 | \$116.18 |
| | | Annual Salary + Benefits | | <u><u>\$89,085.03</u></u> | | | |
| Step C | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
| | | | | | | | |
| Total Benefits | | \$3,640.14 | 90.52% | \$51.08 | \$58.82 | \$10.01 | \$119.90 |
| | | Annual Salary + Benefits | | <u><u>\$91,938.12</u></u> | | | |
| Step D | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| | | | | | | | |
| Total Benefits | | \$3,688.71 | 87.36% | \$52.74 | \$60.74 | \$10.33 | \$123.81 |
| | | Annual Salary + Benefits | | <u><u>\$94,933.64</u></u> | | | |
| Step E | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| | | | | | | | |
| Total Benefits | | \$3,739.71 | 84.35% | \$54.49 | \$62.75 | \$10.67 | \$127.91 |
| | | Annual Salary + Benefits | | <u><u>\$98,079.18</u></u> | | | |

Administrative Assistant I
Department: Finance and Information Systems

| Step A | | \$3,647.50 /Month | | \$24.32 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 604.83 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 29.54 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 193.80 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 52.89 | | | | | |
| | Total Benefits | \$3,549.83 | 97.32% | \$47.98 | \$20.81 | \$9.40 | \$78.20 |
| | | Annual Salary + Benefits | | <u>\$86,367.97</u> | | | |
| Step B | | \$3,829.87 /Month | | \$25.53 /Hour | | | |
| | Total Benefits | \$3,593.88 | 93.84% | \$49.49 | \$21.47 | \$9.70 | \$80.66 |
| | | Annual Salary + Benefits | | <u>\$89,085.03</u> | | | |
| Step C | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
| | Total Benefits | \$3,640.14 | 90.52% | \$51.08 | \$22.16 | \$10.01 | \$83.24 |
| | | Annual Salary + Benefits | | <u>\$91,938.12</u> | | | |
| Step D | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| | Total Benefits | \$3,688.71 | 87.36% | \$52.74 | \$22.88 | \$10.33 | \$85.95 |
| | | Annual Salary + Benefits | | <u>\$94,933.64</u> | | | |
| Step E | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| | Total Benefits | \$3,739.71 | 84.35% | \$54.49 | \$23.64 | \$10.67 | \$88.80 |
| | | Annual Salary + Benefits | | <u>\$98,079.18</u> | | | |

Administrative Assistant I Department: Parks and Recreation

| Step A | | \$3,647.50 /Month | | \$24.32 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 604.83 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 29.54 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 193.80 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 52.89 | | | | | |
| | Total Benefits | \$3,549.83 | 97.32% | \$47.98 | \$52.32 | \$9.40 | \$109.71 |
| | | Annual Salary + Benefits | | <u>\$86,367.97</u> | | | |
| Step B | | \$3,829.87 /Month | | \$25.53 /Hour | | | |
| | Total Benefits | \$3,593.88 | 93.84% | \$49.49 | \$53.97 | \$9.70 | \$113.16 |
| | | Annual Salary + Benefits | | <u>\$89,085.03</u> | | | |
| Step C | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
| | Total Benefits | \$3,640.14 | 90.52% | \$51.08 | \$55.70 | \$10.01 | \$116.78 |
| | | Annual Salary + Benefits | | <u>\$91,938.12</u> | | | |
| Step D | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| | Total Benefits | \$3,688.71 | 87.36% | \$52.74 | \$57.51 | \$10.33 | \$120.59 |
| | | Annual Salary + Benefits | | <u>\$94,933.64</u> | | | |
| Step E | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| | Total Benefits | \$3,739.71 | 84.35% | \$54.49 | \$59.42 | \$10.67 | \$124.58 |
| | | Annual Salary + Benefits | | <u>\$98,079.18</u> | | | |

Administrative Assistant I Department: Public Works

| Step A | | \$3,647.50 /Month | | \$24.32 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 604.83 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 29.54 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 193.80 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 52.89 | | | | | |
| Total Benefits | | \$3,549.83 | 97.32% | \$47.98 | \$54.32 | \$9.40 | \$111.70 |
| Annual Salary + Benefits | | | | <u>\$86,367.97</u> | | | |
| Step B | | \$3,829.87 /Month | | \$25.53 /Hour | | | |
| Total Benefits | | \$3,593.88 | 93.84% | \$49.49 | \$56.03 | \$9.70 | \$115.22 |
| Annual Salary + Benefits | | | | <u>\$89,085.03</u> | | | |
| Step C | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
| Total Benefits | | \$3,640.14 | 90.52% | \$51.08 | \$57.82 | \$10.01 | \$118.91 |
| Annual Salary + Benefits | | | | <u>\$91,938.12</u> | | | |
| Step D | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| Total Benefits | | \$3,688.71 | 87.36% | \$52.74 | \$59.71 | \$10.33 | \$122.78 |
| Annual Salary + Benefits | | | | <u>\$94,933.64</u> | | | |
| Step E | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| Total Benefits | | \$3,739.71 | 84.35% | \$54.49 | \$61.69 | \$10.67 | \$126.85 |
| Annual Salary + Benefits | | | | <u>\$98,079.18</u> | | | |

Administrative Assistant II
Department: Administration

| Step A | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 666.82 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 32.57 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 213.66 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 58.31 | | | | | |
| | Total Benefits | \$3,640.14 | 90.52% | \$51.08 | \$18.94 | \$10.01 | \$80.03 |
| | | Annual Salary + Benefits | | <u>\$91,938.12</u> | | | |
| Step B | | | | | | | |
| | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| | Total Benefits | \$3,688.71 | 87.36% | \$52.74 | \$19.56 | \$10.33 | \$82.63 |
| | | Annual Salary + Benefits | | <u>\$94,933.64</u> | | | |
| Step C | | | | | | | |
| | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| | Total Benefits | \$3,739.71 | 84.35% | \$54.49 | \$20.21 | \$10.67 | \$85.37 |
| | | Annual Salary + Benefits | | <u>\$98,079.18</u> | | | |
| Step D | | | | | | | |
| | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
| | Total Benefits | \$3,793.25 | 81.48% | \$56.32 | \$20.89 | \$11.03 | \$88.25 |
| | | Annual Salary + Benefits | | <u>\$101,381.76</u> | | | |
| Step E | | | | | | | |
| | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| | Total Benefits | \$3,849.47 | 78.75% | \$58.25 | \$21.60 | \$11.41 | \$91.27 |
| | | Annual Salary + Benefits | | <u>\$104,849.57</u> | | | |

Administrative Assistant II
Department: City Attorney

| Step A | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 32.60% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 666.82 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 32.57 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 213.66 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 58.31 | | | | | |
| Total Benefits | | \$3,640.14 | 90.52% | \$51.08 | \$16.65 | \$10.01 | \$77.73 |
| Annual Salary + Benefits | | | | <u>\$91,938.12</u> | | | |
| Step B | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| Total Benefits | | \$3,688.71 | 87.36% | \$52.74 | \$17.19 | \$10.33 | \$80.27 |
| Annual Salary + Benefits | | | | <u>\$94,933.64</u> | | | |
| Step C | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| Total Benefits | | \$3,739.71 | 84.35% | \$54.49 | \$17.76 | \$10.67 | \$82.93 |
| Annual Salary + Benefits | | | | <u>\$98,079.18</u> | | | |
| Step D | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
| Total Benefits | | \$3,793.25 | 81.48% | \$56.32 | \$18.36 | \$11.03 | \$85.72 |
| Annual Salary + Benefits | | | | <u>\$101,381.76</u> | | | |
| Step E | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| Total Benefits | | \$3,849.47 | 78.75% | \$58.25 | \$18.99 | \$11.41 | \$88.65 |
| Annual Salary + Benefits | | | | <u>\$104,849.57</u> | | | |

Administrative Assistant II
Department: Community Development

| Step A | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 666.82 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 32.57 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 213.66 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 58.31 | | | | | |
| Total Benefits | | \$3,640.14 | 90.52% | \$51.08 | \$58.82 | \$10.01 | \$119.90 |
| Annual Salary + Benefits | | | | <u>\$91,938.12</u> | | | |
| Step B | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| Total Benefits | | \$3,688.71 | 87.36% | \$52.74 | \$60.74 | \$10.33 | \$123.81 |
| Annual Salary + Benefits | | | | <u>\$94,933.64</u> | | | |
| Step C | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| Total Benefits | | \$3,739.71 | 84.35% | \$54.49 | \$62.75 | \$10.67 | \$127.91 |
| Annual Salary + Benefits | | | | <u>\$98,079.18</u> | | | |
| Step D | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
| Total Benefits | | \$3,793.25 | 81.48% | \$56.32 | \$64.86 | \$11.03 | \$132.22 |
| Annual Salary + Benefits | | | | <u>\$101,381.76</u> | | | |
| Step E | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| Total Benefits | | \$3,849.47 | 78.75% | \$58.25 | \$67.08 | \$11.41 | \$136.74 |
| Annual Salary + Benefits | | | | <u>\$104,849.57</u> | | | |

Administrative Assistant II
Department: Finance and Information Systems

| Step A | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
|----------------------|-----------------------|--------------------------|---------------|---|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 666.82 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 32.57 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 213.66 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 58.31 | | | | | |
| | Total Benefits | \$3,640.14 | 90.52% | \$51.08 | \$22.16 | \$10.01 | \$83.24 |
| | | | | Annual Salary + Benefits <u>\$91,938.12</u> | | | |
| Step B | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| | Total Benefits | \$3,688.71 | 87.36% | \$52.74 | \$22.88 | \$10.33 | \$85.95 |
| | | | | Annual Salary + Benefits <u>\$94,933.64</u> | | | |
| Step C | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| | Total Benefits | \$3,739.71 | 84.35% | \$54.49 | \$23.64 | \$10.67 | \$88.80 |
| | | | | Annual Salary + Benefits <u>\$98,079.18</u> | | | |
| Step D | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
| | Total Benefits | \$3,793.25 | 81.48% | \$56.32 | \$24.43 | \$11.03 | \$91.79 |
| | | | | Annual Salary + Benefits <u>\$101,381.76</u> | | | |
| Step E | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| | Total Benefits | \$3,849.47 | 78.75% | \$58.25 | \$25.27 | \$11.41 | \$94.93 |
| | | | | Annual Salary + Benefits <u>\$104,849.57</u> | | | |

Administrative Assistant II Department: Parks and Recreation

| Step A | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 666.82 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 32.57 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 213.66 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 58.31 | | | | | |
| | Total Benefits | \$3,640.14 | 90.52% | \$51.08 | \$55.70 | \$10.01 | \$116.78 |
| | | Annual Salary + Benefits | | <u>\$91,938.12</u> | | | |
| Step B | | | | | | | |
| | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| | Total Benefits | \$3,688.71 | 87.36% | \$52.74 | \$57.51 | \$10.33 | \$120.59 |
| | | Annual Salary + Benefits | | <u>\$94,933.64</u> | | | |
| Step C | | | | | | | |
| | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| | Total Benefits | \$3,739.71 | 84.35% | \$54.49 | \$59.42 | \$10.67 | \$124.58 |
| | | Annual Salary + Benefits | | <u>\$98,079.18</u> | | | |
| Step D | | | | | | | |
| | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
| | Total Benefits | \$3,793.25 | 81.48% | \$56.32 | \$61.42 | \$11.03 | \$128.78 |
| | | Annual Salary + Benefits | | <u>\$101,381.76</u> | | | |
| Step E | | | | | | | |
| | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| | Total Benefits | \$3,849.47 | 78.75% | \$58.25 | \$63.52 | \$11.41 | \$133.18 |
| | | Annual Salary + Benefits | | <u>\$104,849.57</u> | | | |

Administrative Assistant II
Department: Police

| Step A | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 666.82 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 32.57 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 213.66 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 58.31 | | | | | |
| | Total Benefits | \$3,640.14 | 90.52% | \$51.08 | \$25.31 | \$10.01 | \$86.39 |
| | | Annual Salary + Benefits | | \$91,938.12 | | | |
| Step B | | | | | | | |
| | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| | Total Benefits | \$3,688.71 | 87.36% | \$52.74 | \$26.13 | \$10.33 | \$89.21 |
| | | Annual Salary + Benefits | | \$94,933.64 | | | |
| Step C | | | | | | | |
| | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| | Total Benefits | \$3,739.71 | 84.35% | \$54.49 | \$27.00 | \$10.67 | \$92.16 |
| | | Annual Salary + Benefits | | \$98,079.18 | | | |
| Step D | | | | | | | |
| | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
| | Total Benefits | \$3,793.25 | 81.48% | \$56.32 | \$27.91 | \$11.03 | \$95.27 |
| | | Annual Salary + Benefits | | \$101,381.76 | | | |
| Step E | | | | | | | |
| | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| | Total Benefits | \$3,849.47 | 78.75% | \$58.25 | \$28.86 | \$11.41 | \$98.52 |
| | | Annual Salary + Benefits | | \$104,849.57 | | | |

Administrative Assistant II Department: Public Works

| Step A | | \$4,021.37 /Month | | \$26.81 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 666.82 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 32.57 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 213.66 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 58.31 | | | | | |
| | Total Benefits | \$3,640.14 | 90.52% | \$51.08 | \$57.82 | \$10.01 | \$118.91 |
| | | Annual Salary + Benefits | | <u>\$91,938.12</u> | | | |
| Step B | | \$4,222.43 /Month | | \$28.15 /Hour | | | |
| | Total Benefits | \$3,688.71 | 87.36% | \$52.74 | \$59.71 | \$10.33 | \$122.78 |
| | | Annual Salary + Benefits | | <u>\$94,933.64</u> | | | |
| Step C | | \$4,433.56 /Month | | \$29.56 /Hour | | | |
| | Total Benefits | \$3,739.71 | 84.35% | \$54.49 | \$61.69 | \$10.67 | \$126.85 |
| | | Annual Salary + Benefits | | <u>\$98,079.18</u> | | | |
| Step D | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
| | Total Benefits | \$3,793.25 | 81.48% | \$56.32 | \$63.76 | \$11.03 | \$131.12 |
| | | Annual Salary + Benefits | | <u>\$101,381.76</u> | | | |
| Step E | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| | Total Benefits | \$3,849.47 | 78.75% | \$58.25 | \$65.94 | \$11.41 | \$135.61 |
| | | Annual Salary + Benefits | | <u>\$104,849.57</u> | | | |

Administrative Secretary
Department: Administration

| Step A | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 771.93 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.71 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 247.34 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.50 | | | | | |
| | Total Benefits | \$3,793.25 | 81.48% | \$56.32 | \$20.89 | \$11.03 | \$88.25 |
| | | Annual Salary + Benefits | | <u>\$101,381.76</u> | | | |
| Step B | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| | Total Benefits | \$3,849.47 | 78.75% | \$58.25 | \$21.60 | \$11.41 | \$91.27 |
| | | Annual Salary + Benefits | | <u>\$104,849.57</u> | | | |
| Step C | | \$5,132.39 /Month | | \$34.22 /Hour | | | |
| | Total Benefits | \$3,908.51 | 76.15% | \$60.27 | \$22.36 | \$11.81 | \$94.44 |
| | | Annual Salary + Benefits | | <u>\$108,490.79</u> | | | |
| Step D | | \$5,389.01 /Month | | \$35.93 /Hour | | | |
| | Total Benefits | \$3,970.50 | 73.68% | \$62.40 | \$23.14 | \$12.22 | \$97.76 |
| | | Annual Salary + Benefits | | <u>\$112,314.07</u> | | | |
| Step E | | \$5,658.47 /Month | | \$37.72 /Hour | | | |
| | Total Benefits | \$4,035.58 | 71.32% | \$64.63 | \$23.97 | \$12.66 | \$101.26 |
| | | Annual Salary + Benefits | | <u>\$116,328.66</u> | | | |

Administrative Secretary
Department: Community Development

| Step A | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Office Employees | | |
| PERS - Employer | 0.165820 | 771.93 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.71 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 247.34 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.50 | | | | | |
| | | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,793.25 | 81.48% | \$56.32 | \$64.86 | \$11.03 | \$132.22 |
| | | Annual Salary + Benefits | | <u>\$101,381.76</u> | | | |
| Step B | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| | Total Benefits | \$3,849.47 | 78.75% | \$58.25 | \$67.08 | \$11.41 | \$136.74 |
| | | Annual Salary + Benefits | | <u>\$104,849.57</u> | | | |
| Step C | | \$5,132.39 /Month | | \$34.22 /Hour | | | |
| | Total Benefits | \$3,908.51 | 76.15% | \$60.27 | \$69.41 | \$11.81 | \$141.49 |
| | | Annual Salary + Benefits | | <u>\$108,490.79</u> | | | |
| Step D | | \$5,389.01 /Month | | \$35.93 /Hour | | | |
| | Total Benefits | \$3,970.50 | 73.68% | \$62.40 | \$71.86 | \$12.22 | \$146.48 |
| | | Annual Salary + Benefits | | <u>\$112,314.07</u> | | | |
| Step E | | \$5,658.47 /Month | | \$37.72 /Hour | | | |
| | Total Benefits | \$4,035.58 | 71.32% | \$64.63 | \$74.42 | \$12.66 | \$151.71 |
| | | Annual Salary + Benefits | | <u>\$116,328.66</u> | | | |

Administrative Secretary
Department: Finance and Information Systems

| Step A | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 771.93 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.71 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 247.34 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.50 | | | | | |
| | Total Benefits | \$3,793.25 | 81.48% | \$56.32 | \$24.43 | \$11.03 | \$91.79 |
| | | Annual Salary + Benefits | | <u>\$101,381.76</u> | | | |
| Step B | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| | Total Benefits | \$3,849.47 | 78.75% | \$58.25 | \$25.27 | \$11.41 | \$94.93 |
| | | Annual Salary + Benefits | | <u>\$104,849.57</u> | | | |
| Step C | | \$5,132.39 /Month | | \$34.22 /Hour | | | |
| | Total Benefits | \$3,908.51 | 76.15% | \$60.27 | \$26.15 | \$11.81 | \$98.23 |
| | | Annual Salary + Benefits | | <u>\$108,490.79</u> | | | |
| Step D | | \$5,389.01 /Month | | \$35.93 /Hour | | | |
| | Total Benefits | \$3,970.50 | 73.68% | \$62.40 | \$27.07 | \$12.22 | \$101.69 |
| | | Annual Salary + Benefits | | <u>\$112,314.07</u> | | | |
| Step E | | \$5,658.47 /Month | | \$37.72 /Hour | | | |
| | Total Benefits | \$4,035.58 | 71.32% | \$64.63 | \$28.04 | \$12.66 | \$105.32 |
| | | Annual Salary + Benefits | | <u>\$116,328.66</u> | | | |

Administrative Secretary
Department: Parks and Recreation

| Step A | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
|----------------------|-----------------------|--------------------------|---------------|---|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 771.93 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.71 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 247.34 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.50 | | | | | |
| | Total Benefits | \$3,793.25 | 81.48% | \$56.32 | \$61.42 | \$11.03 | \$128.78 |
| | | | | Annual Salary + Benefits <u>\$101,381.76</u> | | | |
| Step B | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| | Total Benefits | \$3,849.47 | 78.75% | \$58.25 | \$63.52 | \$11.41 | \$133.18 |
| | | | | Annual Salary + Benefits <u>\$104,849.57</u> | | | |
| Step C | | \$5,132.39 /Month | | \$34.22 /Hour | | | |
| | Total Benefits | \$3,908.51 | 76.15% | \$60.27 | \$65.73 | \$11.81 | \$137.81 |
| | | | | Annual Salary + Benefits <u>\$108,490.79</u> | | | |
| Step D | | \$5,389.01 /Month | | \$35.93 /Hour | | | |
| | Total Benefits | \$3,970.50 | 73.68% | \$62.40 | \$68.04 | \$12.22 | \$142.66 |
| | | | | Annual Salary + Benefits <u>\$112,314.07</u> | | | |
| Step E | | \$5,658.47 /Month | | \$37.72 /Hour | | | |
| | Total Benefits | \$4,035.58 | 71.32% | \$64.63 | \$70.48 | \$12.66 | \$147.76 |
| | | | | Annual Salary + Benefits <u>\$116,328.66</u> | | | |

**Administrative Secretary
Department: Public Works**

| Step A | | \$4,655.23 /Month | | \$31.03 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 771.93 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.71 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 247.34 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.50 | | | | | |
| | Total Benefits | \$3,793.25 | 81.48% | \$56.32 | \$63.76 | \$11.03 | \$131.12 |
| | | Annual Salary + Benefits | | <u>\$101,381.76</u> | | | |
| Step B | | | | | | | |
| | | \$4,887.99 /Month | | \$32.59 /Hour | | | |
| | Total Benefits | \$3,849.47 | 78.75% | \$58.25 | \$65.94 | \$11.41 | \$135.61 |
| | | Annual Salary + Benefits | | <u>\$104,849.57</u> | | | |
| Step C | | | | | | | |
| | | \$5,132.39 /Month | | \$34.22 /Hour | | | |
| | Total Benefits | \$3,908.51 | 76.15% | \$60.27 | \$68.23 | \$11.81 | \$140.31 |
| | | Annual Salary + Benefits | | <u>\$108,490.79</u> | | | |
| Step D | | | | | | | |
| | | \$5,389.01 /Month | | \$35.93 /Hour | | | |
| | Total Benefits | \$3,970.50 | 73.68% | \$62.40 | \$70.64 | \$12.22 | \$145.26 |
| | | Annual Salary + Benefits | | <u>\$112,314.07</u> | | | |
| Step E | | | | | | | |
| | | \$5,658.47 /Month | | \$37.72 /Hour | | | |
| | Total Benefits | \$4,035.58 | 71.32% | \$64.63 | \$73.16 | \$12.66 | \$150.45 |
| | | Annual Salary + Benefits | | <u>\$116,328.66</u> | | | |

Administrative Supervisor
Department: Community Development

| Step A | | \$5,121.74 /Month | | \$34.14 /Hour | | | |
|----------------------|-----------------------|--------------------------|---------------|---|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 849.29 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 41.49 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 272.13 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 74.27 | | | | | |
| | Total Benefits | \$3,905.94 | 76.26% | \$60.18 | \$69.31 | \$11.79 | \$141.28 |
| | | | | Annual Salary + Benefits <u>\$108,332.12</u> | | | |
| Step B | | \$5,377.82 /Month | | \$35.85 /Hour | | | |
| | Total Benefits | \$3,967.79 | 73.78% | \$62.30 | \$71.75 | \$12.21 | \$146.26 |
| | | | | Annual Salary + Benefits <u>\$112,147.36</u> | | | |
| Step C | | \$5,646.71 /Month | | \$37.64 /Hour | | | |
| | Total Benefits | \$4,032.74 | 71.42% | \$64.53 | \$74.31 | \$12.64 | \$151.48 |
| | | | | Annual Salary + Benefits <u>\$116,153.45</u> | | | |
| Step D | | \$5,929.05 /Month | | \$39.53 /Hour | | | |
| | Total Benefits | \$4,100.94 | 69.17% | \$66.87 | \$77.00 | \$13.10 | \$156.97 |
| | | | | Annual Salary + Benefits <u>\$120,359.93</u> | | | |
| Step E | | \$6,225.50 /Month | | \$41.50 /Hour | | | |
| | Total Benefits | \$4,172.55 | 67.02% | \$69.32 | \$79.83 | \$13.58 | \$162.73 |
| | | | | Annual Salary + Benefits <u>\$124,776.62</u> | | | |

Administrative Supervisor
Department: Finance and Information Systems

| Step A | | \$5,121.74 /Month | | \$34.14 /Hour | | | |
|----------------------|-----------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 849.29 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 41.49 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 272.13 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 74.27 | | | | | |
| | Total Benefits | \$3,905.94 | 76.26% | \$60.18 | \$26.11 | \$11.79 | \$98.08 |
| | | | | Annual Salary + Benefits | <u>\$108,332.12</u> | | |
| Step B | | \$5,377.82 /Month | | \$35.85 /Hour | | | |
| | Total Benefits | \$3,967.79 | 73.78% | \$62.30 | \$27.03 | \$12.21 | \$101.54 |
| | | | | Annual Salary + Benefits | <u>\$112,147.36</u> | | |
| Step C | | \$5,646.71 /Month | | \$37.64 /Hour | | | |
| | Total Benefits | \$4,032.74 | 71.42% | \$64.53 | \$27.99 | \$12.64 | \$105.16 |
| | | | | Annual Salary + Benefits | <u>\$116,153.45</u> | | |
| Step D | | \$5,929.05 /Month | | \$39.53 /Hour | | | |
| | Total Benefits | \$4,100.94 | 69.17% | \$66.87 | \$29.01 | \$13.10 | \$108.97 |
| | | | | Annual Salary + Benefits | <u>\$120,359.93</u> | | |
| Step E | | \$6,225.50 /Month | | \$41.50 /Hour | | | |
| | Total Benefits | \$4,172.55 | 67.02% | \$69.32 | \$30.07 | \$13.58 | \$112.97 |
| | | | | Annual Salary + Benefits | <u>\$124,776.62</u> | | |

Administrative Supervisor
Department: Parks and Recreation

| Step A | | \$5,121.74 /Month | | \$34.14 /Hour | | | |
|----------------------|-----------------------|--------------------------|---------------|---|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 849.29 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 41.49 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 272.13 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 74.27 | | | | | |
| | Total Benefits | \$3,905.94 | 76.26% | \$60.18 | \$65.63 | \$11.79 | \$137.61 |
| | | | | Annual Salary + Benefits <u>\$108,332.12</u> | | | |
| Step B | | | | | | | |
| | | | | \$5,377.82 /Month | | | |
| | | | | \$35.85 /Hour | | | |
| | Total Benefits | \$3,967.79 | 73.78% | \$62.30 | \$67.94 | \$12.21 | \$142.45 |
| | | | | Annual Salary + Benefits <u>\$112,147.36</u> | | | |
| Step C | | | | | | | |
| | | | | \$5,646.71 /Month | | | |
| | | | | \$37.64 /Hour | | | |
| | Total Benefits | \$4,032.74 | 71.42% | \$64.53 | \$70.37 | \$12.64 | \$147.54 |
| | | | | Annual Salary + Benefits <u>\$116,153.45</u> | | | |
| Step D | | | | | | | |
| | | | | \$5,929.05 /Month | | | |
| | | | | \$39.53 /Hour | | | |
| | Total Benefits | \$4,100.94 | 69.17% | \$66.87 | \$72.92 | \$13.10 | \$152.88 |
| | | | | Annual Salary + Benefits <u>\$120,359.93</u> | | | |
| Step E | | | | | | | |
| | | | | \$6,225.50 /Month | | | |
| | | | | \$41.50 /Hour | | | |
| | Total Benefits | \$4,172.55 | 67.02% | \$69.32 | \$75.59 | \$13.58 | \$158.49 |
| | | | | Annual Salary + Benefits <u>\$124,776.62</u> | | | |

**Administrative Supervisor
Department: Public Works**

| Step A | | \$5,121.74 /Month | | \$34.14 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Office Employees | | |
| PERS - Employer | 0.165820 | 849.29 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 41.49 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 272.13 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 74.27 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,905.94 | 76.26% | \$60.18 | \$68.13 | \$11.79 | \$140.11 |
| | | Annual Salary + Benefits | | <u>\$108,332.12</u> | | | |
| Step B | | \$5,377.82 /Month | | \$35.85 /Hour | | | |
| | Total Benefits | \$3,967.79 | 73.78% | \$62.30 | \$70.53 | \$12.21 | \$145.04 |
| | | Annual Salary + Benefits | | <u>\$112,147.36</u> | | | |
| Step C | | \$5,646.71 /Month | | \$37.64 /Hour | | | |
| | Total Benefits | \$4,032.74 | 71.42% | \$64.53 | \$73.05 | \$12.64 | \$150.23 |
| | | Annual Salary + Benefits | | <u>\$116,153.45</u> | | | |
| Step D | | \$5,929.05 /Month | | \$39.53 /Hour | | | |
| | Total Benefits | \$4,100.94 | 69.17% | \$66.87 | \$75.70 | \$13.10 | \$155.67 |
| | | Annual Salary + Benefits | | <u>\$120,359.93</u> | | | |
| Step E | | \$6,225.50 /Month | | \$41.50 /Hour | | | |
| | Total Benefits | \$4,172.55 | 67.02% | \$69.32 | \$78.48 | \$13.58 | \$161.38 |
| | | Annual Salary + Benefits | | <u>\$124,776.62</u> | | | |

**Assistant City Attorney
Department: City Attorney**

| Step A | | \$11,017.23 /Month | | \$73.45 /Hour | | | |
|----------------------|---------------------------------|---------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 32.60% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,826.88 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 89.24 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 440.52 | | | | | |
| Workers Comp. | 0.053132 | 585.37 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 159.75 | | | | | |
| | Total Benefits | \$5,799.07 | 52.64% | \$112.11 | \$36.55 | \$21.96 | \$170.62 |
| | Annual Salary + Benefits | | | <u>\$201,795.61</u> | | | |
| Step B | | | | | | | |
| | | \$11,568.10 /Month | | \$77.12 /Hour | | | |
| | Total Benefits | \$5,961.76 | 51.54% | \$116.87 | \$38.10 | \$22.89 | \$177.86 |
| | Annual Salary + Benefits | | | <u>\$210,358.34</u> | | | |
| Step C | | | | | | | |
| | | \$12,146.50 /Month | | \$80.98 /Hour | | | |
| | Total Benefits | \$6,121.17 | 50.39% | \$121.78 | \$39.70 | \$23.86 | \$185.34 |
| | Annual Salary + Benefits | | | <u>\$219,212.04</u> | | | |
| Step D | | | | | | | |
| | | \$12,753.83 /Month | | \$85.03 /Hour | | | |
| | Total Benefits | \$6,288.55 | 49.31% | \$126.95 | \$41.39 | \$24.87 | \$193.20 |
| | Annual Salary + Benefits | | | <u>\$228,508.57</u> | | | |
| Step E | | | | | | | |
| | | \$13,391.52 /Month | | \$89.28 /Hour | | | |
| | Total Benefits | \$6,464.30 | 48.27% | \$132.37 | \$43.15 | \$25.93 | \$201.46 |
| | Annual Salary + Benefits | | | <u>\$238,269.84</u> | | | |

Assistant City Clerk Department: Administration

| Step A | | \$5,912.43 /Month | | \$39.42 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 980.40 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 47.89 | | | | | |
| Life Insurance | 0.000225 | 23.95 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 228.25 | | | | | |
| Workers Comp. | 0.053132 | 314.14 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 85.73 | | | | | |
| | | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,343.92 | 73.47% | \$68.38 | \$25.36 | \$13.39 | \$107.13 |
| | Annual Salary + Benefits | | | <u>\$123,076.24</u> | | | |
| Step B | | \$6,208.05 /Month | | \$41.39 /Hour | | | |
| | Total Benefits | \$4,422.44 | 71.24% | \$70.87 | \$26.29 | \$13.88 | \$111.04 |
| | Annual Salary + Benefits | | | <u>\$127,565.89</u> | | | |
| Step C | | \$6,518.45 /Month | | \$43.46 /Hour | | | |
| | Total Benefits | \$4,504.88 | 69.11% | \$73.49 | \$27.26 | \$14.40 | \$115.14 |
| | Annual Salary + Benefits | | | <u>\$132,280.00</u> | | | |
| Step D | | \$6,844.38 /Month | | \$45.63 /Hour | | | |
| | Total Benefits | \$4,591.45 | 67.08% | \$76.24 | \$28.28 | \$14.94 | \$119.45 |
| | Annual Salary + Benefits | | | <u>\$137,229.97</u> | | | |
| Step E | | \$7,186.60 /Month | | \$47.91 /Hour | | | |
| | Total Benefits | \$4,682.35 | 65.15% | \$79.13 | \$29.35 | \$15.50 | \$123.98 |
| | Annual Salary + Benefits | | | <u>\$142,427.34</u> | | | |

Assistant City Manager Department: Administration

| Step A | | \$12,612.17 /Month | | \$84.08 /Hour | | | |
|--------------------------|-------------------|---------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>37.09% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 2,224.07 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 800.36 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 102.16 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 110.00 | | | | | |
| Workers Comp. | 0.053132 | 670.11 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 182.88 | | | | | |
| Total Benefits | | \$6,786.89 | 53.81% | \$129.33 | \$47.97 | \$25.34 | \$202.63 |
| Annual Salary + Benefits | | | | <u>\$232,788.68</u> | | | |
| Step B | | \$13,242.78 /Month | | \$88.29 /Hour | | | |
| Total Benefits | | \$6,959.10 | 52.55% | \$134.68 | \$49.95 | \$26.38 | \$211.02 |
| Annual Salary + Benefits | | | | <u>\$242,422.50</u> | | | |
| Step C | | \$13,904.92 /Month | | \$92.70 /Hour | | | |
| Total Benefits | | \$7,121.72 | 51.22% | \$140.18 | \$51.99 | \$27.46 | \$219.63 |
| Annual Salary + Benefits | | | | <u>\$252,319.66</u> | | | |
| Step D | | \$14,600.16 /Month | | \$97.33 /Hour | | | |
| Total Benefits | | \$7,292.47 | 49.95% | \$145.95 | \$54.13 | \$28.59 | \$228.68 |
| Annual Salary + Benefits | | | | <u>\$262,711.57</u> | | | |
| Step E | | \$15,330.17 /Month | | \$102.20 /Hour | | | |
| Total Benefits | | \$7,471.76 | 48.74% | \$152.01 | \$56.38 | \$29.78 | \$238.17 |
| Annual Salary + Benefits | | | | <u>\$273,623.19</u> | | | |

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

| Step A | | \$11,017.23 /Month | | \$73.45 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|-----------------------------------|--|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Asst Director / Asst City Attorney | | |
| PERS - Employer | 0.165820 | 1,826.88 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 89.24 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 440.52 | | | | | |
| Workers Comp. | 0.053132 | 585.37 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 159.75 | | | | | |
| Total Benefits | | \$5,799.07 | 52.64% | \$112.11 | \$129.10 | \$21.96 | \$263.18 |
| Annual Salary + Benefits | | | | <u>\$201,795.61</u> | | | |
| Step B | | \$11,568.10 /Month | | \$77.12 /Hour | | | |
| Total Benefits | | \$5,961.76 | 51.54% | \$116.87 | \$134.58 | \$22.89 | \$274.34 |
| Annual Salary + Benefits | | | | <u>\$210,358.34</u> | | | |
| Step C | | \$12,146.50 /Month | | \$80.98 /Hour | | | |
| Total Benefits | | \$6,121.17 | 50.39% | \$121.78 | \$140.25 | \$23.86 | \$285.89 |
| Annual Salary + Benefits | | | | <u>\$219,212.04</u> | | | |
| Step D | | \$12,753.83 /Month | | \$85.03 /Hour | | | |
| Total Benefits | | \$6,288.55 | 49.31% | \$126.95 | \$146.19 | \$24.87 | \$298.01 |
| Annual Salary + Benefits | | | | <u>\$228,508.57</u> | | | |
| Step E | | \$13,391.52 /Month | | \$89.28 /Hour | | | |
| Total Benefits | | \$6,464.30 | 48.27% | \$132.37 | \$152.44 | \$25.93 | \$310.74 |
| Annual Salary + Benefits | | | | <u>\$238,269.84</u> | | | |

Assistant Director of Public Works / Engineering or Operations

Department: Public Works

| Step A | | \$11,320.31 /Month | | \$75.47 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | Non-Sworn Asst Director / Asst City Attorney |
| PERS - Employer | 0.165820 | 1,877.13 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 91.69 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 449.61 | | | | | |
| Workers Comp. | 0.053132 | 601.47 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 164.14 | | | | | |
| | Total Benefits | \$5,881.37 | 51.95% | \$114.68 | \$129.83 | \$22.47 | \$266.97 |
| | | Annual Salary + Benefits | | \$206,420.19 | | | |
| Step B | | \$11,886.32 /Month | | \$79.24 /Hour | | | |
| | Total Benefits | \$6,049.46 | 50.89% | \$119.57 | \$135.37 | \$23.42 | \$278.36 |
| | | Annual Salary + Benefits | | \$215,229.40 | | | |
| Step C | | \$12,480.64 /Month | | \$83.20 /Hour | | | |
| | Total Benefits | \$6,213.26 | 49.78% | \$124.63 | \$141.09 | \$24.41 | \$290.13 |
| | | Annual Salary + Benefits | | \$224,326.79 | | | |
| Step D | | \$13,104.67 /Month | | \$87.36 /Hour | | | |
| | Total Benefits | \$6,385.24 | 48.72% | \$129.93 | \$147.10 | \$25.45 | \$302.48 |
| | | Annual Salary + Benefits | | \$233,878.96 | | | |
| Step E | | \$13,759.90 /Month | | \$91.73 /Hour | | | |
| | Total Benefits | \$6,565.83 | 47.72% | \$135.50 | \$153.41 | \$26.55 | \$315.46 |
| | | Annual Salary + Benefits | | \$243,908.71 | | | |

Assistant Engineer Department: Public Works

| Step A | | \$7,046.73 /Month | | \$46.98 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|---------------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Professionals / Supervisors | | | |
| PERS - Employer | 0.165820 | 1,168.49 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 57.08 | | | | | |
| Life Insurance | 0.000225 | 28.54 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 250.93 | | | | | |
| Workers Comp. | 0.053132 | 374.41 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 102.18 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,645.20 | 65.92% | \$77.95 | \$88.24 | \$15.27 | \$181.46 |
| | Annual Salary + Benefits | | | <u>\$140,303.11</u> | | | |
| Step B | | \$7,399.06 /Month | | \$49.33 /Hour | | | |
| | Total Benefits | \$4,738.78 | 64.05% | \$80.92 | \$91.61 | \$15.85 | \$188.38 |
| | Annual Salary + Benefits | | | <u>\$145,654.02</u> | | | |
| Step C | | \$7,769.01 /Month | | \$51.79 /Hour | | | |
| | Total Benefits | \$4,837.03 | 62.26% | \$84.04 | \$95.14 | \$16.46 | \$195.65 |
| | Annual Salary + Benefits | | | <u>\$151,272.54</u> | | | |
| Step D | | \$8,157.47 /Month | | \$54.38 /Hour | | | |
| | Total Benefits | \$4,940.21 | 60.56% | \$87.32 | \$98.85 | \$17.11 | \$203.28 |
| | Annual Salary + Benefits | | | <u>\$157,172.16</u> | | | |
| Step E | | \$8,565.34 /Month | | \$57.10 /Hour | | | |
| | Total Benefits | \$5,048.54 | 58.94% | \$90.76 | \$102.75 | \$17.78 | \$211.29 |
| | Annual Salary + Benefits | | | <u>\$163,366.58</u> | | | |

**Assistant Finance Director
Department: Finance and Information Systems**

| Step A | | \$9,583.15 /Month | | \$63.89 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|--|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Asst Director / Asst City Attorney | | | |
| PERS - Employer | 0.165820 | 1,589.08 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 77.62 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 397.49 | | | | | |
| Workers Comp. | 0.053132 | 509.17 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 138.96 | | | | | |
| | | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,409.64 | 56.45% | \$99.95 | \$43.36 | \$19.58 | \$162.89 |
| | | Annual Salary + Benefits | | \$179,913.52 | | | |
| Step B | | \$10,062.31 /Month | | \$67.08 /Hour | | | |
| | Total Benefits | \$5,546.76 | 55.12% | \$104.06 | \$45.14 | \$20.39 | \$169.59 |
| | | Annual Salary + Benefits | | \$187,308.87 | | | |
| Step C | | \$10,565.42 /Month | | \$70.44 /Hour | | | |
| | Total Benefits | \$5,685.42 | 53.81% | \$108.34 | \$47.00 | \$21.22 | \$176.56 |
| | | Annual Salary + Benefits | | \$195,010.09 | | | |
| Step D | | \$11,093.69 /Month | | \$73.96 /Hour | | | |
| | Total Benefits | \$5,831.01 | 52.56% | \$112.83 | \$48.95 | \$22.10 | \$183.88 |
| | | Annual Salary + Benefits | | \$203,096.44 | | | |
| Step E | | \$11,648.38 /Month | | \$77.66 /Hour | | | |
| | Total Benefits | \$5,983.89 | 51.37% | \$117.55 | \$50.99 | \$23.03 | \$191.57 |
| | | Annual Salary + Benefits | | \$211,587.20 | | | |

Assistant Parks and Recreation Director
Department: Parks and Recreation

| Step A | | \$9,142.93 /Month | | \$60.95 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|--|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Asst Director / Asst City Attorney | | |
| PERS - Employer | 0.165820 | 1,516.08 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 74.06 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 384.29 | | | | | |
| Workers Comp. | 0.053132 | 485.78 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 132.57 | | | | | |
| | Total Benefits | \$5,290.10 | 57.86% | \$96.22 | \$104.93 | \$18.85 | \$220.00 |
| | | Annual Salary + Benefits | | <u>\$173,196.37</u> | | | |
| Step B | | \$9,600.08 /Month | | \$64.00 /Hour | | | |
| | Total Benefits | \$5,419.37 | 56.45% | \$100.13 | \$109.19 | \$19.62 | \$228.94 |
| | | Annual Salary + Benefits | | <u>\$180,233.41</u> | | | |
| Step C | | \$10,080.08 /Month | | \$67.20 /Hour | | | |
| | Total Benefits | \$5,551.66 | 55.08% | \$104.21 | \$113.64 | \$20.42 | \$238.27 |
| | | Annual Salary + Benefits | | <u>\$187,580.88</u> | | | |
| Step D | | \$10,584.09 /Month | | \$70.56 /Hour | | | |
| | Total Benefits | \$5,690.57 | 53.77% | \$108.50 | \$118.32 | \$21.25 | \$248.07 |
| | | Annual Salary + Benefits | | <u>\$195,295.88</u> | | | |
| Step E | | \$11,113.29 /Month | | \$74.09 /Hour | | | |
| | Total Benefits | \$5,836.41 | 52.52% | \$113.00 | \$123.22 | \$22.14 | \$258.36 |
| | | Annual Salary + Benefits | | <u>\$203,396.46</u> | | | |

Associate Engineer
Department: Public Works

| Step A | | \$7,769.01 /Month | | \$51.79 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|---------------------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | Non-Sworn Professionals / Supervisors |
| PERS - Employer | 0.165820 | 1,288.26 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 62.93 | | | | | |
| Life Insurance | 0.000225 | 31.46 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 265.38 | | | | | |
| Workers Comp. | 0.053132 | 412.78 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 112.65 | | | | | |
| | Total Benefits | \$4,837.03 | 62.26% | \$84.04 | \$95.14 | \$16.46 | \$195.65 |
| | | Annual Salary + Benefits | | <u>\$151,272.54</u> | | | |
| Step B | | \$8,157.47 /Month | | \$54.38 /Hour | | | |
| | Total Benefits | \$4,940.21 | 60.56% | \$87.32 | \$98.85 | \$17.11 | \$203.28 |
| | | Annual Salary + Benefits | | <u>\$157,172.16</u> | | | |
| Step C | | \$8,565.34 /Month | | \$57.10 /Hour | | | |
| | Total Benefits | \$5,048.54 | 58.94% | \$90.76 | \$102.75 | \$17.78 | \$211.29 |
| | | Annual Salary + Benefits | | <u>\$163,366.58</u> | | | |
| Step D | | \$8,993.61 /Month | | \$59.96 /Hour | | | |
| | Total Benefits | \$5,162.29 | 57.40% | \$94.37 | \$106.84 | \$18.49 | \$219.70 |
| | | Annual Salary + Benefits | | <u>\$169,870.81</u> | | | |
| Step E | | \$9,443.29 /Month | | \$62.96 /Hour | | | |
| | Total Benefits | \$5,281.73 | 55.93% | \$98.17 | \$111.13 | \$19.23 | \$228.53 |
| | | Annual Salary + Benefits | | <u>\$176,700.20</u> | | | |

Associate Planner
Department: Community Development

| Step A | | \$7,174.25 /Month | | \$47.83 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,189.63 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.11 | | | | | |
| Life Insurance | 0.000225 | 29.06 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.49 | | | | | |
| Workers Comp. | 0.053132 | 381.18 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 104.03 | | | | | |
| | Total Benefits | \$4,679.07 | 65.22% | \$79.02 | \$91.00 | \$15.48 | \$185.50 |
| | | Annual Salary + Benefits | | <u>\$142,239.78</u> | | | |
| Step B | | \$7,532.96 /Month | | \$50.22 /Hour | | | |
| | Total Benefits | \$4,774.34 | 63.38% | \$82.05 | \$94.49 | \$16.07 | \$192.61 |
| | | Annual Salary + Benefits | | <u>\$147,687.59</u> | | | |
| Step C | | \$7,909.61 /Month | | \$52.73 /Hour | | | |
| | Total Benefits | \$4,874.38 | 61.63% | \$85.23 | \$98.15 | \$16.70 | \$200.07 |
| | | Annual Salary + Benefits | | <u>\$153,407.86</u> | | | |
| Step D | | \$8,305.09 /Month | | \$55.37 /Hour | | | |
| | Total Benefits | \$4,979.42 | 59.96% | \$88.56 | \$101.99 | \$17.35 | \$207.90 |
| | | Annual Salary + Benefits | | <u>\$159,414.10</u> | | | |
| Step E | | \$8,720.34 /Month | | \$58.14 /Hour | | | |
| | Total Benefits | \$5,089.71 | 58.37% | \$92.07 | \$106.02 | \$18.04 | \$216.13 |
| | | Annual Salary + Benefits | | <u>\$165,720.60</u> | | | |

Building Inspector I Department: Community Development

| Step A | | \$5,936.05 /Month | | \$39.57 /Hour | | | |
|---------------------------------|-------------------|--------------------------|--------|---------------------------------------|--|---|------------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>115.16% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | Office Employees | | | |
| PERS - Employer | 0.165820 | 984.32 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 48.08 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 315.39 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 86.07 | | | | | |
| Total Benefits | | \$4,102.63 | 69.11% | \$66.92 | \$77.07 | \$13.11 | \$157.11 |
| Annual Salary + Benefits | | | | <u><u>\$120,464.22</u></u> | | | |

| Step B | | \$6,232.85 /Month | | \$41.55 /Hour | | | |
|---------------------------------|--|--------------------------|--------|-----------------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,174.33 | 66.97% | \$69.38 | \$79.90 | \$13.59 | \$162.87 |
| Annual Salary + Benefits | | | | <u><u>\$124,886.13</u></u> | | | |

| Step C | | \$6,544.49 /Month | | \$43.63 /Hour | | | |
|---------------------------------|--|--------------------------|--------|-----------------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,249.60 | 64.93% | \$71.96 | \$82.87 | \$14.10 | \$168.93 |
| Annual Salary + Benefits | | | | <u><u>\$129,529.14</u></u> | | | |

| Step D | | \$6,871.72 /Month | | \$45.81 /Hour | | | |
|---------------------------------|--|--------------------------|--------|-----------------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,328.65 | 62.99% | \$74.67 | \$85.99 | \$14.63 | \$175.29 |
| Annual Salary + Benefits | | | | <u><u>\$134,404.41</u></u> | | | |

| Step E | | \$7,215.31 /Month | | \$48.10 /Hour | | | |
|---------------------------------|--|--------------------------|--------|-----------------------------------|----------------|----------------|-----------------|
| Total Benefits | | \$4,411.64 | 61.14% | \$77.51 | \$89.26 | \$15.18 | \$181.96 |
| Annual Salary + Benefits | | | | <u><u>\$139,523.43</u></u> | | | |

Building Inspector II
Department: Community Development

| Step A | | \$6,544.49 /Month | | \$43.63 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,085.21 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 53.01 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 347.72 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 94.90 | | | | | |
| Total Benefits | | \$4,249.60 | 64.93% | \$71.96 | \$82.87 | \$14.10 | \$168.93 |
| Annual Salary + Benefits | | | | <u>\$129,529.14</u> | | | |
| Step B | | | | | | | |
| | | \$6,871.72 /Month | | \$45.81 /Hour | | | |
| Total Benefits | | \$4,328.65 | 62.99% | \$74.67 | \$85.99 | \$14.63 | \$175.29 |
| Annual Salary + Benefits | | | | <u>\$134,404.41</u> | | | |
| Step C | | | | | | | |
| | | \$7,215.31 /Month | | \$48.10 /Hour | | | |
| Total Benefits | | \$4,411.64 | 61.14% | \$77.51 | \$89.26 | \$15.18 | \$181.96 |
| Annual Salary + Benefits | | | | <u>\$139,523.43</u> | | | |
| Step D | | | | | | | |
| | | \$7,576.07 /Month | | \$50.51 /Hour | | | |
| Total Benefits | | \$4,498.78 | 59.38% | \$80.50 | \$92.70 | \$15.77 | \$188.97 |
| Annual Salary + Benefits | | | | <u>\$144,898.26</u> | | | |
| Step E | | | | | | | |
| | | \$7,954.87 /Month | | \$53.03 /Hour | | | |
| Total Benefits | | \$4,590.28 | 57.70% | \$83.63 | \$96.31 | \$16.38 | \$196.33 |
| Annual Salary + Benefits | | | | <u>\$150,541.86</u> | | | |

