

**2015-16
Cost Allocation Plan,
Compensation Plan and
Schedule of City Fees**



City of Brentwood
150 City Park Way
Brentwood, CA 94513



Every year the City selects photographs for the covers of its major financial documents that highlight the City of Brentwood - the Capital Improvement Program (CIP), the General Fund Fiscal Model, the Operating Budget, the Cost Allocation Plan, the Comprehensive Annual Financial Report (CAFR), the Combined Community Facilities District (CFD) Annual Report for Special Taxes Levied and the Public Facilities Fee Report.

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

Gustavo “Gus” Vina City Manager
Damien Brower City Attorney
Pamela Ehler City Treasurer/Director of Administrative Services
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



Table of Contents

Cost Allocation Plan 1

Compensation Plan.....5

Compliance with OMB Circular A-87 11

Budget Assumptions 13

Hourly Rates by Classification 15

Fees..... 197

Certificate of Cost Allocation Plan281

Resolution No. 2015-122 (City Council Adopting the 2015/16 Cost Allocation Plan, Compensation
Plan and Schedule of City Fees)..... 283

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 (90%) Administrative Supervisor (75%) Senior Planner (60%) Associate Planner (40%) Assistant Planner (40%) Administrative Secretary Administrative Assistant (90%)	Building Planning Housing	
Public Works		
Public Works (PW) Director/City Engineer (98%) Assistant Director of PW/Assistant City Engineer (98%) Assistant Director of PW/Operations (95%) Administrative Supervisor – Engineering Administrative Supervisor – Public Works (80%)	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 (95%) Park/Maintenance Manager (33%) Administrative Supervisor	Recreation Administration City Pool Community Center Senior Programs Brentwood Senior Activity Center Landscape Operations	
Police		
Police Chief Police Captain Executive Assistant Accounting Technician Administrative Assistant	Police Dispatch	
Other Citywide		
City Manager Economic Development City Clerk Human Resources	City Attorney Business Services Financial Services	Community Services Non-Departmental Operational Transfers Out

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	122.10%
Public Works	113.79%
Parks and Recreation	104.36%
Police	54.68%
Other Citywide	22.81%

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 whereby those 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 Assembly Bill 340, an act which amended the Public Employees’ Retirement Law (PERL) and included significant pension reform. 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.

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

Compensation Plan

California Code of Regulations, Title 2, Section 570.5 (“Regulation”) requires the City’s Compensation Plan (“Plan”) meet all the following requirements:

- The Plan is approved and adopted by the City Council in accordance with public meeting laws;
- The Plan identifies every employee position title, showing the pay rate for each position and time frame on which the pay is based on (e.g., monthly, bi-weekly, hourly);
- The Plan includes an effective date and date of any revision and does not reference another document for pay rates; and
- The Plan is immediately accessible for public review and is retained for review for not less than 5 years.

The Plan included on the following pages meets all the requirements of the Regulations and is included in this report to meet the requirement for City Council approval and adoption. The City will also comply with the requirement for accessibility for public review by the posting of the Plan in its entirety on the City’s website.

Changes to Compensation Plan Position Titles and Salary Ranges

The Brentwood Municipal Code Section 2.36.080 Subsection E, provides authority to the City Manager to analyze the functions, duties and activities of the various departments, divisions and services of the City and its employees and to effect changes, including updating of classification titles, descriptions, salary ranges and leave adjustments. These changes would be made to result in the highest degree of efficiency in the overall operation of the City.

For any changes made by the City Manager to the titles or salary ranges, the affected Plan sections and the effective date of the Plan would be ministerially revised by the City Manager and the changes posted directly on the City’s website at http://www.brentwoodca.gov/gov/hr/compensation_plan.asp for immediate access for public review.

New Positions

If additional position titles and corresponding salary ranges are required, pursuant to Council/Administrative Policy 20-14, the new positions will be approved and adopted by the City Council in accordance with public meeting laws. If approved, the City Manager would then have the authority to make the ministerial revisions necessary to the Plan to incorporate the Council approved additions and update the portion of the Plan which describes its effective date, so that the changes can be posted immediately on the City’s website at http://www.brentwoodca.gov/gov/hr/compensation_plan.asp for immediate access for public review.

On an annual basis, the Plan will continue to be submitted in its entirety as a part of this report for approval and adoption by the City Council.

COMPENSATION PLAN Effective 7/1/15

<u>BARGAINING UNIT AND POSITION</u>	<u>MONTHLY COMPENSATION</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	11,458.46	12,031.38	12,632.95	13,264.60	13,927.83
Assistant City Manager	13,117.27	13,773.13	14,461.79	15,184.88	15,944.12
Assistant Community Development Director	11,458.46	12,031.38	12,632.95	13,264.60	13,927.83
Assistant Director of Administrative Services	11,773.67	12,362.35	12,980.47	13,629.50	14,310.97
Assistant Director of Public Works/Engineering or Operations	11,773.67	12,362.35	12,980.47	13,629.50	14,310.97
Assistant Parks and Recreation Director	9,509.10	9,984.55	10,483.78	11,007.97	11,558.37
City Attorney	15,707.48	16,492.85	17,317.49	18,183.37	19,092.53
City Manager					19,532.25
City Treasurer/Director of Administrative Services	13,117.27	13,773.13	14,461.79	15,184.88	15,944.12
Deputy City Attorney	8,751.89	9,189.49	9,648.96	10,131.41	10,637.98
Deputy Director of Public Works/Operations	10,711.82	11,247.41	11,809.78	12,400.27	13,020.29
Director of Community Development	12,750.99	13,388.54	14,057.97	14,760.87	15,498.91
Director of Parks and Recreation	12,750.99	13,388.54	14,057.97	14,760.87	15,498.91
Director of Public Works/City Engineer	13,541.66	14,218.74	14,929.68	15,676.16	16,459.97
Police Captain	11,766.61	12,354.94	12,972.69	13,621.32	14,302.39
Police Chief	13,848.92	14,541.37	15,268.43	16,031.86	16,833.45
<u>Lieutenants</u>					
Police Lieutenant	10,253.34	10,766.01	11,304.31	11,869.53	12,463.00
<u>Managers and Confidential Employees</u>					
Accounting Manager	8,498.31	8,923.23	9,369.39	9,837.86	10,329.75
Chief Building Official	10,460.01	10,983.01	11,532.16	12,108.76	12,714.20
Chief Financial Operations Officer	9,347.09	9,814.44	10,305.17	10,820.42	11,361.45
Chief Information Systems Officer	10,442.40	10,964.52	11,512.74	12,088.38	12,692.80
City Clerk	9,116.41	9,572.23	10,050.84	10,553.38	11,081.05
Economic Development Manager	10,460.01	10,983.01	11,532.16	12,108.76	12,714.20
Economic Development/Planning Manager	10,460.01	10,983.01	11,532.16	12,108.76	12,714.20
Engineering Manager	10,257.50	10,770.37	11,308.89	11,874.34	12,468.05
Fleet/Facilities Maintenance Manager	8,325.74	8,742.03	9,179.13	9,638.09	10,119.99
Human Resources Manager	9,116.41	9,572.23	10,050.84	10,553.38	11,081.05
Park/Maintenance Manager	8,706.11	9,141.41	9,598.48	10,078.41	10,582.33
Planning Manager	10,460.01	10,983.01	11,532.16	12,108.76	12,714.20
Purchasing Manager	6,718.00	7,053.90	7,406.60	7,776.93	8,165.77
Records Manager	6,149.22	6,456.68	6,779.51	7,118.49	7,474.41
Recreation Manager	7,633.69	8,015.38	8,416.14	8,836.95	9,278.80
Solid Waste Manager	8,440.20	8,862.21	9,305.32	9,770.59	10,259.12
Streets Manager	8,325.74	8,742.03	9,179.13	9,638.09	10,119.99
Wastewater Operations Manager	8,515.92	8,941.72	9,388.81	9,858.25	10,351.16
Water Operations Manager	8,515.92	8,941.72	9,388.81	9,858.25	10,351.16
<u>Professional and Supervisor Employees</u>					
Accountant I	5,828.20	6,119.61	6,425.60	6,746.88	7,084.22
Accountant II	6,425.60	6,746.88	7,084.22	7,438.43	7,810.35
Assistant City Clerk	6,149.22	6,456.68	6,779.51	7,118.49	7,474.41
Assistant Engineer	7,328.94	7,695.39	8,080.15	8,484.16	8,908.37
Assistant Planner	6,767.86	7,106.25	7,461.57	7,834.65	8,226.38
Associate Engineer	8,080.15	8,484.16	8,908.37	9,353.79	9,821.48

COMPENSATION PLAN Effective 7/1/15

<u>BARGAINING UNIT AND POSITION</u>	<u>MONTHLY COMPENSATION</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>					
Associate Planner	7,461.57	7,834.65	8,226.38	8,637.70	9,069.58
Facilities Maintenance Supervisor	6,379.90	6,698.89	7,033.84	7,385.53	7,754.81
Geographic Information Systems Coordinator	8,475.42	8,899.19	9,344.15	9,811.36	10,301.93
Grants Program Manager	7,390.68	7,760.22	8,148.23	8,555.64	8,983.42
Housing Analyst	7,461.12	7,834.17	8,225.88	8,637.18	9,069.04
Information Systems Specialist	7,605.52	7,985.79	8,385.08	8,804.34	9,244.55
Management Analyst	7,448.79	7,821.23	8,212.29	8,622.91	9,054.05
Park/Maintenance Supervisor	6,379.90	6,698.89	7,033.84	7,385.53	7,754.81
Parks Planner	7,461.12	7,834.17	8,225.88	8,637.18	9,069.04
Principal Planner	9,458.70	9,931.63	10,428.21	10,949.63	11,497.11
Project Manager/Economic Development	8,577.56	9,006.44	9,456.76	9,929.59	10,426.07
Recreation Supervisor	6,362.29	6,680.40	7,014.42	7,365.15	7,733.40
Regulatory Compliance Supervisor	7,461.12	7,834.17	8,225.88	8,637.18	9,069.04
Senior Accountant	7,438.43	7,810.35	8,200.87	8,610.91	9,041.46
Senior Analyst	8,579.32	9,008.28	9,458.70	9,931.63	10,428.21
Senior Associate Engineer	8,484.16	8,908.37	9,353.79	9,821.48	10,312.55
Senior Engineer	9,324.20	9,790.41	10,279.93	10,793.92	11,333.62
Senior Planner	8,579.32	9,008.28	9,458.70	9,931.63	10,428.21
Solid Waste Supervisor	7,034.97	7,386.72	7,756.06	8,143.86	8,551.05
Streets Supervisor	7,242.76	7,604.90	7,985.15	8,384.40	8,803.62
Wastewater Treatment Plant Supervisor	7,461.12	7,834.17	8,225.88	8,637.18	9,069.04
Water Distribution Supervisor	7,461.12	7,834.17	8,225.88	8,637.18	9,069.04
Water Production Supervisor	7,461.12	7,834.17	8,225.88	8,637.18	9,069.04
Webmaster	6,390.47	6,709.99	7,045.49	7,397.76	7,767.65
<u>Office Employees</u>					
Accounting Assistant I	4,007.13	4,207.49	4,417.86	4,638.76	4,870.70
Accounting Assistant II	4,417.86	4,638.76	4,870.70	5,114.23	5,369.94
Accounting Specialist	5,839.29	6,131.25	6,437.82	6,759.71	7,097.69
Accounting Technician	5,082.08	5,336.19	5,603.00	5,883.15	6,177.30
Administrative Assistant I	3,793.57	3,983.25	4,182.42	4,391.54	4,611.11
Administrative Assistant II	4,182.42	4,391.54	4,611.11	4,841.67	5,083.75
Administrative Secretary	4,841.67	5,083.75	5,337.94	5,604.84	5,885.08
Administrative Supervisor	5,326.86	5,593.20	5,872.86	6,166.50	6,474.83
Building Inspector I	6,173.78	6,482.47	6,806.59	7,146.92	7,504.27
Building Inspector II	6,806.59	7,146.92	7,504.27	7,879.48	8,273.46
Code Enforcement Officer I	5,787.43	6,076.81	6,380.65	6,699.68	7,034.66
Code Enforcement Officer II	6,380.65	6,699.68	7,034.66	7,386.40	7,755.72
Community Development Specialist	6,739.13	7,076.09	7,429.89	7,801.39	8,191.46
Community Development Technician	5,569.87	5,848.36	6,140.78	6,447.82	6,770.21
Community Service Officer I	4,389.60	4,609.08	4,839.53	5,081.51	5,335.58
Community Service Officer II	4,839.53	5,081.51	5,335.58	5,602.36	5,882.48

COMPENSATION PLAN Effective 7/1/15

<u>BARGAINING UNIT AND POSITION</u>	<u>MONTHLY COMPENSATION</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	6,173.78	6,482.47	6,806.59	7,146.92	7,504.27
Construction Inspector II	6,806.59	7,146.92	7,504.27	7,879.48	8,273.46
Engineering Services Specialist	7,151.19	7,508.75	7,884.19	8,278.40	8,692.32
Engineering Technician	6,217.89	6,528.79	6,855.23	7,197.99	7,557.89
Executive Assistant	5,856.90	6,149.74	6,457.23	6,780.09	7,119.10
Finance/Special Projects Coordinator	6,210.85	6,521.39	6,847.46	7,189.83	7,549.33
Human Resources Assistant I	4,366.30	4,584.61	4,813.85	5,054.54	5,307.26
Human Resources Assistant II	4,813.85	5,054.54	5,307.26	5,572.63	5,851.26
Human Resources Specialist	6,210.85	6,521.39	6,847.46	7,189.83	7,549.33
Information Systems Technician	6,087.58	6,391.96	6,711.56	7,047.14	7,399.49
Parks Planning Technician	5,569.87	5,848.36	6,140.78	6,447.82	6,770.21
Permit Services Specialist	6,806.05	7,146.35	7,503.67	7,878.85	8,272.79
Plan Check Engineer	7,485.77	7,860.06	8,253.06	8,665.72	9,099.00
Police Dispatcher	5,387.00	5,656.35	5,939.17	6,236.13	6,547.93
Police Dispatch Supervisor	6,515.00	6,840.75	7,182.79	7,541.93	7,919.02
Police Records Clerk I	4,179.92	4,388.92	4,608.36	4,838.78	5,080.72
Police Records Clerk II	4,608.36	4,838.78	5,080.72	5,334.76	5,601.49
Project Services Specialist	6,499.64	6,824.63	7,165.86	7,524.15	7,900.36
Records Supervisor	5,828.72	6,120.16	6,426.17	6,747.48	7,084.85
Recreation Coordinator	5,534.65	5,811.38	6,101.95	6,407.05	6,727.40
Right-of-Way Specialist	6,739.13	7,076.09	7,429.89	7,801.39	8,191.46
Safety/Special Projects Coordinator	6,210.85	6,521.39	6,847.46	7,189.83	7,549.33
Senior Building Inspector	7,485.77	7,860.06	8,253.06	8,665.72	9,099.00
Senior Code Enforcement Officer	7,015.60	7,366.38	7,734.70	8,121.43	8,527.51
Senior Community Service Officer	5,562.82	5,840.96	6,133.01	6,439.66	6,761.64
Senior Construction Inspector	7,485.77	7,860.06	8,253.06	8,665.72	9,099.00
Senior Police Records Clerk	5,335.66	5,602.44	5,882.56	6,176.69	6,485.53
Senior Technician	6,124.56	6,430.79	6,752.33	7,089.95	7,444.44
Technical Assistant I	4,583.74	4,812.93	5,053.57	5,306.25	5,571.57
Technical Assistant II	5,053.57	5,306.25	5,571.57	5,850.14	6,142.65
<u>Public Works - Maintenance</u>					
Collection System Worker I	4,940.97	5,188.01	5,447.42	5,719.79	6,005.78
Collection System Worker II	5,447.42	5,719.79	6,005.78	6,306.06	6,621.37
Cross-Connection Control Specialist	5,721.31	6,007.37	6,307.74	6,623.13	6,954.28
Electrician	5,944.95	6,242.19	6,554.30	6,882.02	7,226.12
Equipment Mechanic	5,594.52	5,874.24	6,167.96	6,476.35	6,800.17
Facilities Maintenance Worker I	4,387.66	4,607.04	4,837.39	5,079.26	5,333.22
Facilities Maintenance Worker II	4,837.39	5,079.26	5,333.22	5,599.88	5,879.88
Park/Maintenance Worker I	4,387.66	4,607.04	4,837.39	5,079.26	5,333.22
Park/Maintenance Worker II	4,837.39	5,079.26	5,333.22	5,599.88	5,879.88
Purchasing Assistant	5,587.47	5,866.85	6,160.19	6,468.20	6,791.61
Senior Collection System Worker	6,005.78	6,306.06	6,621.37	6,952.44	7,300.06
Senior Equipment Mechanic	6,167.96	6,476.35	6,800.17	7,140.18	7,497.19
Senior Park/Maintenance Worker	5,333.22	5,599.88	5,879.88	6,173.87	6,482.57
Senior Solid Waste Equipment Operator	5,875.98	6,169.78	6,478.27	6,802.19	7,142.30
Senior Street Maintenance Worker	5,559.30	5,837.26	6,129.13	6,435.58	6,757.36
Senior Water Distribution Worker	6,312.55	6,628.18	6,959.59	7,307.57	7,672.95

COMPENSATION PLAN Effective 7/1/15

<u>BARGAINING UNIT AND POSITION</u>	<u>MONTHLY COMPENSATION</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	5,720.24	6,006.25	6,306.56	6,621.89	6,952.98
Solid Waste Equipment Operator I	4,834.19	5,075.90	5,329.69	5,596.18	5,875.98
Solid Waste Equipment Operator II	5,329.69	5,596.18	5,875.98	6,169.78	6,478.27
Street Maintenance Worker I	4,387.66	4,607.04	4,837.39	5,079.26	5,333.22
Street Maintenance Worker II	4,837.39	5,079.26	5,333.22	5,599.88	5,879.88
Street Sweeper Operator	5,076.80	5,330.64	5,597.17	5,877.03	6,170.88
Utilities Maintenance Mechanic	6,342.92	6,660.07	6,993.07	7,342.72	7,709.86
Wastewater Laboratory Technician I	5,389.44	5,658.91	5,941.86	6,238.95	6,550.90
Wastewater Laboratory Technician II	5,941.86	6,238.95	6,550.90	6,878.44	7,222.36
Wastewater Treatment Plant Operator Assistant	4,222.74	4,433.88	4,655.57	4,888.35	5,132.77
Wastewater Treatment Plant Operator I	5,132.77	5,389.41	5,658.88	5,941.82	6,238.92
Wastewater Treatment Plant Operator II	5,658.88	5,941.82	6,238.92	6,550.86	6,878.40
Wastewater Treatment Plant Operator III	6,238.92	6,550.86	6,878.40	7,222.32	7,583.44
Water Conservation Specialist	5,187.74	5,447.13	5,719.48	6,005.46	6,305.73
Water Distribution Worker I	5,193.35	5,453.02	5,725.67	6,011.96	6,312.55
Water Distribution Worker II	5,725.67	6,011.96	6,312.55	6,628.18	6,959.59
Water Production Worker I	4,944.85	5,192.09	5,451.70	5,724.28	6,010.49
Water Production Worker II	5,451.70	5,724.28	6,010.49	6,311.02	6,626.57
Water Service Worker I	4,706.05	4,941.35	5,188.42	5,447.84	5,720.24
Water Service Worker II	5,188.42	5,447.84	5,720.24	6,006.25	6,306.56
<u>Police</u>					
Police Officer	6,766.71	7,105.05	7,460.30	7,833.32	8,224.98
Police Officer - Special Assignment	7,105.05	7,460.30	7,833.32	8,224.98	8,636.23
Police Sergeant	8,030.64	8,432.17	8,853.78	9,296.47	9,761.30
Police Sergeant - Special Assignment	8,432.17	8,853.78	9,296.47	9,761.30	10,249.36

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 2015/16 Cost Allocation Plan are applied to the time estimates for each fee.

The application of the Consumer Price Index (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, 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 quarter with the exception of the per page copy fee. Public Works Laboratory fees, adjusted by CPI, are rounded down to the nearest dime. Finally, Parks and Recreation field fees and facility rentals are updated on January 1 rather than July 1. All other Parks 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. Park and Recreation fees are rounded down to the nearest dime prior to the CPI adjustment; however, the fees updated on October 1 and January

1 will be rounded down to the nearest quarter for fees less than \$50 and down to the nearest dollar for fees over \$50.

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 281 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 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.



This page intentionally left blank.