Chief Building Official
Department: Community Development

| Step A | | \$10,057.23 /Month | | \$67.05 /Hour | | | |
|----------------------|-----------------------|---------------------------|---------------|---|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,667.69 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 81.46 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 411.72 | | | | | |
| Workers Comp. | 0.053132 | 534.36 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 145.83 | | | | | |
| | Total Benefits | \$5,538.38 | 55.07% | \$103.97 | \$119.73 | \$20.37 | \$244.07 |
| | | | | Annual Salary + Benefits <u>\$187,147.33</u> | | | |
| Step B | | \$10,560.09 /Month | | \$70.40 /Hour | | | |
| | Total Benefits | \$5,683.95 | 53.82% | \$108.29 | \$124.71 | \$21.21 | \$254.22 |
| | | | | Annual Salary + Benefits <u>\$194,928.50</u> | | | |
| Step C | | \$11,088.09 /Month | | \$73.92 /Hour | | | |
| | Total Benefits | \$5,829.47 | 52.57% | \$112.78 | \$129.88 | \$22.09 | \$264.76 |
| | | | | Annual Salary + Benefits <u>\$203,010.72</u> | | | |
| Step D | | \$11,642.50 /Month | | \$77.62 /Hour | | | |
| | Total Benefits | \$5,982.27 | 51.38% | \$117.50 | \$135.31 | \$23.02 | \$275.83 |
| | | | | Annual Salary + Benefits <u>\$211,497.20</u> | | | |
| Step E | | \$12,224.62 /Month | | \$81.50 /Hour | | | |
| | Total Benefits | \$6,142.70 | 50.25% | \$122.45 | \$141.01 | \$23.99 | \$287.45 |
| | | | | Annual Salary + Benefits <u>\$220,407.84</u> | | | |

Chief Financial Operations Officer
Department: Finance and Information Systems

| Step A | | \$8,987.16 /Month | | \$59.91 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,490.25 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 72.80 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 379.61 | | | | | |
| Workers Comp. | 0.053132 | 477.51 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 130.31 | | | | | |
| Total Benefits | | \$5,247.80 | 58.39% | \$94.90 | \$41.17 | \$18.59 | \$154.66 |
| Annual Salary + Benefits | | | | <u>\$170,819.54</u> | | | |
| Step B | | \$9,436.52 /Month | | \$62.91 /Hour | | | |
| Total Benefits | | \$5,374.29 | 56.95% | \$98.74 | \$42.83 | \$19.34 | \$160.91 |
| Annual Salary + Benefits | | | | <u>\$177,729.77</u> | | | |
| Step C | | \$9,908.35 /Month | | \$66.06 /Hour | | | |
| Total Benefits | | \$5,504.33 | 55.55% | \$102.75 | \$44.57 | \$20.13 | \$167.45 |
| Annual Salary + Benefits | | | | <u>\$184,952.17</u> | | | |
| Step D | | \$10,403.77 /Month | | \$69.36 /Hour | | | |
| Total Benefits | | \$5,640.87 | 54.22% | \$106.96 | \$46.40 | \$20.95 | \$174.32 |
| Annual Salary + Benefits | | | | <u>\$192,535.68</u> | | | |
| Step E | | \$10,923.95 /Month | | \$72.83 /Hour | | | |
| Total Benefits | | \$5,784.23 | 52.95% | \$111.39 | \$48.32 | \$21.82 | \$181.53 |
| Annual Salary + Benefits | | | | <u>\$200,498.19</u> | | | |

Chief Information Systems Officer
Department: Finance and Information Systems

| Step A | | \$10,040.30 /Month | | \$66.94 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Managers / Confidential | | | |
| PERS - Employer | 0.165820 | 1,664.88 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 81.33 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 411.21 | | | | | |
| Workers Comp. | 0.053132 | 533.46 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 145.58 | | | | | |
| | | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,533.78 | 55.12% | \$103.83 | \$45.04 | \$20.34 | \$169.21 |
| | | Annual Salary + Benefits | | \$186,889.00 | | | |

| Step B | | \$10,542.31 /Month | | \$70.28 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,679.05 | 53.87% | \$108.14 | \$46.91 | \$21.19 | \$176.24 |
| | | Annual Salary + Benefits | | \$194,656.34 | | | |

| Step C | | \$11,069.43 /Month | | \$73.80 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,824.33 | 52.62% | \$112.63 | \$48.86 | \$22.06 | \$183.55 |
| | | Annual Salary + Benefits | | \$202,725.08 | | | |

| Step D | | \$11,622.90 /Month | | \$77.49 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,976.86 | 51.42% | \$117.33 | \$50.90 | \$22.99 | \$191.22 |
| | | Annual Salary + Benefits | | \$211,197.17 | | | |

| Step E | | \$12,204.04 /Month | | \$81.36 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------|----------------|----------------|-----------------|
| | Total Benefits | \$6,137.03 | 50.29% | \$122.27 | \$53.04 | \$23.95 | \$199.27 |
| | | Annual Salary + Benefits | | \$220,092.81 | | | |

City Attorney Department: City Attorney

| Step A | | \$15,706.34 /Month | | \$104.71 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>32.60% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | 0.020000 | \$328.13 | | | | | |
| PERS - Employer | 0.165820 | 2,720.50 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 700.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 121.50 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 834.51 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 227.74 | | | | | |
| | Total Benefits | \$7,629.70 | 48.58% | \$155.57 | \$50.72 | \$30.48 | \$236.77 |
| | | Annual Salary + Benefits | | <u>\$280,032.45</u> | | | |
| Step B | | \$16,491.57 /Month | | \$109.94 /Hour | | | |
| | Total Benefits | \$7,873.84 | 47.74% | \$162.44 | \$52.95 | \$31.82 | \$247.21 |
| | | Annual Salary + Benefits | | <u>\$292,384.90</u> | | | |
| Step C | | \$17,316.67 /Month | | \$115.44 /Hour | | | |
| | Total Benefits | \$8,092.99 | 46.74% | \$169.40 | \$55.22 | \$33.19 | \$257.81 |
| | | Annual Salary + Benefits | | <u>\$304,915.87</u> | | | |
| Step D | | \$18,183.37 /Month | | \$121.22 /Hour | | | |
| | Total Benefits | \$8,323.18 | 45.77% | \$176.71 | \$57.61 | \$34.62 | \$268.94 |
| | | Annual Salary + Benefits | | <u>\$318,078.64</u> | | | |
| Step E | | \$19,093.40 /Month | | \$127.29 /Hour | | | |
| | Total Benefits | \$8,564.89 | 44.86% | \$184.39 | \$60.11 | \$36.12 | \$280.62 |
| | | Annual Salary + Benefits | | <u>\$331,899.47</u> | | | |

City Clerk

Department: Administration

| Step A | | \$8,765.36 /Month | | \$58.44 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,453.47 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 71.00 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 372.96 | | | | | |
| Workers Comp. | 0.053132 | 465.72 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 127.10 | | | | | |
| | Total Benefits | \$5,187.57 | 59.18% | \$93.02 | \$34.50 | \$18.22 | \$145.74 |
| | | Annual Salary + Benefits | | <u>\$167,435.17</u> | | | |
| Step B | | \$9,203.63 /Month | | \$61.36 /Hour | | | |
| | Total Benefits | \$5,310.11 | 57.70% | \$96.76 | \$35.89 | \$18.95 | \$151.60 |
| | | Annual Salary + Benefits | | <u>\$174,164.87</u> | | | |
| Step C | | \$9,663.81 /Month | | \$64.43 /Hour | | | |
| | Total Benefits | \$5,436.94 | 56.26% | \$100.67 | \$37.34 | \$19.72 | \$157.73 |
| | | Annual Salary + Benefits | | <u>\$181,208.94</u> | | | |
| Step D | | \$10,147.00 /Month | | \$67.65 /Hour | | | |
| | Total Benefits | \$5,570.10 | 54.89% | \$104.78 | \$38.86 | \$20.53 | \$164.17 |
| | | Annual Salary + Benefits | | <u>\$188,605.24</u> | | | |
| Step E | | \$10,654.35 /Month | | \$71.03 /Hour | | | |
| | Total Benefits | \$5,709.93 | 53.59% | \$109.10 | \$40.46 | \$21.37 | \$170.93 |
| | | Annual Salary + Benefits | | <u>\$196,371.36</u> | | | |

City Manager

Department: Administration

| Step A | | \$16,645.84 /Month | | \$110.97 /Hour | | | |
|----------------------|---------------------------------|---------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>37.09% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 2,935.37 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 1,056.33 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 121.50 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 884.43 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 241.36 | | | | | |
| | Total Benefits | \$7,936.32 | 47.68% | \$163.88 | \$60.78 | \$32.10 | \$256.77 |
| | Annual Salary + Benefits | | | <u>\$294,985.86</u> | | | |
| Step B | | \$17,477.87 /Month | | \$116.52 /Hour | | | |
| | Total Benefits | \$8,187.66 | 46.85% | \$171.10 | \$63.46 | \$33.52 | \$268.09 |
| | Annual Salary + Benefits | | | <u>\$307,986.37</u> | | | |
| Step C | | \$18,351.51 /Month | | \$122.34 /Hour | | | |
| | Total Benefits | \$8,402.23 | 45.78% | \$178.36 | \$66.15 | \$34.94 | \$279.45 |
| | Annual Salary + Benefits | | | <u>\$321,044.86</u> | | | |
| Step D | | \$19,268.47 /Month | | \$128.46 /Hour | | | |
| | Total Benefits | \$8,627.44 | 44.77% | \$185.97 | \$68.98 | \$36.43 | \$291.38 |
| | Annual Salary + Benefits | | | <u>\$334,750.86</u> | | | |
| Step E | | \$20,232.24 /Month | | \$134.88 /Hour | | | |
| | Total Benefits | \$8,864.14 | 43.81% | \$193.98 | \$71.95 | \$38.00 | \$303.92 |
| | Annual Salary + Benefits | | | <u>\$349,156.55</u> | | | |

City Treasurer / Director of Finance and Information Systems

Department: Finance and Information Systems

| Step A | | \$12,612.17 /Month | | \$84.08 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | Non-Sworn Director |
| PERS - Employer | 0.165820 | 2,224.07 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 800.36 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 102.16 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 110.00 | | | | | |
| Workers Comp. | 0.053132 | 670.11 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 182.88 | | | | | |
| | Total Benefits | \$6,786.89 | 53.81% | \$129.33 | \$56.10 | \$25.34 | \$210.76 |
| | | Annual Salary + Benefits | | <u>\$232,788.68</u> | | | |
| Step B | | \$13,242.78 /Month | | \$88.29 /Hour | | | |
| | Total Benefits | \$6,959.10 | 52.55% | \$134.68 | \$58.42 | \$26.38 | \$219.49 |
| | | Annual Salary + Benefits | | <u>\$242,422.50</u> | | | |
| Step C | | \$13,904.92 /Month | | \$92.70 /Hour | | | |
| | Total Benefits | \$7,121.72 | 51.22% | \$140.18 | \$60.81 | \$27.46 | \$228.45 |
| | | Annual Salary + Benefits | | <u>\$252,319.66</u> | | | |
| Step D | | \$14,600.16 /Month | | \$97.33 /Hour | | | |
| | Total Benefits | \$7,292.47 | 49.95% | \$145.95 | \$63.31 | \$28.59 | \$237.86 |
| | | Annual Salary + Benefits | | <u>\$262,711.57</u> | | | |
| Step E | | \$15,330.17 /Month | | \$102.20 /Hour | | | |
| | Total Benefits | \$7,471.76 | 48.74% | \$152.01 | \$65.94 | \$29.78 | \$247.74 |
| | | Annual Salary + Benefits | | <u>\$273,623.19</u> | | | |

Code Enforcement Officer I Department: Community Development

| Step A | | \$5,564.58 /Month | | \$37.10 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 922.72 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 45.07 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 295.66 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 80.69 | | | | | |
| Total Benefits | | \$4,012.91 | 72.12% | \$63.85 | \$73.53 | \$12.51 | \$149.89 |
| Annual Salary + Benefits | | | | <u>\$114,929.83</u> | | | |
| Step B | | \$5,842.81 /Month | | \$38.95 /Hour | | | |
| Total Benefits | | \$4,080.11 | 69.83% | \$66.15 | \$76.18 | \$12.96 | \$155.29 |
| Annual Salary + Benefits | | | | <u>\$119,075.07</u> | | | |
| Step C | | \$6,134.95 /Month | | \$40.90 /Hour | | | |
| Total Benefits | | \$4,150.68 | 67.66% | \$68.57 | \$78.97 | \$13.43 | \$160.97 |
| Annual Salary + Benefits | | | | <u>\$123,427.55</u> | | | |
| Step D | | \$6,441.70 /Month | | \$42.94 /Hour | | | |
| Total Benefits | | \$4,224.78 | 65.58% | \$71.11 | \$81.89 | \$13.93 | \$166.93 |
| Annual Salary + Benefits | | | | <u>\$127,997.71</u> | | | |
| Step E | | \$6,763.78 /Month | | \$45.09 /Hour | | | |
| Total Benefits | | \$4,302.57 | 63.61% | \$73.78 | \$84.96 | \$14.45 | \$173.19 |
| Annual Salary + Benefits | | | | <u>\$132,796.26</u> | | | |

Code Enforcement Officer II Department: Community Development

| Step A | | \$6,134.95 /Month | | \$40.90 /Hour | | | |
|----------------------|---------------------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,017.30 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 49.69 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 325.96 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 88.96 | | | | | |
| | Total Benefits | \$4,150.68 | 67.66% | \$68.57 | \$78.97 | \$13.43 | \$160.97 |
| | Annual Salary + Benefits | | | <u>\$123,427.55</u> | | | |
| Step B | | | | | | | |
| | | \$6,441.70 /Month | | \$42.94 /Hour | | | |
| | Total Benefits | \$4,224.78 | 65.58% | \$71.11 | \$81.89 | \$13.93 | \$166.93 |
| | Annual Salary + Benefits | | | <u>\$127,997.71</u> | | | |
| Step C | | | | | | | |
| | | \$6,763.78 /Month | | \$45.09 /Hour | | | |
| | Total Benefits | \$4,302.57 | 63.61% | \$73.78 | \$84.96 | \$14.45 | \$173.19 |
| | Annual Salary + Benefits | | | <u>\$132,796.26</u> | | | |
| Step D | | | | | | | |
| | | \$7,101.97 /Month | | \$47.35 /Hour | | | |
| | Total Benefits | \$4,384.27 | 61.73% | \$76.57 | \$88.18 | \$15.00 | \$179.76 |
| | Annual Salary + Benefits | | | <u>\$137,834.82</u> | | | |
| Step E | | | | | | | |
| | | \$7,457.07 /Month | | \$49.71 /Hour | | | |
| | Total Benefits | \$4,470.04 | 59.94% | \$79.51 | \$91.57 | \$15.58 | \$186.66 |
| | Annual Salary + Benefits | | | <u>\$143,125.32</u> | | | |

Collection System Worker I
Department: Public Works

| Step A | | \$4,750.71 /Month | | \$31.67 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 787.76 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 38.48 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 252.41 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 68.89 | | | | | |
| | Total Benefits | \$3,816.31 | 80.33% | \$57.11 | \$64.66 | \$11.19 | \$132.96 |
| | | Annual Salary + Benefits | | <u>\$102,804.28</u> | | | |
| Step B | | \$4,988.24 /Month | | \$33.25 /Hour | | | |
| | Total Benefits | \$3,873.69 | 77.66% | \$59.08 | \$66.88 | \$11.57 | \$137.54 |
| | | Annual Salary + Benefits | | <u>\$106,343.15</u> | | | |
| Step C | | \$5,237.65 /Month | | \$34.92 /Hour | | | |
| | Total Benefits | \$3,933.93 | 75.11% | \$61.14 | \$69.22 | \$11.98 | \$142.34 |
| | | Annual Salary + Benefits | | <u>\$110,059.02</u> | | | |
| Step D | | \$5,499.54 /Month | | \$36.66 /Hour | | | |
| | Total Benefits | \$3,997.19 | 72.68% | \$63.31 | \$71.68 | \$12.40 | \$147.39 |
| | | Annual Salary + Benefits | | <u>\$113,960.82</u> | | | |
| Step E | | \$5,774.51 /Month | | \$38.50 /Hour | | | |
| | Total Benefits | \$4,063.61 | 70.37% | \$65.59 | \$74.25 | \$12.85 | \$152.69 |
| | | Annual Salary + Benefits | | <u>\$118,057.49</u> | | | |

Collection System Worker II
Department: Public Works

| Step A | | \$5,237.65 /Month | | \$34.92 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 868.51 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 42.42 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 278.29 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 75.95 | | | | | |
| Total Benefits | | \$3,933.93 | 75.11% | \$61.14 | \$69.22 | \$11.98 | \$142.34 |
| Annual Salary + Benefits | | | | <u>\$110,059.02</u> | | | |
| Step B | | \$5,499.54 /Month | | \$36.66 /Hour | | | |
| Total Benefits | | \$3,997.19 | 72.68% | \$63.31 | \$71.68 | \$12.40 | \$147.39 |
| Annual Salary + Benefits | | | | <u>\$113,960.82</u> | | | |
| Step C | | \$5,774.51 /Month | | \$38.50 /Hour | | | |
| Total Benefits | | \$4,063.61 | 70.37% | \$65.59 | \$74.25 | \$12.85 | \$152.69 |
| Annual Salary + Benefits | | | | <u>\$118,057.49</u> | | | |
| Step D | | \$6,063.24 /Month | | \$40.42 /Hour | | | |
| Total Benefits | | \$4,133.36 | 68.17% | \$67.98 | \$76.96 | \$13.32 | \$158.25 |
| Annual Salary + Benefits | | | | <u>\$122,359.17</u> | | | |
| Step E | | \$6,366.40 /Month | | \$42.44 /Hour | | | |
| Total Benefits | | \$4,206.59 | 66.07% | \$70.49 | \$79.80 | \$13.81 | \$164.09 |
| Annual Salary + Benefits | | | | <u>\$126,875.84</u> | | | |

Community Development Specialist
Department: Community Development

| Step A | | \$6,479.63 /Month | | \$43.20 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,074.45 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 52.49 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 344.28 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 93.95 | | | | | |
| Total Benefits | | \$4,233.94 | 65.34% | \$71.42 | \$82.25 | \$13.99 | \$167.67 |
| Annual Salary + Benefits | | | | <u>\$128,562.81</u> | | | |
| Step B | | \$6,803.61 /Month | | \$45.36 /Hour | | | |
| Total Benefits | | \$4,312.20 | 63.38% | \$74.11 | \$85.34 | \$14.52 | \$173.96 |
| Annual Salary + Benefits | | | | <u>\$133,389.67</u> | | | |
| Step C | | \$7,143.79 /Month | | \$47.63 /Hour | | | |
| Total Benefits | | \$4,394.37 | 61.51% | \$76.92 | \$88.58 | \$15.07 | \$180.57 |
| Annual Salary + Benefits | | | | <u>\$138,457.88</u> | | | |
| Step D | | \$7,500.98 /Month | | \$50.01 /Hour | | | |
| Total Benefits | | \$4,480.65 | 59.73% | \$79.88 | \$91.99 | \$15.65 | \$187.51 |
| Annual Salary + Benefits | | | | <u>\$143,779.52</u> | | | |
| Step E | | \$7,876.03 /Month | | \$52.51 /Hour | | | |
| Total Benefits | | \$4,571.24 | 58.04% | \$82.98 | \$95.56 | \$16.26 | \$194.80 |
| Annual Salary + Benefits | | | | <u>\$149,367.25</u> | | | |

Community Development Technician Department: Community Development

| Step A | | \$5,355.39 /Month | | \$35.70 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 888.03 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 43.38 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 284.54 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 77.65 | | | | | |
| Total Benefits | | \$3,962.38 | 73.99% | \$62.12 | \$71.54 | \$12.17 | \$145.82 |
| Annual Salary + Benefits | | | | <u>\$111,813.18</u> | | | |
| Step B | | \$5,623.16 /Month | | \$37.49 /Hour | | | |
| Total Benefits | | \$4,027.06 | 71.62% | \$64.33 | \$74.09 | \$12.60 | \$151.03 |
| Annual Salary + Benefits | | | | <u>\$115,802.59</u> | | | |
| Step C | | \$5,904.32 /Month | | \$39.36 /Hour | | | |
| Total Benefits | | \$4,094.97 | 69.36% | \$66.66 | \$76.77 | \$13.06 | \$156.49 |
| Annual Salary + Benefits | | | | <u>\$119,991.48</u> | | | |
| Step D | | \$6,199.53 /Month | | \$41.33 /Hour | | | |
| Total Benefits | | \$4,166.28 | 67.20% | \$69.11 | \$79.58 | \$13.54 | \$162.22 |
| Annual Salary + Benefits | | | | <u>\$124,389.71</u> | | | |
| Step E | | \$6,509.51 /Month | | \$43.40 /Hour | | | |
| Total Benefits | | \$4,241.16 | 65.15% | \$71.67 | \$82.54 | \$14.04 | \$168.25 |
| Annual Salary + Benefits | | | | <u>\$129,007.98</u> | | | |

Community Service Officer I

Department: Police

| Step A | | \$4,220.57 /Month | | \$28.14 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | 0.020000 | \$86.08 | | | | | |
| PERS - Employer | 0.165820 | 713.67 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 34.19 | | | | | |
| Life Insurance | | 7.30 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 224.25 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 61.20 | | | | | |
| Total Benefits | | \$3,873.59 | 91.78% | \$53.96 | \$26.74 | \$10.57 | \$91.27 |
| Annual Salary + Benefits | | | | <u>\$97,129.88</u> | | | |
| Step B | | \$4,431.60 /Month | | \$29.54 /Hour | | | |
| Total Benefits | | \$3,913.30 | 88.30% | \$55.63 | \$27.57 | \$10.90 | \$94.10 |
| Annual Salary + Benefits | | | | <u>\$100,138.77</u> | | | |
| Step C | | \$4,653.18 /Month | | \$31.02 /Hour | | | |
| Total Benefits | | \$3,971.25 | 85.34% | \$57.50 | \$28.49 | \$11.26 | \$97.25 |
| Annual Salary + Benefits | | | | <u>\$103,493.18</u> | | | |
| Step D | | \$4,885.84 /Month | | \$32.57 /Hour | | | |
| Total Benefits | | \$4,032.10 | 82.53% | \$59.45 | \$29.46 | \$11.65 | \$100.56 |
| Annual Salary + Benefits | | | | <u>\$107,015.33</u> | | | |
| Step E | | \$5,130.13 /Month | | \$34.20 /Hour | | | |
| Total Benefits | | \$4,096.00 | 79.84% | \$61.51 | \$30.48 | \$12.05 | \$104.03 |
| Annual Salary + Benefits | | | | <u>\$110,713.55</u> | | | |

Community Service Officer II

Department: Police

| Step A | | \$4,653.18 /Month | | \$31.02 /Hour | | | |
|--------------------------|-------------------|--------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>49.55% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | 0.020000 | \$93.06 | | | | | |
| PERS - Employer | 0.165820 | 771.59 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.69 | | | | | |
| Life Insurance | | 7.30 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 247.23 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.47 | | | | | |
| Total Benefits | | \$3,971.25 | 85.34% | \$57.50 | \$28.49 | \$11.26 | \$97.25 |
| Annual Salary + Benefits | | | | <u><u>\$103,493.18</u></u> | | | |
| Step B | | \$4,885.84 /Month | | \$32.57 /Hour | | | |
| Total Benefits | | \$4,032.10 | 82.53% | \$59.45 | \$29.46 | \$11.65 | \$100.56 |
| Annual Salary + Benefits | | | | <u><u>\$107,015.33</u></u> | | | |
| Step C | | \$5,130.13 /Month | | \$34.20 /Hour | | | |
| Total Benefits | | \$4,096.00 | 79.84% | \$61.51 | \$30.48 | \$12.05 | \$104.03 |
| Annual Salary + Benefits | | | | <u><u>\$110,713.55</u></u> | | | |
| Step D | | \$5,386.63 /Month | | \$35.91 /Hour | | | |
| Total Benefits | | \$4,163.09 | 77.29% | \$63.66 | \$31.55 | \$12.47 | \$107.68 |
| Annual Salary + Benefits | | | | <u><u>\$114,596.61</u></u> | | | |
| Step E | | \$5,655.97 /Month | | \$37.71 /Hour | | | |
| Total Benefits | | \$4,233.53 | 74.85% | \$65.93 | \$32.67 | \$12.92 | \$111.51 |
| Annual Salary + Benefits | | | | <u><u>\$118,674.04</u></u> | | | |

Construction Inspector I Department: Parks and Recreation

| Step A | | \$5,936.05 /Month | | \$39.57 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 984.32 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 48.08 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 315.39 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 86.07 | | | | | |
| Total Benefits | | \$4,102.63 | 69.11% | \$66.92 | \$72.98 | \$13.11 | \$153.02 |
| Annual Salary + Benefits | | | | <u>\$120,464.22</u> | | | |
| Step B | | \$6,232.85 /Month | | \$41.55 /Hour | | | |
| Total Benefits | | \$4,174.33 | 66.97% | \$69.38 | \$75.66 | \$13.59 | \$158.63 |
| Annual Salary + Benefits | | | | <u>\$124,886.13</u> | | | |
| Step C | | \$6,544.49 /Month | | \$43.63 /Hour | | | |
| Total Benefits | | \$4,249.60 | 64.93% | \$71.96 | \$78.47 | \$14.10 | \$164.53 |
| Annual Salary + Benefits | | | | <u>\$129,529.14</u> | | | |
| Step D | | \$6,871.72 /Month | | \$45.81 /Hour | | | |
| Total Benefits | | \$4,328.65 | 62.99% | \$74.67 | \$81.43 | \$14.63 | \$170.72 |
| Annual Salary + Benefits | | | | <u>\$134,404.41</u> | | | |
| Step E | | \$7,215.31 /Month | | \$48.10 /Hour | | | |
| Total Benefits | | \$4,411.64 | 61.14% | \$77.51 | \$84.53 | \$15.18 | \$177.23 |
| Annual Salary + Benefits | | | | <u>\$139,523.43</u> | | | |

Construction Inspector I Department: Public Works

| Step A | | \$5,936.05 /Month | | \$39.57 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 984.32 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 48.08 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 315.39 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 86.07 | | | | | |
| Total Benefits | | \$4,102.63 | 69.11% | \$66.92 | \$75.77 | \$13.11 | \$155.80 |
| Annual Salary + Benefits | | | | <u>\$120,464.22</u> | | | |
| Step B | | \$6,232.85 /Month | | \$41.55 /Hour | | | |
| Total Benefits | | \$4,174.33 | 66.97% | \$69.38 | \$78.55 | \$13.59 | \$161.52 |
| Annual Salary + Benefits | | | | <u>\$124,886.13</u> | | | |
| Step C | | \$6,544.49 /Month | | \$43.63 /Hour | | | |
| Total Benefits | | \$4,249.60 | 64.93% | \$71.96 | \$81.47 | \$14.10 | \$167.52 |
| Annual Salary + Benefits | | | | <u>\$129,529.14</u> | | | |
| Step D | | \$6,871.72 /Month | | \$45.81 /Hour | | | |
| Total Benefits | | \$4,328.65 | 62.99% | \$74.67 | \$84.53 | \$14.63 | \$173.83 |
| Annual Salary + Benefits | | | | <u>\$134,404.41</u> | | | |
| Step E | | \$7,215.31 /Month | | \$48.10 /Hour | | | |
| Total Benefits | | \$4,411.64 | 61.14% | \$77.51 | \$87.75 | \$15.18 | \$180.45 |
| Annual Salary + Benefits | | | | <u>\$139,523.43</u> | | | |

Construction Inspector II
Department: Parks and Recreation

| Step A | | \$6,544.49 /Month | | \$43.63 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,085.21 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 53.01 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 347.72 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 94.90 | | | | | |
| | Total Benefits | \$4,249.60 | 64.93% | \$71.96 | \$78.47 | \$14.10 | \$164.53 |
| | | Annual Salary + Benefits | | <u>\$129,529.14</u> | | | |
| Step B | | \$6,871.72 /Month | | \$45.81 /Hour | | | |
| | Total Benefits | \$4,328.65 | 62.99% | \$74.67 | \$81.43 | \$14.63 | \$170.72 |
| | | Annual Salary + Benefits | | <u>\$134,404.41</u> | | | |
| Step C | | \$7,215.31 /Month | | \$48.10 /Hour | | | |
| | Total Benefits | \$4,411.64 | 61.14% | \$77.51 | \$84.53 | \$15.18 | \$177.23 |
| | | Annual Salary + Benefits | | <u>\$139,523.43</u> | | | |
| Step D | | \$7,576.07 /Month | | \$50.51 /Hour | | | |
| | Total Benefits | \$4,498.78 | 59.38% | \$80.50 | \$87.78 | \$15.77 | \$184.05 |
| | | Annual Salary + Benefits | | <u>\$144,898.26</u> | | | |
| Step E | | \$7,954.87 /Month | | \$53.03 /Hour | | | |
| | Total Benefits | \$4,590.28 | 57.70% | \$83.63 | \$91.20 | \$16.38 | \$191.22 |
| | | Annual Salary + Benefits | | <u>\$150,541.86</u> | | | |

Construction Inspector II Department: Public Works

| Step A | | \$6,544.49 /Month | | \$43.63 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,085.21 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 53.01 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 347.72 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 94.90 | | | | | |
| Total Benefits | | \$4,249.60 | 64.93% | \$71.96 | \$81.47 | \$14.10 | \$167.52 |
| Annual Salary + Benefits | | | | <u>\$129,529.14</u> | | | |
| Step B | | \$6,871.72 /Month | | \$45.81 /Hour | | | |
| Total Benefits | | \$4,328.65 | 62.99% | \$74.67 | \$84.53 | \$14.63 | \$173.83 |
| Annual Salary + Benefits | | | | <u>\$134,404.41</u> | | | |
| Step C | | \$7,215.31 /Month | | \$48.10 /Hour | | | |
| Total Benefits | | \$4,411.64 | 61.14% | \$77.51 | \$87.75 | \$15.18 | \$180.45 |
| Annual Salary + Benefits | | | | <u>\$139,523.43</u> | | | |
| Step D | | \$7,576.07 /Month | | \$50.51 /Hour | | | |
| Total Benefits | | \$4,498.78 | 59.38% | \$80.50 | \$91.13 | \$15.77 | \$187.40 |
| Annual Salary + Benefits | | | | <u>\$144,898.26</u> | | | |
| Step E | | \$7,954.87 /Month | | \$53.03 /Hour | | | |
| Total Benefits | | \$4,590.28 | 57.70% | \$83.63 | \$94.68 | \$16.38 | \$194.70 |
| Annual Salary + Benefits | | | | <u>\$150,541.86</u> | | | |

Cross-Connection Control Specialist

Department: Public Works

| Step A | | \$5,501.00 /Month | | \$36.67 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Public Works - Maintenance | | |
| PERS - Employer | 0.165820 | 912.18 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 44.56 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 292.28 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 79.76 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,997.55 | 72.67% | \$63.32 | \$71.69 | \$12.41 | \$147.42 |
| | Annual Salary + Benefits | | | <u>\$113,982.57</u> | | | |
| Step B | | \$5,776.05 /Month | | \$38.51 /Hour | | | |
| | Total Benefits | \$4,063.99 | 70.36% | \$65.60 | \$74.27 | \$12.85 | \$152.72 |
| | Annual Salary + Benefits | | | <u>\$118,080.44</u> | | | |
| Step C | | \$6,064.85 /Month | | \$40.43 /Hour | | | |
| | Total Benefits | \$4,133.75 | 68.16% | \$67.99 | \$76.97 | \$13.32 | \$158.28 |
| | Annual Salary + Benefits | | | <u>\$122,383.16</u> | | | |
| Step D | | \$6,368.09 /Month | | \$42.45 /Hour | | | |
| | Total Benefits | \$4,206.99 | 66.06% | \$70.50 | \$79.81 | \$13.81 | \$164.13 |
| | Annual Salary + Benefits | | | <u>\$126,901.02</u> | | | |
| Step E | | \$6,686.50 /Month | | \$44.58 /Hour | | | |
| | Total Benefits | \$4,283.91 | 64.07% | \$73.14 | \$82.80 | \$14.33 | \$170.26 |
| | Annual Salary + Benefits | | | <u>\$131,644.89</u> | | | |

**Deputy City Attorney
Department: City Attorney**

| Step A | | \$8,414.88 /Month | | \$56.10 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 32.60% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,395.36 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 68.16 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 362.45 | | | | | |
| Workers Comp. | 0.053132 | 447.10 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 122.02 | | | | | |
| | Total Benefits | \$5,092.40 | 60.52% | \$90.05 | \$29.36 | \$17.64 | \$137.04 |
| | | Annual Salary + Benefits | | <u>\$162,087.33</u> | | | |

| Step B | | \$8,835.63 /Month | | \$58.90 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,208.69 | 58.95% | \$93.63 | \$30.52 | \$18.34 | \$142.49 |
| | | Annual Salary + Benefits | | <u>\$168,531.81</u> | | | |

| Step C | | \$9,277.41 /Month | | \$61.85 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,330.44 | 57.46% | \$97.39 | \$31.75 | \$19.08 | \$148.21 |
| | | Annual Salary + Benefits | | <u>\$175,294.23</u> | | | |

| Step D | | \$9,741.28 /Month | | \$64.94 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,458.29 | 56.03% | \$101.33 | \$33.03 | \$19.85 | \$154.21 |
| | | Annual Salary + Benefits | | <u>\$182,394.80</u> | | | |

| Step E | | \$10,228.35 /Month | | \$68.19 /Hour | | | |
|---------------|-----------------------|---------------------------------|---------------|----------------------------|----------------|----------------|-----------------|
| | Total Benefits | \$5,592.52 | 54.68% | \$105.47 | \$34.38 | \$20.66 | \$160.52 |
| | | Annual Salary + Benefits | | <u>\$189,850.48</u> | | | |

Deputy Director of Public Works / Operations Department: Public Works

| Step A | | \$10,299.35 /Month | | \$68.66 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,707.84 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 83.42 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 418.98 | | | | | |
| Workers Comp. | 0.053132 | 547.23 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 149.34 | | | | | |
| | Total Benefits | \$5,604.13 | 54.41% | \$106.02 | \$120.03 | \$20.77 | \$246.82 |
| | | Annual Salary + Benefits | | \$190,841.75 | | | |
| Step B | | \$10,814.31 /Month | | \$72.10 /Hour | | | |
| | Total Benefits | \$5,754.02 | 53.21% | \$110.46 | \$125.05 | \$21.64 | \$257.14 |
| | | Annual Salary + Benefits | | \$198,819.91 | | | |
| Step C | | \$11,355.03 /Month | | \$75.70 /Hour | | | |
| | Total Benefits | \$5,903.04 | 51.99% | \$115.05 | \$130.25 | \$22.54 | \$267.85 |
| | | Annual Salary + Benefits | | \$207,096.83 | | | |
| Step D | | \$11,922.78 /Month | | \$79.49 /Hour | | | |
| | Total Benefits | \$6,059.51 | 50.82% | \$119.88 | \$135.72 | \$23.48 | \$279.09 |
| | | Annual Salary + Benefits | | \$215,787.50 | | | |
| Step E | | \$12,518.92 /Month | | \$83.46 /Hour | | | |
| | Total Benefits | \$6,223.81 | 49.72% | \$124.95 | \$141.46 | \$24.48 | \$290.89 |
| | | Annual Salary + Benefits | | \$224,912.75 | | | |

Director of Community Development Department: Community Development

| Step A | | \$12,260.00 /Month | | \$81.73 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>115.16% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 2,161.96 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 778.01 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 99.31 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 110.00 | | | | | |
| Workers Comp. | 0.053132 | 651.40 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 177.77 | | | | | |
| Total Benefits | | \$6,675.77 | 54.45% | \$126.24 | \$145.38 | \$24.73 | \$296.34 |
| Annual Salary + Benefits | | | | <u>\$227,229.19</u> | | | |
| Step B | | \$12,873.00 /Month | | \$85.82 /Hour | | | |
| Total Benefits | | \$6,842.22 | 53.15% | \$131.43 | \$151.36 | \$25.75 | \$308.54 |
| Annual Salary + Benefits | | | | <u>\$236,582.67</u> | | | |
| Step C | | \$13,516.65 /Month | | \$90.11 /Hour | | | |
| Total Benefits | | \$7,000.30 | 51.79% | \$136.78 | \$157.52 | \$26.80 | \$321.09 |
| Annual Salary + Benefits | | | | <u>\$246,203.45</u> | | | |
| Step D | | \$14,192.48 /Month | | \$94.62 /Hour | | | |
| Total Benefits | | \$7,166.29 | 50.49% | \$142.39 | \$163.98 | \$27.89 | \$334.26 |
| Annual Salary + Benefits | | | | <u>\$256,305.23</u> | | | |
| Step E | | \$14,902.10 /Month | | \$99.35 /Hour | | | |
| Total Benefits | | \$7,340.57 | 49.26% | \$148.28 | \$170.76 | \$29.05 | \$348.10 |
| Annual Salary + Benefits | | | | <u>\$266,912.08</u> | | | |

Director of Parks and Recreation
Department: Parks and Recreation

| Step A | | \$12,260.00 /Month | | \$81.73 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | Non-Sworn Director |
| PERS - Employer | 0.165820 | 2,161.96 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 778.01 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 99.31 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 110.00 | | | | | |
| Workers Comp. | 0.053132 | 651.40 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 177.77 | | | | | |
| | Total Benefits | \$6,675.77 | 54.45% | \$126.24 | \$137.66 | \$24.73 | \$288.63 |
| | | Annual Salary + Benefits | | <u>\$227,229.19</u> | | | |
| Step B | | \$12,873.00 /Month | | \$85.82 /Hour | | | |
| | Total Benefits | \$6,842.22 | 53.15% | \$131.43 | \$143.33 | \$25.75 | \$300.51 |
| | | Annual Salary + Benefits | | <u>\$236,582.67</u> | | | |
| Step C | | \$13,516.65 /Month | | \$90.11 /Hour | | | |
| | Total Benefits | \$7,000.30 | 51.79% | \$136.78 | \$149.16 | \$26.80 | \$312.73 |
| | | Annual Salary + Benefits | | <u>\$246,203.45</u> | | | |
| Step D | | \$14,192.48 /Month | | \$94.62 /Hour | | | |
| | Total Benefits | \$7,166.29 | 50.49% | \$142.39 | \$155.28 | \$27.89 | \$325.56 |
| | | Annual Salary + Benefits | | <u>\$256,305.23</u> | | | |
| Step E | | \$14,902.10 /Month | | \$99.35 /Hour | | | |
| | Total Benefits | \$7,340.57 | 49.26% | \$148.28 | \$161.70 | \$29.05 | \$339.04 |
| | | Annual Salary + Benefits | | <u>\$266,912.08</u> | | | |

Director of Public Works / City Engineer
Department: Public Works

| Step A | | \$13,020.21 /Month | | \$86.80 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>113.21% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | Non-Sworn Director |
| PERS - Employer | 0.165820 | 2,296.02 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 826.25 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 105.46 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 110.00 | | | | | |
| Workers Comp. | 0.053132 | 691.79 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 188.79 | | | | | |
| | Total Benefits | \$6,915.64 | 53.11% | \$132.91 | \$150.46 | \$26.04 | \$309.40 |
| | | Annual Salary + Benefits | | <u>\$239,230.17</u> | | | |
| Step B | | \$13,671.22 /Month | | \$91.14 /Hour | | | |
| | Total Benefits | \$7,094.51 | 51.89% | \$138.44 | \$156.73 | \$27.12 | \$322.28 |
| | | Annual Salary + Benefits | | <u>\$249,188.74</u> | | | |
| Step C | | \$14,354.79 /Month | | \$95.70 /Hour | | | |
| | Total Benefits | \$7,262.39 | 50.59% | \$144.11 | \$163.15 | \$28.23 | \$335.50 |
| | | Annual Salary + Benefits | | <u>\$259,406.22</u> | | | |
| Step D | | \$15,072.53 /Month | | \$100.48 /Hour | | | |
| | Total Benefits | \$7,438.67 | 49.35% | \$150.07 | \$169.90 | \$29.40 | \$349.37 |
| | | Annual Salary + Benefits | | <u>\$270,134.44</u> | | | |
| Step E | | \$15,826.15 /Month | | \$105.51 /Hour | | | |
| | Total Benefits | \$7,623.76 | 48.17% | \$156.33 | \$176.98 | \$30.63 | \$363.94 |
| | | Annual Salary + Benefits | | <u>\$281,398.97</u> | | | |

Economic Development Manager Department: Community Development

| Step A | | \$10,057.23 /Month | | \$67.05 /Hour | | | |
|----------------------|---------------------------------|---------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Managers / Confidential | | | |
| PERS - Employer | 0.165820 | 1,667.69 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 81.46 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 411.72 | | | | | |
| Workers Comp. | 0.053132 | 534.36 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 145.83 | | | | | |
| | | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,538.38 | 55.07% | \$103.97 | \$119.73 | \$20.37 | \$244.07 |
| | Annual Salary + Benefits | | | <u>\$187,147.33</u> | | | |
| Step B | | \$10,560.09 /Month | | \$70.40 /Hour | | | |
| | Total Benefits | \$5,683.95 | 53.82% | \$108.29 | \$124.71 | \$21.21 | \$254.22 |
| | Annual Salary + Benefits | | | <u>\$194,928.50</u> | | | |
| Step C | | \$11,088.09 /Month | | \$73.92 /Hour | | | |
| | Total Benefits | \$5,829.47 | 52.57% | \$112.78 | \$129.88 | \$22.09 | \$264.76 |
| | Annual Salary + Benefits | | | <u>\$203,010.72</u> | | | |
| Step D | | \$11,642.50 /Month | | \$77.62 /Hour | | | |
| | Total Benefits | \$5,982.27 | 51.38% | \$117.50 | \$135.31 | \$23.02 | \$275.83 |
| | Annual Salary + Benefits | | | <u>\$211,497.20</u> | | | |
| Step E | | \$12,224.62 /Month | | \$81.50 /Hour | | | |
| | Total Benefits | \$6,142.70 | 50.25% | \$122.45 | \$141.01 | \$23.99 | \$287.45 |
| | Annual Salary + Benefits | | | <u>\$220,407.84</u> | | | |

Economic Development / Planning Manager

Department: Community Development

| Step A | | \$10,057.23 /Month | | \$67.05 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,667.69 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 81.46 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 411.72 | | | | | |
| Workers Comp. | 0.053132 | 534.36 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 145.83 | | | | | |
| Total Benefits | | \$5,538.38 | 55.07% | \$103.97 | \$119.73 | \$20.37 | \$244.07 |
| Annual Salary + Benefits | | | | <u>\$187,147.33</u> | | | |
| Step B | | \$10,560.09 /Month | | \$70.40 /Hour | | | |
| Total Benefits | | \$5,683.95 | 53.82% | \$108.29 | \$124.71 | \$21.21 | \$254.22 |
| Annual Salary + Benefits | | | | <u>\$194,928.50</u> | | | |
| Step C | | \$11,088.09 /Month | | \$73.92 /Hour | | | |
| Total Benefits | | \$5,829.47 | 52.57% | \$112.78 | \$129.88 | \$22.09 | \$264.76 |
| Annual Salary + Benefits | | | | <u>\$203,010.72</u> | | | |
| Step D | | \$11,642.50 /Month | | \$77.62 /Hour | | | |
| Total Benefits | | \$5,982.27 | 51.38% | \$117.50 | \$135.31 | \$23.02 | \$275.83 |
| Annual Salary + Benefits | | | | <u>\$211,497.20</u> | | | |
| Step E | | \$12,224.62 /Month | | \$81.50 /Hour | | | |
| Total Benefits | | \$6,142.70 | 50.25% | \$122.45 | \$141.01 | \$23.99 | \$287.45 |
| Annual Salary + Benefits | | | | <u>\$220,407.84</u> | | | |

Electrician Department: Public Works

| Step A | | \$5,716.03 /Month | | \$38.11 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Public Works - Maintenance | | |
| PERS - Employer | 0.165820 | 947.83 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 46.30 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 303.70 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 82.88 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,049.49 | 70.84% | \$65.10 | \$73.70 | \$12.75 | \$151.56 |
| | | Annual Salary + Benefits | | \$117,186.22 | | | |
| Step B | | \$6,001.83 /Month | | \$40.01 /Hour | | | |
| | Total Benefits | \$4,118.52 | 68.62% | \$67.47 | \$76.38 | \$13.22 | \$157.07 |
| | | Annual Salary + Benefits | | \$121,444.25 | | | |
| Step C | | \$6,301.92 /Month | | \$42.01 /Hour | | | |
| | Total Benefits | \$4,191.01 | 66.50% | \$69.95 | \$79.19 | \$13.70 | \$162.85 |
| | | Annual Salary + Benefits | | \$125,915.18 | | | |
| Step D | | \$6,617.02 /Month | | \$44.11 /Hour | | | |
| | Total Benefits | \$4,267.12 | 64.49% | \$72.56 | \$82.15 | \$14.21 | \$168.92 |
| | | Annual Salary + Benefits | | \$130,609.73 | | | |
| Step E | | \$6,947.87 /Month | | \$46.32 /Hour | | | |
| | Total Benefits | \$4,347.04 | 62.57% | \$75.30 | \$85.25 | \$14.75 | \$175.30 |
| | | Annual Salary + Benefits | | \$135,538.94 | | | |

Engineering Manager Department: Public Works

| Step A | | \$9,862.52 /Month | | \$65.75 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Managers / Confidential | | |
| PERS - Employer | 0.165820 | 1,635.40 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 79.89 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 405.88 | | | | | |
| Workers Comp. | 0.053132 | 524.02 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 143.01 | | | | | |
| Total Benefits | | \$5,485.51 | 55.62% | \$102.32 | \$115.84 | \$20.04 | \$238.20 |
| Annual Salary + Benefits | | | | <u>\$184,176.32</u> | | | |
| Step B | | \$10,355.64 /Month | | \$69.04 /Hour | | | |
| Total Benefits | | \$5,627.61 | 54.34% | \$106.55 | \$120.63 | \$20.87 | \$248.06 |
| Annual Salary + Benefits | | | | <u>\$191,798.94</u> | | | |
| Step C | | \$10,873.42 /Month | | \$72.49 /Hour | | | |
| Total Benefits | | \$5,770.31 | 53.07% | \$110.96 | \$125.62 | \$21.74 | \$258.31 |
| Annual Salary + Benefits | | | | <u>\$199,724.72</u> | | | |
| Step D | | \$11,417.10 /Month | | \$76.11 /Hour | | | |
| Total Benefits | | \$5,920.15 | 51.85% | \$115.58 | \$130.85 | \$22.64 | \$269.07 |
| Annual Salary + Benefits | | | | <u>\$208,046.95</u> | | | |
| Step E | | \$11,987.95 /Month | | \$79.92 /Hour | | | |
| Total Benefits | | \$6,077.47 | 50.70% | \$120.44 | \$136.35 | \$23.59 | \$280.38 |
| Annual Salary + Benefits | | | | <u>\$216,785.08</u> | | | |

**Engineering Services Specialist
Department: Public Works**

| Step A | | \$6,875.82 /Month | | \$45.84 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,140.15 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 55.69 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 365.33 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 99.70 | | | | | |
| Total Benefits | | \$4,329.64 | 62.97% | \$74.70 | \$84.57 | \$14.63 | \$173.91 |
| Annual Salary + Benefits | | | | <u>\$134,465.50</u> | | | |
| Step B | | \$7,219.62 /Month | | \$48.13 /Hour | | | |
| Total Benefits | | \$4,412.68 | 61.12% | \$77.55 | \$87.79 | \$15.19 | \$180.53 |
| Annual Salary + Benefits | | | | <u>\$139,587.64</u> | | | |
| Step C | | \$7,580.60 /Month | | \$50.54 /Hour | | | |
| Total Benefits | | \$4,499.88 | 59.36% | \$80.54 | \$91.18 | \$15.78 | \$187.49 |
| Annual Salary + Benefits | | | | <u>\$144,965.75</u> | | | |
| Step D | | \$7,959.63 /Month | | \$53.06 /Hour | | | |
| Total Benefits | | \$4,591.43 | 57.68% | \$83.67 | \$94.73 | \$16.39 | \$194.79 |
| Annual Salary + Benefits | | | | <u>\$150,612.77</u> | | | |
| Step E | | \$8,357.61 /Month | | \$55.72 /Hour | | | |
| Total Benefits | | \$4,687.57 | 56.09% | \$86.97 | \$98.46 | \$17.04 | \$202.46 |
| Annual Salary + Benefits | | | | <u>\$156,542.13</u> | | | |

Engineering Technician Department: Public Works

| Step A | | \$5,978.46 /Month | | \$39.86 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 991.35 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 48.43 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 317.65 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 86.69 | | | | | |
| Total Benefits | | \$4,112.88 | 68.79% | \$67.28 | \$76.16 | \$13.18 | \$156.62 |
| Annual Salary + Benefits | | | | <u>\$121,096.07</u> | | | |
| Step B | | \$6,277.39 /Month | | \$41.85 /Hour | | | |
| Total Benefits | | \$4,185.09 | 66.67% | \$69.75 | \$78.96 | \$13.66 | \$162.38 |
| Annual Salary + Benefits | | | | <u>\$125,549.71</u> | | | |
| Step C | | \$6,591.25 /Month | | \$43.94 /Hour | | | |
| Total Benefits | | \$4,260.90 | 64.64% | \$72.35 | \$81.90 | \$14.17 | \$168.43 |
| Annual Salary + Benefits | | | | <u>\$130,225.80</u> | | | |
| Step D | | \$6,920.82 /Month | | \$46.14 /Hour | | | |
| Total Benefits | | \$4,340.51 | 62.72% | \$75.08 | \$84.99 | \$14.71 | \$174.78 |
| Annual Salary + Benefits | | | | <u>\$135,135.93</u> | | | |
| Step E | | \$7,266.86 /Month | | \$48.45 /Hour | | | |
| Total Benefits | | \$4,424.09 | 60.88% | \$77.94 | \$88.24 | \$15.27 | \$181.44 |
| Annual Salary + Benefits | | | | <u>\$140,291.45</u> | | | |

Equipment Mechanic Department: Public Works

| Step A | | \$5,379.09 /Month | | \$35.86 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 891.96 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 43.57 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 285.80 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 78.00 | | | | | |
| Total Benefits | | \$3,968.10 | 73.77% | \$62.31 | \$70.55 | \$12.21 | \$145.07 |
| Annual Salary + Benefits | | | | <u>\$112,166.28</u> | | | |
| Step B | | \$5,648.05 /Month | | \$37.65 /Hour | | | |
| Total Benefits | | \$4,033.07 | 71.41% | \$64.54 | \$73.07 | \$12.64 | \$150.25 |
| Annual Salary + Benefits | | | | <u>\$116,173.41</u> | | | |
| Step C | | \$5,930.45 /Month | | \$39.54 /Hour | | | |
| Total Benefits | | \$4,101.28 | 69.16% | \$66.88 | \$75.71 | \$13.10 | \$155.69 |
| Annual Salary + Benefits | | | | <u>\$120,380.78</u> | | | |
| Step D | | \$6,226.97 /Month | | \$41.51 /Hour | | | |
| Total Benefits | | \$4,172.91 | 67.01% | \$69.33 | \$78.49 | \$13.58 | \$161.41 |
| Annual Salary + Benefits | | | | <u>\$124,798.52</u> | | | |
| Step E | | \$6,538.32 /Month | | \$43.59 /Hour | | | |
| Total Benefits | | \$4,248.11 | 64.97% | \$71.91 | \$81.41 | \$14.09 | \$167.41 |
| Annual Salary + Benefits | | | | <u>\$129,437.21</u> | | | |

Executive Assistant
Department: Administration

| Step A | | \$5,631.37 /Month | | \$37.54 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 933.79 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 45.61 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 299.21 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 81.65 | | | | | |
| Total Benefits | | \$4,029.04 | 71.55% | \$64.40 | \$23.89 | \$12.62 | \$100.91 |
| Annual Salary + Benefits | | | | <u>\$115,924.90</u> | | | |
| Step B | | \$5,912.94 /Month | | \$39.42 /Hour | | | |
| Total Benefits | | \$4,097.05 | 69.29% | \$66.73 | \$24.75 | \$13.07 | \$104.56 |
| Annual Salary + Benefits | | | | <u>\$120,119.91</u> | | | |
| Step C | | \$6,208.59 /Month | | \$41.39 /Hour | | | |
| Total Benefits | | \$4,168.47 | 67.14% | \$69.18 | \$25.66 | \$13.55 | \$108.39 |
| Annual Salary + Benefits | | | | <u>\$124,524.69</u> | | | |
| Step D | | \$6,519.01 /Month | | \$43.46 /Hour | | | |
| Total Benefits | | \$4,243.45 | 65.09% | \$71.75 | \$26.61 | \$14.06 | \$112.42 |
| Annual Salary + Benefits | | | | <u>\$129,149.52</u> | | | |
| Step E | | \$6,844.96 /Month | | \$45.63 /Hour | | | |
| Total Benefits | | \$4,322.18 | 63.14% | \$74.45 | \$27.61 | \$14.58 | \$116.64 |
| Annual Salary + Benefits | | | | <u>\$134,005.73</u> | | | |

Executive Assistant
Department: City Attorney

| Step A | | \$5,631.37 /Month | | \$37.54 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 32.60% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 933.79 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 45.61 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 299.21 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 81.65 | | | | | |
| | Total Benefits | \$4,029.04 | 71.55% | \$64.40 | \$21.00 | \$12.62 | \$98.01 |
| | | Annual Salary + Benefits | | <u>\$115,924.90</u> | | | |
| Step B | | \$5,912.94 /Month | | \$39.42 /Hour | | | |
| | Total Benefits | \$4,097.05 | 69.29% | \$66.73 | \$21.76 | \$13.07 | \$101.56 |
| | | Annual Salary + Benefits | | <u>\$120,119.91</u> | | | |
| Step C | | \$6,208.59 /Month | | \$41.39 /Hour | | | |
| | Total Benefits | \$4,168.47 | 67.14% | \$69.18 | \$22.55 | \$13.55 | \$105.29 |
| | | Annual Salary + Benefits | | <u>\$124,524.69</u> | | | |
| Step D | | \$6,519.01 /Month | | \$43.46 /Hour | | | |
| | Total Benefits | \$4,243.45 | 65.09% | \$71.75 | \$23.39 | \$14.06 | \$109.20 |
| | | Annual Salary + Benefits | | <u>\$129,149.52</u> | | | |
| Step E | | \$6,844.96 /Month | | \$45.63 /Hour | | | |
| | Total Benefits | \$4,322.18 | 63.14% | \$74.45 | \$24.27 | \$14.58 | \$113.30 |
| | | Annual Salary + Benefits | | <u>\$134,005.73</u> | | | |

Executive Assistant

Department: Police

| Step A | | \$5,631.37 /Month | | \$37.54 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 933.79 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 45.61 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 299.21 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 81.65 | | | | | |
| Total Benefits | | \$4,029.04 | 71.55% | \$64.40 | \$31.91 | \$12.62 | \$108.93 |
| Annual Salary + Benefits | | | | <u>\$115,924.90</u> | | | |
| Step B | | \$5,912.94 /Month | | \$39.42 /Hour | | | |
| Total Benefits | | \$4,097.05 | 69.29% | \$66.73 | \$33.07 | \$13.07 | \$112.87 |
| Annual Salary + Benefits | | | | <u>\$120,119.91</u> | | | |
| Step C | | \$6,208.59 /Month | | \$41.39 /Hour | | | |
| Total Benefits | | \$4,168.47 | 67.14% | \$69.18 | \$34.28 | \$13.55 | \$117.01 |
| Annual Salary + Benefits | | | | <u>\$124,524.69</u> | | | |
| Step D | | \$6,519.01 /Month | | \$43.46 /Hour | | | |
| Total Benefits | | \$4,243.45 | 65.09% | \$71.75 | \$35.55 | \$14.06 | \$121.36 |
| Annual Salary + Benefits | | | | <u>\$129,149.52</u> | | | |
| Step E | | \$6,844.96 /Month | | \$45.63 /Hour | | | |
| Total Benefits | | \$4,322.18 | 63.14% | \$74.45 | \$36.89 | \$14.58 | \$125.92 |
| Annual Salary + Benefits | | | | <u>\$134,005.73</u> | | | |

Facilities Maintenance Supervisor
Department: Public Works

| Step A | | \$6,134.23 /Month | | \$40.89 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,017.18 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 49.69 | | | | | |
| Life Insurance | 0.000225 | 24.84 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 232.68 | | | | | |
| Workers Comp. | 0.053132 | 325.92 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 88.95 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,402.83 | 71.77% | \$70.25 | \$79.53 | \$13.76 | \$163.54 |
| | | Annual Salary + Benefits | | <u>\$126,444.77</u> | | | |
| Step B | | \$6,440.94 /Month | | \$42.94 /Hour | | | |
| | Total Benefits | \$4,484.30 | 69.62% | \$72.83 | \$82.46 | \$14.27 | \$169.56 |
| | | Annual Salary + Benefits | | <u>\$131,102.84</u> | | | |
| Step C | | \$6,762.99 /Month | | \$45.09 /Hour | | | |
| | Total Benefits | \$4,569.83 | 67.57% | \$75.55 | \$85.53 | \$14.80 | \$175.89 |
| | | Annual Salary + Benefits | | <u>\$135,993.88</u> | | | |
| Step D | | \$7,101.14 /Month | | \$47.34 /Hour | | | |
| | Total Benefits | \$4,659.65 | 65.62% | \$78.41 | \$88.76 | \$15.36 | \$182.53 |
| | | Annual Salary + Benefits | | <u>\$141,129.44</u> | | | |
| Step E | | \$7,456.20 /Month | | \$49.71 /Hour | | | |
| | Total Benefits | \$4,753.95 | 63.76% | \$81.40 | \$92.15 | \$15.95 | \$189.50 |
| | | Annual Salary + Benefits | | <u>\$146,521.82</u> | | | |

Facilities Maintenance Worker I
Department: Public Works

| Step A | | \$4,218.70 /Month | | \$28.12 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 699.54 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 34.17 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 224.15 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 61.17 | | | | | |
| | Total Benefits | \$3,687.81 | 87.42% | \$52.71 | \$59.67 | \$10.33 | \$122.71 |
| | | Annual Salary + Benefits | | <u>\$94,878.07</u> | | | |
| Step B | | \$4,429.64 /Month | | \$29.53 /Hour | | | |
| | Total Benefits | \$3,738.76 | 84.40% | \$54.46 | \$61.65 | \$10.67 | \$126.77 |
| | | Annual Salary + Benefits | | <u>\$98,020.78</u> | | | |
| Step C | | \$4,651.12 /Month | | \$31.01 /Hour | | | |
| | Total Benefits | \$3,792.26 | 81.53% | \$56.29 | \$63.72 | \$11.03 | \$131.04 |
| | | Annual Salary + Benefits | | <u>\$101,320.53</u> | | | |
| Step D | | \$4,883.67 /Month | | \$32.56 /Hour | | | |
| | Total Benefits | \$3,848.43 | 78.80% | \$58.21 | \$65.90 | \$11.40 | \$135.52 |
| | | Annual Salary + Benefits | | <u>\$104,785.20</u> | | | |
| Step E | | \$5,127.86 /Month | | \$34.19 /Hour | | | |
| | Total Benefits | \$3,907.41 | 76.20% | \$60.24 | \$68.19 | \$11.80 | \$140.23 |
| | | Annual Salary + Benefits | | <u>\$108,423.30</u> | | | |

Facilities Maintenance Worker II

Department: Public Works

| Step A | | \$4,651.12 /Month | | \$31.01 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 771.25 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.67 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 247.12 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.44 | | | | | |
| | Total Benefits | \$3,792.26 | 81.53% | \$56.29 | \$63.72 | \$11.03 | \$131.04 |
| | | Annual Salary + Benefits | | <u>\$101,320.53</u> | | | |
| Step B | | \$4,883.67 /Month | | \$32.56 /Hour | | | |
| | Total Benefits | \$3,848.43 | 78.80% | \$58.21 | \$65.90 | \$11.40 | \$135.52 |
| | | Annual Salary + Benefits | | <u>\$104,785.20</u> | | | |
| Step C | | \$5,127.86 /Month | | \$34.19 /Hour | | | |
| | Total Benefits | \$3,907.41 | 76.20% | \$60.24 | \$68.19 | \$11.80 | \$140.23 |
| | | Annual Salary + Benefits | | <u>\$108,423.30</u> | | | |
| Step D | | \$5,384.25 /Month | | \$35.90 /Hour | | | |
| | Total Benefits | \$3,969.35 | 73.72% | \$62.36 | \$70.59 | \$12.22 | \$145.17 |
| | | Annual Salary + Benefits | | <u>\$112,243.16</u> | | | |
| Step E | | \$5,653.46 /Month | | \$37.69 /Hour | | | |
| | Total Benefits | \$4,034.37 | 71.36% | \$64.59 | \$73.12 | \$12.65 | \$150.36 |
| | | Annual Salary + Benefits | | <u>\$116,254.01</u> | | | |

Finance / Special Projects Coordinator
Department: Finance and Information Systems

| Step A | | \$5,971.69 /Month | | \$39.81 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 990.23 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 48.37 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 317.29 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 86.59 | | | | | |
| Total Benefits | | \$4,111.24 | 68.85% | \$67.22 | \$29.16 | \$13.17 | \$109.55 |
| Annual Salary + Benefits | | | | <u>\$120,995.20</u> | | | |
| Step B | | \$6,270.27 /Month | | \$41.80 /Hour | | | |
| Total Benefits | | \$4,183.37 | 66.72% | \$69.69 | \$30.23 | \$13.65 | \$113.58 |
| Annual Salary + Benefits | | | | <u>\$125,443.64</u> | | | |
| Step C | | \$6,583.79 /Month | | \$43.89 /Hour | | | |
| Total Benefits | | \$4,259.10 | 64.69% | \$72.29 | \$31.36 | \$14.16 | \$117.80 |
| Annual Salary + Benefits | | | | <u>\$130,114.65</u> | | | |
| Step D | | \$6,912.98 /Month | | \$46.09 /Hour | | | |
| Total Benefits | | \$4,338.61 | 62.76% | \$75.01 | \$32.54 | \$14.69 | \$122.24 |
| Annual Salary + Benefits | | | | <u>\$135,019.13</u> | | | |
| Step E | | \$7,258.63 /Month | | \$48.39 /Hour | | | |
| Total Benefits | | \$4,422.11 | 60.92% | \$77.87 | \$33.78 | \$15.26 | \$126.91 |
| Annual Salary + Benefits | | | | <u>\$140,168.84</u> | | | |

Fleet / Facilities Maintenance Manager
Department: Public Works

| Step A | | \$8,005.15 /Month | | \$53.37 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Managers / Confidential | | | |
| PERS - Employer | 0.165820 | 1,327.41 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 64.84 | | | | | |
| Life Insurance | 0.000225 | 32.42 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 350.15 | | | | | |
| Workers Comp. | 0.053132 | 425.33 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 116.07 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,979.81 | 62.21% | \$86.57 | \$98.00 | \$16.96 | \$201.53 |
| | | Annual Salary + Benefits | | <u>\$155,819.46</u> | | | |
| Step B | | \$8,405.40 /Month | | \$56.04 /Hour | | | |
| | Total Benefits | \$5,090.12 | 60.56% | \$89.97 | \$101.86 | \$17.63 | \$209.45 |
| | | Annual Salary + Benefits | | <u>\$161,946.18</u> | | | |
| Step C | | \$8,825.67 /Month | | \$58.84 /Hour | | | |
| | Total Benefits | \$5,205.94 | 58.99% | \$93.54 | \$105.90 | \$18.33 | \$217.77 |
| | | Annual Salary + Benefits | | <u>\$168,379.35</u> | | | |
| Step D | | \$9,266.96 /Month | | \$61.78 /Hour | | | |
| | Total Benefits | \$5,327.56 | 57.49% | \$97.30 | \$110.15 | \$19.06 | \$226.51 |
| | | Annual Salary + Benefits | | <u>\$175,134.27</u> | | | |
| Step E | | \$9,730.31 /Month | | \$64.87 /Hour | | | |
| | Total Benefits | \$5,455.26 | 56.06% | \$101.24 | \$114.61 | \$19.83 | \$235.68 |
| | | Annual Salary + Benefits | | <u>\$182,226.87</u> | | | |

Geographic Information Systems Coordinator
Department: Public Works

| Step A | | \$8,149.06 /Month | | \$54.33 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,351.28 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 66.01 | | | | | |
| Life Insurance | 0.000225 | 33.00 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 272.98 | | | | | |
| Workers Comp. | 0.053132 | 432.98 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 118.16 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,937.98 | 60.60% | \$87.25 | \$98.77 | \$17.09 | \$203.11 |
| | Annual Salary + Benefits | | | <u>\$157,044.44</u> | | | |
| Step B | | \$8,556.52 /Month | | \$57.04 /Hour | | | |
| | Total Benefits | \$5,046.20 | 58.97% | \$90.68 | \$102.66 | \$17.77 | \$211.11 |
| | Annual Salary + Benefits | | | <u>\$163,232.63</u> | | | |
| Step C | | \$8,984.34 /Month | | \$59.90 /Hour | | | |
| | Total Benefits | \$5,159.83 | 57.43% | \$94.29 | \$106.75 | \$18.47 | \$219.52 |
| | Annual Salary + Benefits | | | <u>\$169,730.02</u> | | | |
| Step D | | \$9,433.56 /Month | | \$62.89 /Hour | | | |
| | Total Benefits | \$5,279.14 | 55.96% | \$98.08 | \$111.04 | \$19.21 | \$228.34 |
| | Annual Salary + Benefits | | | <u>\$176,552.43</u> | | | |
| Step E | | \$9,905.24 /Month | | \$66.03 /Hour | | | |
| | Total Benefits | \$5,404.42 | 54.56% | \$102.06 | \$115.55 | \$19.99 | \$237.61 |
| | Annual Salary + Benefits | | | <u>\$183,715.94</u> | | | |

Grants Program Manager
Department: Finance and Information Systems

| Step A | | \$7,106.09 /Month | | \$47.37 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,178.33 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 57.56 | | | | | |
| Life Insurance | 0.000225 | 28.78 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 252.12 | | | | | |
| Workers Comp. | 0.053132 | 377.56 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 103.04 | | | | | |
| | Total Benefits | \$4,660.96 | 65.59% | \$78.45 | \$34.03 | \$15.37 | \$127.85 |
| | | Annual Salary + Benefits | | <u>\$141,204.62</u> | | | |
| Step B | | \$7,461.40 /Month | | \$49.74 /Hour | | | |
| | Total Benefits | \$4,755.33 | 63.73% | \$81.44 | \$35.33 | \$15.96 | \$132.73 |
| | | Annual Salary + Benefits | | <u>\$146,600.79</u> | | | |
| Step C | | \$7,834.47 /Month | | \$52.23 /Hour | | | |
| | Total Benefits | \$4,854.42 | 61.96% | \$84.59 | \$36.70 | \$16.57 | \$137.86 |
| | | Annual Salary + Benefits | | <u>\$152,266.69</u> | | | |
| Step D | | \$8,226.19 /Month | | \$54.84 /Hour | | | |
| | Total Benefits | \$4,958.46 | 60.28% | \$87.90 | \$38.13 | \$17.22 | \$143.25 |
| | | Annual Salary + Benefits | | <u>\$158,215.83</u> | | | |
| Step E | | \$8,637.50 /Month | | \$57.58 /Hour | | | |
| | Total Benefits | \$5,067.71 | 58.67% | \$91.37 | \$39.64 | \$17.90 | \$148.90 |
| | | Annual Salary + Benefits | | <u>\$164,462.49</u> | | | |

Housing Analyst
Department: Community Development

| Step A | | \$7,173.82 /Month | | \$47.83 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,189.56 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.11 | | | | | |
| Life Insurance | 0.000225 | 29.05 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.48 | | | | | |
| Workers Comp. | 0.053132 | 381.16 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 104.02 | | | | | |
| | Total Benefits | \$4,678.95 | 65.22% | \$79.02 | \$91.00 | \$15.48 | \$185.50 |
| | | Annual Salary + Benefits | | <u>\$142,233.25</u> | | | |
| Step B | | \$7,532.51 /Month | | \$50.22 /Hour | | | |
| | Total Benefits | \$4,774.22 | 63.38% | \$82.04 | \$94.48 | \$16.07 | \$192.60 |
| | | Annual Salary + Benefits | | <u>\$147,680.76</u> | | | |
| Step C | | \$7,909.13 /Month | | \$52.73 /Hour | | | |
| | Total Benefits | \$4,874.25 | 61.63% | \$85.22 | \$98.14 | \$16.70 | \$200.06 |
| | | Annual Salary + Benefits | | <u>\$153,400.57</u> | | | |
| Step D | | \$8,304.59 /Month | | \$55.36 /Hour | | | |
| | Total Benefits | \$4,979.29 | 59.96% | \$88.56 | \$101.98 | \$17.35 | \$207.89 |
| | | Annual Salary + Benefits | | <u>\$159,406.51</u> | | | |
| Step E | | \$8,719.82 /Month | | \$58.13 /Hour | | | |
| | Total Benefits | \$5,089.57 | 58.37% | \$92.06 | \$106.02 | \$18.04 | \$216.12 |
| | | Annual Salary + Benefits | | <u>\$165,712.70</u> | | | |

Human Resource Assistant I
Department: Administration

| Step A | | \$4,198.17 /Month | | \$27.99 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 696.14 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 34.01 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 223.06 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 60.87 | | | | | |
| Total Benefits | | \$3,682.85 | 87.73% | \$52.54 | \$19.49 | \$10.29 | \$82.32 |
| Annual Salary + Benefits | | | | <u>\$94,572.20</u> | | | |
| Step B | | \$4,408.08 /Month | | \$29.39 /Hour | | | |
| Total Benefits | | \$3,733.55 | 84.70% | \$54.28 | \$20.13 | \$10.63 | \$85.04 |
| Annual Salary + Benefits | | | | <u>\$97,699.57</u> | | | |
| Step C | | \$4,628.48 /Month | | \$30.86 /Hour | | | |
| Total Benefits | | \$3,786.79 | 81.81% | \$56.10 | \$20.81 | \$10.99 | \$87.90 |
| Annual Salary + Benefits | | | | <u>\$100,983.22</u> | | | |
| Step D | | \$4,859.90 /Month | | \$32.40 /Hour | | | |
| Total Benefits | | \$3,842.69 | 79.07% | \$58.02 | \$21.52 | \$11.37 | \$90.90 |
| Annual Salary + Benefits | | | | <u>\$104,431.06</u> | | | |
| Step E | | \$5,102.90 /Month | | \$34.02 /Hour | | | |
| Total Benefits | | \$3,901.39 | 76.45% | \$60.03 | \$22.26 | \$11.76 | \$94.05 |
| Annual Salary + Benefits | | | | <u>\$108,051.43</u> | | | |

Human Resource Assistant II
Department: Administration

| Step A | | \$4,628.48 /Month | | \$30.86 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 767.49 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.49 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 245.92 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.11 | | | | | |
| Total Benefits | | \$3,786.79 | 81.81% | \$56.10 | \$20.81 | \$10.99 | \$87.90 |
| Annual Salary + Benefits | | | | <u>\$100,983.22</u> | | | |
| Step B | | \$4,859.90 /Month | | \$32.40 /Hour | | | |
| Total Benefits | | \$3,842.69 | 79.07% | \$58.02 | \$21.52 | \$11.37 | \$90.90 |
| Annual Salary + Benefits | | | | <u>\$104,431.06</u> | | | |
| Step C | | \$5,102.90 /Month | | \$34.02 /Hour | | | |
| Total Benefits | | \$3,901.39 | 76.45% | \$60.03 | \$22.26 | \$11.76 | \$94.05 |
| Annual Salary + Benefits | | | | <u>\$108,051.43</u> | | | |
| Step D | | \$5,358.04 /Month | | \$35.72 /Hour | | | |
| Total Benefits | | \$3,963.02 | 73.96% | \$62.14 | \$23.05 | \$12.17 | \$97.36 |
| Annual Salary + Benefits | | | | <u>\$111,852.66</u> | | | |
| Step E | | \$5,625.95 /Month | | \$37.51 /Hour | | | |
| Total Benefits | | \$4,027.73 | 71.59% | \$64.36 | \$23.87 | \$12.61 | \$100.84 |
| Annual Salary + Benefits | | | | <u>\$115,844.15</u> | | | |

Human Resources Manager

Department: Administration

| Step A | | \$8,765.36 /Month | | \$58.44 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Managers / Confidential | | | |
| PERS - Employer | 0.165820 | 1,453.47 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 71.00 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 372.96 | | | | | |
| Workers Comp. | 0.053132 | 465.72 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 127.10 | | | | | |
| | | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,187.57 | 59.18% | \$93.02 | \$34.50 | \$18.22 | \$145.74 |
| | | Annual Salary + Benefits | | <u>\$167,435.17</u> | | | |
| Step B | | \$9,203.63 /Month | | \$61.36 /Hour | | | |
| | Total Benefits | \$5,310.11 | 57.70% | \$96.76 | \$35.89 | \$18.95 | \$151.60 |
| | | Annual Salary + Benefits | | <u>\$174,164.87</u> | | | |
| Step C | | \$9,663.81 /Month | | \$64.43 /Hour | | | |
| | Total Benefits | \$5,436.94 | 56.26% | \$100.67 | \$37.34 | \$19.72 | \$157.73 |
| | | Annual Salary + Benefits | | <u>\$181,208.94</u> | | | |
| Step D | | \$10,147.00 /Month | | \$67.65 /Hour | | | |
| | Total Benefits | \$5,570.10 | 54.89% | \$104.78 | \$38.86 | \$20.53 | \$164.17 |
| | | Annual Salary + Benefits | | <u>\$188,605.24</u> | | | |
| Step E | | \$10,654.35 /Month | | \$71.03 /Hour | | | |
| | Total Benefits | \$5,709.93 | 53.59% | \$109.10 | \$40.46 | \$21.37 | \$170.93 |
| | | Annual Salary + Benefits | | <u>\$196,371.36</u> | | | |

Human Resource Specialist

Department: Administration

| Step A | | \$5,971.69 /Month | | \$39.81 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 990.23 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 48.37 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 317.29 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 86.59 | | | | | |
| Total Benefits | | \$4,111.24 | 68.85% | \$67.22 | \$24.93 | \$13.17 | \$105.32 |
| Annual Salary + Benefits | | | | <u>\$120,995.20</u> | | | |
| Step B | | \$6,270.27 /Month | | \$41.80 /Hour | | | |
| Total Benefits | | \$4,183.37 | 66.72% | \$69.69 | \$25.85 | \$13.65 | \$109.19 |
| Annual Salary + Benefits | | | | <u>\$125,443.64</u> | | | |
| Step C | | \$6,583.79 /Month | | \$43.89 /Hour | | | |
| Total Benefits | | \$4,259.10 | 64.69% | \$72.29 | \$26.81 | \$14.16 | \$113.26 |
| Annual Salary + Benefits | | | | <u>\$130,114.65</u> | | | |
| Step D | | \$6,912.98 /Month | | \$46.09 /Hour | | | |
| Total Benefits | | \$4,338.61 | 62.76% | \$75.01 | \$27.82 | \$14.69 | \$117.53 |
| Annual Salary + Benefits | | | | <u>\$135,019.13</u> | | | |
| Step E | | \$7,258.63 /Month | | \$48.39 /Hour | | | |
| Total Benefits | | \$4,422.11 | 60.92% | \$77.87 | \$28.88 | \$15.26 | \$122.01 |
| Annual Salary + Benefits | | | | <u>\$140,168.84</u> | | | |

Information Systems Specialist
Department: Finance and Information Systems

| Step A | | \$7,312.65 /Month | | \$48.75 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,212.58 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 59.23 | | | | | |
| Life Insurance | 0.000225 | 29.62 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 256.25 | | | | | |
| Workers Comp. | 0.053132 | 388.54 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 106.03 | | | | | |
| | | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,715.82 | 64.49% | \$80.19 | \$34.79 | \$15.71 | \$130.69 |
| | | Annual Salary + Benefits | | <u>\$144,341.69</u> | | | |
| Step B | | \$7,678.29 /Month | | \$51.19 /Hour | | | |
| | Total Benefits | \$4,812.94 | 62.68% | \$83.27 | \$36.12 | \$16.31 | \$135.71 |
| | | Annual Salary + Benefits | | <u>\$149,894.75</u> | | | |
| Step C | | \$8,062.20 /Month | | \$53.75 /Hour | | | |
| | Total Benefits | \$4,914.91 | 60.96% | \$86.51 | \$37.53 | \$16.95 | \$140.99 |
| | | Annual Salary + Benefits | | <u>\$155,725.28</u> | | | |
| Step D | | \$8,465.31 /Month | | \$56.44 /Hour | | | |
| | Total Benefits | \$5,021.97 | 59.32% | \$89.92 | \$39.01 | \$17.61 | \$146.53 |
| | | Annual Salary + Benefits | | <u>\$161,847.40</u> | | | |
| Step E | | \$8,888.58 /Month | | \$59.26 /Hour | | | |
| | Total Benefits | \$5,134.39 | 57.76% | \$93.49 | \$40.55 | \$18.31 | \$152.35 |
| | | Annual Salary + Benefits | | <u>\$168,275.70</u> | | | |

Information Systems Technician
Department: Finance and Information Systems

| Step A | | \$5,853.17 /Month | | \$39.02 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 970.57 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 47.41 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 310.99 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 84.87 | | | | | |
| Total Benefits | | \$4,082.61 | 69.75% | \$66.24 | \$28.73 | \$12.98 | \$107.95 |
| Annual Salary + Benefits | | | | <u>\$119,229.42</u> | | | |
| Step B | | \$6,145.83 /Month | | \$40.97 /Hour | | | |
| Total Benefits | | \$4,153.31 | 67.58% | \$68.66 | \$29.79 | \$13.45 | \$111.90 |
| Annual Salary + Benefits | | | | <u>\$123,589.65</u> | | | |
| Step C | | \$6,453.12 /Month | | \$43.02 /Hour | | | |
| Total Benefits | | \$4,227.53 | 65.51% | \$71.20 | \$30.89 | \$13.95 | \$116.04 |
| Annual Salary + Benefits | | | | <u>\$128,167.85</u> | | | |
| Step D | | \$6,775.78 /Month | | \$45.17 /Hour | | | |
| Total Benefits | | \$4,305.47 | 63.54% | \$73.88 | \$32.05 | \$14.47 | \$120.39 |
| Annual Salary + Benefits | | | | <u>\$132,975.04</u> | | | |
| Step E | | \$7,114.57 /Month | | \$47.43 /Hour | | | |
| Total Benefits | | \$4,387.31 | 61.67% | \$76.68 | \$33.26 | \$15.02 | \$124.96 |
| Annual Salary + Benefits | | | | <u>\$138,022.54</u> | | | |

Management Analyst Department: Administration

| Step A | | \$7,161.96 /Month | | \$47.75 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,187.60 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.01 | | | | | |
| Life Insurance | 0.000225 | 29.01 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.24 | | | | | |
| Workers Comp. | 0.053132 | 380.53 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 103.85 | | | | | |
| | Total Benefits | \$4,675.80 | 65.29% | \$78.92 | \$29.27 | \$15.46 | \$123.65 |
| | | Annual Salary + Benefits | | <u>\$142,053.13</u> | | | |
| Step B | | \$7,520.06 /Month | | \$50.13 /Hour | | | |
| | Total Benefits | \$4,770.91 | 63.44% | \$81.94 | \$30.39 | \$16.05 | \$128.38 |
| | | Annual Salary + Benefits | | <u>\$147,491.68</u> | | | |
| Step C | | \$7,896.07 /Month | | \$52.64 /Hour | | | |
| | Total Benefits | \$4,870.78 | 61.69% | \$85.11 | \$31.57 | \$16.67 | \$133.35 |
| | | Annual Salary + Benefits | | <u>\$153,202.22</u> | | | |
| Step D | | \$8,290.87 /Month | | \$55.27 /Hour | | | |
| | Total Benefits | \$4,975.64 | 60.01% | \$88.44 | \$32.80 | \$17.33 | \$138.57 |
| | | Annual Salary + Benefits | | <u>\$159,198.14</u> | | | |
| Step E | | \$8,705.41 /Month | | \$58.04 /Hour | | | |
| | Total Benefits | \$5,085.74 | 58.42% | \$91.94 | \$34.10 | \$18.01 | \$144.05 |
| | | Annual Salary + Benefits | | <u>\$165,493.85</u> | | | |

Management Analyst
Department: Finance and Information Systems

| Step A | | \$7,161.96 /Month | | \$47.75 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,187.60 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.01 | | | | | |
| Life Insurance | 0.000225 | 29.01 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.24 | | | | | |
| Workers Comp. | 0.053132 | 380.53 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 103.85 | | | | | |
| Total Benefits | | \$4,675.80 | 65.29% | \$78.92 | \$34.23 | \$15.46 | \$128.61 |
| Annual Salary + Benefits | | | | <u>\$142,053.13</u> | | | |
| Step B | | \$7,520.06 /Month | | \$50.13 /Hour | | | |
| Total Benefits | | \$4,770.91 | 63.44% | \$81.94 | \$35.55 | \$16.05 | \$133.54 |
| Annual Salary + Benefits | | | | <u>\$147,491.68</u> | | | |
| Step C | | \$7,896.07 /Month | | \$52.64 /Hour | | | |
| Total Benefits | | \$4,870.78 | 61.69% | \$85.11 | \$36.92 | \$16.67 | \$138.71 |
| Annual Salary + Benefits | | | | <u>\$153,202.22</u> | | | |
| Step D | | \$8,290.87 /Month | | \$55.27 /Hour | | | |
| Total Benefits | | \$4,975.64 | 60.01% | \$88.44 | \$38.37 | \$17.33 | \$144.14 |
| Annual Salary + Benefits | | | | <u>\$159,198.14</u> | | | |
| Step E | | \$8,705.41 /Month | | \$58.04 /Hour | | | |
| Total Benefits | | \$5,085.74 | 58.42% | \$91.94 | \$39.88 | \$18.01 | \$149.84 |
| Annual Salary + Benefits | | | | <u>\$165,493.85</u> | | | |

Management Analyst
Department: Parks and Recreation

| Step A | | \$7,161.96 /Month | | \$47.75 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,187.60 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.01 | | | | | |
| Life Insurance | 0.000225 | 29.01 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.24 | | | | | |
| Workers Comp. | 0.053132 | 380.53 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 103.85 | | | | | |
| | Total Benefits | \$4,675.80 | 65.29% | \$78.92 | \$86.06 | \$15.46 | \$180.44 |
| | | Annual Salary + Benefits | | <u>\$142,053.13</u> | | | |
| Step B | | \$7,520.06 /Month | | \$50.13 /Hour | | | |
| | Total Benefits | \$4,770.91 | 63.44% | \$81.94 | \$89.36 | \$16.05 | \$187.35 |
| | | Annual Salary + Benefits | | <u>\$147,491.68</u> | | | |
| Step C | | \$7,896.07 /Month | | \$52.64 /Hour | | | |
| | Total Benefits | \$4,870.78 | 61.69% | \$85.11 | \$92.82 | \$16.67 | \$194.60 |
| | | Annual Salary + Benefits | | <u>\$153,202.22</u> | | | |
| Step D | | \$8,290.87 /Month | | \$55.27 /Hour | | | |
| | Total Benefits | \$4,975.64 | 60.01% | \$88.44 | \$96.45 | \$17.33 | \$202.22 |
| | | Annual Salary + Benefits | | <u>\$159,198.14</u> | | | |
| Step E | | \$8,705.41 /Month | | \$58.04 /Hour | | | |
| | Total Benefits | \$5,085.74 | 58.42% | \$91.94 | \$100.26 | \$18.01 | \$210.21 |
| | | Annual Salary + Benefits | | <u>\$165,493.85</u> | | | |

**Management Analyst
Department: Public Works**

| Step A | | \$7,161.96 /Month | | \$47.75 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,187.60 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.01 | | | | | |
| Life Insurance | 0.000225 | 29.01 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.24 | | | | | |
| Workers Comp. | 0.053132 | 380.53 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 103.85 | | | | | |
| | Total Benefits | \$4,675.80 | 65.29% | \$78.92 | \$89.34 | \$15.46 | \$183.72 |
| | | Annual Salary + Benefits | | <u>\$142,053.13</u> | | | |
| Step B | | \$7,520.06 /Month | | \$50.13 /Hour | | | |
| | Total Benefits | \$4,770.91 | 63.44% | \$81.94 | \$92.76 | \$16.05 | \$190.76 |
| | | Annual Salary + Benefits | | <u>\$147,491.68</u> | | | |
| Step C | | \$7,896.07 /Month | | \$52.64 /Hour | | | |
| | Total Benefits | \$4,870.78 | 61.69% | \$85.11 | \$96.36 | \$16.67 | \$198.14 |
| | | Annual Salary + Benefits | | <u>\$153,202.22</u> | | | |
| Step D | | \$8,290.87 /Month | | \$55.27 /Hour | | | |
| | Total Benefits | \$4,975.64 | 60.01% | \$88.44 | \$100.13 | \$17.33 | \$205.90 |
| | | Annual Salary + Benefits | | <u>\$159,198.14</u> | | | |
| Step E | | \$8,705.41 /Month | | \$58.04 /Hour | | | |
| | Total Benefits | \$5,085.74 | 58.42% | \$91.94 | \$104.09 | \$18.01 | \$214.04 |
| | | Annual Salary + Benefits | | <u>\$165,493.85</u> | | | |

Park / Maintenance Manager Department: Parks and Recreation

| Step A | | \$8,370.86 /Month | | \$55.81 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Managers / Confidential | | |
| PERS - Employer | 0.165820 | 1,388.06 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 67.80 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 361.13 | | | | | |
| Workers Comp. | 0.053132 | 444.76 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 121.38 | | | | | |
| | Total Benefits | \$5,080.44 | 60.69% | \$89.68 | \$97.79 | \$17.57 | \$205.03 |
| | | Annual Salary + Benefits | | <u>\$161,415.65</u> | | | |
| Step B | | \$8,789.41 /Month | | \$58.60 /Hour | | | |
| | Total Benefits | \$5,195.95 | 59.12% | \$93.24 | \$101.67 | \$18.26 | \$213.17 |
| | | Annual Salary + Benefits | | <u>\$167,824.31</u> | | | |
| Step C | | \$9,228.88 /Month | | \$61.53 /Hour | | | |
| | Total Benefits | \$5,317.07 | 57.61% | \$96.97 | \$105.75 | \$19.00 | \$221.72 |
| | | Annual Salary + Benefits | | <u>\$174,551.37</u> | | | |
| Step D | | \$9,690.32 /Month | | \$64.60 /Hour | | | |
| | Total Benefits | \$5,444.24 | 56.18% | \$100.90 | \$110.03 | \$19.77 | \$230.69 |
| | | Annual Salary + Benefits | | <u>\$181,614.74</u> | | | |
| Step E | | \$10,174.84 /Month | | \$67.83 /Hour | | | |
| | Total Benefits | \$5,577.78 | 54.82% | \$105.02 | \$114.52 | \$20.57 | \$240.11 |
| | | Annual Salary + Benefits | | <u>\$189,031.40</u> | | | |

Park / Maintenance Supervisor Department: Parks and Recreation

| Step A | | \$6,134.23 /Month | | \$40.89 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|---------------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Professionals / Supervisors | | | |
| PERS - Employer | 0.165820 | 1,017.18 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 49.69 | | | | | |
| Life Insurance | 0.000225 | 24.84 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 232.68 | | | | | |
| Workers Comp. | 0.053132 | 325.92 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 88.95 | | | | | |
| | | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,402.83 | 71.77% | \$70.25 | \$76.60 | \$13.76 | \$160.61 |
| | | Annual Salary + Benefits | | \$126,444.77 | | | |
| Step B | | \$6,440.94 /Month | | \$42.94 /Hour | | | |
| | Total Benefits | \$4,484.30 | 69.62% | \$72.83 | \$79.43 | \$14.27 | \$166.53 |
| | | Annual Salary + Benefits | | \$131,102.84 | | | |
| Step C | | \$6,762.99 /Month | | \$45.09 /Hour | | | |
| | Total Benefits | \$4,569.83 | 67.57% | \$75.55 | \$82.39 | \$14.80 | \$172.74 |
| | | Annual Salary + Benefits | | \$135,993.88 | | | |
| Step D | | \$7,101.14 /Month | | \$47.34 /Hour | | | |
| | Total Benefits | \$4,659.65 | 65.62% | \$78.41 | \$85.50 | \$15.36 | \$179.27 |
| | | Annual Salary + Benefits | | \$141,129.44 | | | |
| Step E | | \$7,456.20 /Month | | \$49.71 /Hour | | | |
| | Total Benefits | \$4,753.95 | 63.76% | \$81.40 | \$88.77 | \$15.95 | \$186.12 |
| | | Annual Salary + Benefits | | \$146,521.82 | | | |

Park / Maintenance Worker I Department: Parks and Recreation

| Step A | | \$4,218.70 /Month | | \$28.12 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>109.05% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 699.54 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 34.17 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 224.15 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 61.17 | | | | | |
| | Total Benefits | \$3,687.81 | 87.42% | \$52.71 | \$57.48 | \$10.33 | \$120.52 |
| | | Annual Salary + Benefits | | <u>\$94,878.07</u> | | | |
| Step B | | \$4,429.64 /Month | | \$29.53 /Hour | | | |
| | Total Benefits | \$3,738.76 | 84.40% | \$54.46 | \$59.38 | \$10.67 | \$124.51 |
| | | Annual Salary + Benefits | | <u>\$98,020.78</u> | | | |
| Step C | | \$4,651.12 /Month | | \$31.01 /Hour | | | |
| | Total Benefits | \$3,792.26 | 81.53% | \$56.29 | \$61.38 | \$11.03 | \$128.70 |
| | | Annual Salary + Benefits | | <u>\$101,320.53</u> | | | |
| Step D | | \$4,883.67 /Month | | \$32.56 /Hour | | | |
| | Total Benefits | \$3,848.43 | 78.80% | \$58.21 | \$63.48 | \$11.40 | \$133.10 |
| | | Annual Salary + Benefits | | <u>\$104,785.20</u> | | | |
| Step E | | \$5,127.86 /Month | | \$34.19 /Hour | | | |
| | Total Benefits | \$3,907.41 | 76.20% | \$60.24 | \$65.69 | \$11.80 | \$137.72 |
| | | Annual Salary + Benefits | | <u>\$108,423.30</u> | | | |

Park / Maintenance Worker II
Department: Parks and Recreation

| Step A | | \$4,651.12 /Month | | \$31.01 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|----------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | Public Works - Maintenance |
| PERS - Employer | 0.165820 | 771.25 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.67 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 247.12 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.44 | | | | | |
| | Total Benefits | \$3,792.26 | 81.53% | \$56.29 | \$61.38 | \$11.03 | \$128.70 |
| | | Annual Salary + Benefits | | <u>\$101,320.53</u> | | | |
| Step B | | \$4,883.67 /Month | | \$32.56 /Hour | | | |
| | Total Benefits | \$3,848.43 | 78.80% | \$58.21 | \$63.48 | \$11.40 | \$133.10 |
| | | Annual Salary + Benefits | | <u>\$104,785.20</u> | | | |
| Step C | | \$5,127.86 /Month | | \$34.19 /Hour | | | |
| | Total Benefits | \$3,907.41 | 76.20% | \$60.24 | \$65.69 | \$11.80 | \$137.72 |
| | | Annual Salary + Benefits | | <u>\$108,423.30</u> | | | |
| Step D | | \$5,384.25 /Month | | \$35.90 /Hour | | | |
| | Total Benefits | \$3,969.35 | 73.72% | \$62.36 | \$68.00 | \$12.22 | \$142.57 |
| | | Annual Salary + Benefits | | <u>\$112,243.16</u> | | | |
| Step E | | \$5,653.46 /Month | | \$37.69 /Hour | | | |
| | Total Benefits | \$4,034.37 | 71.36% | \$64.59 | \$70.43 | \$12.65 | \$147.67 |
| | | Annual Salary + Benefits | | <u>\$116,254.01</u> | | | |

Parks Planner

Department: Parks and Recreation

| Step A | | \$7,173.82 /Month | | \$47.83 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|---------------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Professionals / Supervisors | | | |
| PERS - Employer | 0.165820 | 1,189.56 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.11 | | | | | |
| Life Insurance | 0.000225 | 29.05 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.48 | | | | | |
| Workers Comp. | 0.053132 | 381.16 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 104.02 | | | | | |
| | | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,678.95 | 65.22% | \$79.02 | \$86.17 | \$15.48 | \$180.67 |
| | Annual Salary + Benefits | | | <u>\$142,233.25</u> | | | |
| Step B | | \$7,532.51 /Month | | \$50.22 /Hour | | | |
| | Total Benefits | \$4,774.22 | 63.38% | \$82.04 | \$89.47 | \$16.07 | \$187.59 |
| | Annual Salary + Benefits | | | <u>\$147,680.76</u> | | | |
| Step C | | \$7,909.13 /Month | | \$52.73 /Hour | | | |
| | Total Benefits | \$4,874.25 | 61.63% | \$85.22 | \$92.94 | \$16.70 | \$194.85 |
| | Annual Salary + Benefits | | | <u>\$153,400.57</u> | | | |
| Step D | | \$8,304.59 /Month | | \$55.36 /Hour | | | |
| | Total Benefits | \$4,979.29 | 59.96% | \$88.56 | \$96.57 | \$17.35 | \$202.48 |
| | Annual Salary + Benefits | | | <u>\$159,406.51</u> | | | |
| Step E | | \$8,719.82 /Month | | \$58.13 /Hour | | | |
| | Total Benefits | \$5,089.57 | 58.37% | \$92.06 | \$100.39 | \$18.04 | \$210.49 |
| | Annual Salary + Benefits | | | <u>\$165,712.70</u> | | | |

Parks Planning Technician
Department: Parks and Recreation

| Step A | | \$5,355.39 /Month | | \$35.70 /Hour | | | |
|----------------------|-----------------------|--------------------------|---------------|---|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 888.03 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 43.38 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 284.54 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 77.65 | | | | | |
| | Total Benefits | \$3,962.38 | 73.99% | \$62.12 | \$67.74 | \$12.17 | \$142.03 |
| | | | | Annual Salary + Benefits <u>\$111,813.18</u> | | | |
| Step B | | | | | | | |
| | | | | \$5,623.16 /Month | | | |
| | | | | \$37.49 /Hour | | | |
| | Total Benefits | \$4,027.06 | 71.62% | \$64.33 | \$70.16 | \$12.60 | \$147.10 |
| | | | | Annual Salary + Benefits <u>\$115,802.59</u> | | | |
| Step C | | | | | | | |
| | | | | \$5,904.32 /Month | | | |
| | | | | \$39.36 /Hour | | | |
| | Total Benefits | \$4,094.97 | 69.36% | \$66.66 | \$72.69 | \$13.06 | \$152.42 |
| | | | | Annual Salary + Benefits <u>\$119,991.48</u> | | | |
| Step D | | | | | | | |
| | | | | \$6,199.53 /Month | | | |
| | | | | \$41.33 /Hour | | | |
| | Total Benefits | \$4,166.28 | 67.20% | \$69.11 | \$75.36 | \$13.54 | \$158.00 |
| | | | | Annual Salary + Benefits <u>\$124,389.71</u> | | | |
| Step E | | | | | | | |
| | | | | \$6,509.51 /Month | | | |
| | | | | \$43.40 /Hour | | | |
| | Total Benefits | \$4,241.16 | 65.15% | \$71.67 | \$78.16 | \$14.04 | \$163.87 |
| | | | | Annual Salary + Benefits <u>\$129,007.98</u> | | | |

Permit Services Specialist Department: Community Development

| Step A | | \$6,543.97 /Month | | \$43.63 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,085.12 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 53.01 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 347.69 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 94.89 | | | | | |
| | Total Benefits | \$4,249.48 | 64.94% | \$71.96 | \$82.86 | \$14.10 | \$168.92 |
| | | Annual Salary + Benefits | | \$129,521.39 | | | |
| Step B | | \$6,871.17 /Month | | \$45.81 /Hour | | | |
| | Total Benefits | \$4,328.51 | 63.00% | \$74.66 | \$85.98 | \$14.63 | \$175.28 |
| | | Annual Salary + Benefits | | \$134,396.22 | | | |
| Step C | | \$7,214.73 /Month | | \$48.10 /Hour | | | |
| | Total Benefits | \$4,411.50 | 61.15% | \$77.51 | \$89.26 | \$15.18 | \$181.95 |
| | | Annual Salary + Benefits | | \$139,514.79 | | | |
| Step D | | \$7,575.46 /Month | | \$50.50 /Hour | | | |
| | Total Benefits | \$4,498.64 | 59.38% | \$80.49 | \$92.70 | \$15.77 | \$188.96 |
| | | Annual Salary + Benefits | | \$144,889.17 | | | |
| Step E | | \$7,954.24 /Month | | \$53.03 /Hour | | | |
| | Total Benefits | \$4,590.13 | 57.71% | \$83.63 | \$96.31 | \$16.38 | \$196.32 |
| | | Annual Salary + Benefits | | \$150,532.47 | | | |

Plan Check Engineer
Department: Community Development

| Step A | | \$7,197.52 /Month | | \$47.98 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,193.49 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.30 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 382.42 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 104.36 | | | | | |
| | Total Benefits | \$4,407.35 | 61.23% | \$77.37 | \$89.09 | \$15.16 | \$181.62 |
| | | Annual Salary + Benefits | | <u>\$139,258.38</u> | | | |
| Step B | | \$7,557.40 /Month | | \$50.38 /Hour | | | |
| | Total Benefits | \$4,494.28 | 59.47% | \$80.34 | \$92.52 | \$15.74 | \$188.61 |
| | | Annual Salary + Benefits | | <u>\$144,620.10</u> | | | |
| Step C | | \$7,935.27 /Month | | \$52.90 /Hour | | | |
| | Total Benefits | \$4,585.55 | 57.79% | \$83.47 | \$96.13 | \$16.35 | \$195.95 |
| | | Annual Salary + Benefits | | <u>\$150,249.84</u> | | | |
| Step D | | \$8,332.03 /Month | | \$55.55 /Hour | | | |
| | Total Benefits | \$4,681.39 | 56.19% | \$86.76 | \$99.91 | \$17.00 | \$203.66 |
| | | Annual Salary + Benefits | | <u>\$156,161.02</u> | | | |
| Step E | | \$8,748.63 /Month | | \$58.32 /Hour | | | |
| | Total Benefits | \$4,782.02 | 54.66% | \$90.20 | \$103.88 | \$17.67 | \$211.75 |
| | | Annual Salary + Benefits | | <u>\$162,367.79</u> | | | |