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 and Services	Capital	Total
Citywide				
City Manager (a)	\$507,987	\$159,778	\$0	\$667,765
Economic Development (a)	\$607,216	\$303,472	\$0	\$910,688
City Clerk (a)	\$297,712	\$123,436	\$0	\$421,148
Human Resources (a)	\$420,262	\$300,904	\$0	\$721,166
City Attorney (a)	\$789,708	\$322,769	\$0	\$1,112,477
Financial Services (a)	\$749,703	\$252,930	\$0	\$1,002,633
Business Services (a)	\$643,596	\$361,466	\$0	\$1,005,062
Community Services (a)	\$0	\$629,722	\$0	\$629,722
Non-Departmental (a)	\$0	\$792,568	\$0	\$792,568
Operational Transfers Out (a)	\$0	\$309,389	\$0	\$309,389
Community Development				
Building	\$1,186,886	\$1,024,161	\$0	\$2,211,047
Planning	\$1,112,307	\$280,190	\$0	\$1,392,497
Housing	\$304,221	\$544,895	\$5,000	\$854,116
Police				
Police	\$14,475,105	\$6,049,714	\$55,000	\$20,579,819
Parks and Recreation				
Recreation Administration	\$1,505,218	\$406,545	\$0	\$1,911,763
City Pool	\$376,005	\$431,224	\$0	\$807,229
Community Center	\$45,958	\$493,171	\$0	\$539,129
Senior Programs	\$149,929	\$66,512	\$0	\$216,441
Brentwood Senior Activity Center	\$15,718	\$214,583	\$0	\$230,301
Landscape Operations	\$448,876	\$676,408	\$0	\$1,125,284
Public Works				
Solid Waste Enterprise	\$3,427,780	\$7,944,162	\$514,236	\$11,886,178
Water Enterprise	\$3,643,057	\$17,324,678	\$2,837,772	\$23,805,507
Wastewater Enterprise	\$2,534,872	\$6,709,980	\$5,182,453	\$14,427,305
Street Maintenance	\$1,746,776	\$1,342,846	\$0	\$3,089,622
Development Engineering	\$1,027,138	\$511,394	\$1,100	\$1,539,632
Traffic and Transportation	\$394,613	\$256,360	\$250	\$651,223
Capital Improvement Program Administration	\$800,199	\$306,871	\$1,700	\$1,108,770

(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: Administrative Services

Step A		\$5,828.20 /Month		\$38.85 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.172790	1,007.06			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	54.03					
Life Insurance	0.000239	25.02					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	226.56					
Workers Comp.	0.058120	338.74					
Vision Benefit		34.21					
Medicare	0.014500	84.51					
				Hourly Rate & Benefits	49.20% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,618.45	79.24%	\$69.64	\$34.26	\$15.89	\$119.80
		Annual Salary + Benefits		<u>\$125,359.88</u>			

Step B		\$6,119.61 /Month		\$40.80 /Hour			
	Total Benefits	\$4,692.67	76.68%	\$72.08	\$35.46	\$16.44	\$123.99
		Annual Salary + Benefits		<u>\$129,747.39</u>			

Step C		\$6,425.60 /Month		\$42.84 /Hour			
	Total Benefits	\$4,770.60	74.24%	\$74.64	\$36.72	\$17.03	\$128.39
		Annual Salary + Benefits		<u>\$134,354.29</u>			

Step D		\$6,746.88 /Month		\$44.98 /Hour			
	Total Benefits	\$4,852.42	71.92%	\$77.33	\$38.05	\$17.64	\$133.01
		Annual Salary + Benefits		<u>\$139,191.53</u>			

Step E		\$7,084.22 /Month		\$47.23 /Hour			
	Total Benefits	\$4,938.33	69.71%	\$80.15	\$39.43	\$18.28	\$137.87
		Annual Salary + Benefits		<u>\$144,270.63</u>			

Accountant I
Department: Parks and Recreation

Step A		\$5,828.20 /Month		\$38.85 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,007.06					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	54.03					
Life Insurance	0.000239	25.02					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	226.56					
Workers Comp.	0.058120	338.74					
Vision Benefit		34.21					
Medicare	0.014500	84.51					
					104.36%	22.81%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,618.45	79.24%	\$69.64	\$72.68	\$15.89	\$158.21
				Annual Salary + Benefits		\$125,359.88	

Step B		\$6,119.61 /Month		\$40.80 /Hour			
	Total Benefits	\$4,692.67	76.68%	\$72.08	\$75.23	\$16.44	\$163.75
				Annual Salary + Benefits		\$129,747.39	

Step C		\$6,425.60 /Month		\$42.84 /Hour			
	Total Benefits	\$4,770.60	74.24%	\$74.64	\$77.90	\$17.03	\$169.57
				Annual Salary + Benefits		\$134,354.29	

Step D		\$6,746.88 /Month		\$44.98 /Hour			
	Total Benefits	\$4,852.42	71.92%	\$77.33	\$80.70	\$17.64	\$175.67
				Annual Salary + Benefits		\$139,191.53	

Step E		\$7,084.22 /Month		\$47.23 /Hour			
	Total Benefits	\$4,938.33	69.71%	\$80.15	\$83.65	\$18.28	\$182.08
				Annual Salary + Benefits		\$144,270.63	

Accountant II
Department: Administrative Services

Step A		\$6,425.60 /Month		\$42.84 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,110.28			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	59.57					
Life Insurance	0.000239	27.59					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	238.51					
Workers Comp.	0.058120	373.46					
Vision Benefit		34.21					
Medicare	0.014500	93.17					
				Hourly Rate & Benefits	49.20% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,785.11	74.47%	\$74.74	\$36.77	\$17.05	\$128.56
		Annual Salary + Benefits		<u>\$134,528.44</u>			
Step B		\$6,746.88 /Month		\$44.98 /Hour			
	Total Benefits	\$4,866.93	72.14%	\$77.43	\$38.09	\$17.66	\$133.18
		Annual Salary + Benefits		<u>\$139,365.68</u>			
Step C		\$7,084.22 /Month		\$47.23 /Hour			
	Total Benefits	\$4,952.85	69.91%	\$80.25	\$39.48	\$18.31	\$138.03
		Annual Salary + Benefits		<u>\$144,444.78</u>			
Step D		\$7,438.43 /Month		\$49.59 /Hour			
	Total Benefits	\$5,043.06	67.80%	\$83.21	\$40.94	\$18.98	\$143.13
		Annual Salary + Benefits		<u>\$149,777.84</u>			
Step E		\$7,810.35 /Month		\$52.07 /Hour			
	Total Benefits	\$5,137.78	65.78%	\$86.32	\$42.47	\$19.69	\$148.48
		Annual Salary + Benefits		<u>\$155,377.55</u>			

Accountant II
Department: Parks and Recreation

Step A		\$6,425.60 /Month		\$42.84 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,110.28			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	59.57					
Life Insurance	0.000239	27.59					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	238.51					
Workers Comp.	0.058120	373.46					
Vision Benefit		34.21					
Medicare	0.014500	93.17					
				Hourly Rate & Benefits	104.36% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,785.11	74.47%	\$74.74	\$78.00	\$17.05	\$169.78
		Annual Salary + Benefits		<u>\$134,528.44</u>			
Step B		\$6,746.88 /Month		\$44.98 /Hour			
	Total Benefits	\$4,866.93	72.14%	\$77.43	\$80.80	\$17.66	\$175.89
		Annual Salary + Benefits		<u>\$139,365.68</u>			
Step C		\$7,084.22 /Month		\$47.23 /Hour			
	Total Benefits	\$4,952.85	69.91%	\$80.25	\$83.75	\$18.31	\$182.30
		Annual Salary + Benefits		<u>\$144,444.78</u>			
Step D		\$7,438.43 /Month		\$49.59 /Hour			
	Total Benefits	\$5,043.06	67.80%	\$83.21	\$86.84	\$18.98	\$189.03
		Annual Salary + Benefits		<u>\$149,777.84</u>			
Step E		\$7,810.35 /Month		\$52.07 /Hour			
	Total Benefits	\$5,137.78	65.78%	\$86.32	\$90.09	\$19.69	\$196.10
		Annual Salary + Benefits		<u>\$155,377.55</u>			

Accounting Assistant I
Department: Administrative Services

Step A		\$4,007.13 /Month		\$26.71 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	692.39					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	37.15					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	232.89			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	58.10					
Total Benefits		\$3,908.59	97.54%	\$52.77	\$25.96	\$12.04	\$90.77
Annual Salary + Benefits				<u>\$94,988.64</u>			
Step B		\$4,207.49 /Month		\$28.05 /Hour			
Total Benefits		\$3,959.61	94.11%	\$54.45	\$26.79	\$12.42	\$93.66
Annual Salary + Benefits				<u>\$98,005.24</u>			
Step C		\$4,417.86 /Month		\$29.45 /Hour			
Total Benefits		\$4,013.19	90.84%	\$56.21	\$27.65	\$12.82	\$96.68
Annual Salary + Benefits				<u>\$101,172.67</u>			
Step D		\$4,638.76 /Month		\$30.93 /Hour			
Total Benefits		\$4,069.45	87.73%	\$58.05	\$28.56	\$13.24	\$99.86
Annual Salary + Benefits				<u>\$104,498.48</u>			
Step E		\$4,870.70 /Month		\$32.47 /Hour			
Total Benefits		\$4,128.52	84.76%	\$59.99	\$29.52	\$13.69	\$103.20
Annual Salary + Benefits				<u>\$107,990.57</u>			

Accounting Assistant II
Department: Administrative Services

Step A		\$4,417.86 /Month		\$29.45 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	49.20% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	763.36					Office Employees
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	40.95					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	256.77					
Vision Benefit		34.21					
Medicare	0.014500	64.06					
Total Benefits		\$4,013.19	90.84%	\$56.21	\$27.65	\$12.82	\$96.68
Annual Salary + Benefits				<u>\$101,172.67</u>			
Step B		\$4,638.76 /Month		\$30.93 /Hour			
Total Benefits		\$4,069.45	87.73%	\$58.05	\$28.56	\$13.24	\$99.86
Annual Salary + Benefits				<u>\$104,498.48</u>			
Step C		\$4,870.70 /Month		\$32.47 /Hour			
Total Benefits		\$4,128.52	84.76%	\$59.99	\$29.52	\$13.69	\$103.20
Annual Salary + Benefits				<u>\$107,990.57</u>			
Step D		\$5,114.23 /Month		\$34.09 /Hour			
Total Benefits		\$4,190.54	81.94%	\$62.03	\$30.52	\$14.15	\$106.70
Annual Salary + Benefits				<u>\$111,657.27</u>			
Step E		\$5,369.94 /Month		\$35.80 /Hour			
Total Benefits		\$4,255.67	79.25%	\$64.17	\$31.57	\$14.64	\$110.38
Annual Salary + Benefits				<u>\$115,507.30</u>			

Accounting Manager
Department: Administrative Services

Step A		\$8,498.31 /Month		\$56.66 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.172790	1,468.42		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	78.78					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	364.95					
Workers Comp.	0.058120	493.92					
Vision Benefit		34.21					
Medicare	0.014500	123.23					
				Hourly Rate & Benefits	49.20% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,447.62	64.10%	\$92.97	\$45.74	\$21.21	\$159.92
		Annual Salary + Benefits		\$167,351.22			

Step B		\$8,923.23 /Month		\$59.49 /Hour			
	Total Benefits	\$5,555.84	62.26%	\$96.53	\$47.49	\$22.02	\$166.04
		Annual Salary + Benefits		\$173,748.82			

Step C		\$9,369.39 /Month		\$62.46 /Hour			
	Total Benefits	\$5,669.47	60.51%	\$100.26	\$49.33	\$22.87	\$172.46
		Annual Salary + Benefits		\$180,466.30			

Step D		\$9,837.86 /Month		\$65.59 /Hour			
	Total Benefits	\$5,788.78	58.84%	\$104.18	\$51.25	\$23.77	\$179.20
		Annual Salary + Benefits		\$187,519.65			

Step E		\$10,329.75 /Month		\$68.87 /Hour			
	Total Benefits	\$5,914.05	57.25%	\$108.29	\$53.28	\$24.70	\$186.28
		Annual Salary + Benefits		\$194,925.67			

Accounting Specialist
Department: Administrative Services

Step A		\$5,839.29 /Month		\$38.93 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,008.97					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	54.13					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	339.38			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	84.67					
Total Benefits		\$4,375.20	74.93%	\$68.10	\$33.50	\$15.53	\$117.13
Annual Salary + Benefits				<u>\$122,573.88</u>			
Step B		\$6,131.25 /Month		\$40.88 /Hour			
Total Benefits		\$4,449.56	72.57%	\$70.54	\$34.70	\$16.09	\$121.34
Annual Salary + Benefits				<u>\$126,969.74</u>			
Step C		\$6,437.82 /Month		\$42.92 /Hour			
Total Benefits		\$4,527.63	70.33%	\$73.10	\$35.97	\$16.68	\$125.75
Annual Salary + Benefits				<u>\$131,585.40</u>			
Step D		\$6,759.71 /Month		\$45.06 /Hour			
Total Benefits		\$4,609.61	68.19%	\$75.80	\$37.29	\$17.29	\$130.38
Annual Salary + Benefits				<u>\$136,431.84</u>			
Step E		\$7,097.69 /Month		\$47.32 /Hour			
Total Benefits		\$4,695.69	66.16%	\$78.62	\$38.68	\$17.94	\$135.24
Annual Salary + Benefits				<u>\$141,520.60</u>			

Accounting Technician
Department: Administrative Services

Step A		\$5,082.08 /Month		\$33.88 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	878.13					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	47.11					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	295.37			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	73.69					
Total Benefits		\$4,182.36	82.30%	\$61.76	\$30.39	\$14.09	\$106.24
Annual Salary + Benefits				<u>\$111,173.27</u>			
Step B		\$5,336.19 /Month		\$35.57 /Hour			
Total Benefits		\$4,247.07	79.59%	\$63.89	\$31.43	\$14.57	\$109.90
Annual Salary + Benefits				<u>\$114,999.10</u>			
Step C		\$5,603.00 /Month		\$37.35 /Hour			
Total Benefits		\$4,315.02	77.01%	\$66.12	\$32.53	\$15.08	\$113.73
Annual Salary + Benefits				<u>\$119,016.23</u>			
Step D		\$5,883.15 /Month		\$39.22 /Hour			
Total Benefits		\$4,386.37	74.56%	\$68.46	\$33.68	\$15.62	\$117.77
Annual Salary + Benefits				<u>\$123,234.21</u>			
Step E		\$6,177.30 /Month		\$41.18 /Hour			
Total Benefits		\$4,461.29	72.22%	\$70.92	\$34.89	\$16.18	\$122.00
Annual Salary + Benefits				<u>\$127,663.09</u>			

Accounting Technician

Department: Police

Step A		\$5,082.08 /Month		\$33.88 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	878.13					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	47.11					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	295.37			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	73.69					
Total Benefits		\$4,182.36	82.30%	\$61.76	\$33.77	\$14.09	\$109.63
Annual Salary + Benefits				<u><u>\$111,173.27</u></u>			
Step B		\$5,336.19 /Month		\$35.57 /Hour			
Total Benefits		\$4,247.07	79.59%	\$63.89	\$34.94	\$14.57	\$113.40
Annual Salary + Benefits				<u><u>\$114,999.10</u></u>			
Step C		\$5,603.00 /Month		\$37.35 /Hour			
Total Benefits		\$4,315.02	77.01%	\$66.12	\$36.16	\$15.08	\$117.36
Annual Salary + Benefits				<u><u>\$119,016.23</u></u>			
Step D		\$5,883.15 /Month		\$39.22 /Hour			
Total Benefits		\$4,386.37	74.56%	\$68.46	\$37.44	\$15.62	\$121.52
Annual Salary + Benefits				<u><u>\$123,234.21</u></u>			
Step E		\$6,177.30 /Month		\$41.18 /Hour			
Total Benefits		\$4,461.29	72.22%	\$70.92	\$38.78	\$16.18	\$125.89
Annual Salary + Benefits				<u><u>\$127,663.09</u></u>			

Administrative Assistant I
Department: Administrative Services

Step A		\$3,793.57 /Month		\$25.29 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	655.49					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	35.17					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	220.48			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	55.01					
Total Benefits		\$3,854.20	101.60%	\$50.99	\$25.08	\$11.63	\$87.70
Annual Salary + Benefits				<u>\$91,773.27</u>			
Step B		\$3,983.25 /Month		\$26.56 /Hour			
Total Benefits		\$3,902.51	97.97%	\$52.57	\$25.87	\$11.99	\$90.43
Annual Salary + Benefits				<u>\$94,629.10</u>			
Step C		\$4,182.42 /Month		\$27.88 /Hour			
Total Benefits		\$3,953.23	94.52%	\$54.24	\$26.68	\$12.37	\$93.30
Annual Salary + Benefits				<u>\$97,627.73</u>			
Step D		\$4,391.54 /Month		\$29.28 /Hour			
Total Benefits		\$4,006.49	91.23%	\$55.99	\$27.55	\$12.77	\$96.30
Annual Salary + Benefits				<u>\$100,776.28</u>			
Step E		\$4,611.11 /Month		\$30.74 /Hour			
Total Benefits		\$4,062.41	88.10%	\$57.82	\$28.45	\$13.19	\$99.46
Annual Salary + Benefits				<u>\$104,082.27</u>			

Administrative Assistant I
Department: Community Development

Step A		\$3,793.57 /Month		\$25.29 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	655.49			122.10%	22.81%	Office Employees
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	35.17					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	220.48					
Vision Benefit		34.21					
Medicare	0.014500	55.01					
Total Benefits		\$3,854.20	101.60%	\$50.99	\$62.25	\$11.63	\$124.87
Annual Salary + Benefits				<u>\$91,773.27</u>			
Step B		\$3,983.25 /Month		\$26.56 /Hour			
Total Benefits		\$3,902.51	97.97%	\$52.57	\$64.19	\$11.99	\$128.76
Annual Salary + Benefits				<u>\$94,629.10</u>			
Step C		\$4,182.42 /Month		\$27.88 /Hour			
Total Benefits		\$3,953.23	94.52%	\$54.24	\$66.22	\$12.37	\$132.84
Annual Salary + Benefits				<u>\$97,627.73</u>			
Step D		\$4,391.54 /Month		\$29.28 /Hour			
Total Benefits		\$4,006.49	91.23%	\$55.99	\$68.36	\$12.77	\$137.12
Annual Salary + Benefits				<u>\$100,776.28</u>			
Step E		\$4,611.11 /Month		\$30.74 /Hour			
Total Benefits		\$4,062.41	88.10%	\$57.82	\$70.60	\$13.19	\$141.62
Annual Salary + Benefits				<u>\$104,082.27</u>			

Administrative Assistant I
Department: Parks and Recreation

Step A		\$3,793.57 /Month		\$25.29 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	655.49					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	35.17					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	220.48			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	55.01					
Total Benefits		\$3,854.20	101.60%	\$50.99	\$53.21	\$11.63	\$115.82
Annual Salary + Benefits				<u>\$91,773.27</u>			
Step B		\$3,983.25 /Month		\$26.56 /Hour			
Total Benefits		\$3,902.51	97.97%	\$52.57	\$54.86	\$11.99	\$119.43
Annual Salary + Benefits				<u>\$94,629.10</u>			
Step C		\$4,182.42 /Month		\$27.88 /Hour			
Total Benefits		\$3,953.23	94.52%	\$54.24	\$56.60	\$12.37	\$123.21
Annual Salary + Benefits				<u>\$97,627.73</u>			
Step D		\$4,391.54 /Month		\$29.28 /Hour			
Total Benefits		\$4,006.49	91.23%	\$55.99	\$58.43	\$12.77	\$127.19
Annual Salary + Benefits				<u>\$100,776.28</u>			
Step E		\$4,611.11 /Month		\$30.74 /Hour			
Total Benefits		\$4,062.41	88.10%	\$57.82	\$60.35	\$13.19	\$131.36
Annual Salary + Benefits				<u>\$104,082.27</u>			

Administrative Assistant I
Department: Public Works

Step A		\$3,793.57 /Month		\$25.29 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	655.49					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	35.17					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	220.48			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	55.01					
Total Benefits		\$3,854.20	101.60%	\$50.99	\$58.02	\$11.63	\$120.63
Annual Salary + Benefits				<u>\$91,773.27</u>			
Step B		\$3,983.25 /Month		\$26.56 /Hour			
Total Benefits		\$3,902.51	97.97%	\$52.57	\$59.82	\$11.99	\$124.39
Annual Salary + Benefits				<u>\$94,629.10</u>			
Step C		\$4,182.42 /Month		\$27.88 /Hour			
Total Benefits		\$3,953.23	94.52%	\$54.24	\$61.72	\$12.37	\$128.33
Annual Salary + Benefits				<u>\$97,627.73</u>			
Step D		\$4,391.54 /Month		\$29.28 /Hour			
Total Benefits		\$4,006.49	91.23%	\$55.99	\$63.71	\$12.77	\$132.47
Annual Salary + Benefits				<u>\$100,776.28</u>			
Step E		\$4,611.11 /Month		\$30.74 /Hour			
Total Benefits		\$4,062.41	88.10%	\$57.82	\$65.80	\$13.19	\$136.81
Annual Salary + Benefits				<u>\$104,082.27</u>			