Planning Manager Department: Community Development

| Step A | | \$10,057.23 /Month | | \$67.05 /Hour | | | |
|----------------------|---------------------------------|---------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Managers / Confidential | | | |
| PERS - Employer | 0.165820 | 1,667.69 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 81.46 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 411.72 | | | | | |
| Workers Comp. | 0.053132 | 534.36 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 145.83 | | | | | |
| | | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,538.38 | 55.07% | \$103.97 | \$119.73 | \$20.37 | \$244.07 |
| | Annual Salary + Benefits | | | <u>\$187,147.33</u> | | | |
| Step B | | \$10,560.09 /Month | | \$70.40 /Hour | | | |
| | Total Benefits | \$5,683.95 | 53.82% | \$108.29 | \$124.71 | \$21.21 | \$254.22 |
| | Annual Salary + Benefits | | | <u>\$194,928.50</u> | | | |
| Step C | | \$11,088.09 /Month | | \$73.92 /Hour | | | |
| | Total Benefits | \$5,829.47 | 52.57% | \$112.78 | \$129.88 | \$22.09 | \$264.76 |
| | Annual Salary + Benefits | | | <u>\$203,010.72</u> | | | |
| Step D | | \$11,642.50 /Month | | \$77.62 /Hour | | | |
| | Total Benefits | \$5,982.27 | 51.38% | \$117.50 | \$135.31 | \$23.02 | \$275.83 |
| | Annual Salary + Benefits | | | <u>\$211,497.20</u> | | | |
| Step E | | \$12,224.62 /Month | | \$81.50 /Hour | | | |
| | Total Benefits | \$6,142.70 | 50.25% | \$122.45 | \$141.01 | \$23.99 | \$287.45 |
| | Annual Salary + Benefits | | | <u>\$220,407.84</u> | | | |

Police Captain

Department: Police

| Step A | | \$11,256.14 /Month | | \$75.04 /Hour | | | |
|---------------------------------|-------------------|---------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>49.55% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | 0.010000 | \$113.39 | | | | | |
| PERS - Employer | 0.300140 | 3,403.43 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,709.06 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 91.17 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Retiree Medical | | 1,579.34 | | | | | |
| Deferred Comp. | 3% + \$110 | 447.68 | | | | | |
| Workers Comp. | 0.053132 | 598.06 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 163.21 | | | | | |
| Total Benefits | | \$8,448.87 | 75.06% | \$131.37 | \$65.09 | \$25.73 | \$222.19 |
| Annual Salary + Benefits | | | | <u>\$236,460.14</u> | | | |
| Step B | | \$11,818.95 /Month | | \$78.79 /Hour | | | |
| Total Benefits | | \$8,671.20 | 73.37% | \$136.60 | \$67.69 | \$26.76 | \$231.05 |
| Annual Salary + Benefits | | | | <u>\$245,881.81</u> | | | |
| Step C | | \$12,409.90 /Month | | \$82.73 /Hour | | | |
| Total Benefits | | \$8,919.35 | 71.87% | \$142.20 | \$70.46 | \$27.86 | \$240.51 |
| Annual Salary + Benefits | | | | <u>\$255,951.04</u> | | | |
| Step D | | \$13,030.39 /Month | | \$86.87 /Hour | | | |
| Total Benefits | | \$9,179.91 | 70.45% | \$148.07 | \$73.37 | \$29.01 | \$250.44 |
| Annual Salary + Benefits | | | | <u>\$266,523.61</u> | | | |
| Step E | | \$13,681.91 /Month | | \$91.21 /Hour | | | |
| Total Benefits | | \$9,453.50 | 69.09% | \$154.24 | \$76.42 | \$30.21 | \$260.87 |
| Annual Salary + Benefits | | | | <u>\$277,624.90</u> | | | |

Police Chief Department: Police

| Step A | | \$13,248.12 /Month | | \$88.32 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.300140 | 4,253.63 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 840.71 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,709.06 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 107.31 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Retiree Medical | | 1,579.34 | | | | | |
| Deferred Comp. | | 110.00 | | | | | |
| Workers Comp. | 0.053132 | 703.90 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 192.10 | | | | | |
| Total Benefits | | \$9,839.57 | 74.27% | \$153.92 | \$76.27 | \$30.15 | \$260.34 |
| Annual Salary + Benefits | | | | <u>\$277,052.26</u> | | | |
| Step B | | \$13,910.52 /Month | | \$92.74 /Hour | | | |
| Total Benefits | | \$10,086.12 | 72.51% | \$159.98 | \$79.27 | \$31.34 | \$270.59 |
| Annual Salary + Benefits | | | | <u>\$287,959.70</u> | | | |
| Step C | | \$14,606.05 /Month | | \$97.37 /Hour | | | |
| Total Benefits | | \$10,350.37 | 70.86% | \$166.38 | \$82.44 | \$32.59 | \$281.41 |
| Annual Salary + Benefits | | | | <u>\$299,477.02</u> | | | |
| Step D | | \$15,336.35 /Month | | \$102.24 /Hour | | | |
| Total Benefits | | \$10,627.83 | 69.30% | \$173.09 | \$85.77 | \$33.91 | \$292.77 |
| Annual Salary + Benefits | | | | <u>\$311,570.11</u> | | | |
| Step E | | \$16,103.17 /Month | | \$107.35 /Hour | | | |
| Total Benefits | | \$10,919.16 | 67.81% | \$180.15 | \$89.26 | \$35.29 | \$304.70 |
| Annual Salary + Benefits | | | | <u>\$324,267.93</u> | | | |

Police Lieutenant

Department: Police

| Step A | | \$9,807.58 /Month | | \$65.38 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>49.55% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.300140 | 2,968.66 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,709.06 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 79.44 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Retiree Medical | | 1,579.34 | | | | | |
| Deferred Comp. | 3% + \$110 | 404.23 | | | | | |
| Workers Comp. | 0.053132 | 521.10 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 142.21 | | | | | |
| | Total Benefits | \$7,747.55 | 79.00% | \$117.03 | \$57.99 | \$22.93 | \$197.95 |
| | | Annual Salary + Benefits | | <u>\$210,661.53</u> | | | |
| Step B | | \$10,298.13 /Month | | \$68.65 /Hour | | | |
| | Total Benefits | \$7,929.59 | 77.00% | \$121.52 | \$60.21 | \$23.81 | \$205.54 |
| | | Annual Salary + Benefits | | <u>\$218,732.68</u> | | | |
| Step C | | \$10,812.95 /Month | | \$72.09 /Hour | | | |
| | Total Benefits | \$8,140.63 | 75.29% | \$126.36 | \$62.61 | \$24.75 | \$213.72 |
| | | Annual Salary + Benefits | | <u>\$227,442.95</u> | | | |
| Step D | | \$11,353.77 /Month | | \$75.69 /Hour | | | |
| | Total Benefits | \$8,362.32 | 73.65% | \$131.44 | \$65.13 | \$25.75 | \$222.32 |
| | | Annual Salary + Benefits | | <u>\$236,593.12</u> | | | |
| Step E | | \$11,922.33 /Month | | \$79.48 /Hour | | | |
| | Total Benefits | \$8,595.39 | 72.09% | \$136.78 | \$67.78 | \$26.80 | \$231.36 |
| | | Annual Salary + Benefits | | <u>\$246,212.62</u> | | | |

Police Officer Department: Police

| Step A | | \$6,472.52 /Month | | \$43.15 /Hour | | | |
|---------------------------------|-------------------|--------------------------|----------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.300140 | 2,064.84 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,709.06 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 52.43 | | | | | |
| Life Insurance | | 7.30 | | | | | |
| Holiday Pay | 8.67 | 323.74 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Retiree Medical | | 1,579.34 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 343.90 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 93.85 | | | | | |
| Total Benefits | | \$6,484.22 | 100.18% | \$86.38 | \$42.80 | \$16.92 | \$146.10 |
| Annual Salary + Benefits | | | | <u>\$155,480.86</u> | | | |
| Step B | | \$6,796.66 /Month | | \$45.31 /Hour | | | |
| Total Benefits | | \$6,552.98 | 96.41% | \$89.00 | \$44.10 | \$17.43 | \$150.53 |
| Annual Salary + Benefits | | | | <u>\$160,195.62</u> | | | |
| Step C | | \$7,136.41 /Month | | \$47.58 /Hour | | | |
| Total Benefits | | \$6,700.36 | 93.89% | \$92.25 | \$45.71 | \$18.07 | \$156.02 |
| Annual Salary + Benefits | | | | <u>\$166,041.22</u> | | | |
| Step D | | \$7,493.49 /Month | | \$49.96 /Hour | | | |
| Total Benefits | | \$6,855.21 | 91.48% | \$95.66 | \$47.40 | \$18.74 | \$161.80 |
| Annual Salary + Benefits | | | | <u>\$172,184.40</u> | | | |
| Step E | | \$7,867.90 /Month | | \$52.45 /Hour | | | |
| Total Benefits | | \$7,017.53 | 89.19% | \$99.24 | \$49.17 | \$19.44 | \$167.85 |
| Annual Salary + Benefits | | | | <u>\$178,625.14</u> | | | |

Police Officer / Special Assignment

Department: Police

| Step A | | \$6,796.66 /Month | | \$45.31 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.300140 | 2,166.99 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,709.06 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 55.05 | | | | | |
| Life Insurance | | 7.30 | | | | | |
| Holiday Pay | 8.67 | 339.95 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Retiree Medical | | 1,579.34 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 361.12 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 98.55 | | | | | |
| Total Benefits | | \$6,627.13 | 97.51% | \$89.49 | \$44.34 | \$17.53 | \$151.37 |
| Annual Salary + Benefits | | | | <u>\$161,085.51</u> | | | |
| Step B | | \$7,136.41 /Month | | \$47.58 /Hour | | | |
| Total Benefits | | \$6,700.36 | 93.89% | \$92.25 | \$45.71 | \$18.07 | \$156.02 |
| Annual Salary + Benefits | | | | <u>\$166,041.22</u> | | | |
| Step C | | \$7,493.49 /Month | | \$49.96 /Hour | | | |
| Total Benefits | | \$6,855.21 | 91.48% | \$95.66 | \$47.40 | \$18.74 | \$161.80 |
| Annual Salary + Benefits | | | | <u>\$172,184.40</u> | | | |
| Step D | | \$7,867.90 /Month | | \$52.45 /Hour | | | |
| Total Benefits | | \$7,017.53 | 89.19% | \$99.24 | \$49.17 | \$19.44 | \$167.85 |
| Annual Salary + Benefits | | | | <u>\$178,625.14</u> | | | |
| Step E | | \$8,261.38 /Month | | \$55.08 /Hour | | | |
| Total Benefits | | \$7,188.23 | 87.01% | \$103.00 | \$51.04 | \$20.18 | \$174.21 |
| Annual Salary + Benefits | | | | <u>\$185,395.30</u> | | | |

Police Records Clerk I

Department: Police

| Step A | | \$4,018.97 /Month | | \$26.79 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 673.33 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 32.55 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 41.67 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 213.54 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 58.28 | | | | | |
| | Total Benefits | \$3,688.14 | 91.77% | \$51.38 | \$25.46 | \$10.07 | \$86.91 |
| | | Annual Salary + Benefits | | <u>\$92,485.27</u> | | | |
| Step B | | \$4,219.92 /Month | | \$28.13 /Hour | | | |
| | Total Benefits | \$3,729.77 | 88.38% | \$53.00 | \$26.26 | \$10.38 | \$89.64 |
| | | Annual Salary + Benefits | | <u>\$95,396.24</u> | | | |
| Step C | | \$4,430.91 /Month | | \$29.54 /Hour | | | |
| | Total Benefits | \$3,780.73 | 85.33% | \$54.74 | \$27.13 | \$10.72 | \$92.59 |
| | | Annual Salary + Benefits | | <u>\$98,539.70</u> | | | |
| Step D | | \$4,652.46 /Month | | \$31.02 /Hour | | | |
| | Total Benefits | \$3,834.25 | 82.41% | \$56.58 | \$28.03 | \$11.08 | \$95.70 |
| | | Annual Salary + Benefits | | <u>\$101,840.49</u> | | | |
| Step E | | \$4,885.08 /Month | | \$32.57 /Hour | | | |
| | Total Benefits | \$3,890.44 | 79.64% | \$58.50 | \$28.99 | \$11.46 | \$98.95 |
| | | Annual Salary + Benefits | | <u>\$105,306.21</u> | | | |

Police Records Clerk II

Department: Police

| Step A | | \$4,430.91 /Month | | \$29.54 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 741.64 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 35.89 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 41.67 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 235.42 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 64.25 | | | | | |
| | Total Benefits | \$3,787.64 | 85.48% | \$54.79 | \$27.15 | \$10.73 | \$92.67 |
| | | Annual Salary + Benefits | | <u>\$98,622.61</u> | | | |
| Step B | | \$4,652.46 /Month | | \$31.02 /Hour | | | |
| | Total Benefits | \$3,834.25 | 82.41% | \$56.58 | \$28.03 | \$11.08 | \$95.70 |
| | | Annual Salary + Benefits | | <u>\$101,840.49</u> | | | |
| Step C | | \$4,885.08 /Month | | \$32.57 /Hour | | | |
| | Total Benefits | \$3,890.44 | 79.64% | \$58.50 | \$28.99 | \$11.46 | \$98.95 |
| | | Annual Salary + Benefits | | <u>\$105,306.21</u> | | | |
| Step D | | \$5,129.33 /Month | | \$34.20 /Hour | | | |
| | Total Benefits | \$3,949.44 | 77.00% | \$60.53 | \$29.99 | \$11.86 | \$102.37 |
| | | Annual Salary + Benefits | | <u>\$108,945.20</u> | | | |
| Step E | | \$5,385.80 /Month | | \$35.91 /Hour | | | |
| | Total Benefits | \$4,011.39 | 74.48% | \$62.65 | \$31.04 | \$12.27 | \$105.96 |
| | | Annual Salary + Benefits | | <u>\$112,766.25</u> | | | |

Police Sergeant Department: Police

| Step A | | \$7,680.70 /Month | | \$51.20 /Hour | | | |
|---------------------------------|-------------------|--------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.300140 | 2,445.60 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,709.06 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 62.21 | | | | | |
| Life Insurance | | 7.30 | | | | | |
| Holiday Pay | 8.67 | 384.17 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Retiree Medical | | 1,579.34 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 408.09 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 111.37 | | | | | |
| Total Benefits | | \$7,016.91 | 91.36% | \$97.98 | \$48.55 | \$19.20 | \$165.73 |
| Annual Salary + Benefits | | | | <u>\$176,371.28</u> | | | |
| Step B | | \$8,065.51 /Month | | \$53.77 /Hour | | | |
| Total Benefits | | \$7,103.25 | 88.07% | \$101.13 | \$50.11 | \$19.81 | \$171.04 |
| Annual Salary + Benefits | | | | <u>\$182,025.10</u> | | | |
| Step C | | \$8,469.39 /Month | | \$56.46 /Hour | | | |
| Total Benefits | | \$7,278.38 | 85.94% | \$104.99 | \$52.02 | \$20.57 | \$177.57 |
| Annual Salary + Benefits | | | | <u>\$188,973.22</u> | | | |
| Step D | | \$8,892.34 /Month | | \$59.28 /Hour | | | |
| Total Benefits | | \$7,461.80 | 83.91% | \$109.03 | \$54.02 | \$21.36 | \$184.41 |
| Annual Salary + Benefits | | | | <u>\$196,249.71</u> | | | |
| Step E | | \$9,337.83 /Month | | \$62.25 /Hour | | | |
| Total Benefits | | \$7,655.00 | 81.98% | \$113.29 | \$56.13 | \$22.19 | \$191.61 |
| Annual Salary + Benefits | | | | <u>\$203,913.96</u> | | | |

Police Sergeant / Special Assignment

Department: Police

| Step A | | \$8,064.74 /Month | | \$53.76 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.300140 | 2,566.64 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,709.06 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 65.32 | | | | | |
| Life Insurance | | 7.30 | | | | | |
| Holiday Pay | 8.67 | 403.42 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Retiree Medical | | 1,579.34 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 428.50 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 116.94 | | | | | |
| Total Benefits | | \$7,186.28 | 89.11% | \$101.67 | \$50.38 | \$19.92 | \$171.97 |
| Annual Salary + Benefits | | | | <u>\$183,012.25</u> | | | |
| Step B | | \$8,468.78 /Month | | \$56.46 /Hour | | | |
| Total Benefits | | \$7,278.15 | 85.94% | \$104.98 | \$52.02 | \$20.57 | \$177.56 |
| Annual Salary + Benefits | | | | <u>\$188,963.15</u> | | | |
| Step C | | \$8,892.86 /Month | | \$59.29 /Hour | | | |
| Total Benefits | | \$7,462.08 | 83.91% | \$109.03 | \$54.03 | \$21.36 | \$184.42 |
| Annual Salary + Benefits | | | | <u>\$196,259.34</u> | | | |
| Step D | | \$9,336.96 /Month | | \$62.25 /Hour | | | |
| Total Benefits | | \$7,654.67 | 81.98% | \$113.28 | \$56.13 | \$22.19 | \$191.60 |
| Annual Salary + Benefits | | | | <u>\$203,899.59</u> | | | |
| Step E | | \$9,804.71 /Month | | \$65.36 /Hour | | | |
| Total Benefits | | \$7,857.45 | 80.14% | \$117.75 | \$58.34 | \$23.07 | \$199.16 |
| Annual Salary + Benefits | | | | <u>\$211,945.93</u> | | | |

Principal Planner Department: Community Development

| Step A | | \$9,094.48 /Month | | \$60.63 /Hour | | | |
|----------------------|---------------------------------|---------------------------|--------|---------------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Professionals / Supervisors | | | |
| PERS - Employer | 0.165820 | 1,508.05 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 73.67 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 291.89 | | | | | |
| Workers Comp. | 0.053132 | 483.21 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 131.87 | | | | | |
| | | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$5,186.00 | 57.02% | \$95.20 | \$109.64 | \$18.65 | \$223.49 |
| | Annual Salary + Benefits | | | <u>\$171,365.75</u> | | | |
| Step B | | \$9,549.20 /Month | | \$63.66 /Hour | | | |
| | Total Benefits | \$5,309.86 | 55.61% | \$99.06 | \$114.08 | \$19.41 | \$232.54 |
| | Annual Salary + Benefits | | | <u>\$178,308.68</u> | | | |
| Step C | | \$10,026.66 /Month | | \$66.84 /Hour | | | |
| | Total Benefits | \$5,436.67 | 54.22% | \$103.09 | \$118.72 | \$20.20 | \$242.00 |
| | Annual Salary + Benefits | | | <u>\$185,559.97</u> | | | |
| Step D | | \$10,527.99 /Month | | \$70.19 /Hour | | | |
| | Total Benefits | \$5,569.83 | 52.90% | \$107.32 | \$123.59 | \$21.02 | \$251.93 |
| | Annual Salary + Benefits | | | <u>\$193,173.78</u> | | | |
| Step E | | \$11,054.39 /Month | | \$73.70 /Hour | | | |
| | Total Benefits | \$5,709.64 | 51.65% | \$111.76 | \$128.70 | \$21.89 | \$262.36 |
| | Annual Salary + Benefits | | | <u>\$201,168.34</u> | | | |

Project Manager / Economic Development
Department: Community Development

| Step A | | \$8,247.26 /Month | | \$54.98 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,367.56 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 66.80 | | | | | |
| Life Insurance | 0.000225 | 33.40 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 274.95 | | | | | |
| Workers Comp. | 0.053132 | 438.19 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 119.59 | | | | | |
| | | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,964.06 | 60.19% | \$88.08 | \$101.43 | \$17.25 | \$206.76 |
| | | Annual Salary + Benefits | | <u>\$158,535.83</u> | | | |
| Step B | | \$8,659.63 /Month | | \$57.73 /Hour | | | |
| | Total Benefits | \$5,073.59 | 58.59% | \$91.55 | \$105.43 | \$17.94 | \$214.92 |
| | | Annual Salary + Benefits | | <u>\$164,798.58</u> | | | |
| Step C | | \$9,092.61 /Month | | \$60.62 /Hour | | | |
| | Total Benefits | \$5,188.59 | 57.06% | \$95.21 | \$109.64 | \$18.65 | \$223.50 |
| | | Annual Salary + Benefits | | <u>\$171,374.34</u> | | | |
| Step D | | \$9,547.24 /Month | | \$63.65 /Hour | | | |
| | Total Benefits | \$5,309.34 | 55.61% | \$99.04 | \$114.06 | \$19.40 | \$232.51 |
| | | Annual Salary + Benefits | | <u>\$178,278.91</u> | | | |
| Step E | | \$10,024.60 /Month | | \$66.83 /Hour | | | |
| | Total Benefits | \$5,436.12 | 54.23% | \$103.07 | \$118.70 | \$20.19 | \$241.96 |
| | | Annual Salary + Benefits | | <u>\$185,528.69</u> | | | |

Project Services Specialist
Department: Finance and Information Systems

| Step A | | \$6,249.36 /Month | | \$41.66 /Hour | | | |
|-----------------------|-------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,036.27 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 50.62 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 332.04 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 90.62 | | | | | |
| Total Benefits | | \$4,178.32 | 66.86% | \$69.52 | \$30.16 | \$13.62 | \$113.29 |
| | | Annual Salary + Benefits | | <u>\$125,132.10</u> | | | |
| Step B | | | | | | | |
| | | \$6,561.83 /Month | | \$43.75 /Hour | | | |
| Total Benefits | | \$4,253.79 | 64.83% | \$72.10 | \$31.28 | \$14.13 | \$117.51 |
| | | Annual Salary + Benefits | | <u>\$129,787.48</u> | | | |
| Step C | | | | | | | |
| | | \$6,889.92 /Month | | \$45.93 /Hour | | | |
| Total Benefits | | \$4,333.04 | 62.89% | \$74.82 | \$32.46 | \$14.66 | \$121.93 |
| | | Annual Salary + Benefits | | <u>\$134,675.57</u> | | | |
| Step D | | | | | | | |
| | | \$7,234.42 /Month | | \$48.23 /Hour | | | |
| Total Benefits | | \$4,416.26 | 61.05% | \$77.67 | \$33.69 | \$15.22 | \$126.58 |
| | | Annual Salary + Benefits | | <u>\$139,808.14</u> | | | |
| Step E | | | | | | | |
| | | \$7,596.14 /Month | | \$50.64 /Hour | | | |
| Total Benefits | | \$4,503.63 | 59.29% | \$80.67 | \$34.99 | \$15.80 | \$131.46 |
| | | Annual Salary + Benefits | | <u>\$145,197.27</u> | | | |

Project Services Specialist

Department: Public Works

| Step A | | \$6,249.36 /Month | | \$41.66 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,036.27 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 50.62 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 332.04 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 90.62 | | | | | |
| Total Benefits | | \$4,178.32 | 66.86% | \$69.52 | \$78.70 | \$13.62 | \$161.84 |
| Annual Salary + Benefits | | | | <u>\$125,132.10</u> | | | |
| Step B | | \$6,561.83 /Month | | \$43.75 /Hour | | | |
| Total Benefits | | \$4,253.79 | 64.83% | \$72.10 | \$81.63 | \$14.13 | \$167.86 |
| Annual Salary + Benefits | | | | <u>\$129,787.48</u> | | | |
| Step C | | \$6,889.92 /Month | | \$45.93 /Hour | | | |
| Total Benefits | | \$4,333.04 | 62.89% | \$74.82 | \$84.70 | \$14.66 | \$174.18 |
| Annual Salary + Benefits | | | | <u>\$134,675.57</u> | | | |
| Step D | | \$7,234.42 /Month | | \$48.23 /Hour | | | |
| Total Benefits | | \$4,416.26 | 61.05% | \$77.67 | \$87.93 | \$15.22 | \$180.82 |
| Annual Salary + Benefits | | | | <u>\$139,808.14</u> | | | |
| Step E | | \$7,596.14 /Month | | \$50.64 /Hour | | | |
| Total Benefits | | \$4,503.63 | 59.29% | \$80.67 | \$91.32 | \$15.80 | \$187.79 |
| Annual Salary + Benefits | | | | <u>\$145,197.27</u> | | | |

**Purchasing Assistant
Department: Public Works**

| Step A | | \$5,372.32 /Month | | \$35.82 /Hour | | | |
|-----------------------|-------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 890.84 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 43.52 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 285.44 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 77.90 | | | | | |
| Total Benefits | | \$3,966.46 | 73.83% | \$62.26 | \$70.48 | \$12.20 | \$144.94 |
| | | Annual Salary + Benefits | | <u>\$112,065.42</u> | | | |
| Step B | | | | | | | |
| | | \$5,640.94 /Month | | \$37.61 /Hour | | | |
| Total Benefits | | \$4,031.35 | 71.47% | \$64.48 | \$73.00 | \$12.63 | \$150.11 |
| | | Annual Salary + Benefits | | <u>\$116,067.48</u> | | | |
| Step C | | | | | | | |
| | | \$5,922.98 /Month | | \$39.49 /Hour | | | |
| Total Benefits | | \$4,099.48 | 69.21% | \$66.82 | \$75.64 | \$13.09 | \$155.55 |
| | | Annual Salary + Benefits | | <u>\$120,269.49</u> | | | |
| Step D | | | | | | | |
| | | \$6,219.13 /Month | | \$41.46 /Hour | | | |
| Total Benefits | | \$4,171.01 | 67.07% | \$69.27 | \$78.42 | \$13.57 | \$161.26 |
| | | Annual Salary + Benefits | | <u>\$124,681.72</u> | | | |
| Step E | | | | | | | |
| | | \$6,530.09 /Month | | \$43.53 /Hour | | | |
| Total Benefits | | \$4,246.13 | 65.02% | \$71.84 | \$81.33 | \$14.07 | \$167.25 |
| | | Annual Salary + Benefits | | <u>\$129,314.60</u> | | | |

Purchasing Manager
Department: Finance and Information Systems

| Step A | | \$6,459.31 /Month | | \$43.06 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,071.08 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 52.32 | | | | | |
| Life Insurance | 0.000225 | 26.16 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 303.78 | | | | | |
| Workers Comp. | 0.053132 | 343.20 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 93.66 | | | | | |
| | Total Benefits | \$4,553.77 | 70.50% | \$73.42 | \$31.85 | \$14.38 | \$119.65 |
| | | Annual Salary + Benefits | | <u>\$132,156.95</u> | | | |
| Step B | | \$6,782.28 /Month | | \$45.22 /Hour | | | |
| | Total Benefits | \$4,642.78 | 68.45% | \$76.17 | \$33.04 | \$14.92 | \$124.13 |
| | | Annual Salary + Benefits | | <u>\$137,100.72</u> | | | |
| Step C | | \$7,121.39 /Month | | \$47.48 /Hour | | | |
| | Total Benefits | \$4,736.24 | 66.51% | \$79.05 | \$34.29 | \$15.49 | \$128.83 |
| | | Annual Salary + Benefits | | <u>\$142,291.55</u> | | | |
| Step D | | \$7,477.46 /Month | | \$49.85 /Hour | | | |
| | Total Benefits | \$4,834.37 | 64.65% | \$82.08 | \$35.61 | \$16.08 | \$133.76 |
| | | Annual Salary + Benefits | | <u>\$147,742.00</u> | | | |
| Step E | | \$7,851.34 /Month | | \$52.34 /Hour | | | |
| | Total Benefits | \$4,937.42 | 62.89% | \$85.26 | \$36.99 | \$16.70 | \$138.95 |
| | | Annual Salary + Benefits | | <u>\$153,465.06</u> | | | |

Records Manager Department: Administration

| Step A | | \$5,912.43 /Month | | \$39.42 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|-----------------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 37.09% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | Non-Sworn Managers / Confidential |
| PERS - Employer | 0.165820 | 980.40 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 47.89 | | | | | |
| Life Insurance | 0.000225 | 23.95 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 287.37 | | | | | |
| Workers Comp. | 0.053132 | 314.14 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 85.73 | | | | | |
| | Total Benefits | \$4,403.05 | 74.47% | \$68.77 | \$25.51 | \$13.47 | \$107.75 |
| | | Annual Salary + Benefits | | <u>\$123,785.73</u> | | | |
| Step B | | \$6,208.05 /Month | | \$41.39 /Hour | | | |
| | Total Benefits | \$4,484.52 | 72.24% | \$71.28 | \$26.44 | \$13.96 | \$111.69 |
| | | Annual Salary + Benefits | | <u>\$128,310.85</u> | | | |
| Step C | | \$6,518.45 /Month | | \$43.46 /Hour | | | |
| | Total Benefits | \$4,570.07 | 70.11% | \$73.92 | \$27.42 | \$14.48 | \$115.82 |
| | | Annual Salary + Benefits | | <u>\$133,062.21</u> | | | |
| Step D | | \$6,844.38 /Month | | \$45.63 /Hour | | | |
| | Total Benefits | \$4,659.89 | 68.08% | \$76.70 | \$28.45 | \$15.02 | \$120.17 |
| | | Annual Salary + Benefits | | <u>\$138,051.30</u> | | | |
| Step E | | \$7,186.60 /Month | | \$47.91 /Hour | | | |
| | Total Benefits | \$4,754.21 | 66.15% | \$79.61 | \$29.53 | \$15.59 | \$124.73 |
| | | Annual Salary + Benefits | | <u>\$143,289.74</u> | | | |

Records Supervisor

Department: Police

| Step A | | \$5,604.28 /Month | | \$37.36 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 929.30 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 45.39 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 297.77 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 81.26 | | | | | |
| Total Benefits | | \$4,022.50 | 71.78% | \$64.18 | \$31.80 | \$12.57 | \$108.55 |
| Annual Salary + Benefits | | | | <u>\$115,521.30</u> | | | |
| Step B | | \$5,884.49 /Month | | \$39.23 /Hour | | | |
| Total Benefits | | \$4,090.18 | 69.51% | \$66.50 | \$32.95 | \$13.03 | \$112.47 |
| Annual Salary + Benefits | | | | <u>\$119,696.04</u> | | | |
| Step C | | \$6,178.72 /Month | | \$41.19 /Hour | | | |
| Total Benefits | | \$4,161.25 | 67.35% | \$68.93 | \$34.16 | \$13.50 | \$116.59 |
| Annual Salary + Benefits | | | | <u>\$124,079.67</u> | | | |
| Step D | | \$6,487.65 /Month | | \$43.25 /Hour | | | |
| Total Benefits | | \$4,235.87 | 65.29% | \$71.49 | \$35.42 | \$14.00 | \$120.92 |
| Annual Salary + Benefits | | | | <u>\$128,682.30</u> | | | |
| Step E | | \$6,812.04 /Month | | \$45.41 /Hour | | | |
| Total Benefits | | \$4,314.23 | 63.33% | \$74.18 | \$36.75 | \$14.53 | \$125.46 |
| Annual Salary + Benefits | | | | <u>\$133,515.26</u> | | | |

Recreation Coordinator
Department: Parks and Recreation

| Step A | | \$5,321.53 /Month | | \$35.48 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 882.42 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 43.10 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 282.74 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 77.16 | | | | | |
| | Total Benefits | \$3,954.20 | 74.31% | \$61.84 | \$67.43 | \$12.11 | \$141.39 |
| | | Annual Salary + Benefits | | \$111,308.71 | | | |
| Step B | | | | | | | |
| | | \$5,587.60 /Month | | \$37.25 /Hour | | | |
| | Total Benefits | \$4,018.47 | 71.92% | \$64.04 | \$69.84 | \$12.55 | \$146.42 |
| | | Annual Salary + Benefits | | \$115,272.79 | | | |
| Step C | | | | | | | |
| | | \$5,866.98 /Month | | \$39.11 /Hour | | | |
| | Total Benefits | \$4,085.95 | 69.64% | \$66.35 | \$72.36 | \$13.00 | \$151.71 |
| | | Annual Salary + Benefits | | \$119,435.17 | | | |
| Step D | | | | | | | |
| | | \$6,160.33 /Month | | \$41.07 /Hour | | | |
| | Total Benefits | \$4,156.81 | 67.48% | \$68.78 | \$75.01 | \$13.47 | \$157.26 |
| | | Annual Salary + Benefits | | \$123,805.68 | | | |
| Step E | | | | | | | |
| | | \$6,468.35 /Month | | \$43.12 /Hour | | | |
| | Total Benefits | \$4,231.21 | 65.41% | \$71.33 | \$77.79 | \$13.97 | \$163.09 |
| | | Annual Salary + Benefits | | \$128,394.75 | | | |

Recreation Manager
Department: Parks and Recreation

| Step A | | \$7,339.74 /Month | | \$48.93 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,217.08 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 59.45 | | | | | |
| Life Insurance | 0.000225 | 29.73 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 330.19 | | | | | |
| Workers Comp. | 0.053132 | 389.98 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 106.43 | | | | | |
| Total Benefits | | \$4,796.42 | 65.35% | \$80.91 | \$88.23 | \$15.85 | \$184.99 |
| Annual Salary + Benefits | | | | <u>\$145,633.88</u> | | | |
| Step B | | \$7,706.73 /Month | | \$51.38 /Hour | | | |
| Total Benefits | | \$4,897.56 | 63.55% | \$84.03 | \$91.63 | \$16.46 | \$192.12 |
| Annual Salary + Benefits | | | | <u>\$151,251.48</u> | | | |
| Step C | | \$8,092.07 /Month | | \$53.95 /Hour | | | |
| Total Benefits | | \$5,003.76 | 61.84% | \$87.31 | \$95.21 | \$17.10 | \$199.62 |
| Annual Salary + Benefits | | | | <u>\$157,149.97</u> | | | |
| Step D | | \$8,496.67 /Month | | \$56.64 /Hour | | | |
| Total Benefits | | \$5,115.27 | 60.20% | \$90.75 | \$98.96 | \$17.78 | \$207.48 |
| Annual Salary + Benefits | | | | <u>\$163,343.27</u> | | | |
| Step E | | \$8,921.50 /Month | | \$59.48 /Hour | | | |
| Total Benefits | | \$5,232.35 | 58.65% | \$94.36 | \$102.90 | \$18.48 | \$215.74 |
| Annual Salary + Benefits | | | | <u>\$169,846.24</u> | | | |

Recreation Supervisor
Department: Parks and Recreation

| Step A | | \$6,117.30 /Month | | \$40.78 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,014.37 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 49.55 | | | | | |
| Life Insurance | 0.000225 | 24.78 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 232.35 | | | | | |
| Workers Comp. | 0.053132 | 325.02 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 88.70 | | | | | |
| Total Benefits | | \$4,398.34 | 71.90% | \$70.10 | \$76.45 | \$13.73 | \$160.29 |
| Annual Salary + Benefits | | | | <u>\$126,187.65</u> | | | |
| Step B | | \$6,423.16 /Month | | \$42.82 /Hour | | | |
| Total Benefits | | \$4,479.57 | 69.74% | \$72.68 | \$79.26 | \$14.24 | \$166.19 |
| Annual Salary + Benefits | | | | <u>\$130,832.81</u> | | | |
| Step C | | \$6,744.32 /Month | | \$44.96 /Hour | | | |
| Total Benefits | | \$4,564.87 | 67.68% | \$75.39 | \$82.22 | \$14.77 | \$172.38 |
| Annual Salary + Benefits | | | | <u>\$135,710.34</u> | | | |
| Step D | | \$7,081.54 /Month | | \$47.21 /Hour | | | |
| Total Benefits | | \$4,654.44 | 65.73% | \$78.24 | \$85.32 | \$15.33 | \$178.89 |
| Annual Salary + Benefits | | | | <u>\$140,831.77</u> | | | |
| Step E | | \$7,435.62 /Month | | \$49.57 /Hour | | | |
| Total Benefits | | \$4,748.49 | 63.86% | \$81.23 | \$88.58 | \$15.91 | \$185.72 |
| Annual Salary + Benefits | | | | <u>\$146,209.27</u> | | | |

Regulatory Compliance Supervisor Department: Public Works

| Step A | | \$7,173.82 /Month | | \$47.83 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,189.56 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.11 | | | | | |
| Life Insurance | 0.000225 | 29.05 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.48 | | | | | |
| Workers Comp. | 0.053132 | 381.16 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 104.02 | | | | | |
| | Total Benefits | \$4,678.95 | 65.22% | \$79.02 | \$89.46 | \$15.48 | \$183.96 |
| | | Annual Salary + Benefits | | <u>\$142,233.25</u> | | | |
| Step B | | \$7,532.51 /Month | | \$50.22 /Hour | | | |
| | Total Benefits | \$4,774.22 | 63.38% | \$82.04 | \$92.88 | \$16.07 | \$191.00 |
| | | Annual Salary + Benefits | | <u>\$147,680.76</u> | | | |
| Step C | | \$7,909.13 /Month | | \$52.73 /Hour | | | |
| | Total Benefits | \$4,874.25 | 61.63% | \$85.22 | \$96.48 | \$16.70 | \$198.40 |
| | | Annual Salary + Benefits | | <u>\$153,400.57</u> | | | |
| Step D | | \$8,304.59 /Month | | \$55.36 /Hour | | | |
| | Total Benefits | \$4,979.29 | 59.96% | \$88.56 | \$100.26 | \$17.35 | \$206.17 |
| | | Annual Salary + Benefits | | <u>\$159,406.51</u> | | | |
| Step E | | \$8,719.82 /Month | | \$58.13 /Hour | | | |
| | Total Benefits | \$5,089.57 | 58.37% | \$92.06 | \$104.22 | \$18.04 | \$214.32 |
| | | Annual Salary + Benefits | | <u>\$165,712.70</u> | | | |

Right-of-Way Specialist Department: Public Works

| Step A | | \$6,479.63 /Month | | \$43.20 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,074.45 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 52.49 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 344.28 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 93.95 | | | | | |
| Total Benefits | | \$4,233.94 | 65.34% | \$71.42 | \$80.86 | \$13.99 | \$166.27 |
| Annual Salary + Benefits | | | | <u>\$128,562.81</u> | | | |
| Step B | | \$6,803.61 /Month | | \$45.36 /Hour | | | |
| Total Benefits | | \$4,312.20 | 63.38% | \$74.11 | \$83.89 | \$14.52 | \$172.52 |
| Annual Salary + Benefits | | | | <u>\$133,389.67</u> | | | |
| Step C | | \$7,143.79 /Month | | \$47.63 /Hour | | | |
| Total Benefits | | \$4,394.37 | 61.51% | \$76.92 | \$87.08 | \$15.07 | \$179.07 |
| Annual Salary + Benefits | | | | <u>\$138,457.88</u> | | | |
| Step D | | \$7,500.98 /Month | | \$50.01 /Hour | | | |
| Total Benefits | | \$4,480.65 | 59.73% | \$79.88 | \$90.43 | \$15.65 | \$185.95 |
| Annual Salary + Benefits | | | | <u>\$143,779.52</u> | | | |
| Step E | | \$7,876.03 /Month | | \$52.51 /Hour | | | |
| Total Benefits | | \$4,571.24 | 58.04% | \$82.98 | \$93.94 | \$16.26 | \$193.18 |
| Annual Salary + Benefits | | | | <u>\$149,367.25</u> | | | |

Safety / Special Projects Coordinator

Department: Public Works

| Step A | | \$5,971.69 /Month | | \$39.81 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 990.23 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 48.37 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 317.29 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 86.59 | | | | | |
| Total Benefits | | \$4,111.24 | 68.85% | \$67.22 | \$76.10 | \$13.17 | \$156.49 |
| Annual Salary + Benefits | | | | <u>\$120,995.20</u> | | | |
| Step B | | \$6,270.27 /Month | | \$41.80 /Hour | | | |
| Total Benefits | | \$4,183.37 | 66.72% | \$69.69 | \$78.90 | \$13.65 | \$162.24 |
| Annual Salary + Benefits | | | | <u>\$125,443.64</u> | | | |
| Step C | | \$6,583.79 /Month | | \$43.89 /Hour | | | |
| Total Benefits | | \$4,259.10 | 64.69% | \$72.29 | \$81.83 | \$14.16 | \$168.28 |
| Annual Salary + Benefits | | | | <u>\$130,114.65</u> | | | |
| Step D | | \$6,912.98 /Month | | \$46.09 /Hour | | | |
| Total Benefits | | \$4,338.61 | 62.76% | \$75.01 | \$84.92 | \$14.69 | \$174.62 |
| Annual Salary + Benefits | | | | <u>\$135,019.13</u> | | | |
| Step E | | \$7,258.63 /Month | | \$48.39 /Hour | | | |
| Total Benefits | | \$4,422.11 | 60.92% | \$77.87 | \$88.16 | \$15.26 | \$181.29 |
| Annual Salary + Benefits | | | | <u>\$140,168.84</u> | | | |

Senior Accountant

Department: Finance and Information Systems

| Step A | | \$7,152.00 /Month | | \$47.68 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|---------------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Professionals / Supervisors | | | |
| PERS - Employer | 0.165820 | 1,185.94 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 57.93 | | | | | |
| Life Insurance | 0.000225 | 28.97 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.04 | | | | | |
| Workers Comp. | 0.053132 | 380.00 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 103.70 | | | | | |
| | | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,673.16 | 65.34% | \$78.83 | \$34.20 | \$15.44 | \$128.48 |
| | Annual Salary + Benefits | | | <u>\$141,901.87</u> | | | |
| Step B | | \$7,509.60 /Month | | \$50.06 /Hour | | | |
| | Total Benefits | \$4,768.13 | 63.49% | \$81.85 | \$35.51 | \$16.03 | \$133.39 |
| | Annual Salary + Benefits | | | <u>\$147,332.82</u> | | | |
| Step C | | \$7,885.08 /Month | | \$52.57 /Hour | | | |
| | Total Benefits | \$4,867.86 | 61.74% | \$85.02 | \$36.88 | \$16.66 | \$138.56 |
| | Annual Salary + Benefits | | | <u>\$153,035.32</u> | | | |
| Step D | | \$8,279.34 /Month | | \$55.20 /Hour | | | |
| | Total Benefits | \$4,972.58 | 60.06% | \$88.35 | \$38.32 | \$17.31 | \$143.98 |
| | Annual Salary + Benefits | | | <u>\$159,023.03</u> | | | |
| Step E | | \$8,693.30 /Month | | \$57.96 /Hour | | | |
| | Total Benefits | \$5,082.53 | 58.46% | \$91.84 | \$39.84 | \$17.99 | \$149.67 |
| | Annual Salary + Benefits | | | <u>\$165,309.93</u> | | | |

Senior Associate Engineer Department: Public Works

| Step A | | \$8,157.47 /Month | | \$54.38 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|---------------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Professionals / Supervisors | | | |
| PERS - Employer | 0.165820 | 1,352.67 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 66.08 | | | | | |
| Life Insurance | 0.000225 | 33.04 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 273.15 | | | | | |
| Workers Comp. | 0.053132 | 433.42 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 118.28 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,940.21 | 60.56% | \$87.32 | \$98.85 | \$17.11 | \$203.28 |
| | Annual Salary + Benefits | | | <u>\$157,172.16</u> | | | |
| Step B | | \$8,565.34 /Month | | \$57.10 /Hour | | | |
| | Total Benefits | \$5,048.54 | 58.94% | \$90.76 | \$102.75 | \$17.78 | \$211.29 |
| | Annual Salary + Benefits | | | <u>\$163,366.58</u> | | | |
| Step C | | \$8,993.61 /Month | | \$59.96 /Hour | | | |
| | Total Benefits | \$5,162.29 | 57.40% | \$94.37 | \$106.84 | \$18.49 | \$219.70 |
| | Annual Salary + Benefits | | | <u>\$169,870.81</u> | | | |
| Step D | | \$9,443.29 /Month | | \$62.96 /Hour | | | |
| | Total Benefits | \$5,281.73 | 55.93% | \$98.17 | \$111.13 | \$19.23 | \$228.53 |
| | Annual Salary + Benefits | | | <u>\$176,700.20</u> | | | |
| Step E | | \$9,915.45 /Month | | \$66.10 /Hour | | | |
| | Total Benefits | \$5,407.13 | 54.53% | \$102.15 | \$115.64 | \$20.01 | \$237.81 |
| | Annual Salary + Benefits | | | <u>\$183,871.00</u> | | | |

Senior Building Inspector Department: Community Development

| Step A | | \$7,197.52 /Month | | \$47.98 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,193.49 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.30 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 382.42 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 104.36 | | | | | |
| Total Benefits | | \$4,407.35 | 61.23% | \$77.37 | \$89.09 | \$15.16 | \$181.62 |
| Annual Salary + Benefits | | | | <u>\$139,258.38</u> | | | |
| Step B | | \$7,557.40 /Month | | \$50.38 /Hour | | | |
| Total Benefits | | \$4,494.28 | 59.47% | \$80.34 | \$92.52 | \$15.74 | \$188.61 |
| Annual Salary + Benefits | | | | <u>\$144,620.10</u> | | | |
| Step C | | \$7,935.27 /Month | | \$52.90 /Hour | | | |
| Total Benefits | | \$4,585.55 | 57.79% | \$83.47 | \$96.13 | \$16.35 | \$195.95 |
| Annual Salary + Benefits | | | | <u>\$150,249.84</u> | | | |
| Step D | | \$8,332.03 /Month | | \$55.55 /Hour | | | |
| Total Benefits | | \$4,681.39 | 56.19% | \$86.76 | \$99.91 | \$17.00 | \$203.66 |
| Annual Salary + Benefits | | | | <u>\$156,161.02</u> | | | |
| Step E | | \$8,748.63 /Month | | \$58.32 /Hour | | | |
| Total Benefits | | \$4,782.02 | 54.66% | \$90.20 | \$103.88 | \$17.67 | \$211.75 |
| Annual Salary + Benefits | | | | <u>\$162,367.79</u> | | | |

Senior Code Enforcement Officer Department: Community Development

| Step A | | \$6,745.45 /Month | | \$44.97 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,118.53 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 54.64 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 358.40 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 97.81 | | | | | |
| Total Benefits | | \$4,298.15 | 63.72% | \$73.62 | \$84.79 | \$14.42 | \$172.83 |
| Annual Salary + Benefits | | | | <u>\$132,523.16</u> | | | |
| Step B | | \$7,082.73 /Month | | \$47.22 /Hour | | | |
| Total Benefits | | \$4,379.62 | 61.84% | \$76.42 | \$88.00 | \$14.97 | \$179.39 |
| Annual Salary + Benefits | | | | <u>\$137,548.17</u> | | | |
| Step C | | \$7,436.86 /Month | | \$49.58 /Hour | | | |
| Total Benefits | | \$4,465.16 | 60.04% | \$79.35 | \$91.38 | \$15.54 | \$186.27 |
| Annual Salary + Benefits | | | | <u>\$142,824.22</u> | | | |
| Step D | | \$7,808.71 /Month | | \$52.06 /Hour | | | |
| Total Benefits | | \$4,554.98 | 58.33% | \$82.42 | \$94.92 | \$16.15 | \$193.49 |
| Annual Salary + Benefits | | | | <u>\$148,364.27</u> | | | |
| Step E | | \$8,199.14 /Month | | \$54.66 /Hour | | | |
| Total Benefits | | \$4,649.29 | 56.70% | \$85.66 | \$98.64 | \$16.78 | \$201.08 |
| Annual Salary + Benefits | | | | <u>\$154,181.14</u> | | | |

Senior Community Development Technician

Department: Community Development

| Step A | | \$5,888.73 /Month | | \$39.26 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 976.47 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 47.70 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 312.88 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 85.39 | | | | | |
| Total Benefits | | \$4,091.20 | 69.48% | \$66.53 | \$76.62 | \$13.03 | \$156.19 |
| Annual Salary + Benefits | | | | <u>\$119,759.21</u> | | | |
| Step B | | \$6,183.16 /Month | | \$41.22 /Hour | | | |
| Total Benefits | | \$4,162.32 | 67.32% | \$68.97 | \$79.43 | \$13.51 | \$161.91 |
| Annual Salary + Benefits | | | | <u>\$124,145.82</u> | | | |
| Step C | | \$6,492.32 /Month | | \$43.28 /Hour | | | |
| Total Benefits | | \$4,237.00 | 65.26% | \$71.53 | \$82.37 | \$14.01 | \$167.91 |
| Annual Salary + Benefits | | | | <u>\$128,751.87</u> | | | |
| Step D | | \$6,816.94 /Month | | \$45.45 /Hour | | | |
| Total Benefits | | \$4,315.42 | 63.30% | \$74.22 | \$85.47 | \$14.54 | \$174.22 |
| Annual Salary + Benefits | | | | <u>\$133,588.27</u> | | | |
| Step E | | \$7,157.78 /Month | | \$47.72 /Hour | | | |
| Total Benefits | | \$4,397.75 | 61.44% | \$77.04 | \$88.72 | \$15.09 | \$180.84 |
| Annual Salary + Benefits | | | | <u>\$138,666.31</u> | | | |

Senior Community Service Officer

Department: Police

| Step A | | \$5,348.62 /Month | | \$35.66 /Hour | | | |
|---------------------------------|-------------------|--------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>49.55% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | 0.020000 | \$106.97 | | | | | |
| PERS - Employer | 0.165820 | 886.91 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 43.32 | | | | | |
| Life Insurance | | 7.30 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 83.33 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 284.18 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 77.55 | | | | | |
| Total Benefits | | \$4,153.15 | 77.65% | \$63.35 | \$31.39 | \$12.41 | \$107.14 |
| Annual Salary + Benefits | | | | <u><u>\$114,021.19</u></u> | | | |
| Step B | | \$5,616.05 /Month | | \$37.44 /Hour | | | |
| Total Benefits | | \$4,223.09 | 75.20% | \$65.59 | \$32.50 | \$12.85 | \$110.95 |
| Annual Salary + Benefits | | | | <u><u>\$118,069.71</u></u> | | | |
| Step C | | \$5,896.85 /Month | | \$39.31 /Hour | | | |
| Total Benefits | | \$4,296.54 | 72.86% | \$67.96 | \$33.67 | \$13.31 | \$114.94 |
| Annual Salary + Benefits | | | | <u><u>\$122,320.63</u></u> | | | |
| Step D | | \$6,191.69 /Month | | \$41.28 /Hour | | | |
| Total Benefits | | \$4,373.65 | 70.64% | \$70.44 | \$34.90 | \$13.80 | \$119.13 |
| Annual Salary + Benefits | | | | <u><u>\$126,784.11</u></u> | | | |
| Step E | | \$6,501.28 /Month | | \$43.34 /Hour | | | |
| Total Benefits | | \$4,454.63 | 68.52% | \$73.04 | \$36.19 | \$14.31 | \$123.54 |
| Annual Salary + Benefits | | | | <u><u>\$131,470.87</u></u> | | | |

Senior Community Development Analyst
Department: Community Development

| Step A | | \$8,248.96 /Month | | \$54.99 /Hour | | | |
|-----------------------|-------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,367.84 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 66.82 | | | | | |
| Life Insurance | 0.000225 | 33.41 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 274.98 | | | | | |
| Workers Comp. | 0.053132 | 438.28 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 119.61 | | | | | |
| Total Benefits | | \$4,964.51 | 60.18% | \$88.09 | \$101.44 | \$17.26 | \$206.79 |
| | | Annual Salary + Benefits | | <u>\$158,561.64</u> | | | |
| Step B | | \$8,661.41 /Month | | \$57.74 /Hour | | | |
| Total Benefits | | \$5,074.06 | 58.58% | \$91.57 | \$105.45 | \$17.94 | \$214.96 |
| | | Annual Salary + Benefits | | <u>\$164,825.61</u> | | | |
| Step C | | \$9,094.48 /Month | | \$60.63 /Hour | | | |
| Total Benefits | | \$5,189.08 | 57.06% | \$95.22 | \$109.66 | \$18.65 | \$223.54 |
| | | Annual Salary + Benefits | | <u>\$171,402.74</u> | | | |
| Step D | | \$9,549.20 /Month | | \$63.66 /Hour | | | |
| Total Benefits | | \$5,309.86 | 55.61% | \$99.06 | \$114.08 | \$19.41 | \$232.54 |
| | | Annual Salary + Benefits | | <u>\$178,308.68</u> | | | |
| Step E | | \$10,026.66 /Month | | \$66.84 /Hour | | | |
| Total Benefits | | \$5,436.67 | 54.22% | \$103.09 | \$118.72 | \$20.20 | \$242.00 |
| | | Annual Salary + Benefits | | <u>\$185,559.97</u> | | | |

Senior Construction Inspector

Department: Public Works

| Step A | | \$7,197.52 /Month | | \$47.98 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,193.49 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.30 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 382.42 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 104.36 | | | | | |
| Total Benefits | | \$4,407.35 | 61.23% | \$77.37 | \$87.59 | \$15.16 | \$180.11 |
| Annual Salary + Benefits | | | | <u>\$139,258.38</u> | | | |
| Step B | | \$7,557.40 /Month | | \$50.38 /Hour | | | |
| Total Benefits | | \$4,494.28 | 59.47% | \$80.34 | \$90.96 | \$15.74 | \$187.04 |
| Annual Salary + Benefits | | | | <u>\$144,620.10</u> | | | |
| Step C | | \$7,935.27 /Month | | \$52.90 /Hour | | | |
| Total Benefits | | \$4,585.55 | 57.79% | \$83.47 | \$94.50 | \$16.35 | \$194.32 |
| Annual Salary + Benefits | | | | <u>\$150,249.84</u> | | | |
| Step D | | \$8,332.03 /Month | | \$55.55 /Hour | | | |
| Total Benefits | | \$4,681.39 | 56.19% | \$86.76 | \$98.22 | \$17.00 | \$201.97 |
| Annual Salary + Benefits | | | | <u>\$156,161.02</u> | | | |
| Step E | | \$8,748.63 /Month | | \$58.32 /Hour | | | |
| Total Benefits | | \$4,782.02 | 54.66% | \$90.20 | \$102.12 | \$17.67 | \$210.00 |
| Annual Salary + Benefits | | | | <u>\$162,367.79</u> | | | |

Senior Engineer
Department: Public Works

| Step A | | \$8,965.15 /Month | | \$59.77 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,486.60 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 72.62 | | | | | |
| Life Insurance | 0.000225 | 33.75 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 289.30 | | | | | |
| Workers Comp. | 0.053132 | 476.34 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 129.99 | | | | | |
| | Total Benefits | \$5,152.17 | 57.47% | \$94.12 | \$106.55 | \$18.44 | \$219.10 |
| | | Annual Salary + Benefits | | <u>\$169,407.87</u> | | | |
| Step B | | \$9,413.41 /Month | | \$62.76 /Hour | | | |
| | Total Benefits | \$5,273.79 | 56.02% | \$97.91 | \$110.85 | \$19.18 | \$227.95 |
| | | Annual Salary + Benefits | | <u>\$176,246.41</u> | | | |
| Step C | | \$9,884.08 /Month | | \$65.89 /Hour | | | |
| | Total Benefits | \$5,398.80 | 54.62% | \$101.89 | \$115.35 | \$19.96 | \$237.19 |
| | | Annual Salary + Benefits | | <u>\$183,394.58</u> | | | |
| Step D | | \$10,378.29 /Month | | \$69.19 /Hour | | | |
| | Total Benefits | \$5,530.06 | 53.28% | \$106.06 | \$120.07 | \$20.78 | \$246.90 |
| | | Annual Salary + Benefits | | <u>\$190,900.25</u> | | | |
| Step E | | \$10,897.20 /Month | | \$72.65 /Hour | | | |
| | Total Benefits | \$5,667.89 | 52.01% | \$110.43 | \$125.02 | \$21.63 | \$257.09 |
| | | Annual Salary + Benefits | | <u>\$198,781.06</u> | | | |

Senior Collection System Worker

Department: Public Works

| Step A | | \$5,774.51 /Month | | \$38.50 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 957.53 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 46.77 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 306.81 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 83.73 | | | | | |
| Total Benefits | | \$4,063.61 | 70.37% | \$65.59 | \$74.25 | \$12.85 | \$152.69 |
| Annual Salary + Benefits | | | | <u>\$118,057.49</u> | | | |
| Step B | | \$6,063.24 /Month | | \$40.42 /Hour | | | |
| Total Benefits | | \$4,133.36 | 68.17% | \$67.98 | \$76.96 | \$13.32 | \$158.25 |
| Annual Salary + Benefits | | | | <u>\$122,359.17</u> | | | |
| Step C | | \$6,366.40 /Month | | \$42.44 /Hour | | | |
| Total Benefits | | \$4,206.59 | 66.07% | \$70.49 | \$79.80 | \$13.81 | \$164.09 |
| Annual Salary + Benefits | | | | <u>\$126,875.84</u> | | | |
| Step D | | \$6,684.72 /Month | | \$44.56 /Hour | | | |
| Total Benefits | | \$4,283.48 | 64.08% | \$73.12 | \$82.78 | \$14.32 | \$170.23 |
| Annual Salary + Benefits | | | | <u>\$131,618.37</u> | | | |
| Step E | | \$7,018.96 /Month | | \$46.79 /Hour | | | |
| Total Benefits | | \$4,364.21 | 62.18% | \$75.89 | \$85.91 | \$14.87 | \$176.67 |
| Annual Salary + Benefits | | | | <u>\$136,598.09</u> | | | |

Senior Equipment Mechanic

Department: Public Works

| Step A | | \$5,930.45 /Month | | \$39.54 /Hour | | | |
|--------------------------|-------------------|--------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>113.21% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 983.39 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 48.04 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 315.10 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 85.99 | | | | | |
| Total Benefits | | \$4,101.28 | 69.16% | \$66.88 | \$75.71 | \$13.10 | \$155.69 |
| Annual Salary + Benefits | | | | <u>\$120,380.78</u> | | | |
| Step B | | \$6,226.97 /Month | | \$41.51 /Hour | | | |
| Total Benefits | | \$4,172.91 | 67.01% | \$69.33 | \$78.49 | \$13.58 | \$161.41 |
| Annual Salary + Benefits | | | | <u>\$124,798.52</u> | | | |
| Step C | | \$6,538.32 /Month | | \$43.59 /Hour | | | |
| Total Benefits | | \$4,248.11 | 64.97% | \$71.91 | \$81.41 | \$14.09 | \$167.41 |
| Annual Salary + Benefits | | | | <u>\$129,437.21</u> | | | |
| Step D | | \$6,865.24 /Month | | \$45.77 /Hour | | | |
| Total Benefits | | \$4,327.08 | 63.03% | \$74.62 | \$84.47 | \$14.62 | \$173.70 |
| Annual Salary + Benefits | | | | <u>\$134,307.87</u> | | | |
| Step E | | \$7,208.50 /Month | | \$48.06 /Hour | | | |
| Total Benefits | | \$4,410.00 | 61.18% | \$77.46 | \$87.69 | \$15.17 | \$180.32 |
| Annual Salary + Benefits | | | | <u>\$139,421.97</u> | | | |

Senior Park / Maintenance Worker

Department: Parks and Recreation

| Step A | | \$5,127.86 /Month | | \$34.19 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 109.05% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 850.30 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 41.54 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 272.45 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 74.35 | | | | | |
| | Total Benefits | \$3,907.41 | 76.20% | \$60.24 | \$65.69 | \$11.80 | \$137.72 |
| | | Annual Salary + Benefits | | <u>\$108,423.30</u> | | | |
| Step B | | \$5,384.25 /Month | | \$35.90 /Hour | | | |
| | Total Benefits | \$3,969.35 | 73.72% | \$62.36 | \$68.00 | \$12.22 | \$142.57 |
| | | Annual Salary + Benefits | | <u>\$112,243.16</u> | | | |
| Step C | | \$5,653.46 /Month | | \$37.69 /Hour | | | |
| | Total Benefits | \$4,034.37 | 71.36% | \$64.59 | \$70.43 | \$12.65 | \$147.67 |
| | | Annual Salary + Benefits | | <u>\$116,254.01</u> | | | |
| Step D | | \$5,936.14 /Month | | \$39.57 /Hour | | | |
| | Total Benefits | \$4,102.66 | 69.11% | \$66.93 | \$72.98 | \$13.11 | \$153.02 |
| | | Annual Salary + Benefits | | <u>\$120,465.56</u> | | | |
| Step E | | \$6,232.94 /Month | | \$41.55 /Hour | | | |
| | Total Benefits | \$4,174.35 | 66.97% | \$69.38 | \$75.66 | \$13.59 | \$158.63 |
| | | Annual Salary + Benefits | | <u>\$124,887.47</u> | | | |

Senior Planner
Department: Community Development

| Step A | | \$8,248.96 /Month | | \$54.99 /Hour | | | |
|---------------------------------|-------------------|---------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 115.16% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,367.84 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 66.82 | | | | | |
| Life Insurance | 0.000225 | 33.41 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 274.98 | | | | | |
| Workers Comp. | 0.053132 | 438.28 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 119.61 | | | | | |
| Total Benefits | | \$4,964.51 | 60.18% | \$88.09 | \$101.44 | \$17.26 | \$206.79 |
| Annual Salary + Benefits | | | | <u>\$158,561.64</u> | | | |
| Step B | | \$8,661.41 /Month | | \$57.74 /Hour | | | |
| Total Benefits | | \$5,074.06 | 58.58% | \$91.57 | \$105.45 | \$17.94 | \$214.96 |
| Annual Salary + Benefits | | | | <u>\$164,825.61</u> | | | |
| Step C | | \$9,094.48 /Month | | \$60.63 /Hour | | | |
| Total Benefits | | \$5,189.08 | 57.06% | \$95.22 | \$109.66 | \$18.65 | \$223.54 |
| Annual Salary + Benefits | | | | <u>\$171,402.74</u> | | | |
| Step D | | \$9,549.20 /Month | | \$63.66 /Hour | | | |
| Total Benefits | | \$5,309.86 | 55.61% | \$99.06 | \$114.08 | \$19.41 | \$232.54 |
| Annual Salary + Benefits | | | | <u>\$178,308.68</u> | | | |
| Step E | | \$10,026.66 /Month | | \$66.84 /Hour | | | |
| Total Benefits | | \$5,436.67 | 54.22% | \$103.09 | \$118.72 | \$20.20 | \$242.00 |
| Annual Salary + Benefits | | | | <u>\$185,559.97</u> | | | |

Senior Police Records Clerk

Department: Police

| Step A | | \$5,129.33 /Month | | \$34.20 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Office Employee Records | | |
| PERS - Employer | 0.165820 | 857.45 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 41.55 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 41.67 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 272.53 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 74.38 | | | | | |
| | | | | Hourly Rate & Benefits | 49.55% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,956.35 | 77.13% | \$60.57 | \$30.01 | \$11.87 | \$102.45 |
| | Annual Salary + Benefits | | | <u>\$109,028.11</u> | | | |
| Step B | | \$5,385.80 /Month | | \$35.91 /Hour | | | |
| | Total Benefits | \$4,011.39 | 74.48% | \$62.65 | \$31.04 | \$12.27 | \$105.96 |
| | Annual Salary + Benefits | | | <u>\$112,766.25</u> | | | |
| Step C | | \$5,656.05 /Month | | \$37.71 /Hour | | | |
| | Total Benefits | \$4,076.67 | 72.08% | \$64.88 | \$32.15 | \$12.71 | \$109.75 |
| | Annual Salary + Benefits | | | <u>\$116,792.60</u> | | | |
| Step D | | \$5,938.85 /Month | | \$39.59 /Hour | | | |
| | Total Benefits | \$4,144.98 | 69.79% | \$67.23 | \$33.31 | \$13.17 | \$113.71 |
| | Annual Salary + Benefits | | | <u>\$121,005.93</u> | | | |
| Step E | | \$6,235.79 /Month | | \$41.57 /Hour | | | |
| | Total Benefits | \$4,216.70 | 67.62% | \$69.68 | \$34.53 | \$13.65 | \$117.86 |
| | Annual Salary + Benefits | | | <u>\$125,429.93</u> | | | |

Senior Solid Waste Equipment Operator
Department: Public Works

| Step A | | \$5,649.72 /Month | | \$37.66 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 936.84 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 45.76 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 300.18 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 81.92 | | | | | |
| | Total Benefits | \$4,033.47 | 71.39% | \$64.55 | \$73.08 | \$12.65 | \$150.28 |
| | | Annual Salary + Benefits | | <u>\$116,198.29</u> | | | |
| Step B | | | | | | | |
| | | \$5,932.21 /Month | | \$39.55 /Hour | | | |
| | Total Benefits | \$4,101.71 | 69.14% | \$66.89 | \$75.73 | \$13.10 | \$155.73 |
| | | Annual Salary + Benefits | | <u>\$120,407.01</u> | | | |
| Step C | | | | | | | |
| | | \$6,228.82 /Month | | \$41.53 /Hour | | | |
| | Total Benefits | \$4,173.35 | 67.00% | \$69.35 | \$78.51 | \$13.59 | \$161.44 |
| | | Annual Salary + Benefits | | <u>\$124,826.09</u> | | | |
| Step D | | | | | | | |
| | | \$6,540.26 /Month | | \$43.60 /Hour | | | |
| | Total Benefits | \$4,248.58 | 64.96% | \$71.93 | \$81.43 | \$14.09 | \$167.44 |
| | | Annual Salary + Benefits | | <u>\$129,466.11</u> | | | |
| Step E | | | | | | | |
| | | \$6,867.27 /Month | | \$45.78 /Hour | | | |
| | Total Benefits | \$4,327.57 | 63.02% | \$74.63 | \$84.49 | \$14.62 | \$173.74 |
| | | Annual Salary + Benefits | | <u>\$134,338.11</u> | | | |

Senior Street Maintenance Worker
Department: Public Works

| Step A | | \$5,345.23 /Month | | \$35.63 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 886.35 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 43.30 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 284.00 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 77.51 | | | | | |
| Total Benefits | | \$3,959.92 | 74.08% | \$62.03 | \$70.23 | \$12.15 | \$144.42 |
| Annual Salary + Benefits | | | | <u>\$111,661.81</u> | | | |
| Step B | | \$5,612.49 /Month | | \$37.42 /Hour | | | |
| Total Benefits | | \$4,024.48 | 71.71% | \$64.25 | \$72.73 | \$12.59 | \$149.57 |
| Annual Salary + Benefits | | | | <u>\$115,643.62</u> | | | |
| Step C | | \$5,893.12 /Month | | \$39.29 /Hour | | | |
| Total Benefits | | \$4,092.26 | 69.44% | \$66.57 | \$75.36 | \$13.04 | \$154.97 |
| Annual Salary + Benefits | | | | <u>\$119,824.62</u> | | | |
| Step D | | \$6,187.77 /Month | | \$41.25 /Hour | | | |
| Total Benefits | | \$4,163.44 | 67.28% | \$69.01 | \$78.12 | \$13.52 | \$160.65 |
| Annual Salary + Benefits | | | | <u>\$124,214.50</u> | | | |
| Step E | | \$6,497.16 /Month | | \$43.31 /Hour | | | |
| Total Benefits | | \$4,238.17 | 65.23% | \$71.57 | \$81.02 | \$14.02 | \$166.61 |
| Annual Salary + Benefits | | | | <u>\$128,823.98</u> | | | |

Senior Water Distribution Worker
Department: Public Works

| Step A | | \$6,069.48 /Month | | \$40.46 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,006.44 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 49.16 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 322.48 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 88.01 | | | | | |
| Total Benefits | | \$4,134.87 | 68.13% | \$68.03 | \$77.02 | \$13.33 | \$158.37 |
| Annual Salary + Benefits | | | | <u>\$122,452.14</u> | | | |
| Step B | | | | | | | |
| | | \$6,372.95 /Month | | \$42.49 /Hour | | | |
| Total Benefits | | \$4,208.17 | 66.03% | \$70.54 | \$79.86 | \$13.82 | \$164.22 |
| Annual Salary + Benefits | | | | <u>\$126,973.43</u> | | | |
| Step C | | | | | | | |
| | | \$6,691.60 /Month | | \$44.61 /Hour | | | |
| Total Benefits | | \$4,285.14 | 64.04% | \$73.18 | \$82.85 | \$14.34 | \$170.36 |
| Annual Salary + Benefits | | | | <u>\$131,720.87</u> | | | |
| Step D | | | | | | | |
| | | \$7,026.18 /Month | | \$46.84 /Hour | | | |
| Total Benefits | | \$4,365.96 | 62.14% | \$75.95 | \$85.98 | \$14.88 | \$176.81 |
| Annual Salary + Benefits | | | | <u>\$136,705.65</u> | | | |
| Step E | | | | | | | |
| | | \$7,377.49 /Month | | \$49.18 /Hour | | | |
| Total Benefits | | \$4,450.82 | 60.33% | \$78.86 | \$89.27 | \$15.45 | \$183.58 |
| Annual Salary + Benefits | | | | <u>\$141,939.69</u> | | | |

Senior Water Service Worker
Department: Public Works

| Step A | | \$5,499.97 /Month | | \$36.67 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 912.01 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 44.55 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 292.22 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 79.75 | | | | | |
| Total Benefits | | \$3,997.30 | 72.68% | \$63.32 | \$71.68 | \$12.40 | \$147.40 |
| Annual Salary + Benefits | | | | <u>\$113,967.23</u> | | | |
| Step B | | | | | | | |
| | | \$5,774.97 /Month | | \$38.50 /Hour | | | |
| Total Benefits | | \$4,063.73 | 70.37% | \$65.59 | \$74.26 | \$12.85 | \$152.70 |
| Annual Salary + Benefits | | | | <u>\$118,064.35</u> | | | |
| Step C | | | | | | | |
| | | \$6,063.72 /Month | | \$40.42 /Hour | | | |
| Total Benefits | | \$4,133.47 | 68.17% | \$67.98 | \$76.96 | \$13.32 | \$158.26 |
| Annual Salary + Benefits | | | | <u>\$122,366.32</u> | | | |
| Step D | | | | | | | |
| | | \$6,366.90 /Month | | \$42.45 /Hour | | | |
| Total Benefits | | \$4,206.71 | 66.07% | \$70.49 | \$79.80 | \$13.81 | \$164.10 |
| Annual Salary + Benefits | | | | <u>\$126,883.29</u> | | | |
| Step E | | | | | | | |
| | | \$6,685.25 /Month | | \$44.57 /Hour | | | |
| Total Benefits | | \$4,283.61 | 64.08% | \$73.13 | \$82.79 | \$14.33 | \$170.24 |
| Annual Salary + Benefits | | | | <u>\$131,626.27</u> | | | |

Solid Waste Equipment Operator I
Department: Public Works

| Step A | | \$4,648.04 /Month | | \$30.99 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>113.21% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 770.74 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.65 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 246.96 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.40 | | | | | |
| | Total Benefits | \$3,791.51 | 81.57% | \$56.26 | \$63.70 | \$11.02 | \$130.98 |
| | | Annual Salary + Benefits | | <u>\$101,274.64</u> | | | |
| Step B | | | | | | | |
| | | \$4,880.04 /Month | | \$32.53 /Hour | | | |
| | Total Benefits | \$3,847.55 | 78.84% | \$58.18 | \$65.87 | \$11.40 | \$135.45 |
| | | Annual Salary + Benefits | | <u>\$104,731.12</u> | | | |
| Step C | | | | | | | |
| | | \$5,124.46 /Month | | \$34.16 /Hour | | | |
| | Total Benefits | \$3,906.59 | 76.23% | \$60.21 | \$68.16 | \$11.79 | \$140.16 |
| | | Annual Salary + Benefits | | <u>\$108,372.64</u> | | | |
| Step D | | | | | | | |
| | | \$5,380.69 /Month | | \$35.87 /Hour | | | |
| | Total Benefits | \$3,968.49 | 73.75% | \$62.33 | \$70.56 | \$12.21 | \$145.10 |
| | | Annual Salary + Benefits | | <u>\$112,190.12</u> | | | |
| Step E | | | | | | | |
| | | \$5,649.72 /Month | | \$37.66 /Hour | | | |
| | Total Benefits | \$4,033.47 | 71.39% | \$64.55 | \$73.08 | \$12.65 | \$150.28 |
| | | Annual Salary + Benefits | | <u>\$116,198.29</u> | | | |

Solid Waste Equipment Operator II
Department: Public Works

| Step A | | \$5,124.46 /Month | | \$34.16 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>113.21% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 849.74 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 41.51 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 272.27 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 74.30 | | | | | |
| | Total Benefits | \$3,906.59 | 76.23% | \$60.21 | \$68.16 | \$11.79 | \$140.16 |
| | | Annual Salary + Benefits | | <u>\$108,372.64</u> | | | |
| Step B | | | | | | | |
| | | \$5,380.69 /Month | | \$35.87 /Hour | | | |
| | Total Benefits | \$3,968.49 | 73.75% | \$62.33 | \$70.56 | \$12.21 | \$145.10 |
| | | Annual Salary + Benefits | | <u>\$112,190.12</u> | | | |
| Step C | | | | | | | |
| | | \$5,649.72 /Month | | \$37.66 /Hour | | | |
| | Total Benefits | \$4,033.47 | 71.39% | \$64.55 | \$73.08 | \$12.65 | \$150.28 |
| | | Annual Salary + Benefits | | <u>\$116,198.29</u> | | | |
| Step D | | | | | | | |
| | | \$5,932.21 /Month | | \$39.55 /Hour | | | |
| | Total Benefits | \$4,101.71 | 69.14% | \$66.89 | \$75.73 | \$13.10 | \$155.73 |
| | | Annual Salary + Benefits | | <u>\$120,407.01</u> | | | |
| Step E | | | | | | | |
| | | \$6,228.82 /Month | | \$41.53 /Hour | | | |
| | Total Benefits | \$4,173.35 | 67.00% | \$69.35 | \$78.51 | \$13.59 | \$161.44 |
| | | Annual Salary + Benefits | | <u>\$124,826.09</u> | | | |

**Solid Waste Manager
Department: Public Works**

| Step A | | \$8,115.20 /Month | | \$54.10 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,345.66 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 65.73 | | | | | |
| Life Insurance | 0.000225 | 32.87 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 353.46 | | | | | |
| Workers Comp. | 0.053132 | 431.18 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 117.67 | | | | | |
| Total Benefits | | \$5,010.14 | 61.74% | \$87.50 | \$99.06 | \$17.14 | \$203.71 |
| Annual Salary + Benefits | | | | <u>\$157,504.02</u> | | | |
| Step B | | \$8,520.96 /Month | | \$56.81 /Hour | | | |
| Total Benefits | | \$5,121.96 | 60.11% | \$90.95 | \$102.97 | \$17.82 | \$211.74 |
| Annual Salary + Benefits | | | | <u>\$163,715.08</u> | | | |
| Step C | | \$8,947.01 /Month | | \$59.65 /Hour | | | |
| Total Benefits | | \$5,239.38 | 58.56% | \$94.58 | \$107.07 | \$18.53 | \$220.17 |
| Annual Salary + Benefits | | | | <u>\$170,236.73</u> | | | |
| Step D | | \$9,394.36 /Month | | \$62.63 /Hour | | | |
| Total Benefits | | \$5,362.67 | 57.08% | \$98.38 | \$111.38 | \$19.27 | \$229.03 |
| Annual Salary + Benefits | | | | <u>\$177,084.41</u> | | | |
| Step E | | \$9,864.08 /Month | | \$65.76 /Hour | | | |
| Total Benefits | | \$5,492.13 | 55.68% | \$102.37 | \$115.90 | \$20.06 | \$238.33 |
| Annual Salary + Benefits | | | | <u>\$184,274.52</u> | | | |

Solid Waste Supervisor Department: Public Works

| Step A | | \$6,764.08 /Month | | \$45.09 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,121.62 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 54.79 | | | | | |
| Life Insurance | 0.000225 | 27.39 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 245.28 | | | | | |
| Workers Comp. | 0.053132 | 359.39 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 98.08 | | | | | |
| | Total Benefits | \$4,570.12 | 67.56% | \$75.56 | \$85.54 | \$14.80 | \$175.91 |
| | | Annual Salary + Benefits | | \$136,010.44 | | | |
| Step B | | \$7,102.28 /Month | | \$47.35 /Hour | | | |
| | Total Benefits | \$4,659.95 | 65.61% | \$78.41 | \$88.77 | \$15.36 | \$182.55 |
| | | Annual Salary + Benefits | | \$141,146.76 | | | |
| Step C | | \$7,457.40 /Month | | \$49.72 /Hour | | | |
| | Total Benefits | \$4,754.27 | 63.75% | \$81.41 | \$92.17 | \$15.95 | \$189.53 |
| | | Annual Salary + Benefits | | \$146,540.04 | | | |
| Step D | | \$7,830.27 /Month | | \$52.20 /Hour | | | |
| | Total Benefits | \$4,853.31 | 61.98% | \$84.56 | \$95.73 | \$16.56 | \$196.85 |
| | | Annual Salary + Benefits | | \$152,202.90 | | | |
| Step E | | \$8,221.78 /Month | | \$54.81 /Hour | | | |
| | Total Benefits | \$4,957.29 | 60.29% | \$87.86 | \$99.47 | \$17.21 | \$204.54 |
| | | Annual Salary + Benefits | | \$158,148.85 | | | |

Street Maintenance Worker I Department: Public Works

| Step A | | \$4,218.70 /Month | | \$28.12 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 699.54 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 34.17 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 224.15 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 61.17 | | | | | |
| Total Benefits | | \$3,687.81 | 87.42% | \$52.71 | \$59.67 | \$10.33 | \$122.71 |
| Annual Salary + Benefits | | | | <u>\$94,878.07</u> | | | |
| Step B | | \$4,429.64 /Month | | \$29.53 /Hour | | | |
| Total Benefits | | \$3,738.76 | 84.40% | \$54.46 | \$61.65 | \$10.67 | \$126.77 |
| Annual Salary + Benefits | | | | <u>\$98,020.78</u> | | | |
| Step C | | \$4,651.12 /Month | | \$31.01 /Hour | | | |
| Total Benefits | | \$3,792.26 | 81.53% | \$56.29 | \$63.72 | \$11.03 | \$131.04 |
| Annual Salary + Benefits | | | | <u>\$101,320.53</u> | | | |
| Step D | | \$4,883.67 /Month | | \$32.56 /Hour | | | |
| Total Benefits | | \$3,848.43 | 78.80% | \$58.21 | \$65.90 | \$11.40 | \$135.52 |
| Annual Salary + Benefits | | | | <u>\$104,785.20</u> | | | |
| Step E | | \$5,127.86 /Month | | \$34.19 /Hour | | | |
| Total Benefits | | \$3,907.41 | 76.20% | \$60.24 | \$68.19 | \$11.80 | \$140.23 |
| Annual Salary + Benefits | | | | <u>\$108,423.30</u> | | | |

Street Maintenance Worker II

Department: Public Works

| Step A | | \$4,651.12 /Month | | \$31.01 /Hour | | | |
|--------------------------|-------------------|--------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>113.21% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 771.25 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 37.67 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 247.12 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 67.44 | | | | | |
| Total Benefits | | \$3,792.26 | 81.53% | \$56.29 | \$63.72 | \$11.03 | \$131.04 |
| Annual Salary + Benefits | | | | <u>\$101,320.53</u> | | | |
| Step B | | \$4,883.67 /Month | | \$32.56 /Hour | | | |
| Total Benefits | | \$3,848.43 | 78.80% | \$58.21 | \$65.90 | \$11.40 | \$135.52 |
| Annual Salary + Benefits | | | | <u>\$104,785.20</u> | | | |
| Step C | | \$5,127.86 /Month | | \$34.19 /Hour | | | |
| Total Benefits | | \$3,907.41 | 76.20% | \$60.24 | \$68.19 | \$11.80 | \$140.23 |
| Annual Salary + Benefits | | | | <u>\$108,423.30</u> | | | |
| Step D | | \$5,384.25 /Month | | \$35.90 /Hour | | | |
| Total Benefits | | \$3,969.35 | 73.72% | \$62.36 | \$70.59 | \$12.22 | \$145.17 |
| Annual Salary + Benefits | | | | <u>\$112,243.16</u> | | | |
| Step E | | \$5,653.46 /Month | | \$37.69 /Hour | | | |
| Total Benefits | | \$4,034.37 | 71.36% | \$64.59 | \$73.12 | \$12.65 | \$150.36 |
| Annual Salary + Benefits | | | | <u>\$116,254.01</u> | | | |

Street Sweeper Operator

Department: Public Works

| Step A | | \$4,881.31 /Month | | \$32.54 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 809.42 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 39.54 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 259.35 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 70.78 | | | | | |
| | Total Benefits | \$3,847.86 | 78.83% | \$58.19 | \$65.88 | \$11.40 | \$135.48 |
| | | Annual Salary + Benefits | | <u>\$104,750.04</u> | | | |
| Step B | | \$5,125.38 /Month | | \$34.17 /Hour | | | |
| | Total Benefits | \$3,906.82 | 76.22% | \$60.21 | \$68.17 | \$11.80 | \$140.18 |
| | | Annual Salary + Benefits | | <u>\$108,386.35</u> | | | |
| Step C | | \$5,381.64 /Month | | \$35.88 /Hour | | | |
| | Total Benefits | \$3,968.72 | 73.75% | \$62.34 | \$70.57 | \$12.21 | \$145.12 |
| | | Annual Salary + Benefits | | <u>\$112,204.27</u> | | | |
| Step D | | \$5,650.73 /Month | | \$37.67 /Hour | | | |
| | Total Benefits | \$4,033.72 | 71.38% | \$64.56 | \$73.09 | \$12.65 | \$150.30 |
| | | Annual Salary + Benefits | | <u>\$116,213.34</u> | | | |
| Step E | | \$5,933.26 /Month | | \$39.56 /Hour | | | |
| | Total Benefits | \$4,101.96 | 69.14% | \$66.90 | \$75.74 | \$13.11 | \$155.75 |
| | | Annual Salary + Benefits | | <u>\$120,422.65</u> | | | |

Streets Manager
Department: Public Works

| Step A | | \$8,005.15 /Month | | \$53.37 /Hour | | | |
|-----------------------|-------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,327.41 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 64.84 | | | | | |
| Life Insurance | 0.000225 | 32.42 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 350.15 | | | | | |
| Workers Comp. | 0.053132 | 425.33 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 116.07 | | | | | |
| Total Benefits | | \$4,979.81 | 62.21% | \$86.57 | \$98.00 | \$16.96 | \$201.53 |
| | | Annual Salary + Benefits | | <u>\$155,819.46</u> | | | |
| Step B | | | | | | | |
| | | \$8,405.40 /Month | | \$56.04 /Hour | | | |
| Total Benefits | | \$5,090.12 | 60.56% | \$89.97 | \$101.86 | \$17.63 | \$209.45 |
| | | Annual Salary + Benefits | | <u>\$161,946.18</u> | | | |
| Step C | | | | | | | |
| | | \$8,825.67 /Month | | \$58.84 /Hour | | | |
| Total Benefits | | \$5,205.94 | 58.99% | \$93.54 | \$105.90 | \$18.33 | \$217.77 |
| | | Annual Salary + Benefits | | <u>\$168,379.35</u> | | | |
| Step D | | | | | | | |
| | | \$9,266.96 /Month | | \$61.78 /Hour | | | |
| Total Benefits | | \$5,327.56 | 57.49% | \$97.30 | \$110.15 | \$19.06 | \$226.51 |
| | | Annual Salary + Benefits | | <u>\$175,134.27</u> | | | |
| Step E | | | | | | | |
| | | \$9,730.31 /Month | | \$64.87 /Hour | | | |
| Total Benefits | | \$5,455.26 | 56.06% | \$101.24 | \$114.61 | \$19.83 | \$235.68 |
| | | Annual Salary + Benefits | | <u>\$182,226.87</u> | | | |

Streets Supervisor Department: Public Works

| Step A | | \$6,963.87 /Month | | \$46.43 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|---------------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Category | | | |
| PERS - Employee | | \$0.00 | | Non-Sworn Professionals / Supervisors | | | |
| PERS - Employer | 0.165820 | 1,154.75 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 56.41 | | | | | |
| Life Insurance | 0.000225 | 28.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 249.28 | | | | | |
| Workers Comp. | 0.053132 | 370.00 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 100.98 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,623.19 | 66.39% | \$77.25 | \$87.45 | \$15.13 | \$179.83 |
| | | Annual Salary + Benefits | | <u>\$139,044.69</u> | | | |
| Step B | | \$7,312.06 /Month | | \$48.75 /Hour | | | |
| | Total Benefits | \$4,715.67 | 64.49% | \$80.18 | \$90.78 | \$15.71 | \$186.67 |
| | | Annual Salary + Benefits | | <u>\$144,332.73</u> | | | |
| Step C | | \$7,677.66 /Month | | \$51.18 /Hour | | | |
| | Total Benefits | \$4,812.77 | 62.69% | \$83.27 | \$94.27 | \$16.31 | \$193.85 |
| | | Annual Salary + Benefits | | <u>\$149,885.18</u> | | | |
| Step D | | \$8,061.55 /Month | | \$53.74 /Hour | | | |
| | Total Benefits | \$4,914.73 | 60.97% | \$86.51 | \$97.94 | \$16.95 | \$201.39 |
| | | Annual Salary + Benefits | | <u>\$155,715.41</u> | | | |
| Step E | | \$8,464.62 /Month | | \$56.43 /Hour | | | |
| | Total Benefits | \$5,021.79 | 59.33% | \$89.91 | \$101.79 | \$17.61 | \$209.31 |
| | | Annual Salary + Benefits | | <u>\$161,836.92</u> | | | |

Technical Assistant I
Department: Finance and Information Systems

| Step A | | \$4,407.24 /Month | | \$29.38 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 730.81 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 35.70 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 234.17 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 63.90 | | | | | |
| Total Benefits | | \$3,733.35 | 84.71% | \$54.27 | \$23.54 | \$10.63 | \$88.44 |
| Annual Salary + Benefits | | | | <u>\$97,687.05</u> | | | |
| Step B | | \$4,627.60 /Month | | \$30.85 /Hour | | | |
| Total Benefits | | \$3,786.58 | 81.83% | \$56.09 | \$24.33 | \$10.99 | \$91.42 |
| Annual Salary + Benefits | | | | <u>\$100,970.11</u> | | | |
| Step C | | \$4,858.98 /Month | | \$32.39 /Hour | | | |
| Total Benefits | | \$3,842.47 | 79.08% | \$58.01 | \$25.16 | \$11.36 | \$94.54 |
| Annual Salary + Benefits | | | | <u>\$104,417.36</u> | | | |
| Step D | | \$5,101.93 /Month | | \$34.01 /Hour | | | |
| Total Benefits | | \$3,901.15 | 76.46% | \$60.02 | \$26.04 | \$11.76 | \$97.82 |
| Annual Salary + Benefits | | | | <u>\$108,036.98</u> | | | |
| Step E | | \$5,357.02 /Month | | \$35.71 /Hour | | | |
| Total Benefits | | \$3,962.77 | 73.97% | \$62.13 | \$26.95 | \$12.17 | \$101.26 |
| Annual Salary + Benefits | | | | <u>\$111,837.47</u> | | | |

Technical Assistant II
Department: Finance and Information Systems

| Step A | | \$4,858.98 /Month | | \$32.39 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|-----------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 805.72 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 39.36 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 258.17 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 70.46 | | | | | |
| | Total Benefits | \$3,842.47 | 79.08% | \$58.01 | \$25.16 | \$11.36 | \$94.54 |
| | | Annual Salary + Benefits | | <u>\$104,417.36</u> | | | |
| Step B | | \$5,101.93 /Month | | \$34.01 /Hour | | | |
| | Total Benefits | \$3,901.15 | 76.46% | \$60.02 | \$26.04 | \$11.76 | \$97.82 |
| | | Annual Salary + Benefits | | <u>\$108,036.98</u> | | | |
| Step C | | \$5,357.02 /Month | | \$35.71 /Hour | | | |
| | Total Benefits | \$3,962.77 | 73.97% | \$62.13 | \$26.95 | \$12.17 | \$101.26 |
| | | Annual Salary + Benefits | | <u>\$111,837.47</u> | | | |
| Step D | | \$5,624.87 /Month | | \$37.50 /Hour | | | |
| | Total Benefits | \$4,027.47 | 71.60% | \$64.35 | \$27.91 | \$12.61 | \$104.87 |
| | | Annual Salary + Benefits | | <u>\$115,828.06</u> | | | |
| Step E | | \$5,906.12 /Month | | \$39.37 /Hour | | | |
| | Total Benefits | \$4,095.41 | 69.34% | \$66.68 | \$28.92 | \$13.06 | \$108.66 |
| | | Annual Salary + Benefits | | <u>\$120,018.30</u> | | | |

Technical Assistant II
Department: Public Works

| Step A | | \$4,858.98 /Month | | \$32.39 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 805.72 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 39.36 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 258.17 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 70.46 | | | | | |
| Total Benefits | | \$3,842.47 | 79.08% | \$58.01 | \$65.67 | \$11.36 | \$135.05 |
| Annual Salary + Benefits | | | | <u>\$104,417.36</u> | | | |
| Step B | | \$5,101.93 /Month | | \$34.01 /Hour | | | |
| Total Benefits | | \$3,901.15 | 76.46% | \$60.02 | \$67.95 | \$11.76 | \$139.73 |
| Annual Salary + Benefits | | | | <u>\$108,036.98</u> | | | |
| Step C | | \$5,357.02 /Month | | \$35.71 /Hour | | | |
| Total Benefits | | \$3,962.77 | 73.97% | \$62.13 | \$70.34 | \$12.17 | \$144.64 |
| Annual Salary + Benefits | | | | <u>\$111,837.47</u> | | | |
| Step D | | \$5,624.87 /Month | | \$37.50 /Hour | | | |
| Total Benefits | | \$4,027.47 | 71.60% | \$64.35 | \$72.85 | \$12.61 | \$149.80 |
| Annual Salary + Benefits | | | | <u>\$115,828.06</u> | | | |
| Step E | | \$5,906.12 /Month | | \$39.37 /Hour | | | |
| Total Benefits | | \$4,095.41 | 69.34% | \$66.68 | \$75.48 | \$13.06 | \$155.22 |
| Annual Salary + Benefits | | | | <u>\$120,018.30</u> | | | |

Utilities Maintenance Mechanic

Department: Public Works

| Step A | | \$6,098.68 /Month | | \$40.66 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Public Works - Maintenance | | |
| PERS - Employer | 0.165820 | 1,011.28 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 49.40 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 324.04 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 88.43 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,141.92 | 67.91% | \$68.27 | \$77.29 | \$13.37 | \$158.93 |
| | Annual Salary + Benefits | | | <u>\$122,887.18</u> | | | |
| Step B | | \$6,403.61 /Month | | \$42.69 /Hour | | | |
| | Total Benefits | \$4,215.57 | 65.83% | \$70.79 | \$80.15 | \$13.87 | \$164.81 |
| | Annual Salary + Benefits | | | <u>\$127,430.22</u> | | | |
| Step C | | \$6,723.79 /Month | | \$44.83 /Hour | | | |
| | Total Benefits | \$4,292.91 | 63.85% | \$73.44 | \$83.15 | \$14.39 | \$170.98 |
| | Annual Salary + Benefits | | | <u>\$132,200.46</u> | | | |
| Step D | | \$7,059.98 /Month | | \$47.07 /Hour | | | |
| | Total Benefits | \$4,374.12 | 61.96% | \$76.23 | \$86.30 | \$14.93 | \$177.46 |
| | Annual Salary + Benefits | | | <u>\$137,209.23</u> | | | |
| Step E | | \$7,412.98 /Month | | \$49.42 /Hour | | | |
| | Total Benefits | \$4,459.39 | 60.16% | \$79.15 | \$89.60 | \$15.51 | \$184.26 |
| | Annual Salary + Benefits | | | <u>\$142,468.44</u> | | | |

Wastewater Laboratory Technician I
Department: Public Works

| Step A | | \$5,181.91 /Month | | \$34.55 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Public Works - Maintenance | | |
| PERS - Employer | 0.165820 | 859.26 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 41.97 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 275.33 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 75.14 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,920.47 | 75.66% | \$60.68 | \$68.70 | \$11.89 | \$141.27 |
| | | Annual Salary + Benefits | | <u>\$109,228.57</u> | | | |
| Step B | | \$5,441.01 /Month | | \$36.27 /Hour | | | |
| | Total Benefits | \$3,983.06 | 73.20% | \$62.83 | \$71.13 | \$12.31 | \$146.26 |
| | | Annual Salary + Benefits | | <u>\$113,088.80</u> | | | |
| Step C | | \$5,713.06 /Month | | \$38.09 /Hour | | | |
| | Total Benefits | \$4,048.77 | 70.87% | \$65.08 | \$73.68 | \$12.75 | \$151.50 |
| | | Annual Salary + Benefits | | <u>\$117,141.97</u> | | | |
| Step D | | \$5,998.71 /Month | | \$39.99 /Hour | | | |
| | Total Benefits | \$4,117.77 | 68.64% | \$67.44 | \$76.35 | \$13.21 | \$157.01 |
| | | Annual Salary + Benefits | | <u>\$121,397.76</u> | | | |
| Step E | | \$6,298.64 /Month | | \$41.99 /Hour | | | |
| | Total Benefits | \$4,190.22 | 66.53% | \$69.93 | \$79.16 | \$13.70 | \$162.79 |
| | | Annual Salary + Benefits | | <u>\$125,866.31</u> | | | |

Wastewater Laboratory Technician II
Department: Public Works

| Step A | | \$5,713.06 /Month | | \$38.09 /Hour | | | |
|----------------------|-----------------------|--------------------------|---------------|---|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>113.21% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 947.34 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 46.28 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 303.55 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 82.84 | | | | | |
| | Total Benefits | \$4,048.77 | 70.87% | \$65.08 | \$73.68 | \$12.75 | \$151.50 |
| | | | | Annual Salary + Benefits <u>\$117,141.97</u> | | | |
| Step B | | | | | | | |
| | | | | \$5,998.71 /Month | | | |
| | | | | \$39.99 /Hour | | | |
| | Total Benefits | \$4,117.77 | 68.64% | \$67.44 | \$76.35 | \$13.21 | \$157.01 |
| | | | | Annual Salary + Benefits <u>\$121,397.76</u> | | | |
| Step C | | | | | | | |
| | | | | \$6,298.64 /Month | | | |
| | | | | \$41.99 /Hour | | | |
| | Total Benefits | \$4,190.22 | 66.53% | \$69.93 | \$79.16 | \$13.70 | \$162.79 |
| | | | | Annual Salary + Benefits <u>\$125,866.31</u> | | | |
| Step D | | | | | | | |
| | | | | \$6,613.58 /Month | | | |
| | | | | \$44.09 /Hour | | | |
| | Total Benefits | \$4,266.29 | 64.51% | \$72.53 | \$82.11 | \$14.21 | \$168.86 |
| | | | | Annual Salary + Benefits <u>\$130,558.48</u> | | | |
| Step E | | | | | | | |
| | | | | \$6,944.25 /Month | | | |
| | | | | \$46.30 /Hour | | | |
| | Total Benefits | \$4,346.17 | 62.59% | \$75.27 | \$85.21 | \$14.75 | \$175.23 |
| | | | | Annual Salary + Benefits <u>\$135,485.01</u> | | | |

Wastewater Operations Manager
Department: Public Works

| Step A | | \$8,188.00 /Month | | \$54.59 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,357.73 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 66.32 | | | | | |
| Life Insurance | 0.000225 | 33.16 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 355.64 | | | | | |
| Workers Comp. | 0.053132 | 435.04 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 118.73 | | | | | |
| Total Benefits | | \$5,030.20 | 61.43% | \$88.12 | \$99.76 | \$17.26 | \$205.15 |
| Annual Salary + Benefits | | | | <u>\$158,618.39</u> | | | |
| Step B | | | | | | | |
| | | \$8,597.40 /Month | | \$57.32 /Hour | | | |
| Total Benefits | | \$5,143.03 | 59.82% | \$91.60 | \$103.70 | \$17.95 | \$213.25 |
| Annual Salary + Benefits | | | | <u>\$164,885.17</u> | | | |
| Step C | | | | | | | |
| | | \$9,027.28 /Month | | \$60.18 /Hour | | | |
| Total Benefits | | \$5,261.51 | 58.28% | \$95.26 | \$107.84 | \$18.66 | \$221.76 |
| Annual Salary + Benefits | | | | <u>\$171,465.44</u> | | | |
| Step D | | | | | | | |
| | | \$9,478.64 /Month | | \$63.19 /Hour | | | |
| Total Benefits | | \$5,385.90 | 56.82% | \$99.10 | \$112.19 | \$19.41 | \$230.70 |
| Annual Salary + Benefits | | | | <u>\$178,374.51</u> | | | |
| Step E | | | | | | | |
| | | \$9,952.57 /Month | | \$66.35 /Hour | | | |
| Total Benefits | | \$5,516.52 | 55.43% | \$103.13 | \$116.75 | \$20.20 | \$240.08 |
| Annual Salary + Benefits | | | | <u>\$185,629.06</u> | | | |

Wastewater Treatment Plant Operator Assistant
Department: Public Works

| Step A | | \$4,060.14 /Month | | \$27.07 /Hour | | | |
|--------------------------|-------------------|--------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 673.25 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 32.89 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 215.72 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 58.87 | | | | | |
| Total Benefits | | \$3,649.50 | 89.89% | \$51.40 | \$58.19 | \$10.07 | \$119.65 |
| Annual Salary + Benefits | | | | <u>\$92,515.74</u> | | | |
| Step B | | \$4,263.15 /Month | | \$28.42 /Hour | | | |
| Total Benefits | | \$3,698.54 | 86.76% | \$53.08 | \$60.09 | \$10.40 | \$123.57 |
| Annual Salary + Benefits | | | | <u>\$95,540.31</u> | | | |
| Step C | | \$4,476.30 /Month | | \$29.84 /Hour | | | |
| Total Benefits | | \$3,750.03 | 83.78% | \$54.84 | \$62.09 | \$10.74 | \$127.67 |
| Annual Salary + Benefits | | | | <u>\$98,715.95</u> | | | |
| Step D | | \$4,700.12 /Month | | \$31.33 /Hour | | | |
| Total Benefits | | \$3,804.09 | 80.94% | \$56.69 | \$64.18 | \$11.11 | \$131.99 |
| Annual Salary + Benefits | | | | <u>\$102,050.56</u> | | | |
| Step E | | \$4,935.13 /Month | | \$32.90 /Hour | | | |
| Total Benefits | | \$3,860.86 | 78.23% | \$58.64 | \$66.39 | \$11.49 | \$136.51 |
| Annual Salary + Benefits | | | | <u>\$105,551.89</u> | | | |