Administrative Assistant II
Department: Administrative Services

Step A		\$4,182.42 /Month		\$27.88 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	722.68					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	38.77					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	243.08			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	60.65					
Total Benefits		\$3,953.23	94.52%	\$54.24	\$26.68	\$12.37	\$93.30
Annual Salary + Benefits				<u>\$97,627.73</u>			
Step B		\$4,391.54 /Month		\$29.28 /Hour			
Total Benefits		\$4,006.49	91.23%	\$55.99	\$27.55	\$12.77	\$96.30
Annual Salary + Benefits				<u>\$100,776.28</u>			
Step C		\$4,611.11 /Month		\$30.74 /Hour			
Total Benefits		\$4,062.41	88.10%	\$57.82	\$28.45	\$13.19	\$99.46
Annual Salary + Benefits				<u>\$104,082.27</u>			
Step D		\$4,841.67 /Month		\$32.28 /Hour			
Total Benefits		\$4,121.13	85.12%	\$59.75	\$29.40	\$13.63	\$102.78
Annual Salary + Benefits				<u>\$107,553.55</u>			
Step E		\$5,083.75 /Month		\$33.89 /Hour			
Total Benefits		\$4,182.78	82.28%	\$61.78	\$30.39	\$14.09	\$106.26
Annual Salary + Benefits				<u>\$111,198.40</u>			

Administrative Assistant II

Department: City Attorney

Step A		\$4,182.42 /Month		\$27.88 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	722.68					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	38.77					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	243.08			40.87%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	60.65					
Total Benefits		\$3,953.23	94.52%	\$54.24	\$22.17	\$12.37	\$88.78
Annual Salary + Benefits				<u>\$97,627.73</u>			
Step B		\$4,391.54 /Month		\$29.28 /Hour			
Total Benefits		\$4,006.49	91.23%	\$55.99	\$22.88	\$12.77	\$91.64
Annual Salary + Benefits				<u>\$100,776.28</u>			
Step C		\$4,611.11 /Month		\$30.74 /Hour			
Total Benefits		\$4,062.41	88.10%	\$57.82	\$23.63	\$13.19	\$94.65
Annual Salary + Benefits				<u>\$104,082.27</u>			
Step D		\$4,841.67 /Month		\$32.28 /Hour			
Total Benefits		\$4,121.13	85.12%	\$59.75	\$24.42	\$13.63	\$97.80
Annual Salary + Benefits				<u>\$107,553.55</u>			
Step E		\$5,083.75 /Month		\$33.89 /Hour			
Total Benefits		\$4,182.78	82.28%	\$61.78	\$25.25	\$14.09	\$101.12
Annual Salary + Benefits				<u>\$111,198.40</u>			

Administrative Assistant II
Department: Community Development

Step A		\$4,182.42 /Month		\$27.88 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	722.68					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	38.77					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	243.08			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	60.65					
Total Benefits		\$3,953.23	94.52%	\$54.24	\$66.22	\$12.37	\$132.84
Annual Salary + Benefits				<u>\$97,627.73</u>			
Step B		\$4,391.54 /Month		\$29.28 /Hour			
Total Benefits		\$4,006.49	91.23%	\$55.99	\$68.36	\$12.77	\$137.12
Annual Salary + Benefits				<u>\$100,776.28</u>			
Step C		\$4,611.11 /Month		\$30.74 /Hour			
Total Benefits		\$4,062.41	88.10%	\$57.82	\$70.60	\$13.19	\$141.62
Annual Salary + Benefits				<u>\$104,082.27</u>			
Step D		\$4,841.67 /Month		\$32.28 /Hour			
Total Benefits		\$4,121.13	85.12%	\$59.75	\$72.96	\$13.63	\$146.34
Annual Salary + Benefits				<u>\$107,553.55</u>			
Step E		\$5,083.75 /Month		\$33.89 /Hour			
Total Benefits		\$4,182.78	82.28%	\$61.78	\$75.43	\$14.09	\$151.30
Annual Salary + Benefits				<u>\$111,198.40</u>			

Administrative Assistant II
Department: Parks and Recreation

Step A		\$4,182.42 /Month		\$27.88 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	722.68					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	38.77					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	243.08			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	60.65					
Total Benefits		\$3,953.23	94.52%	\$54.24	\$56.60	\$12.37	\$123.21
Annual Salary + Benefits				<u>\$97,627.73</u>			
Step B		\$4,391.54 /Month		\$29.28 /Hour			
Total Benefits		\$4,006.49	91.23%	\$55.99	\$58.43	\$12.77	\$127.19
Annual Salary + Benefits				<u>\$100,776.28</u>			
Step C		\$4,611.11 /Month		\$30.74 /Hour			
Total Benefits		\$4,062.41	88.10%	\$57.82	\$60.35	\$13.19	\$131.36
Annual Salary + Benefits				<u>\$104,082.27</u>			
Step D		\$4,841.67 /Month		\$32.28 /Hour			
Total Benefits		\$4,121.13	85.12%	\$59.75	\$62.36	\$13.63	\$135.74
Annual Salary + Benefits				<u>\$107,553.55</u>			
Step E		\$5,083.75 /Month		\$33.89 /Hour			
Total Benefits		\$4,182.78	82.28%	\$61.78	\$64.47	\$14.09	\$140.34
Annual Salary + Benefits				<u>\$111,198.40</u>			

Administrative Assistant II

Department: Police

Step A		\$4,182.42 /Month		\$27.88 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	729.88			54.68%	22.81%	Office Employees
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	38.77					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	245.50					
Vision Benefit		34.21					
Medicare	0.014500	61.25					
	Total Benefits	\$4,005.12	95.76%	\$54.58	\$29.85	\$12.45	\$96.88
		Annual Salary + Benefits		<u>\$98,250.43</u>			

Step B		\$4,391.54 /Month		\$29.28 /Hour			
	Total Benefits	\$4,058.38	92.41%	\$56.33	\$30.81	\$12.85	\$99.99
		Annual Salary + Benefits		<u>\$101,398.99</u>			

Step C		\$4,611.11 /Month		\$30.74 /Hour			
	Total Benefits	\$4,114.30	89.23%	\$58.17	\$31.81	\$13.27	\$103.25
		Annual Salary + Benefits		<u>\$104,704.97</u>			

Step D		\$4,841.67 /Month		\$32.28 /Hour			
	Total Benefits	\$4,173.02	86.19%	\$60.10	\$32.86	\$13.71	\$106.67
		Annual Salary + Benefits		<u>\$108,176.26</u>			

Step E		\$5,083.75 /Month		\$33.89 /Hour			
	Total Benefits	\$4,234.67	83.30%	\$62.12	\$33.97	\$14.17	\$110.27
		Annual Salary + Benefits		<u>\$111,821.11</u>			

Administrative Assistant II
Department: Public Works

Step A		\$4,182.42 /Month		\$27.88 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	722.68					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	38.77					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	243.08			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	60.65					
Total Benefits		\$3,953.23	94.52%	\$54.24	\$61.72	\$12.37	\$128.33
Annual Salary + Benefits				<u>\$97,627.73</u>			
Step B		\$4,391.54 /Month		\$29.28 /Hour			
Total Benefits		\$4,006.49	91.23%	\$55.99	\$63.71	\$12.77	\$132.47
Annual Salary + Benefits				<u>\$100,776.28</u>			
Step C		\$4,611.11 /Month		\$30.74 /Hour			
Total Benefits		\$4,062.41	88.10%	\$57.82	\$65.80	\$13.19	\$136.81
Annual Salary + Benefits				<u>\$104,082.27</u>			
Step D		\$4,841.67 /Month		\$32.28 /Hour			
Total Benefits		\$4,121.13	85.12%	\$59.75	\$67.99	\$13.63	\$141.38
Annual Salary + Benefits				<u>\$107,553.55</u>			
Step E		\$5,083.75 /Month		\$33.89 /Hour			
Total Benefits		\$4,182.78	82.28%	\$61.78	\$70.30	\$14.09	\$146.17
Annual Salary + Benefits				<u>\$111,198.40</u>			

Administrative Secretary
Department: Administrative Services

Step A		\$4,841.67 /Month		\$32.28 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	836.59					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	44.88					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	281.40			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	70.20					
Total Benefits		\$4,121.13	85.12%	\$59.75	\$29.40	\$13.63	\$102.78
Annual Salary + Benefits				<u>\$107,553.55</u>			
Step B		\$5,083.75 /Month		\$33.89 /Hour			
Total Benefits		\$4,182.78	82.28%	\$61.78	\$30.39	\$14.09	\$106.26
Annual Salary + Benefits				<u>\$111,198.40</u>			
Step C		\$5,337.94 /Month		\$35.59 /Hour			
Total Benefits		\$4,247.52	79.57%	\$63.90	\$31.44	\$14.58	\$109.92
Annual Salary + Benefits				<u>\$115,025.49</u>			
Step D		\$5,604.84 /Month		\$37.37 /Hour			
Total Benefits		\$4,315.49	77.00%	\$66.14	\$32.54	\$15.09	\$113.76
Annual Salary + Benefits				<u>\$119,043.93</u>			
Step E		\$5,885.08 /Month		\$39.23 /Hour			
Total Benefits		\$4,386.86	74.54%	\$68.48	\$33.69	\$15.62	\$117.79
Annual Salary + Benefits				<u>\$123,263.30</u>			

Administrative Secretary
Department: Community Development

Step A		\$4,841.67 /Month		\$32.28 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	836.59			122.10%	22.81%	Office Employees
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	44.88					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	281.40					
Vision Benefit		34.21					
Medicare	0.014500	70.20					
Total Benefits		\$4,121.13	85.12%	\$59.75	\$72.96	\$13.63	\$146.34
Annual Salary + Benefits				<u>\$107,553.55</u>			
Step B		\$5,083.75 /Month		\$33.89 /Hour			
Total Benefits		\$4,182.78	82.28%	\$61.78	\$75.43	\$14.09	\$151.30
Annual Salary + Benefits				<u>\$111,198.40</u>			
Step C		\$5,337.94 /Month		\$35.59 /Hour			
Total Benefits		\$4,247.52	79.57%	\$63.90	\$78.03	\$14.58	\$156.51
Annual Salary + Benefits				<u>\$115,025.49</u>			
Step D		\$5,604.84 /Month		\$37.37 /Hour			
Total Benefits		\$4,315.49	77.00%	\$66.14	\$80.75	\$15.09	\$161.98
Annual Salary + Benefits				<u>\$119,043.93</u>			
Step E		\$5,885.08 /Month		\$39.23 /Hour			
Total Benefits		\$4,386.86	74.54%	\$68.48	\$83.61	\$15.62	\$167.72
Annual Salary + Benefits				<u>\$123,263.30</u>			

Administrative Secretary
Department: Parks and Recreation

Step A		\$4,841.67 /Month		\$32.28 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	836.59					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	44.88					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	281.40			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	70.20					
Total Benefits		\$4,121.13	85.12%	\$59.75	\$62.36	\$13.63	\$135.74
Annual Salary + Benefits				<u>\$107,553.55</u>			
Step B		\$5,083.75 /Month		\$33.89 /Hour			
Total Benefits		\$4,182.78	82.28%	\$61.78	\$64.47	\$14.09	\$140.34
Annual Salary + Benefits				<u>\$111,198.40</u>			
Step C		\$5,337.94 /Month		\$35.59 /Hour			
Total Benefits		\$4,247.52	79.57%	\$63.90	\$66.69	\$14.58	\$145.17
Annual Salary + Benefits				<u>\$115,025.49</u>			
Step D		\$5,604.84 /Month		\$37.37 /Hour			
Total Benefits		\$4,315.49	77.00%	\$66.14	\$69.02	\$15.09	\$150.24
Annual Salary + Benefits				<u>\$119,043.93</u>			
Step E		\$5,885.08 /Month		\$39.23 /Hour			
Total Benefits		\$4,386.86	74.54%	\$68.48	\$71.47	\$15.62	\$155.57
Annual Salary + Benefits				<u>\$123,263.30</u>			

**Administrative Secretary
Department: Public Works**

Step A		\$4,841.67 /Month		\$32.28 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	836.59					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	44.88					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	281.40			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	70.20					
Total Benefits		\$4,121.13	85.12%	\$59.75	\$67.99	\$13.63	\$141.38
Annual Salary + Benefits				<u>\$107,553.55</u>			
Step B		\$5,083.75 /Month		\$33.89 /Hour			
Total Benefits		\$4,182.78	82.28%	\$61.78	\$70.30	\$14.09	\$146.17
Annual Salary + Benefits				<u>\$111,198.40</u>			
Step C		\$5,337.94 /Month		\$35.59 /Hour			
Total Benefits		\$4,247.52	79.57%	\$63.90	\$72.72	\$14.58	\$151.20
Annual Salary + Benefits				<u>\$115,025.49</u>			
Step D		\$5,604.84 /Month		\$37.37 /Hour			
Total Benefits		\$4,315.49	77.00%	\$66.14	\$75.26	\$15.09	\$156.48
Annual Salary + Benefits				<u>\$119,043.93</u>			
Step E		\$5,885.08 /Month		\$39.23 /Hour			
Total Benefits		\$4,386.86	74.54%	\$68.48	\$77.92	\$15.62	\$162.03
Annual Salary + Benefits				<u>\$123,263.30</u>			

Administrative Supervisor
Department: Administrative Services

Step A		\$5,326.86 /Month		\$35.51 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	920.43					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.38					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	309.60			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	77.24					
Total Benefits		\$4,244.69	79.68%	\$63.81	\$31.39	\$14.56	\$109.76
Annual Salary + Benefits				<u>\$114,858.58</u>			
Step B		\$5,593.20 /Month		\$37.29 /Hour			
Total Benefits		\$4,312.53	77.10%	\$66.04	\$32.49	\$15.07	\$113.59
Annual Salary + Benefits				<u>\$118,868.68</u>			
Step C		\$5,872.86 /Month		\$39.15 /Hour			
Total Benefits		\$4,383.75	74.64%	\$68.38	\$33.64	\$15.60	\$117.62
Annual Salary + Benefits				<u>\$123,079.28</u>			
Step D		\$6,166.50 /Month		\$41.11 /Hour			
Total Benefits		\$4,458.53	72.30%	\$70.83	\$34.85	\$16.16	\$121.84
Annual Salary + Benefits				<u>\$127,500.42</u>			
Step E		\$6,474.83 /Month		\$43.17 /Hour			
Total Benefits		\$4,537.06	70.07%	\$73.41	\$36.12	\$16.75	\$126.28
Annual Salary + Benefits				<u>\$132,142.61</u>			

Administrative Supervisor
Department: Community Development

Step A		\$5,326.86 /Month		\$35.51 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	920.43					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.38					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	309.60			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	77.24					
Total Benefits		\$4,244.69	79.68%	\$63.81	\$77.91	\$14.56	\$156.28
Annual Salary + Benefits				<u>\$114,858.58</u>			
Step B		\$5,593.20 /Month		\$37.29 /Hour			
Total Benefits		\$4,312.53	77.10%	\$66.04	\$80.63	\$15.07	\$161.74
Annual Salary + Benefits				<u>\$118,868.68</u>			
Step C		\$5,872.86 /Month		\$39.15 /Hour			
Total Benefits		\$4,383.75	74.64%	\$68.38	\$83.49	\$15.60	\$167.47
Annual Salary + Benefits				<u>\$123,079.28</u>			
Step D		\$6,166.50 /Month		\$41.11 /Hour			
Total Benefits		\$4,458.53	72.30%	\$70.83	\$86.49	\$16.16	\$173.48
Annual Salary + Benefits				<u>\$127,500.42</u>			
Step E		\$6,474.83 /Month		\$43.17 /Hour			
Total Benefits		\$4,537.06	70.07%	\$73.41	\$89.64	\$16.75	\$179.80
Annual Salary + Benefits				<u>\$132,142.61</u>			

Administrative Supervisor
Department: Parks and Recreation

Step A		\$5,326.86 /Month		\$35.51 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	920.43					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.38					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	309.60			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	77.24					
Total Benefits		\$4,244.69	79.68%	\$63.81	\$66.59	\$14.56	\$144.96
Annual Salary + Benefits				<u>\$114,858.58</u>			
Step B		\$5,593.20 /Month		\$37.29 /Hour			
Total Benefits		\$4,312.53	77.10%	\$66.04	\$68.92	\$15.07	\$150.02
Annual Salary + Benefits				<u>\$118,868.68</u>			
Step C		\$5,872.86 /Month		\$39.15 /Hour			
Total Benefits		\$4,383.75	74.64%	\$68.38	\$71.36	\$15.60	\$155.34
Annual Salary + Benefits				<u>\$123,079.28</u>			
Step D		\$6,166.50 /Month		\$41.11 /Hour			
Total Benefits		\$4,458.53	72.30%	\$70.83	\$73.92	\$16.16	\$160.92
Annual Salary + Benefits				<u>\$127,500.42</u>			
Step E		\$6,474.83 /Month		\$43.17 /Hour			
Total Benefits		\$4,537.06	70.07%	\$73.41	\$76.61	\$16.75	\$166.77
Annual Salary + Benefits				<u>\$132,142.61</u>			

**Administrative Supervisor
Department: Public Works**

Step A		\$5,326.86 /Month		\$35.51 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	920.43					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.38					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	309.60			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	77.24					
Total Benefits		\$4,244.69	79.68%	\$63.81	\$72.61	\$14.56	\$150.98
Annual Salary + Benefits				<u>\$114,858.58</u>			
Step B		\$5,593.20 /Month		\$37.29 /Hour			
Total Benefits		\$4,312.53	77.10%	\$66.04	\$75.15	\$15.07	\$156.25
Annual Salary + Benefits				<u>\$118,868.68</u>			
Step C		\$5,872.86 /Month		\$39.15 /Hour			
Total Benefits		\$4,383.75	74.64%	\$68.38	\$77.81	\$15.60	\$161.78
Annual Salary + Benefits				<u>\$123,079.28</u>			
Step D		\$6,166.50 /Month		\$41.11 /Hour			
Total Benefits		\$4,458.53	72.30%	\$70.83	\$80.60	\$16.16	\$167.60
Annual Salary + Benefits				<u>\$127,500.42</u>			
Step E		\$6,474.83 /Month		\$43.17 /Hour			
Total Benefits		\$4,537.06	70.07%	\$73.41	\$83.54	\$16.75	\$173.70
Annual Salary + Benefits				<u>\$132,142.61</u>			

**Assistant City Attorney
Department: City Attorney**

Step A		\$11,458.46 /Month		\$76.39 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.172790	1,979.91		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	106.22					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	453.75					
Workers Comp.	0.058120	665.97					
Vision Benefit		34.21					
Medicare	0.014500	166.15		Hourly Rate & Benefits	40.87% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,290.31	54.90%	\$118.33	\$48.36	\$26.99	\$193.68
		Annual Salary + Benefits		<u>\$212,985.31</u>			
Step B		\$12,031.38 /Month		\$80.21 /Hour			
	Total Benefits	\$6,436.23	53.50%	\$123.12	\$50.32	\$28.09	\$201.52
		Annual Salary + Benefits		<u>\$221,611.34</u>			
Step C		\$12,632.95 /Month		\$84.22 /Hour			
	Total Benefits	\$6,589.43	52.16%	\$128.15	\$52.38	\$29.23	\$209.76
		Annual Salary + Benefits		<u>\$230,668.66</u>			
Step D		\$13,264.60 /Month		\$88.43 /Hour			
	Total Benefits	\$6,750.30	50.89%	\$133.43	\$54.54	\$30.44	\$218.41
		Annual Salary + Benefits		<u>\$240,178.85</u>			
Step E		\$13,927.83 /Month		\$92.85 /Hour			
	Total Benefits	\$6,919.21	49.68%	\$138.98	\$56.80	\$31.71	\$227.49
		Annual Salary + Benefits		<u>\$250,164.54</u>			