Wastewater Treatment Plant Operator I Department: Public Works

| Step A | | \$4,935.13 /Month | | \$32.90 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Public Works - Maintenance | | |
| PERS - Employer | 0.165820 | 818.34 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 39.97 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 262.21 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 71.56 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,860.86 | 78.23% | \$58.64 | \$66.39 | \$11.49 | \$136.51 |
| | Annual Salary + Benefits | | | <u>\$105,551.89</u> | | | |
| Step B | | \$5,181.88 /Month | | \$34.55 /Hour | | | |
| | Total Benefits | \$3,920.46 | 75.66% | \$60.68 | \$68.70 | \$11.89 | \$141.27 |
| | Annual Salary + Benefits | | | <u>\$109,228.12</u> | | | |
| Step C | | \$5,440.98 /Month | | \$36.27 /Hour | | | |
| | Total Benefits | \$3,983.05 | 73.20% | \$62.83 | \$71.13 | \$12.31 | \$146.26 |
| | Annual Salary + Benefits | | | <u>\$113,088.36</u> | | | |
| Step D | | \$5,713.02 /Month | | \$38.09 /Hour | | | |
| | Total Benefits | \$4,048.76 | 70.87% | \$65.08 | \$73.68 | \$12.75 | \$151.50 |
| | Annual Salary + Benefits | | | <u>\$117,141.38</u> | | | |
| Step E | | \$5,998.68 /Month | | \$39.99 /Hour | | | |
| | Total Benefits | \$4,117.76 | 68.64% | \$67.44 | \$76.35 | \$13.21 | \$157.01 |
| | Annual Salary + Benefits | | | <u>\$121,397.32</u> | | | |

Wastewater Treatment Plant Operator II
Department: Public Works

| Step A | | \$5,440.98 /Month | | \$36.27 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 902.22 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 44.07 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 289.09 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 78.89 | | | | | |
| Total Benefits | | \$3,983.05 | 73.20% | \$62.83 | \$71.13 | \$12.31 | \$146.26 |
| Annual Salary + Benefits | | | | <u>\$113,088.36</u> | | | |
| Step B | | \$5,713.02 /Month | | \$38.09 /Hour | | | |
| Total Benefits | | \$4,048.76 | 70.87% | \$65.08 | \$73.68 | \$12.75 | \$151.50 |
| Annual Salary + Benefits | | | | <u>\$117,141.38</u> | | | |
| Step C | | \$5,998.68 /Month | | \$39.99 /Hour | | | |
| Total Benefits | | \$4,117.76 | 68.64% | \$67.44 | \$76.35 | \$13.21 | \$157.01 |
| Annual Salary + Benefits | | | | <u>\$121,397.32</u> | | | |
| Step D | | \$6,298.61 /Month | | \$41.99 /Hour | | | |
| Total Benefits | | \$4,190.21 | 66.53% | \$69.93 | \$79.16 | \$13.70 | \$162.79 |
| Annual Salary + Benefits | | | | <u>\$125,865.86</u> | | | |
| Step E | | \$6,613.54 /Month | | \$44.09 /Hour | | | |
| Total Benefits | | \$4,266.28 | 64.51% | \$72.53 | \$82.11 | \$14.21 | \$168.85 |
| Annual Salary + Benefits | | | | <u>\$130,557.89</u> | | | |

Wastewater Treatment Plant Operator III
Department: Public Works

| Step A | | \$5,998.68 /Month | | \$39.99 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 1,040.61 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 48.59 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | 8.0 | 276.88 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 318.72 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 86.98 | | | | | |
| Total Benefits | | \$4,440.56 | 74.03% | \$69.59 | \$78.79 | \$13.63 | \$162.02 |
| Annual Salary + Benefits | | | | <u>\$125,270.82</u> | | | |
| Step B | | | | | | | |
| | | \$6,298.61 /Month | | \$41.99 /Hour | | | |
| Total Benefits | | \$4,190.21 | 66.53% | \$69.93 | \$79.16 | \$13.70 | \$162.79 |
| Annual Salary + Benefits | | | | <u>\$125,865.86</u> | | | |
| Step C | | | | | | | |
| | | \$6,613.54 /Month | | \$44.09 /Hour | | | |
| Total Benefits | | \$4,266.28 | 64.51% | \$72.53 | \$82.11 | \$14.21 | \$168.85 |
| Annual Salary + Benefits | | | | <u>\$130,557.89</u> | | | |
| Step D | | | | | | | |
| | | \$6,944.22 /Month | | \$46.29 /Hour | | | |
| Total Benefits | | \$4,346.16 | 62.59% | \$75.27 | \$85.21 | \$14.75 | \$175.23 |
| Annual Salary + Benefits | | | | <u>\$135,484.56</u> | | | |
| Step E | | | | | | | |
| | | \$7,291.43 /Month | | \$48.61 /Hour | | | |
| Total Benefits | | \$4,430.03 | 60.76% | \$78.14 | \$88.47 | \$15.31 | \$181.92 |
| Annual Salary + Benefits | | | | <u>\$140,657.51</u> | | | |

Wastewater Treatment Plant Supervisor
Department: Public Works

| Step A | | \$7,173.82 /Month | | \$47.83 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,189.56 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.11 | | | | | |
| Life Insurance | 0.000225 | 29.05 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.48 | | | | | |
| Workers Comp. | 0.053132 | 381.16 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 104.02 | | | | | |
| | Total Benefits | \$4,678.95 | 65.22% | \$79.02 | \$89.46 | \$15.48 | \$183.96 |
| | | Annual Salary + Benefits | | <u>\$142,233.25</u> | | | |
| Step B | | \$7,532.51 /Month | | \$50.22 /Hour | | | |
| | Total Benefits | \$4,774.22 | 63.38% | \$82.04 | \$92.88 | \$16.07 | \$191.00 |
| | | Annual Salary + Benefits | | <u>\$147,680.76</u> | | | |
| Step C | | \$7,909.13 /Month | | \$52.73 /Hour | | | |
| | Total Benefits | \$4,874.25 | 61.63% | \$85.22 | \$96.48 | \$16.70 | \$198.40 |
| | | Annual Salary + Benefits | | <u>\$153,400.57</u> | | | |
| Step D | | \$8,304.59 /Month | | \$55.36 /Hour | | | |
| | Total Benefits | \$4,979.29 | 59.96% | \$88.56 | \$100.26 | \$17.35 | \$206.17 |
| | | Annual Salary + Benefits | | <u>\$159,406.51</u> | | | |
| Step E | | \$8,719.82 /Month | | \$58.13 /Hour | | | |
| | Total Benefits | \$5,089.57 | 58.37% | \$92.06 | \$104.22 | \$18.04 | \$214.32 |
| | | Annual Salary + Benefits | | <u>\$165,712.70</u> | | | |

Water Conservation Specialist

Department: Public Works

| Step A | | \$4,987.98 /Month | | \$33.25 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>113.21% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 827.11 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 40.40 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 265.02 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 72.33 | | | | | |
| | Total Benefits | \$3,873.63 | 77.66% | \$59.08 | \$66.88 | \$11.57 | \$137.53 |
| | | Annual Salary + Benefits | | <u>\$106,339.28</u> | | | |
| Step B | | | | | | | |
| | | \$5,237.38 /Month | | \$34.92 /Hour | | | |
| | Total Benefits | \$3,933.87 | 75.11% | \$61.14 | \$69.22 | \$11.98 | \$142.34 |
| | | Annual Salary + Benefits | | <u>\$110,055.00</u> | | | |
| Step C | | | | | | | |
| | | \$5,499.25 /Month | | \$36.66 /Hour | | | |
| | Total Benefits | \$3,997.12 | 72.68% | \$63.31 | \$71.67 | \$12.40 | \$147.38 |
| | | Annual Salary + Benefits | | <u>\$113,956.50</u> | | | |
| Step D | | | | | | | |
| | | \$5,774.21 /Month | | \$38.49 /Hour | | | |
| | Total Benefits | \$4,063.54 | 70.37% | \$65.59 | \$74.25 | \$12.85 | \$152.68 |
| | | Annual Salary + Benefits | | <u>\$118,053.02</u> | | | |
| Step E | | | | | | | |
| | | \$6,062.92 /Month | | \$40.42 /Hour | | | |
| | Total Benefits | \$4,133.28 | 68.17% | \$67.97 | \$76.95 | \$13.32 | \$158.25 |
| | | Annual Salary + Benefits | | <u>\$122,354.41</u> | | | |

Water Distribution Supervisor Department: Public Works

| Step A | | \$7,173.82 /Month | | \$47.83 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,189.56 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.11 | | | | | |
| Life Insurance | 0.000225 | 29.05 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.48 | | | | | |
| Workers Comp. | 0.053132 | 381.16 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 104.02 | | | | | |
| Total Benefits | | \$4,678.95 | 65.22% | \$79.02 | \$89.46 | \$15.48 | \$183.96 |
| Annual Salary + Benefits | | | | <u>\$142,233.25</u> | | | |
| Step B | | \$7,532.51 /Month | | \$50.22 /Hour | | | |
| Total Benefits | | \$4,767.05 | 63.29% | \$82.00 | \$92.83 | \$16.06 | \$190.89 |
| Annual Salary + Benefits | | | | <u>\$147,594.67</u> | | | |
| Step C | | \$7,909.13 /Month | | \$52.73 /Hour | | | |
| Total Benefits | | \$4,859.54 | 61.44% | \$85.12 | \$96.37 | \$16.68 | \$198.17 |
| Annual Salary + Benefits | | | | <u>\$153,224.09</u> | | | |
| Step D | | \$8,304.59 /Month | | \$55.36 /Hour | | | |
| Total Benefits | | \$4,956.67 | 59.69% | \$88.41 | \$100.09 | \$17.32 | \$205.81 |
| Annual Salary + Benefits | | | | <u>\$159,135.12</u> | | | |
| Step E | | \$8,719.82 /Month | | \$58.13 /Hour | | | |
| Total Benefits | | \$5,058.65 | 58.01% | \$91.86 | \$103.99 | \$17.99 | \$213.84 |
| Annual Salary + Benefits | | | | <u>\$165,341.66</u> | | | |

Water Distribution Worker I
Department: Public Works

| Step A | | \$4,993.37 /Month | | \$33.29 /Hour | | | |
|----------------------|-----------------------|---------------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Public Works - Maintenance | | |
| PERS - Employer | 0.165820 | 828.00 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 40.45 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 265.31 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 72.40 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,874.93 | 77.60% | \$59.12 | \$66.93 | \$11.58 | \$137.64 |
| | | Annual Salary + Benefits | | <u>\$106,419.58</u> | | | |
| Step B | | \$5,243.04 /Month | | \$34.95 /Hour | | | |
| | Total Benefits | \$3,935.24 | 75.06% | \$61.19 | \$69.27 | \$11.99 | \$142.45 |
| | | Annual Salary + Benefits | | <u>\$110,139.32</u> | | | |
| Step C | | \$5,505.20 /Month | | \$36.70 /Hour | | | |
| | Total Benefits | \$3,998.56 | 72.63% | \$63.36 | \$71.73 | \$12.41 | \$147.50 |
| | | Annual Salary + Benefits | | <u>\$114,045.14</u> | | | |
| Step D | | \$5,780.46 /Month | | \$38.54 /Hour | | | |
| | Total Benefits | \$4,065.05 | 70.32% | \$65.64 | \$74.31 | \$12.86 | \$152.80 |
| | | Annual Salary + Benefits | | <u>\$118,146.14</u> | | | |
| Step E | | \$6,069.48 /Month | | \$40.46 /Hour | | | |
| | Total Benefits | \$4,134.87 | 68.13% | \$68.03 | \$77.02 | \$13.33 | \$158.37 |
| | | Annual Salary + Benefits | | <u>\$122,452.14</u> | | | |

Water Distribution Worker II
Department: Public Works

| Step A | | \$5,505.20 /Month | | \$36.70 /Hour | | | |
|----------------------|---------------------------------|--------------------------|--------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Public Works - Maintenance | | |
| PERS - Employer | 0.165820 | 912.87 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 44.59 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 292.50 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 79.83 | | | | | |
| | | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$3,998.56 | 72.63% | \$63.36 | \$71.73 | \$12.41 | \$147.50 |
| | Annual Salary + Benefits | | | <u>\$114,045.14</u> | | | |
| Step B | | \$5,780.46 /Month | | \$38.54 /Hour | | | |
| | Total Benefits | \$4,065.05 | 70.32% | \$65.64 | \$74.31 | \$12.86 | \$152.80 |
| | Annual Salary + Benefits | | | <u>\$118,146.14</u> | | | |
| Step C | | \$6,069.48 /Month | | \$40.46 /Hour | | | |
| | Total Benefits | \$4,134.87 | 68.13% | \$68.03 | \$77.02 | \$13.33 | \$158.37 |
| | Annual Salary + Benefits | | | <u>\$122,452.14</u> | | | |
| Step D | | \$6,372.95 /Month | | \$42.49 /Hour | | | |
| | Total Benefits | \$4,208.17 | 66.03% | \$70.54 | \$79.86 | \$13.82 | \$164.22 |
| | Annual Salary + Benefits | | | <u>\$126,973.43</u> | | | |
| Step E | | \$6,691.60 /Month | | \$44.61 /Hour | | | |
| | Total Benefits | \$4,285.14 | 64.04% | \$73.18 | \$82.85 | \$14.34 | \$170.36 |
| | Annual Salary + Benefits | | | <u>\$131,720.87</u> | | | |

Water Operations Manager Department: Public Works

| Step A | | \$8,188.00 /Month | | \$54.59 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Managers / Confidential | | |
| PERS - Employer | 0.165820 | 1,357.73 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 66.32 | | | | | |
| Life Insurance | 0.000225 | 33.16 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 3% + \$110 | 355.64 | | | | | |
| Workers Comp. | 0.053132 | 435.04 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 118.73 | | | | | |
| Total Benefits | | \$5,030.20 | 61.43% | \$88.12 | \$99.76 | \$17.26 | \$205.15 |
| Annual Salary + Benefits | | | | <u>\$158,618.39</u> | | | |
| Step B | | \$8,597.40 /Month | | \$57.32 /Hour | | | |
| Total Benefits | | \$5,143.03 | 59.82% | \$91.60 | \$103.70 | \$17.95 | \$213.25 |
| Annual Salary + Benefits | | | | <u>\$164,885.17</u> | | | |
| Step C | | \$9,027.28 /Month | | \$60.18 /Hour | | | |
| Total Benefits | | \$5,261.51 | 58.28% | \$95.26 | \$107.84 | \$18.66 | \$221.76 |
| Annual Salary + Benefits | | | | <u>\$171,465.44</u> | | | |
| Step D | | \$9,478.64 /Month | | \$63.19 /Hour | | | |
| Total Benefits | | \$5,385.90 | 56.82% | \$99.10 | \$112.19 | \$19.41 | \$230.70 |
| Annual Salary + Benefits | | | | <u>\$178,374.51</u> | | | |
| Step E | | \$9,952.57 /Month | | \$66.35 /Hour | | | |
| Total Benefits | | \$5,516.52 | 55.43% | \$103.13 | \$116.75 | \$20.20 | \$240.08 |
| Annual Salary + Benefits | | | | <u>\$185,629.06</u> | | | |

Water Production Supervisor

Department: Public Works

| Step A | | \$7,173.82 /Month | | \$47.83 /Hour | | | |
|----------------------|---------------------------------|--------------------------|---------------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,189.56 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 58.11 | | | | | |
| Life Insurance | 0.000225 | 29.05 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 253.48 | | | | | |
| Workers Comp. | 0.053132 | 381.16 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 104.02 | | | | | |
| | Total Benefits | \$4,678.95 | 65.22% | \$79.02 | \$89.46 | \$15.48 | \$183.96 |
| | Annual Salary + Benefits | | | <u>\$142,233.25</u> | | | |
| Step B | | \$7,532.51 /Month | | \$50.22 /Hour | | | |
| | Total Benefits | \$4,774.22 | 63.38% | \$82.04 | \$92.88 | \$16.07 | \$191.00 |
| | Annual Salary + Benefits | | | <u>\$147,680.76</u> | | | |
| Step C | | \$7,909.13 /Month | | \$52.73 /Hour | | | |
| | Total Benefits | \$4,874.25 | 61.63% | \$85.22 | \$96.48 | \$16.70 | \$198.40 |
| | Annual Salary + Benefits | | | <u>\$153,400.57</u> | | | |
| Step D | | \$8,304.59 /Month | | \$55.36 /Hour | | | |
| | Total Benefits | \$4,979.29 | 59.96% | \$88.56 | \$100.26 | \$17.35 | \$206.17 |
| | Annual Salary + Benefits | | | <u>\$159,406.51</u> | | | |
| Step E | | \$8,719.82 /Month | | \$58.13 /Hour | | | |
| | Total Benefits | \$5,089.57 | 58.37% | \$92.06 | \$104.22 | \$18.04 | \$214.32 |
| | Annual Salary + Benefits | | | <u>\$165,712.70</u> | | | |

Water Production Worker I
Department: Public Works

| Step A | | \$4,754.44 /Month | | \$31.70 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 788.38 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 38.51 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 252.61 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 68.94 | | | | | |
| Total Benefits | | \$3,817.21 | 80.29% | \$57.14 | \$64.69 | \$11.19 | \$133.03 |
| Annual Salary + Benefits | | | | <u>\$102,859.85</u> | | | |
| Step B | | \$4,992.16 /Month | | \$33.28 /Hour | | | |
| Total Benefits | | \$3,874.64 | 77.61% | \$59.11 | \$66.92 | \$11.58 | \$137.61 |
| Annual Salary + Benefits | | | | <u>\$106,401.55</u> | | | |
| Step C | | \$5,241.77 /Month | | \$34.95 /Hour | | | |
| Total Benefits | | \$3,934.93 | 75.07% | \$61.18 | \$69.26 | \$11.98 | \$142.42 |
| Annual Salary + Benefits | | | | <u>\$110,120.40</u> | | | |
| Step D | | \$5,503.86 /Month | | \$36.69 /Hour | | | |
| Total Benefits | | \$3,998.24 | 72.64% | \$63.35 | \$71.72 | \$12.41 | \$147.47 |
| Annual Salary + Benefits | | | | <u>\$114,025.18</u> | | | |
| Step E | | \$5,779.05 /Month | | \$38.53 /Hour | | | |
| Total Benefits | | \$4,064.71 | 70.34% | \$65.63 | \$74.29 | \$12.86 | \$152.78 |
| Annual Salary + Benefits | | | | <u>\$118,125.13</u> | | | |

Water Production Worker II

Department: Public Works

| Step A | | \$5,241.77 /Month | | \$34.95 /Hour | | | |
|---------------------------------|-------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 869.19 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 42.46 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 278.51 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 76.01 | | | | | |
| Total Benefits | | \$3,934.93 | 75.07% | \$61.18 | \$69.26 | \$11.98 | \$142.42 |
| Annual Salary + Benefits | | | | <u>\$110,120.40</u> | | | |
| Step B | | \$5,503.86 /Month | | \$36.69 /Hour | | | |
| Total Benefits | | \$3,998.24 | 72.64% | \$63.35 | \$71.72 | \$12.41 | \$147.47 |
| Annual Salary + Benefits | | | | <u>\$114,025.18</u> | | | |
| Step C | | \$5,779.05 /Month | | \$38.53 /Hour | | | |
| Total Benefits | | \$4,064.71 | 70.34% | \$65.63 | \$74.29 | \$12.86 | \$152.78 |
| Annual Salary + Benefits | | | | <u>\$118,125.13</u> | | | |
| Step D | | \$6,068.00 /Month | | \$40.45 /Hour | | | |
| Total Benefits | | \$4,134.51 | 68.14% | \$68.02 | \$77.00 | \$13.32 | \$158.34 |
| Annual Salary + Benefits | | | | <u>\$122,430.09</u> | | | |
| Step E | | \$6,371.40 /Month | | \$42.48 /Hour | | | |
| Total Benefits | | \$4,207.79 | 66.04% | \$70.53 | \$79.84 | \$13.82 | \$164.19 |
| Annual Salary + Benefits | | | | <u>\$126,950.33</u> | | | |

Water Service Worker I
Department: Public Works

| Step A | | \$4,524.84 /Month | | \$30.17 /Hour | | | |
|----------------------|-----------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | Hourly Rate & Benefits | 113.21% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 750.31 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 36.65 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 240.41 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 65.61 | | | | | |
| | Total Benefits | \$3,761.75 | 83.14% | \$55.24 | \$62.54 | \$10.82 | \$128.61 |
| | | | | Annual Salary + Benefits | | | |
| | | | | <u>\$99,439.13</u> | | | |
| Step B | | \$4,751.08 /Month | | \$31.67 /Hour | | | |
| | Total Benefits | \$3,816.40 | 80.33% | \$57.12 | \$64.66 | \$11.19 | \$132.97 |
| | | | | Annual Salary + Benefits | | | |
| | | | | <u>\$102,809.79</u> | | | |
| Step C | | \$4,988.63 /Month | | \$33.26 /Hour | | | |
| | Total Benefits | \$3,873.78 | 77.65% | \$59.08 | \$66.89 | \$11.57 | \$137.54 |
| | | | | Annual Salary + Benefits | | | |
| | | | | <u>\$106,348.96</u> | | | |
| Step D | | \$5,238.07 /Month | | \$34.92 /Hour | | | |
| | Total Benefits | \$3,934.04 | 75.10% | \$61.15 | \$69.22 | \$11.98 | \$142.35 |
| | | | | Annual Salary + Benefits | | | |
| | | | | <u>\$110,065.28</u> | | | |
| Step E | | \$5,499.97 /Month | | \$36.67 /Hour | | | |
| | Total Benefits | \$3,997.30 | 72.68% | \$63.32 | \$71.68 | \$12.40 | \$147.40 |
| | | | | Annual Salary + Benefits | | | |
| | | | | <u>\$113,967.23</u> | | | |

Water Service Worker II
Department: Public Works

| Step A | | \$4,988.63 /Month | | \$33.26 /Hour | | | |
|----------------------|---------------------------------|--------------------------|---------------|-----------------------------------|------------------------------------|---------------------------------|--------------------------|
| <u>Benefit</u> | <u>Multiplier</u> | | | <u>Hourly Rate & Benefits</u> | <u>113.21% Department Overhead</u> | <u>19.59% Citywide Overhead</u> | <u>Total Hourly Rate</u> |
| PERS - Employee | | \$0.00 | | | | | |
| PERS - Employer | 0.165820 | 827.21 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 40.41 | | | | | |
| Life Insurance | | 5.20 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | | 0.00 | | | | | |
| Workers Comp. | 0.053132 | 265.06 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 72.34 | | | | | |
| | Total Benefits | \$3,873.78 | 77.65% | \$59.08 | \$66.89 | \$11.57 | \$137.54 |
| | Annual Salary + Benefits | | | <u>\$106,348.96</u> | | | |
| Step B | | | | | | | |
| | | \$5,238.07 /Month | | \$34.92 /Hour | | | |
| | Total Benefits | \$3,934.04 | 75.10% | \$61.15 | \$69.22 | \$11.98 | \$142.35 |
| | Annual Salary + Benefits | | | <u>\$110,065.28</u> | | | |
| Step C | | | | | | | |
| | | \$5,499.97 /Month | | \$36.67 /Hour | | | |
| | Total Benefits | \$3,997.30 | 72.68% | \$63.32 | \$71.68 | \$12.40 | \$147.40 |
| | Annual Salary + Benefits | | | <u>\$113,967.23</u> | | | |
| Step D | | | | | | | |
| | | \$5,774.97 /Month | | \$38.50 /Hour | | | |
| | Total Benefits | \$4,063.73 | 70.37% | \$65.59 | \$74.26 | \$12.85 | \$152.70 |
| | Annual Salary + Benefits | | | <u>\$118,064.35</u> | | | |
| Step E | | | | | | | |
| | | \$6,063.72 /Month | | \$40.42 /Hour | | | |
| | Total Benefits | \$4,133.47 | 68.17% | \$67.98 | \$76.96 | \$13.32 | \$158.26 |
| | Annual Salary + Benefits | | | <u>\$122,366.32</u> | | | |

Webmaster
Department: Finance and Information Systems

| Step A | | \$6,144.39 /Month | | \$40.96 /Hour | | | |
|----------------------|-------------------|---------------------------------|--------|-----------------------------------|---------------------------------------|---------------------------------|--------------------------|
| Benefit | Multiplier | | | | Category | | |
| PERS - Employee | | \$0.00 | | | Non-Sworn Professionals / Supervisors | | |
| PERS - Employer | 0.165820 | 1,018.86 | | | | | |
| PERS Survivor | | 2.00 | | | | | |
| Management Incentive | | 0.00 | | | | | |
| EAP | | 4.00 | | | | | |
| Health Insurance | | 1,326.63 | | | | | |
| Dental Insurance | | 186.22 | | | | | |
| LTD Insurance | 0.008100 | 49.77 | | | | | |
| Life Insurance | 0.000225 | 24.88 | | | | | |
| Holiday Pay | | 0.00 | | | | | |
| Uniform Allowance | | 0.00 | | | | | |
| Retiree Medical | | 1,110.51 | | | | | |
| Deferred Comp. | 2% + \$110 | 232.89 | | | | | |
| Workers Comp. | 0.053132 | 326.46 | | | | | |
| Vision Benefit | | 34.21 | | | | | |
| Medicare | 0.014500 | 89.09 | | | | | |
| | | | | Hourly Rate & Benefits | 43.38% Department Overhead | 19.59% Citywide Overhead | Total Hourly Rate |
| | Total Benefits | \$4,405.53 | 71.70% | \$70.33 | \$30.51 | \$13.78 | \$114.62 |
| | | Annual Salary + Benefits | | <u>\$126,599.07</u> | | | |
| Step B | | \$6,451.61 /Month | | \$43.01 /Hour | | | |
| | Total Benefits | \$4,487.13 | 69.55% | \$72.92 | \$31.63 | \$14.29 | \$118.85 |
| | | Annual Salary + Benefits | | <u>\$131,264.89</u> | | | |
| Step C | | \$6,774.19 /Month | | \$45.16 /Hour | | | |
| | Total Benefits | \$4,572.81 | 67.50% | \$75.65 | \$32.82 | \$14.82 | \$123.28 |
| | | Annual Salary + Benefits | | <u>\$136,163.98</u> | | | |
| Step D | | \$7,112.90 /Month | | \$47.42 /Hour | | | |
| | Total Benefits | \$4,662.77 | 65.55% | \$78.50 | \$34.06 | \$15.38 | \$127.94 |
| | | Annual Salary + Benefits | | <u>\$141,308.05</u> | | | |
| Step E | | \$7,468.54 /Month | | \$49.79 /Hour | | | |
| | Total Benefits | \$4,757.23 | 63.70% | \$81.51 | \$35.36 | \$15.97 | \$132.83 |
| | | Annual Salary + Benefits | | <u>\$146,709.23</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) | \$10.71 |
| Candidate's Statement of Qualifications ¹ | Actual Cost |
| Compact Disc - If mailed, postage fees will apply | \$11.77 |
| Document Certification (per document) | \$23.56 |
| 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) | \$18.20 |
| 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) | \$0.28 |
| Pages 21 and above (per page) | \$0.10 |
| Photocopies - larger than legal size (per page) | \$3.22 |
| Copies - Plotted Maps (per map) | \$18.20 |
| 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 Fee prescribed by Secretary of State regulation in U.S. Department of State Government Code 22 U.S.C. 214, 22 C.F.R. 22.1, 22 C.F.R 51.50-56

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 |
|---|

| <u>TYPE OF BUILDING</u> | <u>VALUATION PER SQUARE FOOT</u> |
|------------------------------|----------------------------------|
| A-3 PUBLIC BUILDINGS: | |
| 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>TYPE OF BUILDING</u> | <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>TYPE OF BUILDING</u> | <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>TYPE OF BUILDING</u> | <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>TYPE OF BUILDING</u> | <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 \$93.26

OFFICE AUTOMATION - PER PERMIT: \$2.88
or 1% whichever is greater

DEMOLITION PERMIT: 1 hour *

INVESTIGATION WITH REPORT:

Up to 5,000 sq. ft. 1 hour *

5,001 to 10,000 sq. ft. 1 1/2 hours *

10,001 to 100,000 sq. ft. 2 hours *

100,001 sq. ft. and above 4 1/2 hours *

CONSTRUCTION WATER:

Single Family Dwelling - Per SFD \$65.08

Multi-Family Dwelling - Per MFD \$26.30

Non-Residential - Per 1,000 sq. ft. \$3.35

REROOF:

Commercial - Fee based on Valuation and Rate Schedule

Residential 1 hour *

WINDOW REPLACEMENT:

Remove and replace four (4) or fewer windows of the same size
on the same story on one side of the dwelling 1 hour *

Remove and 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 and Plumbing - (per gunite or fiberglass pool) | \$960.17 |
| Swimming pool deposit | \$500.00 |
| Liner Type, incl. Electrical and Plumbing - (per in ground pool) | \$403.20 |
| Above Ground, incl. Electrical and Plumbing (no plan check fee) - (per pool) | \$333.07 |
| Gazebo with Self Contained Spa, incl Electrical (no plan check fee) - (per spa) | \$226.83 |
| Outdoor BBQ with Kitchen (no plan check fee) - (per unit) | \$234.18 |
| 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 * |
|--|---------------|

| | |
|---|---------------|
| Inspections for which no fee is specifically indicated (Minimum charge - 1/2 hour) | Hourly Rate * |
|---|---------------|

| | |
|---|----------|
| Certified Access Specialist Program (CASP) Inspection, Reinspection and Reports - Per Request | \$105.93 |
|---|----------|

| | |
|-----------------|-----------------|
| CASP Consultant | Actual Cost *** |
|-----------------|-----------------|

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

REISSUANCE FEE:

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

COMPLETION FEE:

| | |
|--|--|
| Completion of a project that is more than 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 | \$82.84 |
| For issuing each supplemental permit | \$14.79 |

PLAN REVIEW:

65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.88

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.) | \$0.0509 |
|--|----------|

ALTERATIONS & ADDITIONS:

Alterations, additions and modifications to existing buildings

| | |
|---|----------|
| <500 sq. ft. (per sq. ft.) ** | \$0.1404 |
| >500 and < 1,000 sq. ft. (per sq. ft.) ** | \$0.1149 |

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 | \$22.05 |
|---|---------|

| | |
|---|--------|
| Mechanically driven rides and walk-through attractions or displays having electrical lighting | \$6.60 |
|---|--------|

| | |
|---|-----------------------|
| 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 | \$22.05 |
|---|---------|

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.

** 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) | \$1.07 |
| Additional fixtures - (each) | \$0.63 |

(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) | \$1.07 |
| Additional fixtures - (each) | \$0.64 |
| Pole or platform-mounted lighting fixtures - (each) | \$1.03 |
| Theatrical-type lighting fixtures or assemblies - (each) | \$4.39 |

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.

\$4.39

(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.

\$4.39

(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**

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

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) | \$4.39 |
| Over 1 and not over 10 | (each) | \$11.01 |
| Over 10 and not over 50 | (each) | \$22.04 |
| Over 50 and not over 100 | (each) | \$44.11 |
| Over 100 | | \$66.14 |

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.) | \$6.60 |
|---|--------|

(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 | \$22.05 |
| Additional branch circuits within the sign, outline lighting system or marquee | \$4.39 |

SERVICES: (each)

| | |
|--|----------|
| Services of 600 volts or less and not over 200 amperes in rating | \$27.19 |
| Services of 600 volts or less and over 200 amperes to 1000 amperes in rating | \$55.13 |
| Services over 600 volts or over 1000 amperes in rating | \$110.26 |

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. | \$16.16 |
|--|---------|

(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**

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

PHOTOVOLTAIC SYSTEM:

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

| | |
|----------------------|----------|
| Single Inverter | \$254.33 |
| Additional Inverters | \$44.88 |

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 * |
|--|---------------|

** 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 | \$82.84 |
| For issuing each supplemental permit | \$14.79 |

PLAN REVIEW: 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.88
or 1% whichever is greater

SYSTEM FEE SCHEDULE
NEW BUILDINGS:

New residential, non-residential buildings - (per sq. ft.) \$0.0509

SWIMMING POOLS:

Swimming Pool or Spa - (each) \$66.14

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) | \$10.29 |
| 2. For each building sewer and each trailer park sewer | \$22.05 |
| 3. Rainwater systems - (each drain inside building) | \$10.30 |
| 4. For each cesspool (where permitted) | \$36.74 |
| 5. For each private sewage disposal system | \$58.81 |
| 6. For each water heater and/or vent | \$10.30 |
| 7. For each gas-piping system - | |
| - 1 to 5 systems (per system) | \$7.36 |
| - over 5 systems (per system) | \$1.48 |
| 8. For each industrial waste pre-treatment interceptor including its trap and vent, except kitchen-type grease interceptors functioning as fixture traps | \$10.30 |
| 9. For each installation, alteration or repair of water piping and/or water treating equipment - (each) | \$10.30 |
| 10. For each repair or alteration of drainage or vent piping - (each fixture) | \$10.30 |
| 11. For each lawn sprinkler system on any one meter including backflow protection devices therefore | \$10.30 |

**Community Development
Building Fees**

**CALCULATION - SCHEDULE C
PLUMBING PERMIT FEES**

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

| | |
|--|---------|
| 12. For atmospheric-type vacuum breakers: | |
| - 1 to 5 breakers (each) | \$7.36 |
| - 6 or more breakers (each) | \$1.48 |
| 13. For each backflow protective device other than atmospheric type vacuum breakers: | |
| - 2 inch diameter and smaller (each) | \$10.30 |
| - over 2 inch diameter (each) | \$22.05 |
| 14. Water Softener and/or RO system installation (each) | \$10.30 |

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 Hourly rate *
(Minimum charge - one-half hour)

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

COMBINATION ELECTRICAL, PLUMBING & MECHANICAL:

For residential permits only, where the 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 | \$82.84 |
| For issuing each supplemental permit | \$14.79 |

PLAN REVIEW: 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.88
or 1% whichever is greater

NEW BUILDINGS:

New residential, non-residential buildings - (per sq. ft.) \$0.0509

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 | \$13.22 |
| 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 | \$16.16 |
| 3. For the installation or relocation of each floor furnace, including vent | \$13.22 |
| 4. For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater | \$13.22 |
| 5. For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit | \$6.62 |
| 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 | \$13.22 |
| 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 | \$13.22 |
| 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 | \$24.24 |
| 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 | \$33.10 |
| 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 | \$49.25 |

**Community Development
Building Fees**

**CALCULATION - SCHEDULE D
MECHANICAL PERMIT FEES**

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

| | |
|---|---------|
| 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 | \$82.34 |
| 12. For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto | \$9.68 |
| <i>(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.)</i> | |
| 13. For each air-handling unit over 10,000 cfm | \$16.16 |
| 14. For each evaporative cooler other than portable type | \$9.58 |
| 15. For each ventilation fan connected to a single duct | \$6.62 |
| 16. For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit | \$9.58 |
| 17. For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood | \$9.58 |
| 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 | \$9.58 |
| 19. Permit fees for fuel-gas piping shall be: | |
| For each fuel-gas-piping system of one to four outlets | \$7.36 |
| For each fuel-gas-piping system of five or more outlets, per outlet | \$1.48 |
| 20. Permit fees for process piping shall be: | |
| For each process piping system of one to four outlets | \$7.36 |
| For each process piping system of five or more outlets, per outlet | \$1.48 |

Community Development Building Fees

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

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

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 | \$80.57 | NA |
| Low | High | Base Fee | per \$100 |
| \$500.00 | \$2,000.00 | \$80.57 | \$4.40 |
| Low | High | Base Fee | per \$1,000 |
| \$2,000.00 | \$25,000.00 | \$146.57 | \$19.84 |
| \$25,000.00 | \$50,000.00 | \$603.05 | \$14.35 |
| \$50,000.00 | \$100,000.00 | \$961.66 | \$9.95 |
| \$100,000.00 | \$500,000.00 | \$1,458.91 | \$7.73 |
| \$500,000.00 | \$1,000,000.00 | \$4,550.47 | \$6.47 |
| \$1,000,000.00 | \$99,999,999.00 | \$7,788.71 | \$4.32 |

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 |

Note: 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 |

Note: Fees are established by SB 593

Community Development Residential Growth Management Program Fee

| Fee Description | Fee |
|---|------------|
| RGMP Allocation Fee, Per Application ¹ | \$2,998.00 |

¹ This Program was suspended on May 10, 2011 by City Council Resolution No. 2011-56.

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 |

Note: Each day a violation continues is deemed a separate offense.

| Abandoned Vehicles | |
|--|---------------------------|
| Description | Fee |
| Abandoned Vehicles - <i>Municipal Code 10.20</i> | Cost + \$50.00 City Admin |

Community Development Habitat Conservation Fees

| 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 | | \$12,117.05/acre |
| Zone II | | \$24,234.09/acre |
| Zone III | | \$ 6,059.03/acre |
| Zone IV | | \$ 18,175.57/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 |
| Riparian woodland/scrub | \$69,690.65/acre | 1:1 |
| Perennial wetlands | \$95,366.15/acre | 1:1 |
| Seasonal wetlands | \$206,626.66/acre | 2:1 |
| Alkali wetland | \$195,622.87/acre | 2:1 |
| Ponds | \$103,924.65/acre | 1:1 |
| Aquatic (open water) | \$52,573.65/acre | 1:1 |
| Slough/channel | \$118,596.37/acre | 1:1 |
| <u>Streams</u> | | |
| Streams 25 feet wide or less | \$568.17/linear foot | 1:1 |
| Streams greater than 25 feet wide ³ | \$855.85/linear foot | 1:1 |
| | | Method for Determining Fee Boundary |
| | | Limit of tree or shrub canopy (drip line) |
| | | Jurisdictional wetland boundary of state or federal government ² , whichever is greater |
| | | Same as above |
| | | Same as above |
| | | Jurisdictional waters boundary of state or federal government ² , whichever is greater |
| | | Wetted area during normal rainfall year or jurisdictional waters boundary, whichever is greater |
| | | Area of impact within banks |
| | | Stream length measured along stream centerline. Stream width measured between top of bank. |
| | | 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 | \$1,371.38 |
| 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/Zoning Ordinance Amendment | 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 and Non-Residential (5 or More Units) | 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) | \$213.00 |
| 6. Tentative Maps | Actual Cost |
| Deposit | \$6,000.00 |
| Tentative Parcel Map Waiver | \$2,541.00 |
| 7. Variance | Actual Cost |
| Deposit | \$1,700.00 |
| Admin Variance | \$822.00 |
| 8. Sign Permit/Review | |
| Administrative | \$267.00 |
| 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 and 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.

The timing of the payment of fees is determined by the City Manager in consultation with the Director of Finance and Information Systems and the Director of Community Development.



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 | |
| | \$319.00 |
| 14. Categorical Exemption | |
| | \$177.00 |
| 15. Temporary Use Permit (TUP) | |
| Universal TUP | \$732.00 |
| Minor TUP | \$58.00 |
| 16. Amendments | |
| Deposit | Actual Cost \$2,200.00 |
| 17. Time Extensions | |
| | \$1,197.00 |
| 18. General Plan Maintenance Fee | |
| Per dwelling unit or non res per 2,500 sq. ft. | \$297.00 |

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.

The timing of the payment of fees is determined by the City Manager in consultation with the Director of Finance and Information Systems and the Director of Community Development.

Community Development Planning Fees

| Fee Description | Fee |
|---|-------------------|
| 19. Agricultural Mitigation Fee (per acre)¹ | \$6,571.00 |
| 20. County Environmental Filing Fees* | Actual Cost |
| 21. Residential Street Addressing | |
| Subdivisions | \$177.00 |
| Secondary Units | \$44.96 |
| 22. Peer Review (Legal) | Actual Cost + 25% |
| 23. Special Studies (Traffic, Environmental, etc.) | Actual Cost + 25% |
| 24. Adult Oriented Zoning Review | \$4,173.00 |
| 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 | \$161.00 |
| (No charge if provided in acceptable electronic format) | |

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

* 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.

The timing of the payment of fees is determined by the City Manager in consultation with the Director of Finance and Information Systems and the Director of Community Development.

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 \$3,539 per required parking space. |
| Retail/Commercial/Office (per space) | \$3,539.00 |

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 and Inspection Fee (by Staff): | Actual Cost |
| Deposit | \$3,000.00 |
| Landscape Plan Check and Inspection Fee (by Consultant): | Actual Cost + 25% |
| Deposit | Actual Cost + 25% |

Note: 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 2% of new residential developments as affordable.

| Breakdown of Affordable Levels | |
|---------------------------------------|--|
| Single Family | 0% Moderate 1% Low Income 1% 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 by way of an approved Affordable Housing Agreement.

| In-Lieu Fee Three (3) Bedroom |
|---|
| \$0 per moderate income unit not built \$138,728 per low income unit not built \$203,841 per very low income unit not built |

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, 2014 - June 30, 2015 Affordable Monthly Rent for Renter Households
at Very Low, Low and Moderate Income Levels
City of Brentwood**

| Calculation of Affordable Monthly Rent | 0 Bedroom | 1 Bedroom | 2 Bedroom | 3 Bedroom | 4 Bedroom | 5 Bedroom | 6 Bedroom |
|---|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Family Size ¹ | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Area Median Income (AMI) ² | \$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 | \$127 | \$131 | \$177 | \$207 | \$225 | \$249 | \$290 |
| 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 | \$127 | \$131 | \$177 | \$207 | \$225 | \$249 | \$290 |
| 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 | \$127 | \$131 | \$177 | \$207 | \$225 | \$249 | \$290 |
| 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 and 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 |
| \$500,001 - \$1,000,000 | \$150 + \$0.25 per \$1,000 in excess of \$500,000 |
| \$1,000,001 and up | \$275 + \$0.15 per \$1,000 in excess of \$1,000,000 |
| Initial Application Fee | \$40.13 |
| Certificate Duplication Fee | \$26.76 |
| Business License Listing - per page | \$0.28 |
| State Mandated Fee SB1186 ¹ | \$1.00 |
| Late Penalty | 10% - \$30.00 Minimum |
| Special Events - Umbrella Business License Tax through January 31, 2017: | |
| Promoter | |
| Non-Profit | \$0.00 |
| Profit | \$100.00 per event |
| Events held on property owned by other Governmental or Religious Organizations | \$0.00 |
| Vendor Booth cost to ALL Promoters: | |
| Events held on property owned by other Governmental or Religious Organizations | \$0.00 |
| Open 4 hours or less | \$0.00 |
| Open over 4 hours with 5 or fewer total booths | \$5.00 per event/per booth |
| Open over 4 hours with over 5 total booths | \$10.00 per event/per booth |
| Special Events - Umbrella Business License tax beginning February 1, 2017: | |
| Promoter | |
| Non-Profit | \$0.00 |
| Profit | \$100.00 per event |
| Events held on property owned by other Governmental or Religious Organizations | \$0.00 |
| Vendor Booth cost to ALL Promoters: | |
| Events held on property owned by other Governmental or Religious Organizations | \$0.00 |
| Open 4 hours or less | \$0.00 |
| Open over 4 hours with 5 or fewer total booths | \$10.00 per event/per booth |
| Open over 4 hours with over 5 total booths | \$25.00 per event/per booth |

¹ Certified Access Specialist Program (CASP) per SB1186 collected from January 1, 2013 until December 31, 2018.

Citywide Special Event/Response/Clean-Up Fees

| 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 and Information Systems Collection Fees

| Fee Description | Fee |
|-----------------------|-------------|
| Attorney Fee | Actual Cost |
| Collection Fee | Actual Cost |
| Liens and Assessments | Actual Cost |

Finance and Information Systems Utility Billing Fees

| Fee Description | Fee |
|---------------------------|------------------------|
| Hydrant Meter - Late Fee* | \$250.00 |
| Balance Due - Late Fee* | 5% delinquency penalty |
| Application Fee | \$35.98 |
| Return Payment Fee | \$14.38 |

**Approved by Ordinance 741, April 2003*

Parks and Recreation Public Arts Fees

| 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 |

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

**Parks and Recreation
Business and Technology Incubator Fees**

| 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) | \$0.28 |
| Telephone/Computer Service | Actual Cost Reimbursement |
| Rent late payment - | |
| after the fifth and prior to the fifteenth of the month | 5% of Monthly Rent |
| after the fifteenth of the month | 25% of Monthly Rent |

Park and Recreation Fees

| | |
|---|--------------------|
| Bingo Permit | \$60.50 |
| 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) | \$12.00 |
| Non-Resident 100% cost recovery (excluding aquatic and youth sports) | |
| Late Fee for Youth Sport Leagues (per person) | \$24.20 |
| Urban Forest Guideline | \$29.40 |
| Effective October 1, 2014 | |
| Bingo Permit | \$62.00 |
| 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) | \$12.30 |
| Non-Resident 100% cost recovery (excluding aquatic and youth sports) | |
| Late Fee for Youth Sport Leagues (per person) | \$24.80 |
| Urban Forest Guideline | \$30.10 |
| Adult Sports | |
| Team Name Change USSSA Fee | Actual Cost |
| 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 |
| Adult Sports - Effective October 1, 2014 | |
| Team Name Change USSSA Fee | Actual Cost |
| Adult Softball Spring League* | \$750.00 |
| Adult Recreational Coed Softball Spring League* | \$750.00 |
| Adult Softball Summer League* | \$750.00 |
| Adult Recreational Coed Softball Summer League* | \$750.00 |
| Adult Softball Fall League* | \$750.00 |
| Adult Recreational Coed Softball Fall League* | \$750.00 |
| Youth Sports | |
| Pre-School Basketball Summer Program | \$84.00 |
| Pre-School Basketball Summer Program (Non-Resident) | \$149.50 |
| Pre-School Basketball Spring Program | \$84.00 |
| Pre-School Basketball Spring Program (Non-Resident) | \$149.30 |
| Pre-School Soccer Indoor | \$84.00 |
| Pre-School Soccer Indoor (Non-Resident) | \$149.50 |
| Pre-School Soccer Outdoor | \$84.00 |
| Pre-School Soccer Outdoor (Non-Resident) | \$139.60 |
| Pre-School Flag Tag | \$84.00 |
| Pre-School Flag Tag (Non-Resident) | \$148.30 |
| Pre-School Sandlot T-Ball | \$59.00 |
| Pre-School Sandlot T-Ball (Non-Resident) | \$64.90 |
| Youth Baseball Pee Wee | \$85.00 |
| Youth Baseball Pee Wee (Non-Resident) | \$93.50 |
| Youth Fast Pitch Softball Girls U8 | \$190.00 |
| Youth Fast Pitch Softball Girls U8 (Non-Resident) | \$209.00 |
| Youth Fast Pitch Softball Girls U10 | \$190.00 |
| Youth Fast Pitch Softball Girls U10 (Non-Resident) | \$209.00 |

* Non-Resident Fee for Adult Sport Leagues is a per person charge of \$12.00 each, on October 1, 2014 it is \$12.30 each.

Park and Recreation Fees

| Youth Sports (continued) | |
|---|----------|
| Youth Fast Pitch Softball Girls U15 | \$190.00 |
| Youth Fast Pitch Softball Girls U15 (Non-Resident) | \$209.00 |
| Youth Flag Football | \$121.00 |
| Youth Flag Football (Non-Resident) | \$133.10 |
| Youth Basketball | \$117.50 |
| Youth Basketball (Non-Resident) | \$129.20 |
| Kidz Love Soccer 5 Week Indoor Program | \$75.00 |
| Kidz Love Soccer 5 Week Indoor Program (Non-Resident) | \$133.10 |
| Kidz Love Soccer 6 Week Indoor Program | \$73.00 |
| Kidz Love Soccer 6 Week Indoor Program (Non-Resident) | \$129.90 |
| Kidz Love Soccer 8 Week Program | \$92.00 |
| Kidz Love Soccer 8 Week Program (Non-Resident) | \$163.00 |
| Kidz Love Soccer Half Day Camp | \$120.30 |
| Kidz Love Soccer Half Day Camp (Non-Resident) | \$192.10 |
| Youth Sports - Effective October 1, 2014 | |
| Pre-School Basketball Summer Program | \$86.00 |
| Pre-School Basketball Summer Program (Non-Resident) | \$162.20 |
| Pre-School Basketball Spring Program | \$86.00 |
| Pre-School Basketball Spring Program (Non-Resident) | \$161.90 |
| Pre-School Soccer Indoor | \$86.00 |
| Pre-School Soccer Indoor (Non-Resident) | \$162.20 |
| Pre-School Soccer Outdoor | \$86.00 |
| Pre-School Soccer Outdoor (Non-Resident) | \$153.70 |
| Pre-School Flag Tag | \$86.00 |
| Pre-School Flag Tag (Non-Resident) | \$161.30 |
| Pre-School Sandlot T-Ball | \$65.00 |
| Pre-School Sandlot T-Ball (Non-Resident) | \$71.50 |
| Youth Baseball Pee Wee | \$85.00 |
| Youth Baseball Pee Wee (Non-Resident) | \$93.50 |
| Youth Fast Pitch Softball Girls U8 - U15 | \$190.00 |
| Youth Fast Pitch Softball Girls U8 - U15 (Non-Resident) | \$209.00 |
| Youth Flag Football | \$121.00 |
| Youth Flag Football (Non-Resident) | \$133.10 |
| Youth Basketball (Ages 6-13) | \$124.00 |
| Youth Basketball (Ages 6-13) (Non-Resident) | \$136.40 |
| Kidz Love Soccer 5 Week Indoor Program | \$82.00 |
| Kidz Love Soccer 5 Week Indoor Program (Non-Resident) | \$152.70 |
| Kidz Love Soccer 6 Week Indoor Program | \$78.00 |
| Kidz Love Soccer 6 Week Indoor Program (Non-Resident) | \$147.00 |
| Kidz Love Soccer 8 Week Program | \$96.00 |
| Kidz Love Soccer 8 Week Program (Non-Resident) | \$181.00 |
| Kidz Love Soccer Half Day Camp | \$120.30 |
| Kidz Love Soccer Half Day Camp (Non-Resident) | \$205.90 |

Park and Recreation Fees

| Animal Activities Classes | |
|--|----------|
| Puppy Imprinting 3 Week Program | \$61.40 |
| Puppy Imprinting 3 Week Program (Non-Resident) | \$81.70 |
| Dog Obedience 3 Week Program | \$61.40 |
| Dog Obedience 3 Week Program (Non-Resident) | \$100.80 |
| Dog Obedience 6 Week Program | \$105.50 |
| Dog Obedience 6 Week Program (Non-Resident) | \$152.40 |
| Intermediate Dog Obedience 6 Week Program | \$105.50 |
| Intermediate Dog Obedience 6 Week Program (Non-Resident) | \$152.40 |
| Horsemanship Levels I and II | \$184.60 |
| Horsemanship Levels I and II (Non-Resident) | \$303.10 |
| Horsemanship Toddler Time | \$142.90 |
| Horsemanship Toddler Time (Non-Resident) | \$237.90 |
| Horsemanship Half Day Camp (Ages 6-11) | \$210.00 |
| Horsemanship Half Day Camp (Ages 6-11) (Non-Resident) | \$339.80 |
| Horsemanship Half Day Camp (Ages 12-17) | \$225.00 |
| Horsemanship Half Day Camp (Ages 12-17) (Non-Resident) | \$363.20 |
| Horsemanship Full Day Camp | \$448.00 |
| Horsemanship Full Day Camp (Non-Resident) | \$714.50 |
| Animal Activities Classes - Effective October 1, 2014 | |
| Puppy Imprinting 3 Week Program | \$61.40 |
| Puppy Imprinting 3 Week Program (Non-Resident) | \$87.60 |
| Dog Obedience 3 Week Program | \$61.40 |
| Dog Obedience 3 Week Program (Non-Resident) | \$105.10 |
| Dog Obedience 6 Week Program | \$105.50 |
| Dog Obedience 6 Week Program (Non-Resident) | \$160.50 |
| Intermediate Dog Obedience 6 Week Program | \$105.50 |
| Intermediate Dog Obedience 6 Week Program (Non-Resident) | \$160.50 |
| Horsemanship Levels I and II | \$184.60 |
| Horsemanship Levels I and II (Non-Resident) | \$324.80 |
| Horsemanship Toddler Time | \$142.90 |
| Horsemanship Toddler Time (Non-Resident) | \$255.00 |
| Horsemanship Half Day Camp (Ages 6-11) | \$210.00 |
| Horsemanship Half Day Camp (Ages 6-11) (Non-Resident) | \$364.10 |
| Horsemanship Half Day Camp (Ages 12-17) | \$225.00 |
| Horsemanship Half Day Camp (Ages 12-17) (Non-Resident) | \$389.20 |
| Horsemanship Full Day Camp | \$448.00 |
| Horsemanship Full Day Camp (Non-Resident) | \$765.60 |
| Creative Activities Arts and Crafts Classes | |
| Youth Art and Drawing Class 3 Hours | \$32.20 |
| Youth Art and Drawing Class 3 Hours (Non-Resident) | \$57.40 |
| Youth Art and Drawing Class 4 Hours | \$42.50 |
| Youth Art and Drawing Class 4 Hours (Non-Resident) | \$75.40 |
| Youth Art and Drawing Class 4.5 Hours | \$64.30 |
| Youth Art and Drawing Class 4.5 Hours (Non-Resident) | \$100.30 |
| Youth Art and Drawing Class 5 Hours | \$53.60 |
| Youth Art and Drawing Class 5 Hours (Non-Resident) | \$93.30 |
| Youth Art and Drawing Class 6 Hours | \$64.30 |
| Youth Art and Drawing Class 6 Hours (Non-Resident) | \$111.00 |

Park and Recreation Fees

| Creative Activities Arts and Crafts Classes (continued) | |
|--|----------|
| Youth Art and Drawing Class 7.5 Hours | \$69.80 |
| Youth Art and Drawing Class 7.5 Hours (Non-Resident) | \$123.80 |
| Youth Art and Drawing Class 9 Hours | \$83.80 |
| Youth Art and Drawing Class 9 Hours (Non-Resident) | \$129.50 |
| Youth Art and Drawing Class 12 Hours | \$122.00 |
| Youth Art and Drawing Class 12 Hours (Non-Resident) | \$209.70 |
| Creative Activities Arts and Crafts Classes - Effective October 1, 2014 | |
| Youth Art and Drawing Class 4 Hours | \$43.50 |
| Youth Art and Drawing Class 4 Hours (Non-Resident) | \$82.00 |
| Youth Art and Drawing Class 4.5 Hours | \$64.30 |
| Youth Art and Drawing Class 4.5 Hours (Non-Resident) | \$93.30 |
| Youth Art and Drawing Class 5 Hours | \$54.70 |
| Youth Art and Drawing Class 5 Hours (Non-Resident) | \$103.10 |
| Youth Art and Drawing Class 6 Hours | \$65.10 |
| Youth Art and Drawing Class 6 Hours (Non-Resident) | \$122.80 |
| Youth Art and Drawing Class 7.5 Hours | \$83.70 |
| Youth Art and Drawing Class 7.5 Hours (Non-Resident) | \$158.00 |
| Youth Art and Drawing Class 9 Hours | \$95.50 |
| Youth Art and Drawing Class 9 Hours (Non-Resident) | \$180.10 |
| Youth Art and Drawing Class 12 Hours | \$122.70 |
| Youth Art and Drawing Class 12 Hours (Non-Resident) | \$231.50 |
| Creative Activities Play Classes | |
| British Multi-Sport Half Day Camp | \$150.00 |
| British Multi-Sport Half Day Camp (Non-Resident) | \$238.50 |
| Lego Camp (Ages 5-12) | \$184.00 |
| Lego Camp (Ages 5-12) (Non-Resident) | \$325.50 |
| Sky Hawks Multi-Sport Youth Camp (Ages 4-12) | \$129.00 |
| Sky Hawks Multi-Sport Youth Camp (Ages 4-12) (Non-Resident) | \$225.20 |
| Mad Science Camp (Ages 4-12) | \$180.00 |
| Mad Science Camp (Ages 4-12) (Non-Resident) | \$318.70 |
| Creative Activities Play Classes - Effective October 1, 2014 | |
| British Multi-Sport Half Day Camp | \$150.00 |
| British Multi-Sport Half Day Camp (Non-Resident) | \$255.60 |
| Lego Camp (Ages 5-6 and 7-12) | \$184.00 |
| Lego Camp (Ages 5-6 and 7-12) (Non-Resident) | \$346.70 |
| Sky Hawks Multi-Sport Youth Camp (Ages 4-12) | \$129.00 |
| Sky Hawks Multi-Sport Youth Camp (Ages 4-12) (Non-Resident) | \$241.30 |
| Mad Science Camp (Ages 4-12) | \$193.00 |
| Mad Science Camp (Ages 4-12) (Non-Resident) | \$363.60 |
| Bricks 4 Kidz Camp (Ages 5-14) | \$165.00 |
| Bricks 4 Kidz Camp (Ages 5-14) (Non-Resident) | \$283.40 |
| Bricks 4 Kidz 6 Week (Ages 5-12) | \$93.00 |
| Bricks 4 Kidz 6 Week (Ages 5-12) (Non-Resident) | \$165.40 |
| Bricks 4 Kidz 6 Week (Ages 3-5) | \$50.00 |
| Bricks 4 Kidz 6 Week (Ages 3-5) (Non-Resident) | \$94.10 |
| Challenger Sports Soccer Classes (Ages 11-16) | \$84.00 |
| Challenger Sports Soccer Classes (Ages 11-16) (Non-Resident) | \$156.60 |

Park and Recreation Fees

| Youth Dance Classes | |
|--|----------|
| Ballet/Jazz/Tap (Ages 3-10) | \$57.70 |
| Ballet/Jazz/Tap (Ages 3-10) (Non-Resident) | \$102.10 |
| Dance Camp (Ages 4-8) | \$120.00 |
| Dance Camp (Ages 4-8) (Non-Resident) | \$199.40 |
| Cheer for Fun (Ages 5-10) | \$110.00 |
| Cheer for Fun (Ages 5-10) (Non-Resident) | \$193.10 |
| Hip Hop/Creative Dance Movement (Ages 2-13) | \$57.70 |
| Hip Hop/Creative Dance Movement (Ages 2-13) (Non-Resident) | \$102.10 |
| Youth Dance Classes - Effective October 1, 2014 | |
| Ballet/Jazz/Tap (Ages 3-10) | \$57.70 |
| Ballet/Jazz/Tap (Ages 3-10) (Non-Resident) | \$108.70 |
| Dance Camp (Ages 4-8) | \$120.00 |
| Dance Camp (Ages 4-8) (Non-Resident) | \$213.00 |
| Hip Hop/Creative Dance Movement (Ages 2-13) | \$68.00 |
| Hip Hop/Creative Dance Movement (Ages 2-13) (Non-Resident) | \$123.40 |
| Tennis Program | |
| Tennis Camp (Ages 4-6) | \$29.00 |
| Tennis Camp (Ages 4-6) (Non-Resident) | \$49.10 |
| Tennis Camp (Ages 7-17) | \$99.00 |
| Tennis Camp (Ages 7-17) (Non-Resident) | \$141.60 |
| Youth (Ages 4-7) 3 Weeks | \$42.70 |
| Youth (Ages 4-7) (Non-Resident) 3 Weeks | \$67.80 |
| Youth (Ages 8-17) 3 Weeks | \$60.80 |
| Youth (Ages 8-17) (Non-Resident) 3 Weeks | \$92.50 |
| Adult (Ages 18+) 3 Weeks | \$75.00 |
| Adult (Ages 18+) (Non-Resident) 3 Weeks | \$99.60 |
| Tennis Program - Effective October 1, 2014 | |
| Tennis Camp (Ages 4-6) | \$30.00 |
| Tennis Camp (Ages 4-6) (Non-Resident) | \$52.00 |
| Tennis Camp (Ages 7-11) | \$50.00 |
| Tennis Camp (Ages 7-11) (Non-Resident) | \$81.30 |
| Tennis Camp (Ages 12-17) | \$60.00 |
| Tennis Camp (Ages 12-17) (Non-Resident) | \$95.90 |
| Tot (Ages 4-7) 3 Weeks | \$42.70 |
| Tot (Ages 4-7) (Non-Resident) 3 Weeks | \$72.60 |
| Youth (Ages 8-17) 3 Weeks | \$60.80 |
| Youth (Ages 8-17) (Non-Resident) 3 Weeks | \$99.10 |

Park and Recreation Fees

| Gymnastics | |
|---|----------|
| Parent and Me Gymnastics/Pre-School (Ages 1-3/Parent) 6 Weeks: | |
| Resident | \$70.00 |
| Non-Resident | \$122.20 |
| School Age Gymnastics (Ages 5-12) 6 Weeks: | |
| Resident | \$77.00 |
| Non-Resident | \$132.40 |
| Gymnastic Camp Ages (5-12) 5 days: | |
| Resident | \$105.00 |
| Non-Resident | \$180.00 |
| Gymnastics - Effective October 1, 2014 | |
| Parent and Me Gymnastics/Pre-School (Ages 1-3/Parent and 3-5/Parent) 6 Weeks: | |
| Resident | \$70.00 |
| Non-Resident | \$130.90 |
| School Age Gymnastics (Ages 5-12) 6 Weeks: | |
| Resident | \$77.00 |
| Non-Resident | \$141.90 |
| Gymnastic Camp Ages (5-12) 5 days: | |
| Resident | \$105.00 |
| Non-Resident | \$181.60 |
| Health and Safety Classes | |
| Adult Part-Time/CPR/First Aid/AED Re-Cert: | |
| Resident | \$44.50 |
| Non-Resident | \$57.90 |
| Part-time CPR/First Aid/AED Re-Cert (under 17): | |
| Resident | \$33.00 |
| Non-Resident | \$57.90 |
| Health and Safety Classes - Effective October 1, 2014 | |
| Adult Part-Time/CPR/First Aid/AED Re-Cert: | |
| Resident | \$44.50 |
| Non-Resident | \$49.50 |
| Mediation (6 Weeks): | |
| Resident | \$76.00 |
| Non-Resident | \$101.30 |
| Part-time CPR/First Aid/AED Re-Cert (under 17): | |
| Resident | \$33.00 |
| Non-Resident | \$38.00 |
| Martial Arts | |
| Beginning Traditional Karate (Ages 3-12) 6 Weeks | |
| | \$72.00 |
| Beginning Traditional Karate (Ages 3-12) (Non-Resident) 6 Weeks | |
| | \$87.10 |
| Beginning Traditional Karate (Ages 3-12) 7 Weeks | |
| | \$84.00 |
| Beginning Traditional Karate (Ages 3-12) (Non-Resident) 7 Weeks | |
| | \$101.20 |
| Beginning Traditional Karate (Ages 3-12) 8 Weeks | |
| | \$96.00 |
| Beginning Traditional Karate (Ages 3-12) (Non-Resident) 8 Weeks | |
| | \$115.20 |
| Martial Arts - Effective October 1, 2014 | |
| Beginning Traditional Karate (Ages 3-12) 6 Weeks | |
| | \$72.00 |
| Beginning Traditional Karate (Ages 3-12) (Non-Resident) 6 Weeks | |
| | \$93.40 |
| Beginning Traditional Karate (Ages 3-12) 7 Weeks | |
| | \$84.00 |
| Beginning Traditional Karate (Ages 3-12) (Non-Resident) 7 Weeks | |
| | \$108.40 |
| Beginning Traditional Karate (Ages 3-12) 8 Weeks | |
| | \$96.00 |
| Beginning Traditional Karate (Ages 3-12) (Non-Resident) 8 Weeks | |
| | \$123.50 |

Park and Recreation Fees

| Miscellaneous | |
|--|----------|
| Archery Camp (Ages 8-14) | \$120.00 |
| Archery Camp (Ages 8-14) (Non-Resident) | \$204.10 |
| Children One Day - Themed Programs (Ages 3-14) | \$30.50 |
| Children One Day - Themed Programs (Ages 3-14) (Non-Resident) | \$54.30 |
| Children Mommy and Me (Ages 6 months - 24 months) 4 Weeks | \$60.00 |
| Children Mommy and Me (Ages 6 months - 24 months) (Non-Resident) 4 Weeks | \$106.40 |
| Children Mommy and Me (Ages 2-4) 4 Weeks | \$60.00 |
| Children Mommy and Me (Ages 2-4) (Non-Resident) 4 Weeks | \$106.40 |
| Miscellaneous - Effective October 1, 2014 | |
| Archery Camp (Ages 8-14) | \$120.00 |
| Archery Camp (Ages 8-14) (Non-Resident) | \$221.00 |
| Children One Day - Themed Programs (Ages 3-14) | \$34.00 |
| Children One Day - Themed Programs (Ages 3-14) (Non-Resident) | \$63.40 |
| Children Mommy and Me (Ages 6 months - 24 months) 4 Weeks | \$63.00 |
| Children Mommy and Me (Ages 6 months - 24 months) (Non-Resident) 4 Weeks | \$118.70 |
| Children Mommy and Me (Ages 2-4) 4 Weeks | \$63.00 |
| Children Mommy and Me (Ages 2-4) (Non-Resident) 4 Weeks | \$118.70 |
| Performing Arts Classes | |
| Freshi Films Classes (Ages 5-12) 8 Weeks | \$159.00 |
| Freshi Films Classes (Ages 5-12) (Non-Resident) 8 Weeks | \$281.70 |
| Freshi Media Camp (Ages 5-12) | \$199.00 |
| Freshi Media Camp (Ages 5-12) (Non-Resident) | \$348.20 |
| Performing Arts Classes - Effective October 1, 2014 | |
| Freshi Films Classes (Ages 5-12) 8 Weeks | \$135.00 |
| Freshi Films Classes (Ages 5-12) (Non-Resident) 8 Weeks | \$235.70 |
| Freshi Media Camp (Ages 5-12) | \$200.00 |
| Freshi Media Camp (Ages 5-12) (Non-Resident) | \$376.30 |
| Teen Programs | |
| Youth Commission Dance (Pre-Sale)* | \$7.00 |
| Youth Commission Event* | \$10.00 |
| Safety Drivers Ed On-line Course* | \$55.00 |
| Teen Programs - Effective October 1, 2014 | |
| Youth Commission Dance (at the door)* | \$10.00 |
| Safety Drivers Ed On-line Course* | \$55.00 |
| Special Events | |
| A Letter from Santa* | \$6.00 |
| Scarecrows in the Park* | \$15.00 |
| Vendor Space for Starry Nights Concert (Per Vendor, Per Concert) | \$47.40 |
| Special Events - Effective October 1, 2014 | |
| A Letter from Santa* | \$6.00 |
| Scarecrows in the Park* | \$15.00 |
| Vendor Space for Starry Nights Concert (Per Vendor, Per Concert) | \$48.60 |
| Internet Classes | |
| Ed2go* | \$95.00 |
| Active Adults | |
| Bocce League* | \$87.20 |
| Active Adults - Effective October 1, 2014 | |
| Bocce League* | \$89.50 |

* Non-Resident Fee does not apply to these programs

Park and Recreation Fees

| Aquatics ¹ | |
|--|---------------------------|
| Parent/Child Lessons - Effective January 1, 2014 | \$52.70 |
| Parent/Child Lessons (Non-Resident) - Effective January 1, 2014 | \$58.00 |
| Swim Lessons - Effective January 1, 2014 | \$61.60 |
| Swim Lessons (Non-Resident) - Effective January 1, 2014 | \$67.70 |
| Private Swim Lessons - Effective January 1, 2014 | \$89.60 |
| Private Swim Lessons (Non-Resident) - Effective January 1, 2014 | \$98.40 |
| Recreational Swim Single Entry (Saturday and Sunday) - Effective January 1, 2014 | \$7.00 |
| Recreational Swim Single Entry (Monday - Friday) - Effective January 1, 2014 | \$6.00 |
| Recreational Swim Single Entry \$2 @ 4:00pm | \$2.00 |
| Parent/Child Lessons - Effective January 1, 2015 | \$54.00 |
| Parent/Child Lessons (Non-Resident) - Effective January 1, 2015 | \$59.40 |
| Swim Lessons - Effective January 1, 2015 | \$63.10 |
| Swim Lessons (Non-Resident) - Effective January 1, 2015 | \$69.40 |
| Private Swim Lessons - Effective January 1, 2015 | \$91.80 |
| Private Swim Lessons (Non-Resident) - Effective January 1, 2015 | \$100.90 |
| Recreational Swim Single Entry (Saturday and Sunday) - Effective January 1, 2015 | \$8.00 |
| Recreational Swim Single Entry (Monday - Friday) - Effective January 1, 2015 | \$7.00 |
| 10 Swim Pass | \$55.20 |
| 10 Swim Pass (Non-Resident) | \$60.70 |
| 25 Swim Pass | \$130.00 |
| 25 Swim Pass (Non-Resident) | \$143.00 |
| 40 Swim Pass | \$194.80 |
| 40 Swim Pass (Non-Resident) | \$214.00 |
| Family Lap Swim | \$4.00 |
| Lap Swim Single Entry | \$4.00 |
| Lap Swim 16 Swims | \$51.20 |
| Lap Swim 16 Swims (Non-Resident) | \$56.00 |
| Lap Swim 32 Swims | \$96.00 |
| Lap Swim 32 Swims (Non-Resident) | \$105.60 |
| BFAC Swim Practice Lane Fee | \$9.00 |
| Lifeguard Certification - Effective January 1, 2014 | \$203.70 |
| Lifeguard Certification (Non-Resident) - Effective January 1, 2014 | \$224.00 |
| Jr. Lifeguard Camp - Effective January 1, 2014 | \$116.00 |
| Jr. Lifeguard Camp (Non-Resident) - Effective January 1, 2014 | \$127.60 |
| Lifeguard Recertification - Effective January 1, 2014 | \$157.90 |
| Lifeguard Certification - Effective January 1, 2015 | \$208.80 |
| Lifeguard Certification (Non-Resident) - Effective January 1, 2015 | \$229.60 |
| Jr. Lifeguard Camp - Effective January 1, 2015 | \$118.90 |
| Jr. Lifeguard Camp (Non-Resident) - Effective January 1, 2015 | \$130.70 |
| Lifeguard Recertification - Effective January 1, 2015 | \$161.90 |
| Part-Time Staff (per hour) | Hourly Rate Plus Benefits |

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

Park and Recreation Fees

| Facility Rentals | |
|---|---------------------------|
| Special Events Application Fee/Class 1 and 2 Events | \$127.90 |
| Special Events Application Fee/Class 3 Events | \$49.60 |
| Special Events Application Fee/Class 4 Events | \$77.20 |
| Billing Processing Fee | \$49.60 |
| Application Rush Fee (less than 30 days) | \$30.10 |
| 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 | \$30.20 |
| Unpaid Balance Late Fee less than 30 days prior to event | \$83.00 |
| Contract Modification Fee (5 days after receipt of contract) (5 business day grace period for changes without charges once application has been submitted) | \$59.80 |
| Contract Modification Fee (less than 14 days prior to event) | \$119.60 |
| Rental Liability Insurance | \$98 - \$700.00 |
| Part-Time Staff (per hour) | Hourly Rate plus Benefits |
| Facility Rentals - Effective October 1, 2014 | |
| Special Events Application Fee/Class 1 and 2 Events | \$131.10 |
| Special Events Application Fee/Class 3 Events | \$50.80 |
| Special Events Application Fee/Class 4 Events | \$79.10 |
| Billing Processing Fee | \$50.80 |
| Application Rush Fee (less than 30 days) | \$30.80 |
| Refundable Damage Deposit for Non-Alcohol Event | \$250.00 |
| Refundable Kitchen Cleaning/Damage Deposit - Senior Center | \$300.00 |
| Refundable Kitchen Cleaning/Damage Deposit - Community Center | \$200.00 |
| Refundable Damage Deposit for Alcohol Event | \$500.00 |
| Refundable Field Deposit (50+ Bookings, Tournaments, Camps and Clinics) | \$500.00 |
| Refundable Field Deposit (40 Bookings or Less) | \$250.00 |
| Cancellation Fee | \$30.90 |
| Unpaid Balance Late Fee less than 30 days prior to event | \$85.10 |
| Contract Modification Fee (5 days after receipt of contract) (5 business day grace period for changes without charges once application has been submitted) | \$61.30 |
| Contract Modification Fee (less than 14 days prior to event) | \$122.60 |
| Rental Liability Insurance | \$98 - \$700.00 |
| Part-Time Staff (per hour) | Hourly Rate plus Benefits |
| Brentwood Family Aquatic Complex* | |
| Competitive Pool 3 hrs | \$1,027.40 |
| Picnic Tables 2 hrs: | |
| Resident | \$30.00 |
| Non-Resident | \$33.00 |
| Recreation/Slide Pools 3 hrs | \$819.50 |
| Aquatic Park 3 hrs | \$1,841.00 |
| Refundable Deposit | \$750.00 |
| Brentwood Family Aquatic Complex - Effective October 1, 2014* | |
| Competitive Pool 3 hrs | \$1,053.50 |
| Picnic Tables 2 hrs: | |
| Resident | \$30.70 |
| Non-Resident | \$33.70 |
| Recreation/Slide Pools 3 hrs | \$840.30 |
| Aquatic Park 3 hrs | \$1,887.90 |
| Refundable Deposit | \$750.00 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Community Center* | |
|---|------------|
| 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 |
| Brentwood Community Center* | |
| Rental - Daily Flat Rate (10 hrs Maximum for 2 or more consecutive days) - Effective October 1, 2014 | |
| Entire First Floor (Including Kitchen) | |
| Resident | \$1,640.80 |
| Non-Resident | \$1,804.80 |
| Commercial | \$2,133.00 |
| Non-Profit | \$1,148.50 |
| Commercial Kitchen (Only) ** | |
| Flat Rate Per Hour (Application fees do not apply) | \$20.00 |
| 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-Thursday) | |
| Resident | \$192.00 |
| Non-Resident | \$211.20 |
| Commercial | \$249.60 |
| Non-Profit | \$134.40 |
| Rental - Hourly Flat Rate (2 hrs Minimum Required) - Effective October 1, 2014* | |
| Community Room Full - Up to 5 Hours (Friday-Saturday) | |
| Resident | \$246.10 |
| Non-Resident | \$270.70 |
| Commercial | \$319.90 |
| Non-Profit | \$172.20 |
| Community Room Full - Up to 5 Hours (Sunday-Thursday) | |
| Resident | \$196.80 |
| Non-Resident | \$216.40 |
| Commercial | \$255.80 |
| Non-Profit | \$137.70 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

** City Manager shall be authorized to return the amended fees to their original schedule based on the amount of use and the additional subsidy to the program.

Park and Recreation Fees

| Brentwood Community Center (continued)* | |
|--|----------|
| 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/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Community Center (continued) - Effective October 1, 2014* | |
|---|----------|
| Community Room Full - More than 5 Hours (Friday-Saturday) | |
| Resident | \$205.10 |
| Non-Resident | \$225.60 |
| Commercial | \$266.60 |
| Non-Profit | \$143.50 |
| Community Room Full - More than 5 Hours (Sunday-Thursday) | |
| Resident | \$184.50 |
| Non-Resident | \$202.90 |
| Commercial | \$239.80 |
| Non-Profit | \$129.10 |
| Community Room Hall A - Up to 5 Hours (Friday-Saturday) | |
| Resident | \$123.00 |
| Non-Resident | \$135.30 |
| Commercial | \$159.90 |
| Non-Profit | \$86.10 |
| Community Room Hall A - Up to 5 Hours (Sunday-Thursday) | |
| Resident | \$98.40 |
| Non-Resident | \$108.20 |
| Commercial | \$127.90 |
| Non-Profit | \$68.80 |
| Community Room Hall A - More than 5 Hours (Friday-Saturday) | |
| Resident | \$102.50 |
| Non-Resident | \$112.70 |
| Commercial | \$133.20 |
| Non-Profit | \$71.70 |
| Community Room Hall A - More than 5 Hours (Sunday-Thursday) | |
| Resident | \$92.30 |
| Non-Resident | \$101.50 |
| Commercial | \$119.90 |
| Non-Profit | \$64.60 |
| Community Room Hall B - Up to 5 Hours (Friday-Saturday) | |
| Resident | \$123.00 |
| Non-Resident | \$135.30 |
| Commercial | \$159.90 |
| Non-Profit | \$86.10 |
| Community Room Hall B - Up to 5 Hours (Sunday-Thursday) | |
| Resident | \$98.40 |
| Non-Resident | \$108.20 |
| Commercial | \$127.90 |
| Non-Profit | \$68.80 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Community Center (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 |
| 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/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Community Center (continued) - Effective October 1, 2014* | |
|--|----------|
| Community Room Hall B - More than 5 Hours (Friday-Saturday) | |
| Resident | \$102.50 |
| Non-Resident | \$112.70 |
| Commercial | \$133.20 |
| Non-Profit | \$71.70 |
| Community Room Hall B - More than 5 Hours (Sunday-Thursday) | |
| Resident | \$92.30 |
| Non-Resident | \$101.50 |
| Commercial | \$119.90 |
| Non-Profit | \$64.60 |
| Multi Purpose Room Full - Up to 5 Hours (Friday-Saturday) | |
| Resident | \$123.00 |
| Non-Resident | \$135.30 |
| Commercial | \$159.90 |
| Non-Profit | \$86.10 |
| Multi Purpose Room Full - Up to 5 Hours (Sunday-Thursday) | |
| Resident | \$98.40 |
| Non-Resident | \$108.20 |
| Commercial | \$127.90 |
| Non-Profit | \$68.80 |
| Multi Purpose Room Full - More than 5 Hours (Friday-Saturday) | |
| Resident | \$102.50 |
| Non-Resident | \$112.70 |
| Commercial | \$133.20 |
| Non-Profit | \$71.70 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Community Center (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/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Community Center (continued) - Effective October 1, 2014* | |
|--|---------|
| Multi Purpose Room Full - More than 5 Hours (Sunday-Thursday) | |
| Resident | \$73.80 |
| Non-Resident | \$81.10 |
| Commercial | \$95.90 |
| Non-Profit | \$51.60 |
| Multi Purpose Room A - Up to 5 Hours (Friday-Saturday) | |
| Resident | \$61.50 |
| Non-Resident | \$67.60 |
| Commercial | \$79.90 |
| Non-Profit | \$43.00 |
| Multi Purpose Room A - Up to 5 Hours (Sunday-Thursday) | |
| Resident | \$39.30 |
| Non-Resident | \$43.20 |
| Commercial | \$51.00 |
| Non-Profit | \$27.50 |
| Multi Purpose Room A - More than 5 Hours (Friday-Saturday) | |
| Resident | \$51.20 |
| Non-Resident | \$56.30 |
| Commercial | \$66.50 |
| Non-Profit | \$35.80 |
| Multi Purpose Room A - More than 5 Hours (Sunday-Thursday) | |
| Resident | \$36.90 |
| Non-Resident | \$40.50 |
| Commercial | \$47.90 |
| Non-Profit | \$25.80 |
| Multi Purpose Room B - Up to 5 Hours (Friday-Saturday) | |
| Resident | \$61.50 |
| Non-Resident | \$67.60 |
| Commercial | \$79.90 |
| Non-Profit | \$43.00 |
| Multi Purpose Room B - Up to 5 Hours (Sunday-Thursday) | |
| Resident | \$39.30 |
| Non-Resident | \$43.20 |
| Commercial | \$51.00 |
| Non-Profit | \$27.50 |
| Multi Purpose Room B - More than 5 Hours (Friday-Saturday) | |
| Resident | \$51.20 |
| Non-Resident | \$56.30 |
| Commercial | \$66.50 |
| Non-Profit | \$35.80 |
| Multi Purpose Room B - More than 5 Hours (Sunday-Thursday) | |
| Resident | \$36.90 |
| Non-Resident | \$40.50 |
| Commercial | \$47.90 |
| Non-Profit | \$25.80 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Community Center (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/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Community Center (continued) - Effective October 1, 2014* | |
|--|---------|
| Art Room - Up to 5 Hours (Friday-Saturday) | |
| Resident | \$61.50 |
| Non-Resident | \$67.60 |
| Commercial | \$79.90 |
| Non-Profit | \$43.00 |
| Art Room - Up to 5 Hours (Sunday-Thursday) | |
| Resident | \$39.30 |
| Non-Resident | \$43.20 |
| Commercial | \$51.00 |
| Non-Profit | \$27.50 |
| Art Room - More than 5 Hours (Friday-Saturday) | |
| Resident | \$51.20 |
| Non-Resident | \$56.30 |
| Commercial | \$66.50 |
| Non-Profit | \$35.80 |
| Art Room - More than 5 Hours (Sunday-Thursday) | |
| Resident | \$36.90 |
| Non-Resident | \$40.50 |
| Commercial | \$47.90 |
| Non-Profit | \$25.80 |
| Conference Room Full - Up to 5 Hours (Friday-Saturday) | |
| Resident | \$73.80 |
| Non-Resident | \$81.10 |
| Commercial | \$95.90 |
| Non-Profit | \$51.60 |
| Conference Room Full - Up to 5 Hours (Sunday-Thursday) | |
| Resident | \$47.10 |
| Non-Resident | \$51.80 |
| Commercial | \$61.20 |
| Non-Profit | \$32.90 |
| Conference Room Full - More than 5 Hours (Friday-Saturday) | |
| Resident | \$61.50 |
| Non-Resident | \$67.60 |
| Commercial | \$79.90 |
| Non-Profit | \$43.00 |
| Conference Room Full - More than 5 Hours (Sunday-Thursday) | |
| Resident | \$44.30 |
| Non-Resident | \$48.70 |
| Commercial | \$57.50 |
| Non-Profit | \$31.00 |
| Conference Room A - Up to 5 Hours (Friday-Saturday) | |
| Resident | \$36.90 |
| Non-Resident | \$40.50 |
| Commercial | \$47.90 |
| Non-Profit | \$25.80 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Community Center (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 |
| Uplighting | \$42.50 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Community Center (continued) - Effective October 1, 2014* | |
|---|---------|
| Conference Room A - Up to 5 Hours (Sunday-Thursday) | |
| Resident | \$23.50 |
| Non-Resident | \$25.80 |
| Commercial | \$30.50 |
| Non-Profit | \$16.40 |
| Conference Room A - More than 5 Hours (Friday-Saturday) | |
| Resident | \$30.70 |
| Non-Resident | \$33.70 |
| Commercial | \$39.90 |
| Non-Profit | \$21.40 |
| Conference Room A - More than 5 Hours (Sunday-Thursday) | |
| Resident | \$22.10 |
| Non-Resident | \$24.30 |
| Commercial | \$28.70 |
| Non-Profit | \$15.40 |
| Conference Room B - Up to 5 Hours (Friday-Saturday) | |
| Resident | \$36.90 |
| Non-Resident | \$40.50 |
| Commercial | \$47.90 |
| Non-Profit | \$25.80 |
| Conference Room B - Up to 5 Hours (Sunday-Thursday) | |
| Resident | \$23.50 |
| Non-Resident | \$25.80 |
| Commercial | \$30.50 |
| Non-Profit | \$16.40 |
| Conference Room B - More than 5 Hours (Friday-Saturday) | |
| Resident | \$30.70 |
| Non-Resident | \$33.70 |
| Commercial | \$39.90 |
| Non-Profit | \$21.40 |
| Conference Room B - More than 5 Hours (Sunday-Thursday) | |
| Resident | \$22.10 |
| Non-Resident | \$24.30 |
| Commercial | \$28.70 |
| Non-Profit | \$15.40 |
| Equipment Rental (Flat Rates) | |
| Portable Bar | \$43.50 |
| Uplighting | \$43.50 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| 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 |
| Women's Club - Effective October 1, 2014* | |
| Resident (per hour) | \$39.50 |
| Non-Resident (per hour) | \$43.40 |
| Commercial (per hour) | \$51.30 |
| Non-Profit (per hour) | \$27.60 |
| 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/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Senior Activity Center (continued) - Effective October 1, 2014* | |
|--|----------|
| Main Hall - Up to 5 Hours (Friday-Saturday) | |
| Resident (per hour) | \$111.20 |
| Non-Resident (per hour) | \$122.30 |
| Commercial (per hour) | \$144.50 |
| Non-Profit (per hour) | \$77.80 |
| Main Hall - Up to 5 Hours (Sunday-Thursday) | |
| Resident (per hour) | \$89.00 |
| Non-Resident (per hour) | \$97.90 |
| Commercial (per hour) | \$115.70 |
| Non-Profit (per hour) | \$62.30 |
| Main Hall - More than 5 Hours (Friday-Saturday) | |
| Resident (per hour) | \$100.00 |
| Non-Resident (per hour) | \$110.00 |
| Commercial (per hour) | \$130.00 |
| Non-Profit (per hour) | \$70.00 |
| Main Hall - More than 5 Hours (Sunday-Thursday) | |
| Resident (per hour) | \$79.90 |
| Non-Resident (per hour) | \$87.80 |
| Commercial (per hour) | \$103.80 |
| Non-Profit (per hour) | \$55.90 |
| Meeting Room - Up to 5 Hours (Friday-Saturday) | |
| Resident (per hour) | \$72.30 |
| Non-Resident (per hour) | \$79.50 |
| Commercial (per hour) | \$93.90 |
| Non-Profit (per hour) | \$50.60 |
| Meeting Room - Up to 5 Hours (Sunday-Thursday) | |
| Resident (per hour) | \$57.80 |
| Non-Resident (per hour) | \$63.50 |
| Commercial (per hour) | \$75.10 |
| Non-Profit (per hour) | \$40.40 |
| Meeting Room - More than 5 Hours (Friday-Saturday) | |
| Resident (per hour) | \$65.10 |
| Non-Resident (per hour) | \$71.60 |
| Commercial (per hour) | \$84.60 |
| Non-Profit (per hour) | \$45.50 |
| Meeting Room - More than 5 Hours (Sunday-Thursday) | |
| Resident (per hour) | \$51.90 |
| Non-Resident (per hour) | \$57.00 |
| Commercial (per hour) | \$67.40 |
| Non-Profit (per hour) | \$36.30 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| 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/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Senior Activity Center (continued) - Effective October 1, 2014* | |
|--|----------|
| Class Room - Up to 5 Hours (Friday-Saturday) | |
| Resident (per hour) | \$55.50 |
| Non-Resident (per hour) | \$61.00 |
| Commercial (per hour) | \$72.10 |
| Non-Profit (per hour) | \$38.80 |
| Class Room - Up to 5 Hours (Sunday-Thursday) | |
| Resident (per hour) | \$44.40 |
| Non-Resident (per hour) | \$48.80 |
| Commercial (per hour) | \$57.70 |
| Non-Profit (per hour) | \$31.00 |
| Class Room - More than 5 Hours (Friday-Saturday) | |
| Resident (per hour) | \$49.90 |
| Non-Resident (per hour) | \$54.80 |
| Commercial (per hour) | \$64.80 |
| Non-Profit (per hour) | \$34.90 |
| Class Room - More than 5 Hours (Sunday-Thursday) | |
| Resident (per hour) | \$39.80 |
| Non-Resident (per hour) | \$43.70 |
| Commercial (per hour) | \$51.70 |
| Non-Profit (per hour) | \$27.80 |
| Meeting Room/Class Room Combination - Up to 5 Hours (Friday-Saturday) | |
| Resident (per hour) | \$88.70 |
| Non-Resident (per hour) | \$97.50 |
| Commercial (per hour) | \$115.30 |
| Non-Profit (per hour) | \$62.00 |
| Meeting Room/Class Room Combination - Up to 5 Hours (Sunday-Thursday) | |
| Resident (per hour) | \$70.90 |
| Non-Resident (per hour) | \$77.90 |
| Commercial (per hour) | \$92.10 |
| Non-Profit (per hour) | \$49.60 |
| Meeting Room/Class Room Combination - More than 5 Hours (Friday-Saturday) | |
| Resident (per hour) | \$79.70 |
| Non-Resident (per hour) | \$87.60 |
| Commercial (per hour) | \$103.60 |
| Non-Profit (per hour) | \$55.70 |
| Meeting Room/Class Room Combination - More than 5 Hours (Sunday-Thursday) | |
| Resident (per hour) | \$63.70 |
| Non-Resident (per hour) | \$70.00 |
| Commercial (per hour) | \$82.80 |
| Non-Profit (per hour) | \$44.50 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| 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/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Brentwood Senior Activity Center (continued) - Effective October 1, 2014* | |
|---|------------|
| Kitchen - Up to 5 Hours (Friday-Saturday) | |
| Resident (per hour) | \$38.80 |
| Non-Resident (per hour) | \$42.60 |
| Commercial (per hour) | \$50.40 |
| Non-Profit (per hour) | \$27.10 |
| Kitchen - Up to 5 Hours (Sunday-Thursday) | |
| Resident (per hour) | \$31.00 |
| Non-Resident (per hour) | \$34.10 |
| Commercial (per hour) | \$40.30 |
| Non-Profit (per hour) | \$21.70 |
| Kitchen - More than 5 Hours (Friday-Saturday) | |
| Resident (per hour) | \$34.90 |
| Non-Resident (per hour) | \$38.30 |
| Commercial (per hour) | \$45.30 |
| Non-Profit (per hour) | \$24.40 |
| Kitchen - More than 5 Hours (Sunday-Thursday) | |
| Resident (per hour) | \$27.80 |
| Non-Resident (per hour) | \$30.50 |
| Commercial (per hour) | \$36.10 |
| Non-Profit (per hour) | \$19.40 |
| Senior Center Equipment Rental with Rental of Senior Center (Flat Rate) | |
| Portable Stage 16ft x 8ft Removal | \$64.90 |
| Portable Stage Rental Resizing | \$108.20 |
| Portable Bar (each) | \$44.50 |
| Portable Dance Floor Removal (24x24) 90 Capacity | \$108.20 |
| Portable Dance Floor Resizing | \$108.20 |
| Entire Facility Daily Flat Rate (10 hours maximum for 2 or more consecutive days) | |
| Resident | \$1,000.80 |
| Non-Resident | \$1,100.80 |
| Commercial | \$1,301.00 |
| Non-Profit | \$700.50 |
| Commercial Kitchen Daily Flat Rate (10 hours maximum for 2 or more consecutive days) | |
| Resident | \$349.70 |
| Non-Resident | \$384.60 |
| Commercial | \$454.60 |
| Non-Profit | \$244.70 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Apple Hill Park* | |
|---|---------------------------|
| Group Picnic Shelter Rentals (26-50 Capacity) | |
| Resident (per hour) | \$18.00 |
| Non-Resident (per hour) | \$23.40 |
| Commercial (per hour) | \$23.40 |
| Non-Profit (per hour) | \$12.60 |
| Resident (per day) | \$108.00 |
| Non-Resident (per day) | \$140.40 |
| Commercial (per day) | \$140.40 |
| Non-Profit (per day) | \$75.60 |
| Group Picnic Shelter Rentals (26-50 Capacity) - Effective October 1, 2014* | |
| Resident (per hour) | \$18.40 |
| Non-Resident (per hour) | \$23.90 |
| Commercial (per hour) | \$23.90 |
| Non-Profit (per hour) | \$12.80 |
| Resident (per day) | \$110.70 |
| Non-Resident (per day) | \$143.90 |
| Commercial (per day) | \$143.90 |
| Non-Profit (per day) | \$77.40 |
| 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 |
| Bocce Courts - Effective October 1, 2014 | |
| Resident (per hour) | \$12.10 |
| Non-Resident (per hour) | \$13.30 |
| Commercial (per hour) | \$15.70 |
| Non-Profit (per hour) | \$8.40 |
| 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 and Clinics) | \$500.00 |
| Refundable Field Deposit (49 Bookings or less) | \$250.00 |
| Ball Field Rental - Effective October 1, 2014 | |
| Resident (per day) | \$12.10 |
| Non-Resident (per day) | \$13.30 |
| Commercial (per day) | \$15.70 |
| Non-Profit (per day) | \$8.40 |
| Ball Field Prep Services (per field) | \$30.30 |
| Ball Field Prep Without Lining (per field) | \$18.10 |
| Scorekeeper Fee (per hour) | Hourly Rate Plus Benefits |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Balfour Guthrie Park* | |
|--|----------|
| Group Picnic Shelter Rentals (26-50 Capacity) | |
| Resident (per hour) | \$18.00 |
| Non-Resident (per hour) | \$23.40 |
| Commercial (per hour) | \$23.40 |
| Non-Profit (per hour) | \$12.60 |
| Resident (per day) | \$108.00 |
| Non-Resident (per day) | \$140.40 |
| Commercial (per day) | \$140.40 |
| Non-Profit (per day) | \$75.60 |
| Group Picnic Shelter Rentals (51-100 Capacity) | |
| Resident (per hour) | \$36.00 |
| Non-Resident (per hour) | \$46.80 |
| Commercial (per hour) | \$46.80 |
| Non-Profit (per hour) | \$25.20 |
| Resident (per day) | \$216.00 |
| Non-Resident (per day) | \$280.80 |
| Commercial (per day) | \$280.80 |
| Non-Profit (per day) | \$151.20 |
| Balfour Guthrie Park - Effective October 1, 2014* | |
| Group Picnic Shelter Rentals (26-50 Capacity) | |
| Resident (per hour) | \$18.40 |
| Non-Resident (per hour) | \$23.90 |
| Commercial (per hour) | \$23.90 |
| Non-Profit (per hour) | \$12.80 |
| Resident (per day) | \$110.70 |
| Non-Resident (per day) | \$143.90 |
| Commercial (per day) | \$143.90 |
| Non-Profit (per day) | \$77.40 |
| Group Picnic Shelter Rentals (51-100 Capacity) | |
| Resident (per hour) | \$36.90 |
| Non-Resident (per hour) | \$47.90 |
| Commercial (per hour) | \$47.90 |
| Non-Profit (per hour) | \$25.80 |
| Resident (per day) | \$221.50 |
| Non-Resident (per day) | \$287.90 |
| Commercial (per day) | \$287.90 |
| Non-Profit (per day) | \$155.00 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Park and Recreation Fees | |
|--|-------------|
| 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) | \$9.50 |
| Scorekeeper Fee (per hour) | \$12.60 |
| Solid Waste Garbage Service | Actual Cost |
| Refundable Field Deposits (50+ Bookings, Tournaments, Camps and 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) | \$9.00 |
| Non-Resident (per hour) | \$11.70 |
| Commercial (per hour) | \$11.70 |
| Non-Profit (per hour) | \$6.30 |
| Resident (per day) | \$54.00 |
| Non-Resident (per day) | \$70.20 |
| Commercial (per day) | \$70.20 |
| Non-Profit (per day) | \$37.80 |
| Blue Goose Park - Effective October 1, 2014 | |
| Group Picnic Shelter Rentals (1-25 Capacity) | |
| Resident (per hour) | \$9.20 |
| Non-Resident (per hour) | \$11.90 |
| Commercial (per hour) | \$11.90 |
| Non-Profit (per hour) | \$6.40 |
| Resident (per day) | \$55.30 |
| Non-Resident (per day) | \$71.80 |
| Commercial (per day) | \$71.80 |
| Non-Profit (per day) | \$38.70 |
| 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 |
| Brentwood Skate Park- Effective October 1, 2014* | |
| Entire Facility Rental | |
| Resident (per each 4 hour period) | \$334.10 |
| Non-Resident (per each 4 hour period) | \$367.50 |
| Commercial (per each 4 hour period) | \$434.30 |
| Non-Profit (per each 4 hour period) | \$233.80 |
| Each Additional Hour | \$81.20 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| 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 (per hour) | Hourly Rate plus Benefits |
| City Park - Effective October 1, 2014* | |
| Entire City Park | |
| Resident (per hour) | \$78.90 |
| Non-Resident (per hour) | \$86.70 |
| Commercial (per hour) | \$102.50 |
| Non-Profit (per hour) | \$55.20 |
| Resident (per day) | \$394.80 |
| Non-Resident (per day) | \$434.20 |
| Commercial (per day) | \$513.20 |
| Non-Profit (per day) | \$276.30 |
| Part-Time Staff Fee (per hour) | Hourly Rate plus Benefits |
| City Park* | |
| Group Picnic Area Rentals (1-25 Capacity) | |
| Resident (per hour) | \$9.00 |
| Non-Resident (per hour) | \$11.70 |
| Commercial (per hour) | \$11.70 |
| Non-Profit (per hour) | \$6.30 |
| Resident (per day) | \$54.00 |
| Non-Resident (per day) | \$70.20 |
| Commercial (per day) | \$70.20 |
| Non-Profit (per day) | \$37.80 |
| Group Picnic Area w/BBQ Island (1-25 Capacity) | |
| Resident (per hour) | \$13.00 |
| Non-Resident (per hour) | \$16.90 |
| Commercial (per hour) | \$16.90 |
| Non-Profit (per hour) | \$9.10 |
| Resident (per day) | \$78.00 |
| Non-Resident (per day) | \$101.40 |
| Commercial (per day) | \$101.40 |
| Non-Profit (per day) | \$54.60 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| City Park (continued) - Effective October 1, 2014* | |
|---|-------------|
| Group Picnic Area Rentals (1-25 Capacity) | |
| Resident (per hour) | \$9.20 |
| Non-Resident (per hour) | \$11.90 |
| Commercial (per hour) | \$11.90 |
| Non-Profit (per hour) | \$6.40 |
| Resident (per day) | \$55.30 |
| Non-Resident (per day) | \$71.80 |
| Commercial (per day) | \$71.80 |
| Non-Profit (per day) | \$38.70 |
| Group Picnic Area w/BBQ Island (1-25 Capacity) | |
| Resident (per hour) | \$13.30 |
| Non-Resident (per hour) | \$17.20 |
| Commercial (per hour) | \$17.20 |
| Non-Profit (per hour) | \$9.30 |
| Resident (per day) | \$79.90 |
| Non-Resident (per day) | \$103.80 |
| Commercial (per day) | \$103.80 |
| Non-Profit (per day) | \$55.90 |
| 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 |
| Garin Park - Effective October 1, 2014* | |
| Soccer Field Rental: (per field)/(per day) | |
| Resident (per field, per day) | \$12.10 |
| Non-Resident (per field, per day) | \$13.30 |
| Commercial (per field, per day) | \$15.70 |
| Non-Profit (per field, per day) | \$8.40 |
| Soccer Field Prep Service (per field) | \$18.10 |
| Soccer Field Lining Services (per field) | \$91.20 |
| Soccer Field Lining Repaint (per field) | \$30.30 |
| Solid Waste Garbage Service | Actual Cost |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Oak Meadow Park* | |
|---|---------------------------|
| Group Picnic Shelter Rentals (1-25 Capacity) | |
| Resident (per hour) | \$9.00 |
| Non-Resident (per hour) | \$11.70 |
| Commercial (per hour) | \$11.70 |
| Non-Profit (per hour) | \$6.30 |
| Resident (per day) | \$54.00 |
| Non-Resident (per day) | \$70.20 |
| Commercial (per day) | \$70.20 |
| Non-Profit (per day) | \$37.80 |
| Oak Meadow Park - Effective October 1, 2014* | |
| Group Picnic Shelter Rentals (1-25 Capacity) | |
| Resident (per hour) | \$9.20 |
| Non-Resident (per hour) | \$11.90 |
| Commercial (per hour) | \$11.90 |
| Non-Profit (per hour) | \$6.40 |
| Resident (per day) | \$55.30 |
| Non-Resident (per day) | \$71.80 |
| Commercial (per day) | \$71.80 |
| Non-Profit (per day) | \$38.70 |
| 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) | \$11.40 |
| Field #2 Lights (per hour) | \$8.60 |
| Soccer Overlay Lights (per hour) | \$27.10 |
| Scorekeeper Fee (per hour) | Hourly Rate plus Benefits |
| Solid Waste Garbage Service | Actual Cost |
| Refundable Field Deposit (50+ Bookings, Tournaments, Camps and Clinics) | \$500.00 |
| Refundable Field Deposit (49 Bookings or less) | \$250.00 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| 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 and Clinics) | \$500.00 |
| Refundable Field Deposit (49 Bookings or less) | \$250.00 |
| Summerwood Park - Effective October 1, 2014* | |
| Soccer Field Rentals* | |
| Resident (per field, per day) | \$12.10 |
| Non-Resident (per field, per day) | \$13.30 |
| Commercial (per field, per day) | \$15.70 |
| Non-Profit (per field, per day) | \$8.40 |
| Soccer Field Prep Service (per field) | \$18.10 |
| Soccer Field Lining Services (per field) | \$91.20 |
| Soccer Field Lining Repaint (per field) | \$30.30 |
| Solid Waste Garbage Service | Actual Cost |
| Sunset Park Athletic Complex* | |
| Group Picnic Shelter Rentals (51-100 Capacity) | |
| Resident (per hour) | \$36.00 |
| Non-Resident (per hour) | \$46.80 |
| Commercial (per hour) | \$46.80 |
| Non-Profit (per hour) | \$25.20 |
| Resident (per day) | \$216.00 |
| Non-Resident (per day) | \$280.80 |
| Commercial (per day) | \$280.80 |
| Non-Profit (per day) | \$151.20 |
| Group Picnic Shelter Rentals (51-100 Capacity) - Effective October 1, 2014 | |
| Resident (per hour) | \$36.90 |
| Non-Resident (per hour) | \$47.90 |
| Commercial (per hour) | \$47.90 |
| Non-Profit (per hour) | \$25.80 |
| Resident (per day) | \$221.50 |
| Non-Resident (per day) | \$287.90 |
| Commercial (per day) | \$287.90 |
| Non-Profit (per day) | \$155.00 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Sunset Park Athletic Complex (continued)* | |
|---|---------------------------|
| Ball Field Rental (for the First Field) Rates | |
| 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) | \$29.30 |
| Field # 2 Lights (per hour) | \$25.00 |
| Field # 3 Lights (per hour) | \$25.00 |
| Field # 4 Lights (per hour) | \$22.30 |
| Field # 5 Lights (per hour) | \$17.40 |
| Field # 6 Lights (per hour) | \$24.40 |
| Overlay of Fields 5 and 6 (per hour) | \$15.20 |
| Ball Field Prep Services (per field) | \$29.60 |
| Ball Field Prep without lining (per field) | \$17.70 |
| Scorekeeper Fee (per hour) | Hourly Rate Plus Benefits |
| Part-Time Staff Fee (per hour) | Hourly Rate Plus Benefits |
| Extra Mow (per field) | \$89.00 |
| 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) | \$28.20 |
| Soccer B Lights (per hour) | \$28.20 |
| Soccer C Lights (per hour) | \$28.20 |
| Competition Lights (per hour) | \$28.20 |
| 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 |
| 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. | |
| Entire Facility Rental - Effective October 1, 2014 | |
| Resident (per each 4 hour period) | \$1,217.80 |
| Non-Resident (per each 4 hour period) | \$1,339.50 |
| Commercial (per each 4 hour period) | \$1,583.10 |
| Non-Profit (per each 4 hour period) | \$852.40 |
| Includes staff fee but does not include lights, equipment, or preparation fees. | |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Veteran's Park* | |
|--|----------|
| Group Picnic Shelter Rentals (26-50 Capacity) | |
| Resident (per hour) | \$18.00 |
| Non-Resident (per hour) | \$23.40 |
| Commercial (per hour) | \$23.40 |
| Non-Profit (per hour) | \$12.60 |
| Resident (per day) | \$108.00 |
| Non-Resident (per day) | \$140.40 |
| Commercial (per day) | \$140.40 |
| Non-Profit (per day) | \$75.60 |
| Group Picnic Shelter Rentals (26-50 Capacity) - Effective October 1, 2014 | |
| Resident (per hour) | \$18.40 |
| Non-Resident (per hour) | \$23.90 |
| Commercial (per hour) | \$23.90 |
| Non-Profit (per hour) | \$12.80 |
| Resident (per day) | \$110.70 |
| Non-Resident (per day) | \$143.90 |
| Commercial (per day) | \$143.90 |
| Non-Profit (per day) | \$77.40 |
| 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 |
| Bocce Courts - Effective October 1, 2014 | |
| Resident (per hour) | \$12.10 |
| Non-Resident (per hour) | \$13.30 |
| Commercial (per hour) | \$15.70 |
| Non-Profit (per hour) | \$8.40 |
| Two Hour Minimum Equipment Deposit | \$100.00 |
| Horseshoes Court - Effective October 1, 2014 | |
| Resident (per hour) | \$12.10 |
| Non-Resident (per hour) | \$13.30 |
| Commercial (per hour) | \$15.70 |
| Non-Profit (per hour) | \$8.40 |
| Two Hour Minimum Equipment Deposit | \$100.00 |