Assistant City Clerk
Department: Administrative Services

Step A		\$6,149.22 /Month		\$40.99 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,062.52			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.00					
Life Insurance	0.000239	26.40					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	232.98					
Workers Comp.	0.058120	357.39					
Vision Benefit		34.21					
Medicare	0.014500	89.16					
				Hourly Rate & Benefits	49.20% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,708.01	76.56%	\$72.38	\$35.61	\$16.51	\$124.51
		Annual Salary + Benefits		<u>\$130,286.65</u>			
Step B		\$6,456.68 /Month		\$43.04 /Hour			
	Total Benefits	\$4,786.31	74.13%	\$74.95	\$36.88	\$17.10	\$128.93
		Annual Salary + Benefits		<u>\$134,915.83</u>			
Step C		\$6,779.51 /Month		\$45.20 /Hour			
	Total Benefits	\$4,868.53	71.81%	\$77.65	\$38.21	\$17.71	\$133.57
		Annual Salary + Benefits		<u>\$139,776.47</u>			
Step D		\$7,118.49 /Month		\$47.46 /Hour			
	Total Benefits	\$4,954.86	69.61%	\$80.49	\$39.60	\$18.36	\$138.45
		Annual Salary + Benefits		<u>\$144,880.14</u>			
Step E		\$7,474.41 /Month		\$49.83 /Hour			
	Total Benefits	\$5,045.51	67.50%	\$83.47	\$41.06	\$19.04	\$143.57
		Annual Salary + Benefits		<u>\$150,238.99</u>			

**Assistant City Manager
Department: City Manager**

Step A		\$13,117.27 /Month		\$87.45 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	2,410.37					
Management Incentive		832.41					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	121.60					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		110.00					
Workers Comp.	0.058120	810.76			41.54%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	202.27					
Total Benefits		\$7,405.72	56.46%	\$136.82	\$56.83	\$31.21	\$224.87
Annual Salary + Benefits				<u>\$246,275.87</u>			
Step B		\$13,773.13 /Month		\$91.82 /Hour			
Total Benefits		\$7,572.75	54.98%	\$142.31	\$59.11	\$32.46	\$233.88
Annual Salary + Benefits				<u>\$256,150.65</u>			
Step C		\$14,461.79 /Month		\$96.41 /Hour			
Total Benefits		\$7,748.14	53.58%	\$148.07	\$61.51	\$33.78	\$243.35
Annual Salary + Benefits				<u>\$266,519.18</u>			
Step D		\$15,184.88 /Month		\$101.23 /Hour			
Total Benefits		\$7,932.30	52.24%	\$154.11	\$64.02	\$35.16	\$253.29
Annual Salary + Benefits				<u>\$277,406.13</u>			
Step E		\$15,944.12 /Month		\$106.29 /Hour			
Total Benefits		\$8,125.66	50.96%	\$160.47	\$66.66	\$36.61	\$263.73
Annual Salary + Benefits				<u>\$288,837.43</u>			

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

Step A		\$11,458.46 /Month		\$76.39 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,979.91					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	106.22					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	453.75					
Workers Comp.	0.058120	665.97					
Vision Benefit		34.21					
Medicare	0.014500	166.15					
					122.10%	22.81%	
					Department	Citywide	
					Overhead	Overhead	
							Total Hourly Rate
	Total Benefits	\$6,290.31	54.90%	\$118.33	\$144.48	\$26.99	\$289.79
				Annual Salary + Benefits	\$212,985.31		
<hr/>							
Step B		\$12,031.38 /Month		\$80.21 /Hour			
	Total Benefits	\$6,436.23	53.50%	\$123.12	\$150.33	\$28.09	\$301.53
				Annual Salary + Benefits	\$221,611.34		
<hr/>							
Step C		\$12,632.95 /Month		\$84.22 /Hour			
	Total Benefits	\$6,589.43	52.16%	\$128.15	\$156.47	\$29.23	\$313.86
				Annual Salary + Benefits	\$230,668.66		
<hr/>							
Step D		\$13,264.60 /Month		\$88.43 /Hour			
	Total Benefits	\$6,750.30	50.89%	\$133.43	\$162.92	\$30.44	\$326.80
				Annual Salary + Benefits	\$240,178.85		
<hr/>							
Step E		\$13,927.83 /Month		\$92.85 /Hour			
	Total Benefits	\$6,919.21	49.68%	\$138.98	\$169.70	\$31.71	\$340.38
				Annual Salary + Benefits	\$250,164.54		

Assistant Director of Administrative Services

Department: Administrative Services

Step A		\$11,773.67 /Month		\$78.49 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	2,034.37					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	109.14					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	463.21					
Workers Comp.	0.058120	684.29					
Vision Benefit		34.21					
Medicare	0.014500	170.72					
					49.20%	22.81%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,380.05	54.19%	\$121.02	\$59.54	\$27.61	\$208.18
		Annual Salary + Benefits		<u>\$217,844.63</u>			

Step B		\$12,362.35 /Month		\$82.42 /Hour			
	Total Benefits	\$6,529.97	52.82%	\$125.95	\$61.97	\$28.73	\$216.65
		Annual Salary + Benefits		<u>\$226,707.94</u>			

Step C		\$12,980.47 /Month		\$86.54 /Hour			
	Total Benefits	\$6,687.40	51.52%	\$131.12	\$64.51	\$29.91	\$225.54
		Annual Salary + Benefits		<u>\$236,014.42</u>			

Step D		\$13,629.50 /Month		\$90.86 /Hour			
	Total Benefits	\$6,852.69	50.28%	\$136.55	\$67.18	\$31.15	\$234.88
		Annual Salary + Benefits		<u>\$245,786.22</u>			

Step E		\$14,310.97 /Month		\$95.41 /Hour			
	Total Benefits	\$7,026.25	49.10%	\$142.25	\$69.99	\$32.45	\$244.68
		Annual Salary + Benefits		<u>\$256,046.61</u>			

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

Step A		\$11,773.67 /Month		\$78.49 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	2,034.37					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	109.14					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	463.21					
Workers Comp.	0.058120	684.29					
Vision Benefit		34.21					
Medicare	0.014500	170.72					
					113.79%	22.81%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,380.05	54.19%	\$121.02	\$137.72	\$27.61	\$286.35
		Annual Salary + Benefits		\$217,844.63			
Step B							
		\$12,362.35 /Month		\$82.42 /Hour			
	Total Benefits	\$6,529.97	52.82%	\$125.95	\$143.32	\$28.73	\$298.00
		Annual Salary + Benefits		\$226,707.94			
Step C							
		\$12,980.47 /Month		\$86.54 /Hour			
	Total Benefits	\$6,687.40	51.52%	\$131.12	\$149.20	\$29.91	\$310.23
		Annual Salary + Benefits		\$236,014.42			
Step D							
		\$13,629.50 /Month		\$90.86 /Hour			
	Total Benefits	\$6,852.69	50.28%	\$136.55	\$155.38	\$31.15	\$323.08
		Annual Salary + Benefits		\$245,786.22			
Step E							
		\$14,310.97 /Month		\$95.41 /Hour			
	Total Benefits	\$7,026.25	49.10%	\$142.25	\$161.87	\$32.45	\$336.57
		Annual Salary + Benefits		\$256,046.61			

Assistant Engineer
Department: Public Works

Step A		\$7,328.94 /Month		\$48.86 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,266.37			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	67.94					
Life Insurance	0.000239	31.46					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	256.58					
Workers Comp.	0.058120	425.96					
Vision Benefit		34.21					
Medicare	0.014500	106.27					
				Hourly Rate & Benefits	113.79% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,037.12	68.73%	\$82.44	\$93.81	\$18.81	\$195.06
		Annual Salary + Benefits		<u>\$148,392.65</u>			
Step B		\$7,695.39 /Month		\$51.30 /Hour			
	Total Benefits	\$5,130.44	66.67%	\$85.51	\$97.30	\$19.51	\$202.31
		Annual Salary + Benefits		<u>\$153,909.93</u>			
Step C		\$8,080.15 /Month		\$53.87 /Hour			
	Total Benefits	\$5,228.44	64.71%	\$88.72	\$100.96	\$20.24	\$209.93
		Annual Salary + Benefits		<u>\$159,703.08</u>			
Step D		\$8,484.16 /Month		\$56.56 /Hour			
	Total Benefits	\$5,331.33	62.84%	\$92.10	\$104.81	\$21.01	\$217.92
		Annual Salary + Benefits		<u>\$165,785.88</u>			
Step E		\$8,908.37 /Month		\$59.39 /Hour			
	Total Benefits	\$5,439.37	61.06%	\$95.65	\$108.84	\$21.82	\$226.32
		Annual Salary + Benefits		<u>\$172,172.83</u>			

Assistant Parks and Recreation Director

Department: Parks and Recreation

Step A		\$9,509.10 /Month		\$63.39 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.172790	1,643.08		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	88.15					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	395.27					
Workers Comp.	0.058120	552.67					
Vision Benefit		34.21					
Medicare	0.014500	137.88					
Total Benefits		\$5,735.37	60.31%	\$101.63	\$106.06	\$23.18	\$230.88
Annual Salary + Benefits				<u>\$182,933.59</u>			
Step B		\$9,984.55 /Month		\$66.56 /Hour			
Total Benefits		\$5,856.46	58.66%	\$105.61	\$110.21	\$24.09	\$239.91
Annual Salary + Benefits				<u>\$190,092.12</u>			
Step C		\$10,483.78 /Month		\$69.89 /Hour			
Total Benefits		\$5,983.60	57.07%	\$109.78	\$114.57	\$25.04	\$249.40
Annual Salary + Benefits				<u>\$197,608.57</u>			
Step D		\$11,007.97 /Month		\$73.39 /Hour			
Total Benefits		\$6,117.10	55.57%	\$114.17	\$119.15	\$26.04	\$259.36
Annual Salary + Benefits				<u>\$205,500.84</u>			
Step E		\$11,558.37 /Month		\$77.06 /Hour			
Total Benefits		\$6,257.28	54.14%	\$118.77	\$123.95	\$27.09	\$269.82
Annual Salary + Benefits				<u>\$213,787.73</u>			

Assistant Planner
Department: Community Development

Step A		\$6,767.86 /Month		\$45.12 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,169.42			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	62.74					
Life Insurance	0.000239	29.05					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	245.36					
Workers Comp.	0.058120	393.35					
Vision Benefit		34.21					
Medicare	0.014500	98.13					
				Hourly Rate & Benefits	122.10% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,880.59	72.11%	\$77.66	\$94.82	\$17.72	\$190.19
		Annual Salary + Benefits		\$139,781.43			
<hr/>							
Step B		\$7,106.25 /Month		\$47.38 /Hour			
	Total Benefits	\$4,966.77	69.89%	\$80.49	\$98.28	\$18.36	\$197.12
		Annual Salary + Benefits		\$144,876.33			
<hr/>							
Step C		\$7,461.57 /Month		\$49.74 /Hour			
	Total Benefits	\$5,057.26	67.78%	\$83.46	\$101.90	\$19.04	\$204.40
		Annual Salary + Benefits		\$150,225.98			
<hr/>							
Step D		\$7,834.65 /Month		\$52.23 /Hour			
	Total Benefits	\$5,152.28	65.76%	\$86.58	\$105.71	\$19.75	\$212.05
		Annual Salary + Benefits		\$155,843.10			
<hr/>							
Step E		\$8,226.38 /Month		\$54.84 /Hour			
	Total Benefits	\$5,252.05	63.84%	\$89.86	\$109.72	\$20.50	\$220.07
		Annual Salary + Benefits		\$161,741.09			

Associate Engineer
Department: Public Works

Step A		\$8,080.15 /Month		\$53.87 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.172790	1,396.17			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	74.90					
Life Insurance	0.000239	34.69					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	271.60					
Workers Comp.	0.058120	469.62					
Vision Benefit		34.21					
Medicare	0.014500	117.16					
				Hourly Rate & Benefits	113.79% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,246.68	64.93%	\$88.85	\$101.10	\$20.27	\$210.21
		Annual Salary + Benefits		<u>\$159,922.07</u>			
Step B		\$8,484.16 /Month		\$56.56 /Hour			
	Total Benefits	\$5,349.58	63.05%	\$92.22	\$104.95	\$21.04	\$218.21
		Annual Salary + Benefits		<u>\$166,004.87</u>			
Step C		\$8,908.37 /Month		\$59.39 /Hour			
	Total Benefits	\$5,457.61	61.26%	\$95.77	\$108.98	\$21.85	\$226.60
		Annual Salary + Benefits		<u>\$172,391.82</u>			
Step D		\$9,353.79 /Month		\$62.36 /Hour			
	Total Benefits	\$5,571.05	59.56%	\$99.50	\$113.22	\$22.70	\$235.42
		Annual Salary + Benefits		<u>\$179,098.11</u>			
Step E		\$9,821.48 /Month		\$65.48 /Hour			
	Total Benefits	\$5,690.17	57.94%	\$103.41	\$117.67	\$23.59	\$244.68
		Annual Salary + Benefits		<u>\$186,139.72</u>			

Associate Planner
Department: Community Development

Step A		\$7,461.57 /Month		\$49.74 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	1,289.28					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.17					
Life Insurance	0.000239	32.03					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	259.23					
Workers Comp.	0.058120	433.67					
Vision Benefit		34.21					
Medicare	0.014500	108.19					
					122.10%	22.81%	
					Department	Citywide	Total Hourly
					Overhead	Overhead	Rate
	Total Benefits	\$5,074.12	68.00%	\$83.57	\$102.04	\$19.06	\$204.68
	Annual Salary + Benefits			\$150,428.20			
Step B							
	Total Benefits	\$5,169.13	65.98%	\$86.69	\$105.85	\$19.78	\$212.32
	Annual Salary + Benefits			\$156,045.33			
Step C							
	Total Benefits	\$5,268.90	64.05%	\$89.97	\$109.85	\$20.52	\$220.35
	Annual Salary + Benefits			\$161,943.31			
Step D							
	Total Benefits	\$5,373.65	62.21%	\$93.41	\$114.05	\$21.31	\$228.77
	Annual Salary + Benefits			\$168,136.20			
Step E							
	Total Benefits	\$5,483.65	60.46%	\$97.02	\$118.46	\$22.13	\$237.62
	Annual Salary + Benefits			\$174,638.73			

Building Inspector I
Department: Community Development

Step A		\$6,173.78 /Month		\$41.16 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,066.77					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.23					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	358.82			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	89.52					
Total Benefits		\$4,460.39	72.25%	\$70.89	\$86.56	\$16.17	\$173.63
Annual Salary + Benefits				<u>\$127,610.03</u>			
Step B		\$6,482.47 /Month		\$43.22 /Hour			
Total Benefits		\$4,539.01	70.02%	\$73.48	\$89.72	\$16.76	\$179.95
Annual Salary + Benefits				<u>\$132,257.71</u>			
Step C		\$6,806.59 /Month		\$45.38 /Hour			
Total Benefits		\$4,621.55	67.90%	\$76.19	\$93.03	\$17.38	\$186.59
Annual Salary + Benefits				<u>\$137,137.76</u>			
Step D		\$7,146.92 /Month		\$47.65 /Hour			
Total Benefits		\$4,708.23	65.88%	\$79.03	\$96.50	\$18.03	\$193.57
Annual Salary + Benefits				<u>\$142,261.82</u>			
Step E		\$7,504.27 /Month		\$50.03 /Hour			
Total Benefits		\$4,799.24	63.95%	\$82.02	\$100.15	\$18.71	\$200.89
Annual Salary + Benefits				<u>\$147,642.08</u>			

Building Inspector II
Department: Community Development

Step A		\$6,806.59 /Month		\$45.38 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,176.11					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	63.10					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	395.60			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	98.70					
Total Benefits		\$4,621.55	67.90%	\$76.19	\$93.03	\$17.38	\$186.59
Annual Salary + Benefits				<u>\$137,137.76</u>			
Step B		\$7,146.92 /Month		\$47.65 /Hour			
Total Benefits		\$4,708.23	65.88%	\$79.03	\$96.50	\$18.03	\$193.57
Annual Salary + Benefits				<u>\$142,261.82</u>			
Step C		\$7,504.27 /Month		\$50.03 /Hour			
Total Benefits		\$4,799.24	63.95%	\$82.02	\$100.15	\$18.71	\$200.89
Annual Salary + Benefits				<u>\$147,642.08</u>			
Step D		\$7,879.48 /Month		\$52.53 /Hour			
Total Benefits		\$4,894.80	62.12%	\$85.16	\$103.98	\$19.43	\$208.57
Annual Salary + Benefits				<u>\$153,291.35</u>			
Step E		\$8,273.46 /Month		\$55.16 /Hour			
Total Benefits		\$4,995.13	60.38%	\$88.46	\$108.01	\$20.18	\$216.64
Annual Salary + Benefits				<u>\$159,223.09</u>			

Chief Building Official
Department: Community Development

Step A		\$10,460.01 /Month		\$69.73 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.172790	1,807.38			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	96.96					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	423.80					
Workers Comp.	0.058120	607.94					
Vision Benefit		34.21					
Medicare	0.014500	151.67					
				Hourly Rate & Benefits	122.10% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,006.07	57.42%	\$109.77	\$134.04	\$25.04	\$268.85
		Annual Salary + Benefits		<u>\$197,592.97</u>			

Step B		\$10,983.01 /Month		\$73.22 /Hour			
	Total Benefits	\$6,139.27	55.90%	\$114.15	\$139.38	\$26.04	\$279.57
		Annual Salary + Benefits		<u>\$205,467.35</u>			

Step C		\$11,532.16 /Month		\$76.88 /Hour			
	Total Benefits	\$6,279.13	54.45%	\$118.74	\$144.99	\$27.09	\$290.82
		Annual Salary + Benefits		<u>\$213,735.44</u>			

Step D		\$12,108.76 /Month		\$80.73 /Hour			
	Total Benefits	\$6,425.98	53.07%	\$123.56	\$150.87	\$28.19	\$302.63
		Annual Salary + Benefits		<u>\$222,416.94</u>			

Step E		\$12,714.20 /Month		\$84.76 /Hour			
	Total Benefits	\$6,580.17	51.75%	\$128.63	\$157.06	\$29.34	\$315.03
		Annual Salary + Benefits		<u>\$231,532.52</u>			

Chief Financial Operations Officer
Department: Administrative Services

Step A		\$9,347.09 /Month		\$62.31 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,615.08					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	86.65					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	390.41					
Workers Comp.	0.058120	543.25			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	135.53					
Total Benefits		\$5,689.25	60.87%	\$100.24	\$49.32	\$22.87	\$172.43
Annual Salary + Benefits				<u>\$180,436.07</u>			
Step B		\$9,814.44 /Month		\$65.43 /Hour			
Total Benefits		\$5,808.28	59.18%	\$104.15	\$51.24	\$23.76	\$179.15
Annual Salary + Benefits				<u>\$187,472.64</u>			
Step C		\$10,305.17 /Month		\$68.70 /Hour			
Total Benefits		\$5,933.25	57.58%	\$108.26	\$53.26	\$24.70	\$186.21
Annual Salary + Benefits				<u>\$194,861.03</u>			
Step D		\$10,820.42 /Month		\$72.14 /Hour			
Total Benefits		\$6,064.48	56.05%	\$112.57	\$55.38	\$25.68	\$193.63
Annual Salary + Benefits				<u>\$202,618.84</u>			
Step E		\$11,361.45 /Month		\$75.74 /Hour			
Total Benefits		\$6,202.27	54.59%	\$117.09	\$57.61	\$26.71	\$201.41
Annual Salary + Benefits				<u>\$210,764.54</u>			

Chief Information Systems Officer

Department: Administrative Services

Step A							
			\$10,442.40 /Month		\$69.62 /Hour		
	<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>		
	PERS - Employer	0.172790	1,804.34		Non-Sworn Managers / Confidential		
	Management Incentive		0.00				
	EAP		4.20				
	Health Insurance		1,326.63				
	Dental Insurance		190.87				
	LTD Insurance	0.009270	96.80				
	Life Insurance	0.000239	35.78				
	Holiday Pay		0.00				
	Uniform Allowance		0.00				
	Standby		0.00				
	Retiree Medical		1,326.63				
	Deferred Comp.	3% + \$110	423.27				
	Workers Comp.	0.058120	606.91				
	Vision Benefit		34.21				
	Medicare	0.014500	151.41				
				<u>Hourly Rate & Benefits</u>	<u>49.20% Department Overhead</u>	<u>22.81% Citywide Overhead</u>	<u>Total Hourly Rate</u>
	Total Benefits		\$6,001.06 57.47%	\$109.62	\$53.93	\$25.01	\$188.57
			Annual Salary + Benefits	<u>\$197,321.50</u>			
Step B							
			\$10,964.52 /Month		\$73.10 /Hour		
	Total Benefits		\$6,134.04 55.94%	\$113.99	\$56.08	\$26.00	\$196.08
			Annual Salary + Benefits	<u>\$205,182.62</u>			
Step C							
			\$11,512.74 /Month		\$76.75 /Hour		
	Total Benefits		\$6,273.66 54.49%	\$118.58	\$58.34	\$27.05	\$203.97
			Annual Salary + Benefits	<u>\$213,436.80</u>			
Step D							
			\$12,088.38 /Month		\$80.59 /Hour		
	Total Benefits		\$6,420.26 53.11%	\$123.39	\$60.71	\$28.15	\$212.25
			Annual Salary + Benefits	<u>\$222,103.68</u>			
Step E							
			\$12,692.80 /Month		\$84.62 /Hour		
	Total Benefits		\$6,574.19 51.79%	\$128.45	\$63.20	\$29.30	\$220.94
			Annual Salary + Benefits	<u>\$231,203.91</u>			