* See Facility Rentals/Tournament Cancellation Policy - Page 267

Park and Recreation Fees

| Mobile Stage or Portable Bleachers Rental Available for Rent within the Brentwood City Limits | |
|--|----------------------------|
| Weekday Delivery/Set-up/Take Down/Retrieval (M-F during business hours) | |
| Stage or Bleacher Set-up/Take Down - Resident | \$340.60 |
| Stage or Bleacher Set-up/Take Down - Non-Resident | \$374.60 |
| Stage or Bleacher Set-up/Take Down - Commercial | \$442.70 |
| Stage or Bleacher Set-up/Take Down - Non-Profit | \$238.40 |
| Weekend and 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 - Commercial | \$623.20 |
| Stage or Bleacher Weekend Set-up/Take Down - Non-Profit | \$335.50 |
| Stage Rental - Resident (per day) | \$118.50 |
| Stage Rental - Non-Resident (per day) | \$130.30 |
| Stage Rental - Commercial (per day) | \$154.00 |
| Stage Rental - Non-Profit (per day) | \$82.90 |
| 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 - Commercial (per unit, per day) | \$185.10 |
| Portable Bleacher - Non-Profit (per unit, per day) | \$99.60 |
| 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 |

Park and Recreation Fees

| Mobile Stage or Portable Bleachers Rental (continued) | |
|---|----------------------------|
| Available for Rent within the Brentwood City Limits - Effective October 1, 2014 | |
| Weekday Delivery/Set-up/Take Down/Retrieval (M-F during business hours) | |
| Stage or Bleacher Set-up/Take Down - Resident | \$349.20 |
| Stage or Bleacher Set-up/Take Down - Non-Resident | \$384.10 |
| Stage or Bleacher Set-up/Take Down - Commercial | \$453.90 |
| Stage or Bleacher Set-up/Take Down - Non-Profit | \$244.40 |
| Weekend and Holidays Delivery/Set-up/Take Down/Retrieval | |
| Stage or Bleacher Weekend Set-up/Take Down - Resident | \$491.60 |
| Stage or Bleacher Weekend Set-up/Take Down - Non-Resident | \$540.70 |
| Stage or Bleacher Weekend Set-up/Take Down - Commercial | \$639.00 |
| Stage or Bleacher Weekend Set-up/Take Down - Non-Profit | \$344.10 |
| Stage Rental - Resident (per day) | \$121.50 |
| Stage Rental - Non-Resident (per day) | \$133.60 |
| Stage Rental - Commercial (per day) | \$157.90 |
| Stage Rental - Non-Profit (per day) | \$85.00 |
| Extension Rental for four (4) Set-up/Take Down | \$194.70 |
| Extension Rental for six (6) Set-up/Take Down | \$228.10 |
| Extension Rental for eight (8) Set-up/Take Down | \$256.00 |
| Portable Bleacher - Resident (per unit, per day) | \$146.00 |
| Portable Bleacher - Non-Resident (per unit, per day) | \$160.60 |
| Portable Bleacher - Commercial (per unit, per day) | \$189.80 |
| Portable Bleacher - Non-Profit (per unit, per day) | \$102.20 |
| Sound System on stage per day rental (Flat Rate) | \$307.60 |
| Generator Rental per day (Flat Rate) | \$92.20 |
| Overtime beyond the 2 hours (per 30 minute increment) | \$162.00 |
| Tow Service Fee | Actual Cost plus 10% admin |
| Generator Gas Fee (per gallon) | Actual Cost |
| Refundable Deposit | \$500.00 |
| Dedication Trees and Amenities | |
| Tree and 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 |
| Dedication Trees and Amenities - Effectived October 1, 2014 | |
| Tree and Donor Recognition Leaf | \$256.30 |
| Recognition Memorial Bricks (Only available to honor Veterans) per line | \$102.50 |
| Bench w/ plaque | \$1,777.10 |
| Drinking Fountain w/ plaque | \$2,961.90 |
| Picnic Table | \$3,554.30 |

Park and Recreation Fees

| 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 six month 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)

Cancellation Fee through September 30, 2014 is \$30.20. Beginning October 1, 2014, the Cancellation Fee is \$30.90.

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 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 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 cancellation processing fee.

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

Tournament Cancellation Policy:

Cancellation Fee through September 30, 2014 is \$30.20. Beginning October 1, 2014, the Cancellation Fee is \$30.90.

If an event is cancelled, for reasons other than inclement weather, our tournament cancellation Policy is as follows:

- a) Ninety (90) days prior, full refund if event is cancelled, minus the cancellation fee.
- b) Sixty (60) days prior, 50% of the deposit will be refunded if event is cancelled, minus the cancellation fee.
- c) Less than thirty (30) days prior, NO refund if the event is cancelled.

Forty-five (45) days prior to event supplemental application is due.

Fourteen (14) days prior to event all fees are due. Lack of payment will result in event being cancelled and no refund.

Seven (7) business days prior to the event tournament bracket is due.

Any other billing adjustments will occur after the event.

Police Department Fees/Fines

| Fee/Fine Description | Fee/Fine |
|---|-------------|
| 0. Photocopy Fee: | |
| Pages 1-20 | \$0.28 |
| Pages 21 and on | \$0.10 |
| 1. ABC Permit | \$56.25 |
| 2. Record Review | \$38.25 |
| 3. Visa Clearance | \$32.75 |
| 4. Loss Verification Letter | \$26.50 |
| 5. Restitution - Determined by Court | Actual Cost |
| 6. Police and Accident Reports (Victim) | No Charge |
| 6a. Police and Accident Reports (Non-Victim) | \$10.25 |
| 7. VIN Verification | \$87.50 |
| 8a. Citation Sign off - Residents | No Charge |
| 8b. Citation Sign off - Non-Residents | \$37.25 |
| 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)) | \$149.50 |
| 11. Inoperative Vehicle (22669d VC) | \$149.50 |
| 12a. Special Event Permit (Class 1, 2) - City Property | \$120.75 |
| 12b. Special Event Permit (Class 1, 2 and 4) - Public Right-of-Way (Actual cost for traffic control will be added to permit fee) | \$171.00 |
| 13. Block Party Permit (Class 4) | \$81.00 |
| 14. Background Investigation ² | \$610.75 |
| 15. Photos/Printed | \$53.25 |
| 16. Audio/Video/Photo CD or DVD | \$21.00 |
| 17. 2nd and Subsequent Response - Disturbance | Actual Cost |
| 18. False Alarm Response - per response | \$70.00 |
| 19. Civil Subpoena ³ (\$275.00 Deposit per day) | Actual Cost |
| 20. DUI Emergency Cost Recover | Actual Cost |
| 21. Bicycle Registration | No Charge |
| 22. Finger Prints - Local Rolling Fee (Livescan or Ink Card) | \$42.50 |
| 23. State and Federal (DOJ/FBI) Criminal History Record Check 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 68097.2

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

Police Department Fees/Fines

| Fee/Fine Description | Fee/Fine |
|---|----------|
| Fees/Fines (continued) | |
| 26. Massage Therapist Technician/Trainee - Initial Application | \$145.25 |
| 27. Massage Establishment Permit - Initial Application | \$218.00 |
| 28. Massage Therapist Technician/Trainee - Renewal | \$72.50 |
| 29. Massage Establishment Permit - Renewal | \$108.75 |
| 30. Background Check ⁵ | \$67.00 |
| 31. Peddler Permit Initial Application ⁶ | \$184.00 |
| Peddler Permit Renewal ⁶ | \$184.00 |
| Appeal Process | \$319.75 |
| 32. Range Qualification | \$282.25 |
| 33. Taxi Permits ⁷ : | |
| Owner Original Application Including Inspection of One (1) Taxi | \$273.50 |
| Owner Taxi Vehicle Inspection - Per Vehicle | \$91.00 |
| Driver Only Taxi Permit - Submitted After Initial Application | \$91.00 |
| Owner Renewal of Taxi Permit Including Inspection of One (1) Taxi | \$182.25 |
| Owner Renewal Taxi Vehicle Inspection - Per Vehicle | \$91.00 |
| Driver Only Taxi Permit Renewal - Submitted After Renewal Application | \$45.25 |
| Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year) | \$91.00 |
| Appeal Process | \$319.75 |
| 34. Computer Aided Dispatch Reports | \$47.50 |
| 35. Computer Gaming and Internet Access Establishments: | |
| Initial Application | \$362.50 |
| Renewal | \$362.50 |
| Appeal | \$319.75 |
| 36. 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 |

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

| Fee/Fine Description | Fee/Fine |
|--|----------|
| 36. Parking Fines ⁸ (continued): | |
| Park within 15' of Fire Department Driveway | \$38.00 |
| Blocking Driveway | \$38.00 |
| Blocking Sidewalk | \$38.00 |
| Blocking Excavation | \$38.00 |
| Double Parked | \$38.00 |
| Bus Loading Zone (red) | \$253.00 |
| Stopping in Tube or Tunnel | \$38.00 |
| Stopping on Bridge | \$38.00 |
| Blocking Wheelchair Access | \$253.00 |
| Curb Parking | \$38.00 |
| Curb Parking One Way Road | \$38.00 |
| Parked in Posted No Parking Area | \$38.00 |
| Blocking Handicap Parking | \$278.00 |
| Handicap Parking | \$278.00 |
| Parking on Lines - Handicap Stall | \$278.00 |
| Fire Hydrants | \$38.00 |
| Unattended Vehicle | \$38.00 |
| Locked Vehicle with Person Inside | \$38.00 |
| Vehicle Door Open to Traffic Lane | \$38.00 |
| Stopping of Freeway | \$38.00 |
| Illegal to Park on Railroad Track | \$38.00 |
| Park Near Sidewalk Ramps | \$278.00 |
| Abandon Vehicle on Highway | \$103.00 |
| Gridlock Intersection | \$53.00 |
| Street/Alley Parking | \$38.00 |
| <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 |

⁸ City Of Brentwood Resolution 2011-29

Police Department Fees/Fines

| Fee/Fine Description | Fee/Fine |
|---|--------------------------|
| 36. Parking Fines ⁸ (continued) | |
| 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 Signed or Marked | \$38.00 |
| Parking Where Prohibited by Council Action Where Signed or Marked | \$38.00 |
| Parking Upon, Along, or Across Railway Tracks | \$38.00 |
| Parking or Stopping Where It Would Constitute a Hazard | \$38.00 |
| Temporary No Parking for Construction, Movement of Equipment, etc. | \$38.00 |
| Parking Blocking Utility Access Where Signed or Marked | \$38.00 |
| Parking of Commercial, Industrial, or Agricultural Vehicles | \$38.00 |
| Emergency No Parking | \$38.00 |
| Parking Where Curb is Green or Posted for 20 Minute Parking | \$38.00 |
| One-Hour Parking | \$38.00 |
| Two-Hour Parking | \$38.00 |
| Nighttime Parking Where Signed or Marked | \$38.00 |
| Municipal Lots - Parking in Stalls, Front First, Completely 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)
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 |
|---|------------|
| I. ENGINEERING/INFRASTRUCTURE REVIEW FEE | |
| A. Tentative Subdivision Map Review - Fee plus \$10.00 per lot | \$2,937.00 |
| B. Tentative Parcel Map Review - Fee plus \$10.00 per lot | \$1,705.00 |
| C. Tentative Parcel Map Waiver | \$753.00 |
| D. Industrial/Commercial Plan Review (1 acre and above) - Fee plus \$1,000 per acre Conditional Use Permit and Design Review | \$2,156.00 |
| E. Industrial/Commercial Plan Review (under 1 acre) Conditional Use Permit and Design Review | \$1,024.00 |
| 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 | \$2,937.00 |
| 2. Parcel Map Waiver Review | \$1,485.00 |
| 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 | \$140.00 |
| 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 | \$140.00 |
| 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 | \$140.00 |
| C. Document Review | |
| 1. Legal description and plat for abandonment | \$140.00 |
| 2. Certificate of Correction | \$140.00 |
| 3. Dedication documents | \$140.00 |
| 4. Legal description | \$140.00 |
| 5. Miscellaneous document review | \$140.00 |
| 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 | \$141.00 |
| 2. General (All Other) | \$70.00 |
| 3. EP – Utilities Cost of Work > \$10,000 | \$374.00 |
| 4. EP – Utilities Cost of Work < \$10,000 | \$139.00 |
| B. Grading Permit Processing Fees | |
| 1. 10,000 cubic yards or less | \$141.00 |
| 2. Over 10,000 cubic yards | \$729.00 |
| C. Transportation Permit Processing Fee | \$16.00 |
| IV. INSPECTION FEES | |
| A. Publicly Maintained Improvements (Streets, Water, Sewer, Storm Drains) | % of Value for Improvement |
| 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 | % of Value for Improvement |
| 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) | Hourly Rate* |
| To be charged at the Public Works Construction Inspector II step E total hourly rate per current Cost Allocation Plan | |
| E. Inspection Fees - Miscellaneous** | |
| 1. Trenching for Utilities | Hourly Rate* |
| 2. Curb Cut/Driveway and Curb/Gutter Installation - 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 | \$282.00 |
| 2. Consultant Fee Per Contract - Deposit | Actual Cost |
| 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) | \$709.00 |
| E. Traffic Signal Maintenance - Deposit for actual cost | \$5,626.00 |
| Traffic signal maintenance once energized by PG&E until project acceptance | |
| F. Landscape and Lighting District Formation/Annexation | |
| 1. Processing/Review, plus | \$205.00 |
| 2. Consultant Fee Per Contract - Deposit | Actual Cost |
| G. Community Facilities District Formation/Annexation | |
| 1. Processing/Review, plus | \$205.00 |
| 2. Consultant Fee Per Contract - Deposit | Actual Cost |
| 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 | \$59.00 |
| 2. Ortho Photo | \$118.00 |
| 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 | \$7,485.53 | \$6,078.71 | \$5,874.55 | \$2,937.27 | \$1.6141 | \$1.6141 | \$0.9341 |
| Wastewater Facilities | \$4,469.56 | \$2,956.06 | \$3,399.41 | \$1,699.71 | \$1.3415 | \$1.0903 | \$0.5735 |
| Roadways | \$11,272.52 | \$4,862.66 | \$6,962.44 | \$3,481.22 | \$7.0328 | \$4.5804 | \$4.8569 |
| Parks and Trails | \$7,551.44 | \$4,928.31 | \$5,696.70 | \$2,848.35 | - | - | - |
| Community Facilities | \$3,839.55 | \$2,544.88 | \$2,924.13 | \$1,462.06 | \$0.5177 | \$0.5177 | \$0.3595 |
| Administration | \$602.87 | \$372.16 | \$432.88 | \$216.44 | \$0.1829 | \$0.1358 | \$0.1171 |
| Fire Mitigation Fee* | \$819.25 | \$819.25 | \$819.25 | \$819.25 | \$0.1613 | \$0.1613 | \$0.1613 |
| Total Fees | \$36,040.72 | \$22,562.03 | \$26,109.36 | \$13,464.30 | \$10.8503 | \$8.0996 | \$7.0024 |

*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 sq. ft. - Over 1200 sq. ft. 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 Mitigation 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.*

*** Fees shown in blue above take affect October 12, 2014.*

**Public Works
Engineering Fees**

| 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 | Fee |
| | | New Fee (Effective Jan. 1, 2014) | | New Fee (Effective Jan. 1, 2014) | ECCRFFA Fee Rebate | New Fee Less Rebate | | New Fee Less Rebate |
| Single family residential | Per dwelling unit | \$19,959.00 | \$199.59 | \$20,158.59 | 38% | \$12,374.00 | \$123.74 | \$12,497.74 |
| Multiple family residential | Per dwelling unit | \$12,252.00 | \$122.52 | \$12,374.52 | 38% | \$7,596.00 | \$75.96 | \$7,671.96 |
| Active senior residential | Per dwelling unit | \$8,693.72 | \$86.94 | \$8,780.66 | 38% | \$5,390.11 | \$53.90 | \$5,444.01 |
| Commercial | Per square foot of gross floor area | \$1.66 | \$0.016 | \$1.67 | | \$1.66 | \$0.016 | \$1.67 |
| Office | Per square foot of gross floor area | \$1.45 | \$0.014 | \$1.46 | | \$1.45 | \$0.014 | \$1.46 |
| Industrial | Per square foot of gross floor area | \$1.45 | \$0.014 | \$1.46 | | \$1.45 | \$0.014 | \$1.46 |
| Other | Per peak hour trips as determined | As Calculated | As Calculated | As Calculated | | As Calculated | As Calculated | As Calculated |

*Note: Fees change per the October Engineering News Record (ENR) and become effective January 1 - Annually
Actual Fees have been reduced by 38% through December 31, 2014 per the ECCRFFA Temporary Fee Incentive Program*

Public Works

| Solid Waste Fees | | | | | | | | |
|--|----------------|-----------------------------|------------|------------|------------|--|------------|------------|
| SCHEDULED SERVICES | | | | | | | | |
| Residential Cart Service ⁵ | | | | | | | | |
| Service Per Week | | Senior 32 Gal. ¹ | 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 \$12.06/month per cart. ² | | |
| | 1 | \$16.10 | \$24.00 | \$35.67 | \$42.82 | | | |
| Commercial Cart Service ⁵ | | | | | | | | |
| 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 \$12.06/month per cart. ² | | |
| | 1 | | \$25.78 | \$31.37 | \$47.88 | | | |
| | 2 | | \$52.08 | \$59.88 | \$98.78 | | | |
| 3 | | \$76.91 | \$88.60 | \$146.96 | | | | |
| Commercial Front-Load Bin Service | | | | | | | | |
| Garbage | | | | | | | | |
| Non-compacted Rates ^{3,4,5} | | | | | | | | |
| Container Size | | | | | | | | |
| Service Per Week | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | \$110.08 | \$220.16 | \$306.12 | \$397.32 | \$475.49 | \$569.26 | \$755.55 |
| | 2 | \$201.92 | \$403.82 | \$573.16 | \$768.57 | \$927.49 | \$1,112.47 | \$1,485.03 |
| | 3 | \$293.11 | \$586.20 | \$875.38 | \$1,146.35 | \$1,391.25 | \$1,668.70 | \$2,224.95 |
| | 4 | \$403.82 | \$807.64 | \$1,146.35 | \$1,537.14 | \$1,854.97 | \$2,224.95 | \$2,970.06 |
| 5 | \$495.01 | \$990.03 | \$1,448.56 | \$1,914.90 | \$2,318.75 | \$2,781.19 | \$3,709.99 | |
| Mixed Recyclables | | | | | | | | |
| Non-compacted Rates ^{3,4,5,6} | | | | | | | | |
| Container Size | | | | | | | | |
| Service Per Week | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | \$88.07 | \$176.11 | \$244.90 | \$317.86 | \$380.38 | \$455.39 | \$604.43 |
| | 2 ⁶ | \$161.55 | \$323.06 | \$458.55 | \$614.87 | \$777.17 | \$889.98 | \$1,188.04 |
| | 3 ⁶ | N/A | N/A | N/A | \$930.17 | N/A | N/A | \$1,720.05 |
| | 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 ^{3,4,5,6} | | | | | | | | |
| Container Size | | | | | | | | |
| Service Per Week | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | N/A | \$39.07 | \$56.49 | \$71.65 | \$85.37 | \$104.22 | \$130.26 |
| | 2 | N/A | \$71.65 | \$86.38 | \$130.26 | \$151.77 | \$182.37 | \$234.48 |
| | 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 | |

¹ Residential Senior Discount Rate applies only to those customers within the program prior to January 10, 2014.

² 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.

³ Compacted rates charged at two (2) times the non-compacted rates in the above tables.

⁴ Front load bin hard-to-service surcharge - 10% of rates in the above tables.

⁵ City staff will determine the charges for non-mandated services as requested by customer not listed above based on labor, vehicle and processing costs.

⁶ Upon route availability.

Public Works

Solid Waste Fees NON-SCHEDULED SERVICES

| Bin Service ¹ | |
|--|--------------------------------|
| DEPOSIT (Required on all bin rentals) | \$651.33 per bin |
| BIN REMOVAL CHARGE | |
| 1 to 8 Cubic Yards (frontload) | \$104.03 per haul ¹ |
| 10 to 40 Cubic Yards (roll-off) | \$208.02 per haul ¹ |
| 40 yards compacted cardboard (additional charge) | \$15.00 per ton ⁴ |
| PROCESSING CHARGE (applicable to 10-40 cubic yard bins) | |
| Garbage or Construction/Demolition | \$65.13 per ton |
| Clean Wood, Yard Waste, Metals Only | \$35.78 per ton |
| Mixed Recyclables Only | \$45.17 per ton |
| Clean Cardboard Only (Non-Compacted) | \$0.00 per ton |
| OTHER CHARGES | |
| 40 Yard Compactor Rental | \$61.43 per month |
| Haul Materials Outside City Limits | \$237.79 per haul |
| Compactor Special Handling Charge | \$29.31 per haul |

| Extra Cart Service Charges ¹ | | | | |
|---|---------|---------|---------|--|
| | 32 Gal. | 64 Gal. | 96 Gal. | |
| Residential | \$6.00 | \$8.92 | \$10.70 | Each additional bag or 32-gallon equivalent of material collected \$6.00 |
| Commercial | \$6.45 | \$7.84 | \$11.97 | |

| Extra Bin Service Charges ^{1,2} | | | | | | | | |
|--|---------|---------|---------|---------|----------|----------|----------|--|
| Front-load Bin | 1 yd. | 2 yd. | 3 yd. | 4 yd. | 5 yd. | 6 yd. | 8 yd. | |
| Garbage | \$27.52 | \$55.04 | \$76.53 | \$99.33 | \$118.87 | \$142.32 | \$188.89 | |
| Mixed Recycling | \$22.02 | \$44.03 | \$61.23 | \$79.46 | \$95.09 | \$113.85 | \$151.11 | |
| Cardboard | N/A | \$9.77 | \$14.12 | \$17.91 | \$21.34 | \$26.05 | \$32.57 | |

NOTE: Extra/Cart/bin service charge applies only to extra material collected during regular service. Call back fee shall be added to this amount if extra service requires a driver to make an unscheduled trip to service location.

| Bulky Item Charges ¹ | |
|---|---|
| Level 1 Bulky Materials (per item) ³ | Level 2 Bulky Materials (per item) ⁴ |
| \$38.56 | \$65.46 |
| - Less than 4 feet in length, height, or width | - Greater than 4 feet in length, height or width |
| - Less than 75 lbs. | - Between 75 lbs. and 200 lbs. |
| - Tires (up to 4 tires, 16" or less, no rims) | - Tires (up to 4 tires, 20" or less, with or without rims) |
| - Loose bagged trash/recyclables (up to 6 bags) | - Items with special handling required (e.g. Refrigerator w/CFCs) |

| Christmas Tree Pick-Up | | \$20.00 | | | |
|---|----------|-----------|----------|---------------------|---------------------|
| Special Charges ¹ | | | | | |
| | Time | Carts | Time | FL Bins | Roll-off Bins |
| Container Removal/Wash/Exchange ⁵ | | \$ 37.50 | | Cost/Varies by Size | Cost/Varies by Size |
| Container Replacement/with Delivery ⁶ | | \$ 85.20 | | Cost/Varies by Size | Cost/Varies by Size |
| Call Back Fee ⁷ | | \$ 20.18 | | \$ 53.80 | \$ 121.05 |
| Stand-by Time ⁸ | Per Hour | \$ 161.44 | Per Hour | \$ 161.44 | \$ 161.44 |
| Stand-by Over Time ⁸ - 1.5 x Hourly Rate | Per Hour | \$ 182.21 | Per Hour | \$ 182.21 | \$ 182.21 |
| Vacation Hold ⁹ | | \$ 22.60 | | N/A | N/A |
| Lock (replacement) | | N/A | | Actual Cost | Actual Cost |
| Enhanced Recycling Service Change | | N/A | | N/A | N/A |
| Public Outreach/Education Items (No Charge) | | | | | |

¹City staff will determine the charges for non-mandated services as requested by customer not listed above based on labor, vehicle, and processing costs.

² Compacted rates charged at two (2) times the non-compacted rates in the above table.

³ Billed at the Public Works Solid Waste Equipment Operator I Step E Total Hourly Rate (10 minutes) and the Admin. Assistant II Step E Total Hourly Rate (6 minutes) per the Cost Allocation Plan.

⁴ Billed at the Public Works Solid Waste Equipment Operator I & II Step E Total Hourly Rate (10 minutes) and the Admin. Assistant II Step E Total Hourly Rate (6 minutes) per the Cost Allocation Plan.

⁵ 15 minutes of a Solid Waste Equipment Operator I Step E Total Hourly Rate per the Cost Allocation Plan.

⁶ 12 minutes of a Solid Waste Equipment Operator I Step E per the Cost Allocation Plan Total Hourly Rate and the cost of a cart.

⁷ Billed at the Solid Waste Equipment Operator II Step E Total Hourly Rate per the Cost Allocation Plan (7.5 minutes for Carts / 20 minutes for FL Bins / 45 minutes for Roll-off Bins).

⁸ Billed at the Solid Waste Equipment Operator II Step E Total Hourly Rate per the Cost Allocation Plan.

⁹ 10 minutes of a Public Works Administrative Assistant II Step E Total Hourly Rate per the Cost Allocation Plan.

Public Works

| Solid Waste Fees SCHEDULED SERVICES | | | | | | | | |
|--|---|------------|------------|------------|------------|------------|------------|------------|
| Government Rate - Front Load Bin Service ^{1,2,3,4} | | | | | | | | |
| <i>Garbage</i> | | | | | | | | |
| Non-compacted Rates Container Size (Cubic Yards) | | | | | | | | |
| Service Per Week | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | \$304.49 | \$318.43 | \$332.39 | \$346.34 | \$360.29 | \$374.24 | \$402.14 |
| | 2 | \$608.97 | \$636.87 | \$664.77 | \$692.68 | \$720.58 | \$748.48 | \$804.29 |
| | 3 | \$913.46 | \$955.30 | \$997.16 | \$1,039.01 | \$1,080.87 | \$1,122.72 | \$1,206.43 |
| | 4 | \$1,217.93 | \$1,273.74 | \$1,329.54 | \$1,385.35 | \$1,441.16 | \$1,496.96 | \$1,608.57 |
| | 5 | \$1,522.42 | \$1,592.17 | \$1,661.94 | \$1,731.69 | \$1,801.45 | \$1,871.20 | \$2,010.71 |
| Compacted Rates Container Size (Cubic Yards) ¹ | | | | | | | | |
| Service Per Week | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | \$318.43 | \$346.34 | \$374.24 | \$402.14 | \$430.05 | \$457.95 | \$513.75 |
| | 2 | \$636.87 | \$692.68 | \$748.48 | \$804.29 | \$860.09 | \$915.90 | \$1,027.51 |
| | 3 | \$955.30 | \$1,039.01 | \$1,122.72 | \$1,206.43 | \$1,290.14 | \$1,373.84 | \$1,541.26 |
| | 4 | \$1,273.74 | \$1,385.35 | \$1,496.96 | \$1,608.57 | \$1,720.18 | \$1,831.79 | \$2,055.01 |
| | 5 | \$1,592.17 | \$1,731.69 | \$1,871.20 | \$2,010.71 | \$2,150.23 | \$2,289.74 | \$2,568.77 |
| <i>Mixed Recyclables</i> | | | | | | | | |
| Non-compacted Rates Container Size (Cubic Yards) ⁴ | | | | | | | | |
| Service Per Week | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | \$293.50 | \$296.46 | \$299.43 | \$302.40 | \$305.37 | \$308.34 | \$314.27 |
| | 2 | \$587.00 | \$592.93 | \$598.87 | \$604.81 | \$610.74 | \$616.67 | \$628.55 |
| | 3 | N/A | N/A | N/A | \$907.20 | N/A | N/A | \$942.81 |
| | 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 |
| Compacted Rates Container Size (Cubic Yards) ^{1,4} | | | | | | | | |
| Service Per Week | | 1 Yard | 2 Yard | 3 Yard | 4 Yard | 5 Yard | 6 Yard | 8 Yard |
| | 1 | \$296.46 | \$302.40 | \$308.34 | \$314.27 | \$320.21 | \$326.14 | \$338.02 |
| | 2 | \$592.93 | \$604.81 | \$616.67 | \$628.55 | \$640.41 | \$652.28 | \$676.02 |
| | 3 | N/A | N/A | N/A | \$942.81 | N/A | N/A | \$1,014.04 |
| | 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 |

¹ Compacted material rates charged at two (2) times the non-compacted rates in the above tables.

² Front load bin hard-to-service surcharge - 10% of rates in the above tables.

³ City staff will determine the charges for non-mandated services as requested by customer not listed above based on labor, vehicle and processing costs.

⁴ Upon route availability.

Public Works

Wastewater Fees

| | 2012/13 | 2013/14 | 2014/15 | 2015/16 | 2016/17 | 2017/18 |
|--|----------|----------|----------|----------|----------|----------|
| Customer Category | | | | | | |
| Residential | | | | | | |
| Monthly Fixed Base Charge | \$13.78 | \$14.19 | \$14.62 | \$15.06 | \$15.51 | \$15.97 |
| Variable Rate per 1,000 gallons water use/month | 4.80 | 4.94 | 5.09 | 5.25 | 5.40 | 5.56 |
| Residential Maximum per month | 49.05 | 50.52 | 52.04 | 53.60 | 55.21 | 56.86 |
| Lateral Maintenance Fee (Monthly) | 1.70 | 1.75 | 1.80 | 1.86 | 1.91 | 1.97 |
| <p>New residential customers in new construction, charges will be based on the citywide residential average wastewater usage due to lack of actual usage history. New residential customers in an existing dwelling will be charged the lesser of (1) citywide average or (2) previous wastewater usage history at the service address.</p> | | | | | | |
| <p>Residential Multi-family customers are charged a wastewater fixed monthly charge multiplied by number of dwelling units, in addition to a variable usage charge based on the customer's average winter water use divided by the number of dwelling units.</p> | | | | | | |
| Non-Residential | | | | | | |
| Monthly Fixed Base Charge | \$13.78 | \$14.19 | \$14.62 | \$15.06 | \$15.51 | \$15.97 |
| Variable Rate per 1,000 gallons water use/month | | | | | | |
| Auto Sales and Repair | 5.29 | 5.34 | 5.50 | 5.67 | 5.84 | 6.01 |
| Barber and Beauty Shops | 4.41 | 4.45 | 4.59 | 4.73 | 4.87 | 5.01 |
| Bakery | 13.55 | 13.69 | 14.10 | 14.52 | 14.95 | 15.40 |
| Car Washes | 4.55 | 4.60 | 4.73 | 4.88 | 5.02 | 5.17 |
| Gas Stations | 5.12 | 5.17 | 5.33 | 5.49 | 5.65 | 5.82 |
| Grocery Stores | 11.53 | 11.65 | 11.99 | 12.35 | 12.73 | 13.11 |
| Hotels without Restaurants | 5.28 | 5.33 | 5.49 | 5.66 | 5.83 | 6.00 |
| Institutions, Churches, Home Owners Associations | 4.66 | 4.71 | 4.85 | 4.99 | 5.14 | 5.30 |
| Laundromats | 4.80 | 4.85 | 4.99 | 5.14 | 5.30 | 5.46 |
| Laundry, Commercial | 6.22 | 6.28 | 6.47 | 6.66 | 6.86 | 7.07 |
| Office Buildings, Banks | 4.72 | 4.77 | 4.91 | 5.06 | 5.21 | 5.37 |
| Restaurants | 12.79 | 12.92 | 13.31 | 13.70 | 14.12 | 14.54 |
| Retail Stores | 4.80 | 4.85 | 4.99 | 5.14 | 5.30 | 5.46 |
| Schools | 4.41 | 4.45 | 4.59 | 4.73 | 4.87 | 5.01 |
| Other Commercial | 4.92 | 4.97 | 5.12 | 5.27 | 5.43 | 5.59 |
| Mixed Use | 6.44 | 6.50 | 6.70 | 6.90 | 7.11 | 7.32 |
| <p>All customers are charged a wastewater fixed monthly charge, in addition to a variable usage charge. The Non-Residential fee is based upon actual monthly water use and the Residential fee is based upon average winter water use.</p> | | | | | | |
| Annual WW Service Standby Charge | \$ 80.00 | \$ 80.00 | \$ 80.00 | \$ 80.00 | \$ 80.00 | \$ 80.00 |
| Public Outreach/Educational Items (No Charge) | N/A | N/A | N/A | N/A | N/A | N/A |

Public Works

Water Fees

| | 2012/13 | 2013/14 | 2014/15 | 2015/16 | 2016/17 | 2017/18 |
|--|---------|--|---------|---------|---------|---------|
| Monthly Base Rate | | | | | | |
| 5/8" or 3/4 Meter | \$19.08 | \$19.65 | \$20.24 | \$20.85 | \$21.47 | \$22.12 |
| 1" Meter | 28.62 | 29.48 | 30.36 | 31.27 | 32.21 | 33.18 |
| 1.5" Meter | 57.24 | 58.96 | 60.73 | 62.55 | 64.42 | 66.36 |
| 2" Meter | 95.40 | 98.26 | 101.21 | 104.25 | 107.37 | 110.59 |
| 3" Meter | 171.73 | 176.88 | 182.19 | 187.65 | 193.28 | 199.08 |
| 4" Meter | 248.05 | 255.49 | 263.16 | 271.05 | 279.18 | 287.56 |
| 6" Meter | 515.19 | 530.65 | 546.57 | 562.96 | 579.85 | 597.25 |
| Potable Consumption Charge - (per 1,000 gallons = 1 unit) | | | | | | |
| Residential | | | | | | |
| Tier 1: Units 1-10 | \$2.99 | \$3.08 | \$3.17 | \$3.27 | \$3.37 | \$3.47 |
| Tier 2: Units 11-20 | 3.56 | 3.67 | 3.78 | 3.89 | 4.01 | 4.13 |
| Tier 3: Units 21-30 | 4.26 | 4.39 | 4.52 | 4.66 | 4.79 | 4.94 |
| Tier 4: Units 31+ | 4.97 | 5.12 | 5.27 | 5.43 | 5.59 | 5.76 |
| Non Residential | | | | | | |
| Tier 1: Units 1-10 | \$2.99 | \$3.08 | \$3.17 | \$3.27 | \$3.37 | \$3.47 |
| Tier 2: Units 11+ | 3.56 | 3.67 | 3.78 | 3.89 | 4.01 | 4.13 |
| Non Potable - (per 1,000 gallons = 1 unit) | | | | | | |
| Tier 1: Units 1+ | \$1.10 | \$1.13 | \$1.17 | \$1.20 | \$1.24 | \$1.28 |
| Water Service Standby Charge | | \$60.00 | | | | |
| Water Meter Test Fee * | | \$187.24 | | | | |
| Water Disconnection Charge | | \$30.00 | | | | |
| Water Meter Lock | | Actual Cost | | | | |
| Angle Meter Stop | | Actual Cost | | | | |
| After Hours Same Day Service Fee ** | | \$79.13 | | | | |
| Fireline 4" | | \$8.00 | | | | |
| Fireline 6" | | \$12.00 | | | | |
| Fireline 8" | | \$16.00 | | | | |
| <i>(Rate is based on \$2.00 per inch of the Fire Service Line)</i> | | | | | | |
| Hydrant Meter Deposit | | \$2,500.00 | | | | |
| Usage-Potable Water | | \$3.86 per 1,000 Gallons | | | | |
| Usage-Non Potable Water | | \$1.17 per 1,000 Gallons | | | | |
| Recycled Water Usage | | \$1.17 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 | | | | |

* Fee charged for test when requested by a customer. Test fee will be refunded depending upon test results indicating that the meter is registering water consumption inaccurately. 1 Hour Water Service Worker II Total Hourly Rate Step E per the Cost Allocation Plan and Caltrans Equipment Rate.

**1/2 hour, to be charged at the Water Service Worker II Total Hourly Rate Step E per the Cost Allocation Plan.

Public Works Laboratory

Water Analysis Fees

| Fee Description | Fee |
|--|-------------------|
| Microbiology: | |
| Colilert (P/A and Quanti-Tray) | \$20.00 |
| Membrane Filtration | \$21.90 |
| MPN | \$43.90 |
| Heterotrophic Plate Count | \$33.60 |
| Fecal Coliform or Confirmation (add to total coliform) | \$17.90 |
| General Mineral and Physical: | |
| Alkalinity | \$18.90 |
| Conductivity | \$19.00 |
| Field Testing (Chlorine, pH, Temperature) | \$16.80 |
| Hardness | \$25.80 |
| Turbidity | \$16.80 |
| Color | \$16.80 |
| Inorganics: | |
| Ammonia | \$33.90 |
| Bromide | \$33.90 |
| Calcium | \$33.90 |
| Chloride | \$33.90 |
| Fluoride | \$33.90 |
| Magnesium | \$33.90 |
| Phosphate | \$33.90 |
| Potassium | \$33.90 |
| Nitrate | \$33.90 |
| Nitrite | \$33.90 |
| Sodium | \$33.90 |
| Solids (TDS) | \$33.60 |
| Sulfate | \$33.90 |
| Outside Lab Testing | Actual Cost + 10% |

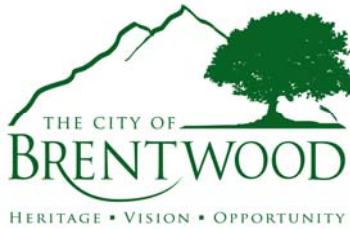
Public Works Laboratory

Wastewater Analysis Fees

| Fee Description | Fee |
|--|-------------------|
| Microbiology: | |
| Colilert (P/A and Quanti-Tray) | \$20.00 |
| Membrane Filtration | \$21.90 |
| MPN | \$43.90 |
| Heterotrophic Plate Count | \$33.60 |
| Fecal Coliform or Confirmation (add to total coliform) | \$17.90 |
| General Mineral and Physical: | |
| Alkalinity | \$18.90 |
| Conductivity | \$19.00 |
| Field Testing (Chlorine, pH, Temperature) | \$16.80 |
| Hardness | \$25.80 |
| Turbidity | \$16.80 |
| Color | \$16.80 |
| Inorganics: | |
| Ammonia | \$33.90 |
| BOD ₅ | \$32.30 |
| Bromide | \$33.90 |
| Calcium | \$33.90 |
| Chloride | \$33.90 |
| Fluoride | \$33.90 |
| Magnesium | \$33.90 |
| Phosphate | \$33.90 |
| Potassium | \$33.90 |
| Nitrate | \$33.90 |
| Nitrite | \$33.90 |
| Sodium | \$33.90 |
| Solids (TDS, TSS, SS, TS) | \$33.60 |
| Sulfate | \$33.90 |
| 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 2014/15 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: 7/1/2014

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. 2014-116

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE 2014/15 COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES AND REPEALING RESOLUTION NO. 84-33 WHICH ADOPTED COUNCIL/ADMINISTRATIVE POLICY 10-1 REIMBURSEMENT FOR WATER AND SEWER EXTRAORDINARY COSTS AND RELATED POLICIES, AND REPEALING RESOLUTION 2013-101 WHICH ADOPTED THE 2013/14 COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES.

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, on September 13, 2005 by Resolution 2005-222, the City Council adopted the current version of the City's Development fee Program, including the ability to annually adjust fees by the Engineering News Record Construction Cost Index, 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 (CAP); and

WHEREAS, on April 9, 2013 by Resolution 2013-46, City Council approved an amendment to the CAP as it relates to the implementation and timing of the Consumer Price Index adjustments for the Park and Recreation Fees; and

WHEREAS, on July 23, 2013, by Resolution 2013-101, City Council adopted the 2013/14 CAP; and

WHEREAS, on August 13, 2014, by Resolution 2013-114, City Council amended the existing group picnic rental fees and revised the City of Brentwood 2013/14 CAP; and

WHEREAS, on November 12, 2013, by Resolution 2013-162, City Council approved a Solid Waste rate study and adopted revised monthly user charges for Solid Waste service for fiscal years 2013/14 to 2017/18 and subsequent years, effective January 10, 2014; and

WHEREAS, on December 10, 2013, City Council waived the second reading and adopted Ordinance No. 922 accepting and approving a water rate study and adopted revised monthly user charges for water services for Fiscal Year 2013/14 through 2017/18 and subsequent years; and

WHEREAS, on December 10, 2013, City Council waived the second reading and adopted Ordinance No. 923 accepting and approving a wastewater rate study and adopted revised monthly user charges for wastewater service for Fiscal Years 2013/14 through 2017/18 and subsequent years; and

WHEREAS, on January 28, 2014, by Resolution 2014-11, City Council supported the Director of Finance and Information Systems adjusting the Business License tax due for Special Events – Umbrella Business License as recommended by the Economic Development Initiatives Ad Hoc Committee; and

WHEREAS, on May 27, 2014, by Resolution 2014-71, City Council amended the City of Brentwood 2013/14 CAP related to Community Center Kitchen fees and authorized the City Manager to return the amended fees to their original schedule as provided; and

WHEREAS, on July 22, 2014, by Resolution 2014-111, City Council amended the City of Brentwood 2013/14 Cost Allocation Plan to revise Solid Waste Fees for Non-Scheduled Services and to include a Same Day Water Service Turn-on/Turn-off fee that were not required to be part of the 2014 Solid Waste and Water Rate Study, respectively; and

WHEREAS, the City Finance Department researched and developed the Cost Allocation Plan and City Fees, Fiscal Year 2014/15 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 City Council 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 2014/15 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. Admission of the 2014/15 CAP

- A. The City Council approves and adopts the 2014/15 CAP and the Report and incorporates them herein.

Section 3. 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 (excluding Parks and Recreation Fees which will be October 1, of each year with the exception of Aquatic fees which is January 1), all fees not tied to an alternate index and/or requirement will be automatically adjusted by an amount equal to the percentage of increase or decrease in the April Consumer Price Index Urban Wage Earners and Clerical Workers for San Francisco-Oakland-San Jose California. 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 prior to adjustments being made.
- 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. The fees within the Parks and Recreation fee sheets that are not subject to CPI are: Deposits and Insurance, Recreation Programs such as, Adult Sports, Teen Programs, Internet Classes, Special Events and Active Adult (which are updated pursuant to cost recovery as described within the Budget and Fiscal Policies). Brentwood Senior Club Socials and Card Memberships, which are pass through accounts.
- H. Field Lighting, Field Rental and associated costs at Balfour Guthrie, Oak Meadow and Sunset Parks, Aquatic Complex Single Entry at 4 pm Swim Pass, BFAC Swim Practice Lane, 10, 25, and 40 Swim Pass fees and Lap Swim Single Entry fees as well as, Lap Swim 16 and 32

Swim fees, and the advertising/banner program will not be increased by CPI on October 1, 2014 or January 1, 2015.

- 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 which shall be the same as charged city-wide.
- K. 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.

Section 4. 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 5. 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 detailed 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 6. 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 7. 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 2013/14 Cost Allocation Plan other than changes already approved by City Council, were increased by the CPI, appropriate index as identified or appropriate percentage on July 1, 2014 per Resolution 2013-101. Newly established Park and Recreation Program and Facility fees in the 2014/15 Cost Allocation Plan will go into effect on October 1, 2014 with the exception of aquatic fees which will become effective on January 1, 2015 as noted within the fee schedule, the remaining fees shall be effective September 1, 2014.

Section 8. 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 9. Repeal of Inconsistent Resolutions:

- A. Resolution No. 84-33 which supports Council/Administrative Policy Reimbursement for Water and Sewer Extraordinary Costs and Related Policies, Policy 10-1 is hereby repealed.
- B. Resolution No. 2013-101 is hereby repealed.

Section 10. Development Impact Fees:

- A. It is the intent that Development Fees governed by Government Code §66000-66025 shall only be effected by this Section of this Resolution and other Section of this Resolution shall not apply.
- B. Nothing in this resolution is intended to supersede Resolution 2005-222.
- C. Development Impact Fees within the Cost Allocation Plan as shown on the Public Works Engineering Fees Development Fee Program sheet, are hereby adjusted by the June 2014 Engineering News Record Construction Cost Index, San Francisco area.
- D. Fee adjustment shall be effective sixty (60) days after adoption of this Resolution, provided, however, that, upon enactment of this Resolution, any person may pay the revised fees rather than the current fees.

Section 11. Statute of Limitations:

Any judicial action or proceeding to challenge, 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 challenge an adjustment adopted pursuant to Sections 2, 3, 4, 5, 6 or 10 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 on the 12th day of August 2014 by the following vote:

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

Robert Taylor
Robert Taylor
Mayor

ATTEST:

Margaret Wimberly
Margaret Wimberly, MMC
City Clerk