City Attorney
Department: City Attorney

Step A		\$15,707.48 /Month		\$104.72 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	2,835.05					
Management Incentive		700.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	139.05					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	953.60			40.87%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	237.91					
Total Benefits		\$7,783.93	49.56%	\$156.61	\$64.01	\$35.73	\$256.35
Annual Salary + Benefits				<u>\$281,896.84</u>			
Step B		\$16,492.85 /Month		\$109.95 /Hour			
Total Benefits		\$7,990.51	48.45%	\$163.22	\$66.71	\$37.24	\$267.17
Annual Salary + Benefits				<u>\$293,800.26</u>			
Step C		\$17,317.49 /Month		\$115.45 /Hour			
Total Benefits		\$8,200.53	47.35%	\$170.12	\$69.53	\$38.81	\$278.46
Annual Salary + Benefits				<u>\$306,216.21</u>			
Step D		\$18,183.37 /Month		\$121.22 /Hour			
Total Benefits		\$8,421.05	46.31%	\$177.36	\$72.49	\$40.46	\$290.32
Annual Salary + Benefits				<u>\$319,252.95</u>			
Step E		\$19,092.53 /Month		\$127.28 /Hour			
Total Benefits		\$8,652.59	45.32%	\$184.97	\$75.60	\$42.20	\$302.76
Annual Salary + Benefits				<u>\$332,941.54</u>			

City Clerk
Department: Administrative Services

Step A		\$9,116.41 /Month		\$60.78 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,575.22					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	84.51					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	383.49					
Workers Comp.	0.058120	529.85			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	132.19					
Total Benefits		\$5,623.58	61.69%	\$98.27	\$48.35	\$22.42	\$169.03
Annual Salary + Benefits				<u>\$176,879.82</u>			
Step B		\$9,572.23 /Month		\$63.81 /Hour			
Total Benefits		\$5,739.67	59.96%	\$102.08	\$50.22	\$23.29	\$175.59
Annual Salary + Benefits				<u>\$183,742.72</u>			
Step C		\$10,050.84 /Month		\$67.01 /Hour			
Total Benefits		\$5,861.56	58.32%	\$106.08	\$52.19	\$24.20	\$182.48
Annual Salary + Benefits				<u>\$190,948.77</u>			
Step D		\$10,553.38 /Month		\$70.36 /Hour			
Total Benefits		\$5,989.55	56.75%	\$110.29	\$54.26	\$25.16	\$189.71
Annual Salary + Benefits				<u>\$198,515.12</u>			
Step E		\$11,081.05 /Month		\$73.87 /Hour			
Total Benefits		\$6,123.93	55.26%	\$114.70	\$56.43	\$26.17	\$197.30
Annual Salary + Benefits				<u>\$206,459.79</u>			

City Manager
Department: City Manager

Step E		\$19,532.25 /Month		\$130.22 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.172790	3,495.93			City Manager		
Management Incentive		700.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	139.05					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	1,175.90			41.54%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	293.37					
		<hr/>					
	Total Benefits	\$8,722.57	44.66%	\$188.37	\$78.25	\$42.97	\$309.58
		Annual Salary + Benefits		<u>\$339,057.80</u>			

City Treasurer/Director of Administrative Services
Department: Administrative Services

Step A		\$13,117.27 /Month		\$87.45 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	2,410.37					
Management Incentive		832.41					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	121.60					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		110.00					
Workers Comp.	0.058120	810.76			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	202.27					
Total Benefits		\$7,405.72	56.46%	\$136.82	\$67.31	\$31.21	\$235.35
Annual Salary + Benefits				<u>\$246,275.87</u>			
Step B		\$13,773.13 /Month		\$91.82 /Hour			
Total Benefits		\$7,572.75	54.98%	\$142.31	\$70.01	\$32.46	\$244.78
Annual Salary + Benefits				<u>\$256,150.65</u>			
Step C		\$14,461.79 /Month		\$96.41 /Hour			
Total Benefits		\$7,748.14	53.58%	\$148.07	\$72.85	\$33.78	\$254.69
Annual Salary + Benefits				<u>\$266,519.18</u>			
Step D		\$15,184.88 /Month		\$101.23 /Hour			
Total Benefits		\$7,932.30	52.24%	\$154.11	\$75.82	\$35.16	\$265.10
Annual Salary + Benefits				<u>\$277,406.13</u>			
Step E		\$15,944.12 /Month		\$106.29 /Hour			
Total Benefits		\$8,125.66	50.96%	\$160.47	\$78.95	\$36.61	\$276.02
Annual Salary + Benefits				<u>\$288,837.43</u>			

Code Enforcement Officer I
Department: Community Development

Step A		\$5,787.43 /Month		\$38.58 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,000.01					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	53.65					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	336.37			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	83.92					
Total Benefits		\$4,361.99	75.37%	\$67.66	\$82.62	\$15.44	\$165.72
Annual Salary + Benefits				<u>\$121,793.14</u>			
Step B		\$6,076.81 /Month		\$40.51 /Hour			
Total Benefits		\$4,435.69	72.99%	\$70.08	\$85.57	\$15.99	\$171.64
Annual Salary + Benefits				<u>\$126,149.96</u>			
Step C		\$6,380.65 /Month		\$42.54 /Hour			
Total Benefits		\$4,513.07	70.73%	\$72.62	\$88.68	\$16.57	\$177.87
Annual Salary + Benefits				<u>\$130,724.63</u>			
Step D		\$6,699.68 /Month		\$44.66 /Hour			
Total Benefits		\$4,594.32	68.58%	\$75.29	\$91.93	\$17.18	\$184.40
Annual Salary + Benefits				<u>\$135,528.03</u>			
Step E		\$7,034.66 /Month		\$46.90 /Hour			
Total Benefits		\$4,679.64	66.52%	\$78.10	\$95.36	\$17.82	\$191.27
Annual Salary + Benefits				<u>\$140,571.61</u>			

Code Enforcement Officer II
Department: Community Development

Step A		\$6,380.65 /Month		\$42.54 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,102.51			122.10%	22.81%	Office Employees
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	59.15					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	370.84					
Vision Benefit		34.21					
Medicare	0.014500	92.52					
Total Benefits		\$4,513.07	70.73%	\$72.62	\$88.68	\$16.57	\$177.87
Annual Salary + Benefits				<u>\$130,724.63</u>			
Step B		\$6,699.68 /Month		\$44.66 /Hour			
Total Benefits		\$4,594.32	68.58%	\$75.29	\$91.93	\$17.18	\$184.40
Annual Salary + Benefits				<u>\$135,528.03</u>			
Step C		\$7,034.66 /Month		\$46.90 /Hour			
Total Benefits		\$4,679.64	66.52%	\$78.10	\$95.36	\$17.82	\$191.27
Annual Salary + Benefits				<u>\$140,571.61</u>			
Step D		\$7,386.40 /Month		\$49.24 /Hour			
Total Benefits		\$4,769.22	64.57%	\$81.04	\$98.95	\$18.49	\$198.47
Annual Salary + Benefits				<u>\$145,867.36</u>			
Step E		\$7,755.72 /Month		\$51.70 /Hour			
Total Benefits		\$4,863.28	62.71%	\$84.13	\$102.72	\$19.19	\$206.04
Annual Salary + Benefits				<u>\$151,427.89</u>			

Collection System Worker I
Department: Public Works

Step A		\$4,940.97 /Month		\$32.94 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.172790	853.75			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	45.80					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	287.17					
Vision Benefit		34.21					
Medicare	0.014500	71.64					
				Hourly Rate & Benefits	113.79% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,146.42	83.92%	\$60.58	\$68.94	\$13.82	\$143.34
		Annual Salary + Benefits		<u>\$109,048.58</u>			

Step B		\$5,188.01 /Month		\$34.59 /Hour			
	Total Benefits	\$4,209.33	81.14%	\$62.65	\$71.29	\$14.29	\$148.23
		Annual Salary + Benefits		<u>\$112,768.18</u>			

Step C		\$5,447.42 /Month		\$36.32 /Hour			
	Total Benefits	\$4,275.40	78.48%	\$64.82	\$73.76	\$14.79	\$153.36
		Annual Salary + Benefits		<u>\$116,673.76</u>			

Step D		\$5,719.79 /Month		\$38.13 /Hour			
	Total Benefits	\$4,344.77	75.96%	\$67.10	\$76.35	\$15.31	\$158.76
		Annual Salary + Benefits		<u>\$120,774.61</u>			

Step E		\$6,005.78 /Month		\$40.04 /Hour			
	Total Benefits	\$4,417.60	73.56%	\$69.49	\$79.07	\$15.85	\$164.42
		Annual Salary + Benefits		<u>\$125,080.51</u>			

Collection System Worker II

Department: Public Works

Step A		\$5,447.42 /Month		\$36.32 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	941.26					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	50.50					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	316.60			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	78.99					
Total Benefits		\$4,275.40	78.48%	\$64.82	\$73.76	\$14.79	\$153.36
Annual Salary + Benefits				<u>\$116,673.76</u>			
Step B		\$5,719.79 /Month		\$38.13 /Hour			
Total Benefits		\$4,344.77	75.96%	\$67.10	\$76.35	\$15.31	\$158.76
Annual Salary + Benefits				<u>\$120,774.61</u>			
Step C		\$6,005.78 /Month		\$40.04 /Hour			
Total Benefits		\$4,417.60	73.56%	\$69.49	\$79.07	\$15.85	\$164.42
Annual Salary + Benefits				<u>\$125,080.51</u>			
Step D		\$6,306.06 /Month		\$42.04 /Hour			
Total Benefits		\$4,494.08	71.27%	\$72.00	\$81.93	\$16.43	\$170.36
Annual Salary + Benefits				<u>\$129,601.71</u>			
Step E		\$6,621.37 /Month		\$44.14 /Hour			
Total Benefits		\$4,574.38	69.09%	\$74.64	\$84.93	\$17.03	\$176.60
Annual Salary + Benefits				<u>\$134,348.97</u>			

Community Development Specialist
Department: Community Development

Step A		\$6,739.13 /Month		\$44.93 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,164.45					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	62.47					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	391.68			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	97.72					
Total Benefits		\$4,604.37	68.32%	\$75.62	\$92.34	\$17.25	\$185.21
Annual Salary + Benefits				<u>\$136,122.05</u>			
Step B		\$7,076.09 /Month		\$47.17 /Hour			
Total Benefits		\$4,690.19	66.28%	\$78.44	\$95.78	\$17.89	\$192.11
Annual Salary + Benefits				<u>\$141,195.32</u>			
Step C		\$7,429.89 /Month		\$49.53 /Hour			
Total Benefits		\$4,780.30	64.34%	\$81.40	\$99.39	\$18.57	\$199.36
Annual Salary + Benefits				<u>\$146,522.26</u>			
Step D		\$7,801.39 /Month		\$52.01 /Hour			
Total Benefits		\$4,874.91	62.49%	\$84.51	\$103.19	\$19.28	\$206.97
Annual Salary + Benefits				<u>\$152,115.54</u>			
Step E		\$8,191.46 /Month		\$54.61 /Hour			
Total Benefits		\$4,974.25	60.72%	\$87.77	\$107.17	\$20.02	\$214.96
Annual Salary + Benefits				<u>\$157,988.49</u>			

Community Development Technician
Department: Community Development

Step A		\$5,569.87 /Month		\$37.13 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	962.42					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	51.63					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	323.72			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	80.76					
Total Benefits		\$4,306.58	77.32%	\$65.84	\$80.40	\$15.02	\$161.26
Annual Salary + Benefits				<u>\$118,517.38</u>			
Step B		\$5,848.36 /Month		\$38.99 /Hour			
Total Benefits		\$4,377.51	74.85%	\$68.17	\$83.24	\$15.55	\$166.96
Annual Salary + Benefits				<u>\$122,710.42</u>			
Step C		\$6,140.78 /Month		\$40.94 /Hour			
Total Benefits		\$4,451.98	72.50%	\$70.62	\$86.23	\$16.11	\$172.95
Annual Salary + Benefits				<u>\$127,113.11</u>			
Step D		\$6,447.82 /Month		\$42.99 /Hour			
Total Benefits		\$4,530.18	70.26%	\$73.19	\$89.36	\$16.70	\$179.24
Annual Salary + Benefits				<u>\$131,735.94</u>			
Step E		\$6,770.21 /Month		\$45.13 /Hour			
Total Benefits		\$4,612.29	68.13%	\$75.88	\$92.65	\$17.31	\$185.85
Annual Salary + Benefits				<u>\$136,589.91</u>			

Community Service Officer I

Department: Police

Step A		\$4,389.60 /Month		\$29.26 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	772.88					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	40.69					
Life Insurance		7.74					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	259.97			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	64.86					
Total Benefits		\$4,112.01	93.68%	\$56.68	\$30.99	\$12.93	\$100.60
Annual Salary + Benefits				<u>\$102,019.25</u>			
Step B		\$4,609.08 /Month		\$30.73 /Hour			
Total Benefits		\$4,167.90	90.43%	\$58.51	\$32.00	\$13.35	\$103.86
Annual Salary + Benefits				<u>\$105,323.77</u>			
Step C		\$4,839.53 /Month		\$32.26 /Hour			
Total Benefits		\$4,226.60	87.33%	\$60.44	\$33.05	\$13.79	\$107.28
Annual Salary + Benefits				<u>\$108,793.52</u>			
Step D		\$5,081.51 /Month		\$33.88 /Hour			
Total Benefits		\$4,288.22	84.39%	\$62.46	\$34.16	\$14.25	\$110.87
Annual Salary + Benefits				<u>\$112,436.76</u>			
Step E		\$5,335.58 /Month		\$35.57 /Hour			
Total Benefits		\$4,352.93	81.58%	\$64.59	\$35.32	\$14.73	\$114.65
Annual Salary + Benefits				<u>\$116,262.16</u>			

Community Service Officer II

Department: Police

Step A		\$4,839.53 /Month		\$32.26 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	850.62					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	44.86					
Life Insurance		7.74					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	286.12			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	71.38					
Total Benefits		\$4,226.60	87.33%	\$60.44	\$33.05	\$13.79	\$107.28
Annual Salary + Benefits				<u>\$108,793.52</u>			
Step B		\$5,081.51 /Month		\$33.88 /Hour			
Total Benefits		\$4,288.22	84.39%	\$62.46	\$34.16	\$14.25	\$110.87
Annual Salary + Benefits				<u>\$112,436.76</u>			
Step C		\$5,335.58 /Month		\$35.57 /Hour			
Total Benefits		\$4,352.93	81.58%	\$64.59	\$35.32	\$14.73	\$114.65
Annual Salary + Benefits				<u>\$116,262.16</u>			
Step D		\$5,602.36 /Month		\$37.35 /Hour			
Total Benefits		\$4,420.87	78.91%	\$66.82	\$36.54	\$15.24	\$118.61
Annual Salary + Benefits				<u>\$120,278.83</u>			
Step E		\$5,882.48 /Month		\$39.22 /Hour			
Total Benefits		\$4,492.21	76.37%	\$69.16	\$37.82	\$15.78	\$122.77
Annual Salary + Benefits				<u>\$124,496.33</u>			

Construction Inspector I
Department: Parks and Recreation

Step A		\$6,173.78 /Month		\$41.16 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	1,066.77					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.23					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	358.82			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	89.52					
Total Benefits		\$4,460.39	72.25%	\$70.89	\$73.99	\$16.17	\$161.05
Annual Salary + Benefits				<u>\$127,610.03</u>			
Step B		\$6,482.47 /Month		\$43.22 /Hour			
Total Benefits		\$4,539.01	70.02%	\$73.48	\$76.68	\$16.76	\$166.92
Annual Salary + Benefits				<u>\$132,257.71</u>			
Step C		\$6,806.59 /Month		\$45.38 /Hour			
Total Benefits		\$4,621.55	67.90%	\$76.19	\$79.51	\$17.38	\$173.08
Annual Salary + Benefits				<u>\$137,137.76</u>			
Step D		\$7,146.92 /Month		\$47.65 /Hour			
Total Benefits		\$4,708.23	65.88%	\$79.03	\$82.48	\$18.03	\$179.55
Annual Salary + Benefits				<u>\$142,261.82</u>			
Step E		\$7,504.27 /Month		\$50.03 /Hour			
Total Benefits		\$4,799.24	63.95%	\$82.02	\$85.60	\$18.71	\$186.34
Annual Salary + Benefits				<u>\$147,642.08</u>			

Construction Inspector I
Department: Public Works

Step A		\$6,173.78 /Month		\$41.16 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,066.77					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.23					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	358.82			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	89.52					
Total Benefits		\$4,460.39	72.25%	\$70.89	\$80.67	\$16.17	\$167.74
Annual Salary + Benefits				<u>\$127,610.03</u>			
Step B		\$6,482.47 /Month		\$43.22 /Hour			
Total Benefits		\$4,539.01	70.02%	\$73.48	\$83.61	\$16.76	\$173.85
Annual Salary + Benefits				<u>\$132,257.71</u>			
Step C		\$6,806.59 /Month		\$45.38 /Hour			
Total Benefits		\$4,621.55	67.90%	\$76.19	\$86.70	\$17.38	\$180.26
Annual Salary + Benefits				<u>\$137,137.76</u>			
Step D		\$7,146.92 /Month		\$47.65 /Hour			
Total Benefits		\$4,708.23	65.88%	\$79.03	\$89.94	\$18.03	\$187.00
Annual Salary + Benefits				<u>\$142,261.82</u>			
Step E		\$7,504.27 /Month		\$50.03 /Hour			
Total Benefits		\$4,799.24	63.95%	\$82.02	\$93.34	\$18.71	\$194.07
Annual Salary + Benefits				<u>\$147,642.08</u>			

Construction Inspector II
Department: Parks and Recreation

Step A		\$6,806.59 /Month		\$45.38 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,176.11					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	63.10					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	395.60			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	98.70					
Total Benefits		\$4,621.55	67.90%	\$76.19	\$79.51	\$17.38	\$173.08
Annual Salary + Benefits				<u>\$137,137.76</u>			
Step B		\$7,146.92 /Month		\$47.65 /Hour			
Total Benefits		\$4,708.23	65.88%	\$79.03	\$82.48	\$18.03	\$179.55
Annual Salary + Benefits				<u>\$142,261.82</u>			
Step C		\$7,504.27 /Month		\$50.03 /Hour			
Total Benefits		\$4,799.24	63.95%	\$82.02	\$85.60	\$18.71	\$186.34
Annual Salary + Benefits				<u>\$147,642.08</u>			
Step D		\$7,879.48 /Month		\$52.53 /Hour			
Total Benefits		\$4,894.80	62.12%	\$85.16	\$88.88	\$19.43	\$193.47
Annual Salary + Benefits				<u>\$153,291.35</u>			
Step E		\$8,273.46 /Month		\$55.16 /Hour			
Total Benefits		\$4,995.13	60.38%	\$88.46	\$92.31	\$20.18	\$200.95
Annual Salary + Benefits				<u>\$159,223.09</u>			

Construction Inspector II
Department: Public Works

Step A		\$6,806.59 /Month		\$45.38 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,176.11					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	63.10					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	395.60			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	98.70					
Total Benefits		\$4,621.55	67.90%	\$76.19	\$86.70	\$17.38	\$180.26
Annual Salary + Benefits				<u>\$137,137.76</u>			
Step B		\$7,146.92 /Month		\$47.65 /Hour			
Total Benefits		\$4,708.23	65.88%	\$79.03	\$89.94	\$18.03	\$187.00
Annual Salary + Benefits				<u>\$142,261.82</u>			
Step C		\$7,504.27 /Month		\$50.03 /Hour			
Total Benefits		\$4,799.24	63.95%	\$82.02	\$93.34	\$18.71	\$194.07
Annual Salary + Benefits				<u>\$147,642.08</u>			
Step D		\$7,879.48 /Month		\$52.53 /Hour			
Total Benefits		\$4,894.80	62.12%	\$85.16	\$96.91	\$19.43	\$201.50
Annual Salary + Benefits				<u>\$153,291.35</u>			
Step E		\$8,273.46 /Month		\$55.16 /Hour			
Total Benefits		\$4,995.13	60.38%	\$88.46	\$100.66	\$20.18	\$209.29
Annual Salary + Benefits				<u>\$159,223.09</u>			

Cross-Connection Control Specialist

Department: Public Works

Step A		\$5,721.31 /Month		\$38.14 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	988.58					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	53.04					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	332.52			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	82.96					
Total Benefits		\$4,345.15	75.95%	\$67.11	\$76.37	\$15.31	\$158.79
Annual Salary + Benefits				<u>\$120,797.51</u>			
Step B		\$6,007.37 /Month		\$40.05 /Hour			
Total Benefits		\$4,418.01	73.54%	\$69.50	\$79.09	\$15.86	\$164.45
Annual Salary + Benefits				<u>\$125,104.55</u>			
Step C		\$6,307.74 /Month		\$42.05 /Hour			
Total Benefits		\$4,494.51	71.25%	\$72.01	\$81.95	\$16.43	\$170.39
Annual Salary + Benefits				<u>\$129,626.95</u>			
Step D		\$6,623.13 /Month		\$44.15 /Hour			
Total Benefits		\$4,574.83	69.07%	\$74.65	\$84.95	\$17.03	\$176.63
Annual Salary + Benefits				<u>\$134,375.47</u>			
Step E		\$6,954.28 /Month		\$46.36 /Hour			
Total Benefits		\$4,659.17	67.00%	\$77.42	\$88.10	\$17.66	\$183.19
Annual Salary + Benefits				<u>\$139,361.41</u>			

**Deputy City Attorney
Department: City Attorney**

Step A							
		\$8,751.89 /Month		\$58.35 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.172790	1,512.24		Non-Sworn Asst Director / Asst City Attorney			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	81.13					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	372.56					
Workers Comp.	0.058120	508.66					
Vision Benefit		34.21					
Medicare	0.014500	126.90					
				Hourly Rate & Benefits	40.87% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,519.81	63.07%	\$95.14	\$38.89	\$21.71	\$155.74
		Annual Salary + Benefits		<u>\$171,260.39</u>			
Step B							
		\$9,189.49 /Month		\$61.26 /Hour			
	Total Benefits	\$5,631.25	61.28%	\$98.80	\$40.38	\$22.54	\$161.73
		Annual Salary + Benefits		<u>\$177,848.88</u>			
Step C							
		\$9,648.96 /Month		\$64.33 /Hour			
	Total Benefits	\$5,748.27	59.57%	\$102.65	\$41.95	\$23.42	\$168.02
		Annual Salary + Benefits		<u>\$184,766.80</u>			
Step D							
		\$10,131.41 /Month		\$67.54 /Hour			
	Total Benefits	\$5,871.14	57.95%	\$106.68	\$43.60	\$24.34	\$174.62
		Annual Salary + Benefits		<u>\$192,030.61</u>			
Step E							
		\$10,637.98 /Month		\$70.92 /Hour			
	Total Benefits	\$6,000.16	56.40%	\$110.92	\$45.34	\$25.30	\$181.56
		Annual Salary + Benefits		<u>\$199,657.62</u>			

Deputy Director of Public Works/Operations
Department: Public Works

Step A		\$10,711.82 /Month		\$71.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.172790	1,850.90			Non-Sworn Asst Director / Asst City Attorney		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	99.30					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	431.35					
Workers Comp.	0.058120	622.57					
Vision Benefit		34.21					
Medicare	0.014500	155.32					
				Hourly Rate & Benefits	113.79% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,077.76	56.74%	\$111.93	\$127.37	\$25.53	\$264.83
	Annual Salary + Benefits			<u>\$201,474.99</u>			
Step B		\$11,247.41 /Month		\$74.98 /Hour			
	Total Benefits	\$6,214.17	55.25%	\$116.41	\$132.47	\$26.56	\$275.43
	Annual Salary + Benefits			<u>\$209,538.93</u>			
Step C		\$11,809.78 /Month		\$78.73 /Hour			
	Total Benefits	\$6,357.39	53.83%	\$121.11	\$137.82	\$27.63	\$286.56
	Annual Salary + Benefits			<u>\$218,006.08</u>			
Step D		\$12,400.27 /Month		\$82.67 /Hour			
	Total Benefits	\$6,507.78	52.48%	\$126.05	\$143.44	\$28.76	\$298.25
	Annual Salary + Benefits			<u>\$226,896.58</u>			
Step E		\$13,020.29 /Month		\$86.80 /Hour			
	Total Benefits	\$6,665.68	51.19%	\$131.24	\$149.34	\$29.94	\$310.52
	Annual Salary + Benefits			<u>\$236,231.60</u>			

Director of Community Development
Department: Community Development

Step A		\$12,750.99 /Month		\$85.01 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	2,343.06					
Management Incentive		809.17					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	118.20					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		110.00					
Workers Comp.	0.058120	788.12			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	196.62					
Total Benefits		\$7,283.49	57.12%	\$133.56	\$163.08	\$30.47	\$327.11
Annual Salary + Benefits				<u>\$240,413.78</u>			
Step B		\$13,388.54 /Month		\$89.26 /Hour			
Total Benefits		\$7,445.86	55.61%	\$138.90	\$169.59	\$31.69	\$340.18
Annual Salary + Benefits				<u>\$250,012.83</u>			
Step C		\$14,057.97 /Month		\$93.72 /Hour			
Total Benefits		\$7,616.35	54.18%	\$144.50	\$176.43	\$32.96	\$353.89
Annual Salary + Benefits				<u>\$260,091.83</u>			
Step D		\$14,760.87 /Month		\$98.41 /Hour			
Total Benefits		\$7,795.36	52.81%	\$150.37	\$183.61	\$34.30	\$368.29
Annual Salary + Benefits				<u>\$270,674.78</u>			
Step E		\$15,498.91 /Month		\$103.33 /Hour			
Total Benefits		\$7,983.33	51.51%	\$156.55	\$191.15	\$35.71	\$383.41
Annual Salary + Benefits				<u>\$281,786.89</u>			

Director of Parks and Recreation
Department: Parks and Recreation

Step A		\$12,750.99 /Month		\$85.01 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	2,343.06					
Management Incentive		809.17					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	118.20					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		110.00					
Workers Comp.	0.058120	788.12			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	196.62					
Total Benefits		\$7,283.49	57.12%	\$133.56	\$139.39	\$30.47	\$303.42
Annual Salary + Benefits				<u>\$240,413.78</u>			
Step B		\$13,388.54 /Month		\$89.26 /Hour			
Total Benefits		\$7,445.86	55.61%	\$138.90	\$144.95	\$31.69	\$315.53
Annual Salary + Benefits				<u>\$250,012.83</u>			
Step C		\$14,057.97 /Month		\$93.72 /Hour			
Total Benefits		\$7,616.35	54.18%	\$144.50	\$150.80	\$32.96	\$328.26
Annual Salary + Benefits				<u>\$260,091.83</u>			
Step D		\$14,760.87 /Month		\$98.41 /Hour			
Total Benefits		\$7,795.36	52.81%	\$150.37	\$156.93	\$34.30	\$341.61
Annual Salary + Benefits				<u>\$270,674.78</u>			
Step E		\$15,498.91 /Month		\$103.33 /Hour			
Total Benefits		\$7,983.33	51.51%	\$156.55	\$163.37	\$35.71	\$355.64
Annual Salary + Benefits				<u>\$281,786.89</u>			

Director of Public Works/City Engineer
Department: Public Works

Step A		\$13,541.66 /Month		\$90.28 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	2,488.35					
Management Incentive		859.34					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	125.53					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		110.00					
Workers Comp.	0.058120	836.99			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	208.81					
Total Benefits		\$7,547.34	55.73%	\$140.59	\$159.98	\$32.07	\$332.65
Annual Salary + Benefits				<u>\$253,068.00</u>			
Step B		\$14,218.74 /Month		\$94.79 /Hour			
Total Benefits		\$7,719.78	54.29%	\$146.26	\$166.43	\$33.37	\$346.05
Annual Salary + Benefits				<u>\$263,262.27</u>			
Step C		\$14,929.68 /Month		\$99.53 /Hour			
Total Benefits		\$7,900.84	52.92%	\$152.20	\$173.20	\$34.72	\$360.12
Annual Salary + Benefits				<u>\$273,966.25</u>			
Step D		\$15,676.16 /Month		\$104.51 /Hour			
Total Benefits		\$8,090.96	51.61%	\$158.45	\$180.30	\$36.15	\$374.90
Annual Salary + Benefits				<u>\$285,205.43</u>			
Step E		\$16,459.97 /Month		\$109.73 /Hour			
Total Benefits		\$8,290.58	50.37%	\$165.00	\$187.76	\$37.64	\$390.41
Annual Salary + Benefits				<u>\$297,006.57</u>			

**Economic Development Manager
Department: Community Development**

Step A		\$10,460.01 /Month		\$69.73 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,807.38					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	96.96					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	423.80					
Workers Comp.	0.058120	607.94					
Vision Benefit		34.21					
Medicare	0.014500	151.67					
Total Benefits		\$6,006.07	57.42%	\$109.77	\$134.04	\$25.04	\$268.85
Annual Salary + Benefits				<u>\$197,592.97</u>			
Step B		\$10,983.01 /Month		\$73.22 /Hour			
Total Benefits		\$6,139.27	55.90%	\$114.15	\$139.38	\$26.04	\$279.57
Annual Salary + Benefits				<u>\$205,467.35</u>			
Step C		\$11,532.16 /Month		\$76.88 /Hour			
Total Benefits		\$6,279.13	54.45%	\$118.74	\$144.99	\$27.09	\$290.82
Annual Salary + Benefits				<u>\$213,735.44</u>			
Step D		\$12,108.76 /Month		\$80.73 /Hour			
Total Benefits		\$6,425.98	53.07%	\$123.56	\$150.87	\$28.19	\$302.63
Annual Salary + Benefits				<u>\$222,416.94</u>			
Step E		\$12,714.20 /Month		\$84.76 /Hour			
Total Benefits		\$6,580.17	51.75%	\$128.63	\$157.06	\$29.34	\$315.03
Annual Salary + Benefits				<u>\$231,532.52</u>			

Economic Development/Planning Manager

Department: Community Development

Step A								
			\$10,460.01 /Month					\$69.73 /Hour
Benefit	Multiplier			Category				
PERS - Employer	0.172790	1,807.38		Non-Sworn Managers / Confidential				
Management Incentive		0.00						
EAP		4.20						
Health Insurance		1,326.63						
Dental Insurance		190.87						
LTD Insurance	0.009270	96.96						
Life Insurance	0.000239	35.78						
Holiday Pay		0.00						
Uniform Allowance		0.00						
Standby		0.00						
Retiree Medical		1,326.63						
Deferred Comp.	3% + \$110	423.80						
Workers Comp.	0.058120	607.94						
Vision Benefit		34.21						
Medicare	0.014500	151.67		Hourly Rate	122.10%	22.81%	Total Hourly	
				& Benefits	Department	Citywide	Rate	
					Overhead	Overhead		
Total Benefits		\$6,006.07	57.42%	\$109.77	\$134.04	\$25.04	\$268.85	
Annual Salary + Benefits				<u>\$197,592.97</u>				
Step B								
			\$10,983.01 /Month					\$73.22 /Hour
Total Benefits		\$6,139.27	55.90%	\$114.15	\$139.38	\$26.04	\$279.57	
Annual Salary + Benefits				<u>\$205,467.35</u>				
Step C								
			\$11,532.16 /Month					\$76.88 /Hour
Total Benefits		\$6,279.13	54.45%	\$118.74	\$144.99	\$27.09	\$290.82	
Annual Salary + Benefits				<u>\$213,735.44</u>				
Step D								
			\$12,108.76 /Month					\$80.73 /Hour
Total Benefits		\$6,425.98	53.07%	\$123.56	\$150.87	\$28.19	\$302.63	
Annual Salary + Benefits				<u>\$222,416.94</u>				
Step E								
			\$12,714.20 /Month					\$84.76 /Hour
Total Benefits		\$6,580.17	51.75%	\$128.63	\$157.06	\$29.34	\$315.03	
Annual Salary + Benefits				<u>\$231,532.52</u>				

Electrician
Department: Public Works

Step A		\$5,944.95 /Month		\$39.63 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,027.23					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	55.11					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	345.52			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	86.20					
Total Benefits		\$4,402.11	74.05%	\$68.98	\$78.49	\$15.74	\$163.21
Annual Salary + Benefits				<u>\$124,164.66</u>			
Step B		\$6,242.19 /Month		\$41.61 /Hour			
Total Benefits		\$4,477.81	71.73%	\$71.47	\$81.32	\$16.30	\$169.09
Annual Salary + Benefits				<u>\$128,640.07</u>			
Step C		\$6,554.30 /Month		\$43.70 /Hour			
Total Benefits		\$4,557.30	69.53%	\$74.08	\$84.29	\$16.90	\$175.27
Annual Salary + Benefits				<u>\$133,339.24</u>			
Step D		\$6,882.02 /Month		\$45.88 /Hour			
Total Benefits		\$4,640.76	67.43%	\$76.82	\$87.41	\$17.52	\$181.76
Annual Salary + Benefits				<u>\$138,273.37</u>			
Step E		\$7,226.12 /Month		\$48.17 /Hour			
Total Benefits		\$4,728.40	65.43%	\$79.70	\$90.69	\$18.18	\$188.57
Annual Salary + Benefits				<u>\$143,454.21</u>			

Engineering Manager

Department: Public Works

Step A		\$10,257.50 /Month		\$68.38 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	1,772.39					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	95.09					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	417.72					
Workers Comp.	0.058120	596.17			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	148.73					
Total Benefits		\$5,948.42	57.99%	\$108.04	\$122.94	\$24.65	\$255.63
Annual Salary + Benefits				<u>\$194,471.07</u>			
Step B		\$10,770.37 /Month		\$71.80 /Hour			
Total Benefits		\$6,079.04	56.44%	\$112.33	\$127.82	\$25.63	\$265.78
Annual Salary + Benefits				<u>\$202,192.99</u>			
Step C		\$11,308.89 /Month		\$75.39 /Hour			
Total Benefits		\$6,216.19	54.97%	\$116.83	\$132.95	\$26.65	\$276.44
Annual Salary + Benefits				<u>\$210,301.02</u>			
Step D		\$11,874.34 /Month		\$79.16 /Hour			
Total Benefits		\$6,360.20	53.56%	\$121.56	\$138.33	\$27.73	\$287.63
Annual Salary + Benefits				<u>\$218,814.44</u>			
Step E		\$12,468.05 /Month		\$83.12 /Hour			
Total Benefits		\$6,511.41	52.22%	\$126.53	\$143.98	\$28.86	\$299.38
Annual Salary + Benefits				<u>\$227,753.53</u>			

**Engineering Services Specialist
Department: Public Works**

Step A		\$7,151.19 /Month		\$47.67 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,235.65					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	66.29					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	415.63			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	103.69					
Total Benefits		\$4,709.32	65.85%	\$79.07	\$89.98	\$18.04	\$187.08
Annual Salary + Benefits				<u>\$142,326.10</u>			
Step B		\$7,508.75 /Month		\$50.06 /Hour			
Total Benefits		\$4,800.38	63.93%	\$82.06	\$93.38	\$18.72	\$194.16
Annual Salary + Benefits				<u>\$147,709.58</u>			
Step C		\$7,884.19 /Month		\$52.56 /Hour			
Total Benefits		\$4,896.00	62.10%	\$85.20	\$96.95	\$19.44	\$201.59
Annual Salary + Benefits				<u>\$153,362.23</u>			
Step D		\$8,278.40 /Month		\$55.19 /Hour			
Total Benefits		\$4,996.39	60.35%	\$88.50	\$100.70	\$20.19	\$209.39
Annual Salary + Benefits				<u>\$159,297.51</u>			
Step E		\$8,692.32 /Month		\$57.95 /Hour			
Total Benefits		\$5,101.81	58.69%	\$91.96	\$104.64	\$20.98	\$217.58
Annual Salary + Benefits				<u>\$165,529.55</u>			

**Engineering Technician
Department: Public Works**

Step A		\$6,217.89 /Month		\$41.45 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,074.39					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.64					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	361.38			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	90.16					
Total Benefits		\$4,471.62	71.92%	\$71.26	\$81.09	\$16.26	\$168.61
Annual Salary + Benefits				<u>\$128,274.19</u>			
Step B		\$6,528.79 /Month		\$43.53 /Hour			
Total Benefits		\$4,550.80	69.70%	\$73.86	\$84.05	\$16.85	\$174.77
Annual Salary + Benefits				<u>\$132,955.07</u>			
Step C		\$6,855.23 /Month		\$45.70 /Hour			
Total Benefits		\$4,633.94	67.60%	\$76.59	\$87.16	\$17.47	\$181.23
Annual Salary + Benefits				<u>\$137,869.99</u>			
Step D		\$7,197.99 /Month		\$47.99 /Hour			
Total Benefits		\$4,721.23	65.59%	\$79.46	\$90.42	\$18.13	\$188.01
Annual Salary + Benefits				<u>\$143,030.66</u>			
Step E		\$7,557.89 /Month		\$50.39 /Hour			
Total Benefits		\$4,812.89	63.68%	\$82.47	\$93.85	\$18.81	\$195.13
Annual Salary + Benefits				<u>\$148,449.36</u>			

**Equipment Mechanic
Department: Public Works**

Step A		\$5,594.52 /Month		\$37.30 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	966.68					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	51.86					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		347.42					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	345.35			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	86.16					
Total Benefits		\$4,685.52	83.75%	\$68.53	\$77.99	\$15.63	\$162.15
Annual Salary + Benefits				<u>\$123,360.41</u>			
Step B		\$5,874.24 /Month		\$39.16 /Hour			
Total Benefits		\$4,756.76	80.98%	\$70.87	\$80.65	\$16.17	\$167.69
Annual Salary + Benefits				<u>\$127,572.01</u>			
Step C		\$6,167.96 /Month		\$41.12 /Hour			
Total Benefits		\$4,831.56	78.33%	\$73.33	\$83.44	\$16.73	\$173.50
Annual Salary + Benefits				<u>\$131,994.19</u>			
Step D		\$6,476.35 /Month		\$43.18 /Hour			
Total Benefits		\$4,910.10	75.82%	\$75.91	\$86.38	\$17.32	\$179.61
Annual Salary + Benefits				<u>\$136,637.48</u>			
Step E		\$6,800.17 /Month		\$45.33 /Hour			
Total Benefits		\$4,992.57	73.42%	\$78.62	\$89.46	\$17.94	\$186.02
Annual Salary + Benefits				<u>\$141,512.93</u>			

Executive Assistant
Department: City Attorney

Step A		\$5,856.90 /Month		\$39.05 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,012.01					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	54.29					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	340.40			40.87%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	84.93					
	Total Benefits	\$4,379.69	74.78%	\$68.24	\$27.89	\$15.57	\$111.70
		Annual Salary + Benefits		\$122,839.01			
Step B		\$6,149.74 /Month		\$41.00 /Hour			
	Total Benefits	\$4,454.27	72.43%	\$70.69	\$28.89	\$16.13	\$115.71
		Annual Salary + Benefits		\$127,248.13			
Step C		\$6,457.23 /Month		\$43.05 /Hour			
	Total Benefits	\$4,532.58	70.19%	\$73.27	\$29.94	\$16.71	\$119.92
		Annual Salary + Benefits		\$131,877.71			
Step D		\$6,780.09 /Month		\$45.20 /Hour			
	Total Benefits	\$4,614.80	68.06%	\$75.97	\$31.05	\$17.33	\$124.34
		Annual Salary + Benefits		\$136,738.76			
Step E		\$7,119.10 /Month		\$47.46 /Hour			
	Total Benefits	\$4,701.14	66.04%	\$78.80	\$32.21	\$17.98	\$128.99
		Annual Salary + Benefits		\$141,842.87			

Executive Assistant
Department: City Manager

Step A		\$5,856.90 /Month		\$39.05 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,012.01					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	54.29					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	340.40			41.54%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	84.93					
Total Benefits		\$4,379.69	74.78%	\$68.24	\$28.35	\$15.57	\$112.16
Annual Salary + Benefits				<u>\$122,839.01</u>			
Step B		\$6,149.74 /Month		\$41.00 /Hour			
Total Benefits		\$4,454.27	72.43%	\$70.69	\$29.37	\$16.13	\$116.19
Annual Salary + Benefits				<u>\$127,248.13</u>			
Step C		\$6,457.23 /Month		\$43.05 /Hour			
Total Benefits		\$4,532.58	70.19%	\$73.27	\$30.43	\$16.71	\$120.41
Annual Salary + Benefits				<u>\$131,877.71</u>			
Step D		\$6,780.09 /Month		\$45.20 /Hour			
Total Benefits		\$4,614.80	68.06%	\$75.97	\$31.56	\$17.33	\$124.85
Annual Salary + Benefits				<u>\$136,738.76</u>			
Step E		\$7,119.10 /Month		\$47.46 /Hour			
Total Benefits		\$4,701.14	66.04%	\$78.80	\$32.73	\$17.98	\$129.51
Annual Salary + Benefits				<u>\$141,842.87</u>			

Executive Assistant
Department: Police

Step A		\$5,856.90 /Month		\$39.05 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,012.01					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	54.29					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	340.40			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	84.93					
Total Benefits		\$4,379.69	74.78%	\$68.24	\$37.32	\$15.57	\$121.13
Annual Salary + Benefits				<u>\$122,839.01</u>			
Step B		\$6,149.74 /Month		\$41.00 /Hour			
Total Benefits		\$4,454.27	72.43%	\$70.69	\$38.66	\$16.13	\$125.48
Annual Salary + Benefits				<u>\$127,248.13</u>			
Step C		\$6,457.23 /Month		\$43.05 /Hour			
Total Benefits		\$4,532.58	70.19%	\$73.27	\$40.06	\$16.71	\$130.04
Annual Salary + Benefits				<u>\$131,877.71</u>			
Step D		\$6,780.09 /Month		\$45.20 /Hour			
Total Benefits		\$4,614.80	68.06%	\$75.97	\$41.54	\$17.33	\$134.84
Annual Salary + Benefits				<u>\$136,738.76</u>			
Step E		\$7,119.10 /Month		\$47.46 /Hour			
Total Benefits		\$4,701.14	66.04%	\$78.80	\$43.09	\$17.98	\$139.87
Annual Salary + Benefits				<u>\$141,842.87</u>			

Facilities Maintenance Supervisor
Department: Public Works

Step A		\$6,379.90 /Month		\$42.53 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.172790	1,102.38		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	59.14					
Life Insurance	0.000239	27.39					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	237.60					
Workers Comp.	0.058120	370.80		113.79%	22.81%		
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	92.51		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,772.36	74.80%	\$74.35	\$84.60	\$16.96	\$175.91
	Annual Salary + Benefits			<u>\$133,827.11</u>			
Step B		\$6,698.89 /Month		\$44.66 /Hour			
	Total Benefits	\$4,853.60	72.45%	\$77.02	\$87.64	\$17.57	\$182.23
	Annual Salary + Benefits			<u>\$138,629.95</u>			
Step C		\$7,033.84 /Month		\$46.89 /Hour			
	Total Benefits	\$4,938.91	70.22%	\$79.82	\$90.83	\$18.21	\$188.85
	Annual Salary + Benefits			<u>\$143,672.93</u>			
Step D		\$7,385.53 /Month		\$49.24 /Hour			
	Total Benefits	\$5,028.47	68.09%	\$82.76	\$94.17	\$18.88	\$195.81
	Annual Salary + Benefits			<u>\$148,968.06</u>			
Step E		\$7,754.81 /Month		\$51.70 /Hour			
	Total Benefits	\$5,122.52	66.06%	\$85.85	\$97.69	\$19.58	\$203.12
	Annual Salary + Benefits			<u>\$154,527.95</u>			

Facilities Maintenance Worker I
Department: Public Works

Step A		\$4,387.66 /Month		\$29.25 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	758.14					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	40.67					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	255.01			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	63.62					
Total Benefits		\$4,005.50	91.29%	\$55.95	\$63.67	\$12.76	\$132.39
Annual Salary + Benefits				<u>\$100,717.85</u>			
Step B		\$4,607.04 /Month		\$30.71 /Hour			
Total Benefits		\$4,061.37	88.16%	\$57.79	\$65.76	\$13.18	\$136.73
Annual Salary + Benefits				<u>\$104,020.91</u>			
Step C		\$4,837.39 /Month		\$32.25 /Hour			
Total Benefits		\$4,120.04	85.17%	\$59.72	\$67.95	\$13.62	\$141.29
Annual Salary + Benefits				<u>\$107,489.12</u>			
Step D		\$5,079.26 /Month		\$33.86 /Hour			
Total Benefits		\$4,181.64	82.33%	\$61.74	\$70.25	\$14.08	\$146.08
Annual Salary + Benefits				<u>\$111,130.75</u>			
Step E		\$5,333.22 /Month		\$35.55 /Hour			
Total Benefits		\$4,246.32	79.62%	\$63.86	\$72.67	\$14.57	\$151.10
Annual Salary + Benefits				<u>\$114,954.46</u>			

Facilities Maintenance Worker II

Department: Public Works

Step A		\$4,837.39 /Month		\$32.25 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	835.85					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	44.84					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		347.42					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	301.34			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	75.18					
Total Benefits		\$4,492.69	92.87%	\$62.20	\$70.78	\$14.19	\$147.17
Annual Salary + Benefits				<u><u>\$111,960.97</u></u>			
Step B		\$5,079.26 /Month		\$33.86 /Hour			
Total Benefits		\$4,554.29	89.66%	\$64.22	\$73.08	\$14.65	\$151.96
Annual Salary + Benefits				<u><u>\$115,602.60</u></u>			
Step C		\$5,333.22 /Month		\$35.55 /Hour			
Total Benefits		\$4,618.97	86.61%	\$66.35	\$75.50	\$15.14	\$156.98
Annual Salary + Benefits				<u><u>\$119,426.30</u></u>			
Step D		\$5,599.88 /Month		\$37.33 /Hour			
Total Benefits		\$4,686.88	83.70%	\$68.58	\$78.04	\$15.64	\$162.26
Annual Salary + Benefits				<u><u>\$123,441.20</u></u>			
Step E		\$5,879.88 /Month		\$39.20 /Hour			
Total Benefits		\$4,758.19	80.92%	\$70.92	\$80.70	\$16.18	\$167.80
Annual Salary + Benefits				<u><u>\$127,656.83</u></u>			

Finance/Special Projects Coordinator
Department: Administrative Services

Step A		\$6,210.85 /Month		\$41.41 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,073.17					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.57					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	360.97			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	90.06					
Total Benefits		\$4,469.83	71.97%	\$71.20	\$35.03	\$16.24	\$122.48
Annual Salary + Benefits				<u>\$128,168.13</u>			
Step B		\$6,521.39 /Month		\$43.48 /Hour			
Total Benefits		\$4,548.92	69.75%	\$73.80	\$36.31	\$16.84	\$126.95
Annual Salary + Benefits				<u>\$132,843.71</u>			
Step C		\$6,847.46 /Month		\$45.65 /Hour			
Total Benefits		\$4,631.96	67.64%	\$76.53	\$37.65	\$17.46	\$131.64
Annual Salary + Benefits				<u>\$137,753.07</u>			
Step D		\$7,189.83 /Month		\$47.93 /Hour			
Total Benefits		\$4,719.16	65.64%	\$79.39	\$39.06	\$18.11	\$136.57
Annual Salary + Benefits				<u>\$142,907.89</u>			
Step E		\$7,549.33 /Month		\$50.33 /Hour			
Total Benefits		\$4,810.71	63.72%	\$82.40	\$40.54	\$18.80	\$141.74
Annual Salary + Benefits				<u>\$148,320.45</u>			

Fleet/Facilities Maintenance Manager

Department: Public Works

Step A		\$8,325.74 /Month		\$55.50 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,438.61					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	77.18					
Life Insurance	0.000239	35.74					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	359.77					
Workers Comp.	0.058120	483.89			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	120.72					
Total Benefits		\$5,398.45	64.84%	\$91.49	\$104.11	\$20.87	\$216.48
Annual Salary + Benefits				<u>\$164,690.37</u>			
Step B		\$8,742.03 /Month		\$58.28 /Hour			
Total Benefits		\$5,504.47	62.97%	\$94.98	\$108.08	\$21.67	\$224.72
Annual Salary + Benefits				<u>\$170,958.05</u>			
Step C		\$9,179.13 /Month		\$61.19 /Hour			
Total Benefits		\$5,615.80	61.18%	\$98.63	\$112.24	\$22.50	\$233.37
Annual Salary + Benefits				<u>\$177,539.12</u>			
Step D		\$9,638.09 /Month		\$64.25 /Hour			
Total Benefits		\$5,732.68	59.48%	\$102.47	\$116.61	\$23.38	\$242.45
Annual Salary + Benefits				<u>\$184,449.24</u>			
Step E		\$10,119.99 /Month		\$67.47 /Hour			
Total Benefits		\$5,855.41	57.86%	\$106.50	\$121.19	\$24.30	\$251.99
Annual Salary + Benefits				<u>\$191,704.87</u>			

Geographic Information Systems Coordinator
Department: Public Works

Step A		\$8,475.42 /Month		\$56.50 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,464.47			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	78.57					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	279.51					
Workers Comp.	0.058120	492.59					
Vision Benefit		34.21					
Medicare	0.014500	122.89					
				Hourly Rate & Benefits	113.79% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,356.35	63.20%	\$92.21	\$104.93	\$21.04	\$218.18
		Annual Salary + Benefits		<u>\$165,981.26</u>			
Step B		\$8,899.19 /Month		\$59.33 /Hour			
	Total Benefits	\$5,464.28	61.40%	\$95.76	\$108.96	\$21.84	\$226.57
		Annual Salary + Benefits		<u>\$172,361.63</u>			
Step C		\$9,344.15 /Month		\$62.29 /Hour			
	Total Benefits	\$5,577.60	59.69%	\$99.48	\$113.20	\$22.69	\$235.37
		Annual Salary + Benefits		<u>\$179,061.01</u>			
Step D		\$9,811.36 /Month		\$65.41 /Hour			
	Total Benefits	\$5,696.59	58.06%	\$103.39	\$117.65	\$23.59	\$244.62
		Annual Salary + Benefits		<u>\$186,095.36</u>			
Step E		\$10,301.93 /Month		\$68.68 /Hour			
	Total Benefits	\$5,821.52	56.51%	\$107.49	\$122.32	\$24.52	\$254.33
		Annual Salary + Benefits		<u>\$193,481.43</u>			

Grants Program Manager
Department: Administrative Services

Step A		\$7,390.68 /Month		\$49.27 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.172790	1,277.04		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	68.51					
Life Insurance	0.000239	31.73					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	257.81					
Workers Comp.	0.058120	429.55		49.20%	22.81%		
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	107.16		& Benefits	Overhead	Overhead	Rate
Total Benefits		\$5,054.34	68.39%	\$82.97	\$40.82	\$18.93	\$142.71
Annual Salary + Benefits				<u>\$149,340.26</u>			
Step B		\$7,760.22 /Month		\$51.73 /Hour			
Total Benefits		\$5,148.45	66.34%	\$86.06	\$42.34	\$19.63	\$148.03
Annual Salary + Benefits				<u>\$154,904.02</u>			
Step C		\$8,148.23 /Month		\$54.32 /Hour			
Total Benefits		\$5,247.27	64.40%	\$89.30	\$43.94	\$20.37	\$153.61
Annual Salary + Benefits				<u>\$160,745.98</u>			
Step D		\$8,555.64 /Month		\$57.04 /Hour			
Total Benefits		\$5,351.03	62.54%	\$92.71	\$45.61	\$21.15	\$159.47
Annual Salary + Benefits				<u>\$166,880.03</u>			
Step E		\$8,983.42 /Month		\$59.89 /Hour			
Total Benefits		\$5,459.98	60.78%	\$96.29	\$47.37	\$21.97	\$165.63
Annual Salary + Benefits				<u>\$173,320.78</u>			

Housing Analyst
Department: Community Development

Step A			\$7,461.12 /Month				\$49.74 /Hour
Benefit	Multiplier						Category
PERS - Employer	0.172790	1,289.21			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.16					
Life Insurance	0.000239	32.03					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	259.22					
Workers Comp.	0.058120	433.64			122.10%	22.81%	
Vision Benefit		34.21			Hourly Rate	Department	Citywide
Medicare	0.014500	108.19			& Benefits	Overhead	Overhead
Total Benefits		\$5,073.99	68.01%	\$83.57	\$102.04	\$19.06	Total Hourly Rate
		Annual Salary + Benefits		<u><u>\$150,421.32</u></u>			

Step B			\$7,834.17 /Month				\$52.23 /Hour
Total Benefits		\$5,169.00	65.98%	\$86.69	\$105.85	\$19.78	\$212.31
		Annual Salary + Benefits		<u><u>\$156,038.11</u></u>			

Step C			\$8,225.88 /Month				\$54.84 /Hour
Total Benefits		\$5,268.76	64.05%	\$89.96	\$109.85	\$20.52	\$220.34
		Annual Salary + Benefits		<u><u>\$161,935.74</u></u>			

Step D			\$8,637.18 /Month				\$57.58 /Hour
Total Benefits		\$5,373.51	62.21%	\$93.40	\$114.05	\$21.31	\$228.76
		Annual Salary + Benefits		<u><u>\$168,128.25</u></u>			

Step E			\$9,069.04 /Month				\$60.46 /Hour
Total Benefits		\$5,483.50	60.46%	\$97.02	\$118.46	\$22.13	\$237.61
		Annual Salary + Benefits		<u><u>\$174,630.38</u></u>			

Human Resource Assistant I
Department: Administrative Services

Step A		\$4,366.30 /Month		\$29.11 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	754.45					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	40.48					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	253.77			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	63.31					
Total Benefits		\$4,000.06	91.61%	\$55.78	\$27.44	\$12.72	\$95.94
Annual Salary + Benefits				<u>\$100,396.31</u>			
Step B		\$4,584.61 /Month		\$30.56 /Hour			
Total Benefits		\$4,055.66	88.46%	\$57.60	\$28.34	\$13.14	\$99.08
Annual Salary + Benefits				<u>\$103,683.29</u>			
Step C		\$4,813.85 /Month		\$32.09 /Hour			
Total Benefits		\$4,114.04	85.46%	\$59.52	\$29.28	\$13.58	\$102.38
Annual Salary + Benefits				<u>\$107,134.63</u>			
Step D		\$5,054.54 /Month		\$33.70 /Hour			
Total Benefits		\$4,175.34	82.61%	\$61.53	\$30.27	\$14.04	\$105.84
Annual Salary + Benefits				<u>\$110,758.53</u>			
Step E		\$5,307.26 /Month		\$35.38 /Hour			
Total Benefits		\$4,239.70	79.88%	\$63.65	\$31.31	\$14.52	\$109.48
Annual Salary + Benefits				<u>\$114,563.63</u>			

Human Resource Assistant II
Department: Administrative Services

Step A		\$4,813.85 /Month		\$32.09 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	831.78					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	44.62					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	279.78			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	69.80					
Total Benefits		\$4,114.04	85.46%	\$59.52	\$29.28	\$13.58	\$102.38
Annual Salary + Benefits				<u>\$107,134.63</u>			
Step B		\$5,054.54 /Month		\$33.70 /Hour			
Total Benefits		\$4,175.34	82.61%	\$61.53	\$30.27	\$14.04	\$105.84
Annual Salary + Benefits				<u>\$110,758.53</u>			
Step C		\$5,307.26 /Month		\$35.38 /Hour			
Total Benefits		\$4,239.70	79.88%	\$63.65	\$31.31	\$14.52	\$109.48
Annual Salary + Benefits				<u>\$114,563.63</u>			
Step D		\$5,572.63 /Month		\$37.15 /Hour			
Total Benefits		\$4,307.29	77.29%	\$65.87	\$32.41	\$15.03	\$113.30
Annual Salary + Benefits				<u>\$118,558.98</u>			
Step E		\$5,851.26 /Month		\$39.01 /Hour			
Total Benefits		\$4,378.25	74.83%	\$68.20	\$33.55	\$15.56	\$117.31
Annual Salary + Benefits				<u>\$122,754.10</u>			

**Human Resources Manager
Department: Administrative Services**

Step A		\$9,116.41 /Month		\$60.78 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	1,575.22					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	84.51					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	383.49					
Workers Comp.	0.058120	529.85			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	132.19					
Total Benefits		\$5,623.58	61.69%	\$98.27	\$48.35	\$22.42	\$169.03
Annual Salary + Benefits				<u>\$176,879.82</u>			
Step B		\$9,572.23 /Month		\$63.81 /Hour			
Total Benefits		\$5,739.67	59.96%	\$102.08	\$50.22	\$23.29	\$175.59
Annual Salary + Benefits				<u>\$183,742.72</u>			
Step C		\$10,050.84 /Month		\$67.01 /Hour			
Total Benefits		\$5,861.56	58.32%	\$106.08	\$52.19	\$24.20	\$182.48
Annual Salary + Benefits				<u>\$190,948.77</u>			
Step D		\$10,553.38 /Month		\$70.36 /Hour			
Total Benefits		\$5,989.55	56.75%	\$110.29	\$54.26	\$25.16	\$189.71
Annual Salary + Benefits				<u>\$198,515.12</u>			
Step E		\$11,081.05 /Month		\$73.87 /Hour			
Total Benefits		\$6,123.93	55.26%	\$114.70	\$56.43	\$26.17	\$197.30
Annual Salary + Benefits				<u>\$206,459.79</u>			

Human Resource Specialist
Department: Administrative Services

Step A		\$6,210.85 /Month		\$41.41 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	1,073.17					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.57					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	360.97			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	90.06					
Total Benefits		\$4,469.83	71.97%	\$71.20	\$35.03	\$16.24	\$122.48
Annual Salary + Benefits				<u><u>\$128,168.13</u></u>			
Step B		\$6,521.39 /Month		\$43.48 /Hour			
Total Benefits		\$4,548.92	69.75%	\$73.80	\$36.31	\$16.84	\$126.95
Annual Salary + Benefits				<u><u>\$132,843.71</u></u>			
Step C		\$6,847.46 /Month		\$45.65 /Hour			
Total Benefits		\$4,631.96	67.64%	\$76.53	\$37.65	\$17.46	\$131.64
Annual Salary + Benefits				<u><u>\$137,753.07</u></u>			
Step D		\$7,189.83 /Month		\$47.93 /Hour			
Total Benefits		\$4,719.16	65.64%	\$79.39	\$39.06	\$18.11	\$136.57
Annual Salary + Benefits				<u><u>\$142,907.89</u></u>			
Step E		\$7,549.33 /Month		\$50.33 /Hour			
Total Benefits		\$4,810.71	63.72%	\$82.40	\$40.54	\$18.80	\$141.74
Annual Salary + Benefits				<u><u>\$148,320.45</u></u>			

Information Systems Specialist
Department: Administrative Services

Step A		\$7,605.52 /Month		\$50.70 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,314.16			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	70.50					
Life Insurance	0.000239	32.65					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	262.11					
Workers Comp.	0.058120	442.03					
Vision Benefit		34.21					
Medicare	0.014500	110.28					
				Hourly Rate & Benefits	49.20% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,114.27	67.24%	\$84.80	\$41.72	\$19.34	\$145.86
		Annual Salary + Benefits		<u>\$152,637.48</u>			
Step B		\$7,985.79 /Month		\$53.24 /Hour			
	Total Benefits	\$5,211.12	65.25%	\$87.98	\$43.29	\$20.07	\$151.34
		Annual Salary + Benefits		<u>\$158,362.97</u>			
Step C		\$8,385.08 /Month		\$55.90 /Hour			
	Total Benefits	\$5,312.81	63.36%	\$91.32	\$44.93	\$20.83	\$157.08
		Annual Salary + Benefits		<u>\$164,374.74</u>			
Step D		\$8,804.34 /Month		\$58.70 /Hour			
	Total Benefits	\$5,419.59	61.56%	\$94.83	\$46.65	\$21.63	\$163.11
		Annual Salary + Benefits		<u>\$170,687.10</u>			
Step E		\$9,244.55 /Month		\$61.63 /Hour			
	Total Benefits	\$5,531.70	59.84%	\$98.51	\$48.47	\$22.47	\$169.45
		Annual Salary + Benefits		<u>\$177,315.07</u>			

Information Systems Technician
Department: Administrative Services

Step A		\$6,087.58 /Month		\$40.58 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,051.87					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	56.43					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	353.81			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	88.27					
Total Benefits		\$4,438.44	72.91%	\$70.17	\$34.52	\$16.01	\$120.71
Annual Salary + Benefits				<u>\$126,312.22</u>			
Step B		\$6,391.96 /Month		\$42.61 /Hour			
Total Benefits		\$4,515.95	70.65%	\$72.72	\$35.78	\$16.59	\$125.09
Annual Salary + Benefits				<u>\$130,895.00</u>			
Step C		\$6,711.56 /Month		\$44.74 /Hour			
Total Benefits		\$4,597.35	68.50%	\$75.39	\$37.09	\$17.20	\$129.68
Annual Salary + Benefits				<u>\$135,706.92</u>			
Step D		\$7,047.14 /Month		\$46.98 /Hour			
Total Benefits		\$4,682.82	66.45%	\$78.20	\$38.47	\$17.84	\$134.51
Annual Salary + Benefits				<u>\$140,759.44</u>			
Step E		\$7,399.49 /Month		\$49.33 /Hour			
Total Benefits		\$4,772.55	64.50%	\$81.15	\$39.92	\$18.51	\$139.58
Annual Salary + Benefits				<u>\$146,064.58</u>			

Management Analyst
Department: Administrative Services

Step A							
		\$7,448.79 /Month		\$49.66 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.172790	1,287.08		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.05					
Life Insurance	0.000239	31.98					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	258.98					
Workers Comp.	0.058120	432.92					
Vision Benefit		34.21					
Medicare	0.014500	108.01		Hourly Rate & Benefits	49.20% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
Total Benefits		\$5,070.55	68.07%	\$83.46	\$41.06	\$19.04	\$143.57
Annual Salary + Benefits				<u><u>\$150,232.13</u></u>			
Step B							
		\$7,821.23 /Month		\$52.14 /Hour			
Total Benefits		\$5,165.40	66.04%	\$86.58	\$42.60	\$19.75	\$148.92
Annual Salary + Benefits				<u><u>\$155,839.64</u></u>			
Step C							
		\$8,212.29 /Month		\$54.75 /Hour			
Total Benefits		\$5,265.00	64.11%	\$89.85	\$44.21	\$20.50	\$154.55
Annual Salary + Benefits				<u><u>\$161,727.53</u></u>			
Step D							
		\$8,622.91 /Month		\$57.49 /Hour			
Total Benefits		\$5,369.58	62.27%	\$93.28	\$45.89	\$21.28	\$160.46
Annual Salary + Benefits				<u><u>\$167,909.81</u></u>			
Step E							
		\$9,054.05 /Month		\$60.36 /Hour			
Total Benefits		\$5,479.38	60.52%	\$96.89	\$47.67	\$22.10	\$166.66
Annual Salary + Benefits				<u><u>\$174,401.20</u></u>			

Management Analyst
Department: City Manager

Step A		\$7,448.79 /Month		\$49.66 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,287.08			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.05					
Life Insurance	0.000239	31.98					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	258.98					
Workers Comp.	0.058120	432.92					
Vision Benefit		34.21					
Medicare	0.014500	108.01					
				Hourly Rate & Benefits	41.54% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,070.55	68.07%	\$83.46	\$34.67	\$19.04	\$137.17
		Annual Salary + Benefits		<u>\$150,232.13</u>			
Step B		\$7,821.23 /Month		\$52.14 /Hour			
	Total Benefits	\$5,165.40	66.04%	\$86.58	\$35.96	\$19.75	\$142.29
		Annual Salary + Benefits		<u>\$155,839.64</u>			
Step C		\$8,212.29 /Month		\$54.75 /Hour			
	Total Benefits	\$5,265.00	64.11%	\$89.85	\$37.32	\$20.50	\$147.67
		Annual Salary + Benefits		<u>\$161,727.53</u>			
Step D		\$8,622.91 /Month		\$57.49 /Hour			
	Total Benefits	\$5,369.58	62.27%	\$93.28	\$38.75	\$21.28	\$153.31
		Annual Salary + Benefits		<u>\$167,909.81</u>			
Step E		\$9,054.05 /Month		\$60.36 /Hour			
	Total Benefits	\$5,479.38	60.52%	\$96.89	\$40.25	\$22.10	\$159.24
		Annual Salary + Benefits		<u>\$174,401.20</u>			

Management Analyst
Department: Parks and Recreation

Step A		\$7,448.79 /Month		\$49.66 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.172790	1,287.08			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.05					
Life Insurance	0.000239	31.98					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	258.98					
Workers Comp.	0.058120	432.92					
Vision Benefit		34.21					
Medicare	0.014500	108.01					
				Hourly Rate & Benefits	104.36% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,070.55	68.07%	\$83.46	\$87.10	\$19.04	\$189.60
		Annual Salary + Benefits		<u>\$150,232.13</u>			

Step B		\$7,821.23 /Month		\$52.14 /Hour			
	Total Benefits	\$5,165.40	66.04%	\$86.58	\$90.35	\$19.75	\$196.68
		Annual Salary + Benefits		<u>\$155,839.64</u>			

Step C		\$8,212.29 /Month		\$54.75 /Hour			
	Total Benefits	\$5,265.00	64.11%	\$89.85	\$93.77	\$20.50	\$204.11
		Annual Salary + Benefits		<u>\$161,727.53</u>			

Step D		\$8,622.91 /Month		\$57.49 /Hour			
	Total Benefits	\$5,369.58	62.27%	\$93.28	\$97.35	\$21.28	\$211.91
		Annual Salary + Benefits		<u>\$167,909.81</u>			

Step E		\$9,054.05 /Month		\$60.36 /Hour			
	Total Benefits	\$5,479.38	60.52%	\$96.89	\$101.11	\$22.10	\$220.11
		Annual Salary + Benefits		<u>\$174,401.20</u>			

**Management Analyst
Department: Public Works**

Step A		\$7,448.79 /Month		\$49.66 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,287.08			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.05					
Life Insurance	0.000239	31.98					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	258.98					
Workers Comp.	0.058120	432.92					
Vision Benefit		34.21					
Medicare	0.014500	108.01					
				Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,070.55	68.07%	\$83.46	\$94.97	\$19.04	\$197.48
		Annual Salary + Benefits		<u>\$150,232.13</u>			
Step B		\$7,821.23 /Month		\$52.14 /Hour			
	Total Benefits	\$5,165.40	66.04%	\$86.58	\$98.52	\$19.75	\$204.85
		Annual Salary + Benefits		<u>\$155,839.64</u>			
Step C		\$8,212.29 /Month		\$54.75 /Hour			
	Total Benefits	\$5,265.00	64.11%	\$89.85	\$102.24	\$20.50	\$212.59
		Annual Salary + Benefits		<u>\$161,727.53</u>			
Step D		\$8,622.91 /Month		\$57.49 /Hour			
	Total Benefits	\$5,369.58	62.27%	\$93.28	\$106.15	\$21.28	\$220.71
		Annual Salary + Benefits		<u>\$167,909.81</u>			
Step E		\$9,054.05 /Month		\$60.36 /Hour			
	Total Benefits	\$5,479.38	60.52%	\$96.89	\$110.25	\$22.10	\$229.25
		Annual Salary + Benefits		<u>\$174,401.20</u>			

Park/Maintenance Manager
Department: Parks and Recreation

Step A		\$8,706.11 /Month		\$58.04 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	1,504.33					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	80.71					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	371.18					
Workers Comp.	0.058120	506.00					
Vision Benefit		34.21					
Medicare	0.014500	126.24					
					104.36%	22.81%	
					Department	Citywide	Total Hourly
					Overhead	Overhead	Rate
	Total Benefits	\$5,506.77	63.25%	\$94.75	\$98.88	\$21.62	\$215.25
				Annual Salary + Benefits			
				<u>\$170,554.57</u>			
Step B		\$9,141.41 /Month		\$60.94 /Hour			
	Total Benefits	\$5,617.64	61.45%	\$98.39	\$102.68	\$22.45	\$223.52
				Annual Salary + Benefits			
				<u>\$177,108.59</u>			
Step C		\$9,598.48 /Month		\$63.99 /Hour			
	Total Benefits	\$5,734.04	59.74%	\$102.22	\$106.67	\$23.32	\$232.21
				Annual Salary + Benefits			
				<u>\$183,990.32</u>			
Step D		\$10,078.41 /Month		\$67.19 /Hour			
	Total Benefits	\$5,856.27	58.11%	\$106.23	\$110.86	\$24.23	\$241.33
				Annual Salary + Benefits			
				<u>\$191,216.13</u>			
Step E		\$10,582.33 /Month		\$70.55 /Hour			
	Total Benefits	\$5,984.61	56.55%	\$110.45	\$115.26	\$25.20	\$250.90
				Annual Salary + Benefits			
				<u>\$198,803.24</u>			

Park/Maintenance Supervisor
Department: Parks and Recreation

Step A		\$6,379.90 /Month		\$42.53 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
				Non-Sworn Professionals / Supervisors			
PERS - Employer	0.172790	1,102.38					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	59.14					
Life Insurance	0.000239	27.39					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	237.60					
Workers Comp.	0.058120	370.80					
Vision Benefit		34.21					
Medicare	0.014500	92.51					
				104.36%	22.81%		
				Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,772.36	74.80%	\$74.35	\$77.59	\$16.96	\$168.90
		Annual Salary + Benefits		<u><u>\$133,827.11</u></u>			
Step B		\$6,698.89 /Month		\$44.66 /Hour			
	Total Benefits	\$4,853.60	72.45%	\$77.02	\$80.38	\$17.57	\$174.96
		Annual Salary + Benefits		<u><u>\$138,629.95</u></u>			
Step C		\$7,033.84 /Month		\$46.89 /Hour			
	Total Benefits	\$4,938.91	70.22%	\$79.82	\$83.30	\$18.21	\$181.33
		Annual Salary + Benefits		<u><u>\$143,672.93</u></u>			
Step D		\$7,385.53 /Month		\$49.24 /Hour			
	Total Benefits	\$5,028.47	68.09%	\$82.76	\$86.37	\$18.88	\$188.01
		Annual Salary + Benefits		<u><u>\$148,968.06</u></u>			
Step E		\$7,754.81 /Month		\$51.70 /Hour			
	Total Benefits	\$5,122.52	66.06%	\$85.85	\$89.59	\$19.58	\$195.03
		Annual Salary + Benefits		<u><u>\$154,527.95</u></u>			

Park/Maintenance Worker I
Department: Parks and Recreation

Step A		\$4,387.66 /Month		\$29.25 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	758.14					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	40.67					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		347.42					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	275.20			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	68.66					
Total Benefits		\$4,378.15	99.78%	\$58.44	\$60.99	\$13.33	\$132.76
Annual Salary + Benefits				<u>\$105,189.69</u>			
Step B		\$4,607.04 /Month		\$30.71 /Hour			
Total Benefits		\$4,434.02	96.24%	\$60.27	\$62.90	\$13.75	\$136.93
Annual Salary + Benefits				<u>\$108,492.76</u>			
Step C		\$4,837.39 /Month		\$32.25 /Hour			
Total Benefits		\$4,492.69	92.87%	\$62.20	\$64.91	\$14.19	\$141.30
Annual Salary + Benefits				<u>\$111,960.97</u>			
Step D		\$5,079.26 /Month		\$33.86 /Hour			
Total Benefits		\$4,554.29	89.66%	\$64.22	\$67.02	\$14.65	\$145.90
Annual Salary + Benefits				<u>\$115,602.60</u>			
Step E		\$5,333.22 /Month		\$35.55 /Hour			
Total Benefits		\$4,618.97	86.61%	\$66.35	\$69.24	\$15.14	\$150.72
Annual Salary + Benefits				<u>\$119,426.30</u>			

Park/Maintenance Worker II
Department: Parks and Recreation

Step A		\$4,837.39 /Month		\$32.25 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	835.85					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	44.84					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	281.15			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	70.14					
Total Benefits		\$4,120.04	85.17%	\$59.72	\$62.32	\$13.62	\$135.66
Annual Salary + Benefits				<u>\$107,489.12</u>			
Step B		\$5,079.26 /Month		\$33.86 /Hour			
Total Benefits		\$4,181.64	82.33%	\$61.74	\$64.43	\$14.08	\$140.26
Annual Salary + Benefits				<u>\$111,130.75</u>			
Step C		\$5,333.22 /Month		\$35.55 /Hour			
Total Benefits		\$4,246.32	79.62%	\$63.86	\$66.65	\$14.57	\$145.08
Annual Salary + Benefits				<u>\$114,954.46</u>			
Step D		\$5,599.88 /Month		\$37.33 /Hour			
Total Benefits		\$4,314.23	77.04%	\$66.09	\$68.98	\$15.08	\$150.15
Annual Salary + Benefits				<u>\$118,969.35</u>			
Step E		\$5,879.88 /Month		\$39.20 /Hour			
Total Benefits		\$4,385.54	74.59%	\$68.44	\$71.42	\$15.61	\$155.47
Annual Salary + Benefits				<u>\$123,184.99</u>			

Parks Planner
Department: Parks and Recreation

Step A		\$7,461.12 /Month		\$49.74 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,289.21			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.16					
Life Insurance	0.000239	32.03					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	259.22					
Workers Comp.	0.058120	433.64					
Vision Benefit		34.21					
Medicare	0.014500	108.19					
				Hourly Rate & Benefits	104.36% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,073.99	68.01%	\$83.57	\$87.21	\$19.06	\$189.84
		Annual Salary + Benefits		\$150,421.32			
Step B		\$7,834.17 /Month		\$52.23 /Hour			
	Total Benefits	\$5,169.00	65.98%	\$86.69	\$90.47	\$19.78	\$196.93
		Annual Salary + Benefits		\$156,038.11			
Step C		\$8,225.88 /Month		\$54.84 /Hour			
	Total Benefits	\$5,268.76	64.05%	\$89.96	\$93.89	\$20.52	\$204.38
		Annual Salary + Benefits		\$161,935.74			
Step D		\$8,637.18 /Month		\$57.58 /Hour			
	Total Benefits	\$5,373.51	62.21%	\$93.40	\$97.48	\$21.31	\$212.19
		Annual Salary + Benefits		\$168,128.25			
Step E		\$9,069.04 /Month		\$60.46 /Hour			
	Total Benefits	\$5,483.50	60.46%	\$97.02	\$101.25	\$22.13	\$220.40
		Annual Salary + Benefits		\$174,630.38			

Parks Planning Technician
Department: Parks and Recreation

Step A		\$5,569.87 /Month		\$37.13 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	962.42					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	51.63					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	323.72			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	80.76					
Total Benefits		\$4,306.58	77.32%	\$65.84	\$68.71	\$15.02	\$149.58
Annual Salary + Benefits				<u>\$118,517.38</u>			
Step B		\$5,848.36 /Month		\$38.99 /Hour			
Total Benefits		\$4,377.51	74.85%	\$68.17	\$71.15	\$15.55	\$154.87
Annual Salary + Benefits				<u>\$122,710.42</u>			
Step C		\$6,140.78 /Month		\$40.94 /Hour			
Total Benefits		\$4,451.98	72.50%	\$70.62	\$73.70	\$16.11	\$160.43
Annual Salary + Benefits				<u>\$127,113.11</u>			
Step D		\$6,447.82 /Month		\$42.99 /Hour			
Total Benefits		\$4,530.18	70.26%	\$73.19	\$76.38	\$16.70	\$166.26
Annual Salary + Benefits				<u>\$131,735.94</u>			
Step E		\$6,770.21 /Month		\$45.13 /Hour			
Total Benefits		\$4,612.29	68.13%	\$75.88	\$79.19	\$17.31	\$172.39
Annual Salary + Benefits				<u>\$136,589.91</u>			

Permit Services Specialist
Department: Community Development

Step A		\$6,806.05 /Month		\$45.37 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,176.02					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	63.09					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	395.57			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	98.69					
Total Benefits		\$4,621.41	67.90%	\$76.18	\$93.02	\$17.38	\$186.58
Annual Salary + Benefits				<u>\$137,129.55</u>			
Step B		\$7,146.35 /Month		\$47.64 /Hour			
Total Benefits		\$4,708.08	65.88%	\$79.03	\$96.50	\$18.03	\$193.55
Annual Salary + Benefits				<u>\$142,253.19</u>			
Step C		\$7,503.67 /Month		\$50.02 /Hour			
Total Benefits		\$4,799.08	63.96%	\$82.02	\$100.15	\$18.71	\$200.87
Annual Salary + Benefits				<u>\$147,633.02</u>			
Step D		\$7,878.85 /Month		\$52.53 /Hour			
Total Benefits		\$4,894.64	62.12%	\$85.16	\$103.98	\$19.43	\$208.56
Annual Salary + Benefits				<u>\$153,281.84</u>			
Step E		\$8,272.79 /Month		\$55.15 /Hour			
Total Benefits		\$4,994.97	60.38%	\$88.45	\$108.00	\$20.18	\$216.63
Annual Salary + Benefits				<u>\$159,213.11</u>			

Plan Check Engineer
Department: Community Development

Step A		\$7,485.77 /Month		\$49.91 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,293.47					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.39					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	435.07			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	108.54					
Total Benefits		\$4,794.53	64.05%	\$81.87	\$99.96	\$18.68	\$200.51
Annual Salary + Benefits				<u>\$147,363.58</u>			
Step B		\$7,860.06 /Month		\$52.40 /Hour			
Total Benefits		\$4,889.85	62.21%	\$85.00	\$103.79	\$19.39	\$208.18
Annual Salary + Benefits				<u>\$152,998.93</u>			
Step C		\$8,253.06 /Month		\$55.02 /Hour			
Total Benefits		\$4,989.94	60.46%	\$88.29	\$107.80	\$20.14	\$216.23
Annual Salary + Benefits				<u>\$158,916.05</u>			
Step D		\$8,665.72 /Month		\$57.77 /Hour			
Total Benefits		\$5,095.03	58.80%	\$91.74	\$112.01	\$20.93	\$224.68
Annual Salary + Benefits				<u>\$165,129.02</u>			
Step E		\$9,099.00 /Month		\$60.66 /Hour			
Total Benefits		\$5,205.38	57.21%	\$95.36	\$116.44	\$21.75	\$233.56
Annual Salary + Benefits				<u>\$171,652.64</u>			

Planning Manager
Department: Community Development

Step A		\$10,460.01 /Month		\$69.73 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,807.38			Non-Sworn Managers / Confidential		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	96.96					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	423.80					
Workers Comp.	0.058120	607.94					
Vision Benefit		34.21					
Medicare	0.014500	151.67					
				Hourly Rate & Benefits	122.10% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$6,006.07	57.42%	\$109.77	\$134.04	\$25.04	\$268.85
		Annual Salary + Benefits		<u>\$197,592.97</u>			
Step B		\$10,983.01 /Month		\$73.22 /Hour			
	Total Benefits	\$6,139.27	55.90%	\$114.15	\$139.38	\$26.04	\$279.57
		Annual Salary + Benefits		<u>\$205,467.35</u>			
Step C		\$11,532.16 /Month		\$76.88 /Hour			
	Total Benefits	\$6,279.13	54.45%	\$118.74	\$144.99	\$27.09	\$290.82
		Annual Salary + Benefits		<u>\$213,735.44</u>			
Step D		\$12,108.76 /Month		\$80.73 /Hour			
	Total Benefits	\$6,425.98	53.07%	\$123.56	\$150.87	\$28.19	\$302.63
		Annual Salary + Benefits		<u>\$222,416.94</u>			
Step E		\$12,714.20 /Month		\$84.76 /Hour			
	Total Benefits	\$6,580.17	51.75%	\$128.63	\$157.06	\$29.34	\$315.03
		Annual Salary + Benefits		<u>\$231,532.52</u>			

Police Captain

Department: Police

Step A		\$11,766.61 /Month		\$78.44 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.206760	2,450.09					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,808.00					
Dental Insurance		190.87					
LTD Insurance	0.009270	109.08					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,491.41					
Deferred Comp.	3% + \$110	463.00					
Workers Comp.	0.058120	688.72			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	171.82					
Total Benefits		\$7,530.52	64.00%	\$128.65	\$70.35	\$29.35	\$228.35
Annual Salary + Benefits				<u>\$231,565.52</u>			
Step B		\$12,354.94 /Month		\$82.37 /Hour			
Total Benefits		\$7,700.34	62.33%	\$133.70	\$73.11	\$30.50	\$237.32
Annual Salary + Benefits				<u>\$240,663.35</u>			
Step C		\$12,972.69 /Month		\$86.48 /Hour			
Total Benefits		\$7,878.65	60.73%	\$139.01	\$76.02	\$31.71	\$246.74
Annual Salary + Benefits				<u>\$250,216.06</u>			
Step D		\$13,621.32 /Month		\$90.81 /Hour			
Total Benefits		\$8,065.88	59.22%	\$144.58	\$79.06	\$32.98	\$256.63
Annual Salary + Benefits				<u>\$260,246.42</u>			
Step E		\$14,302.39 /Month		\$95.35 /Hour			
Total Benefits		\$8,262.47	57.77%	\$150.43	\$82.26	\$34.32	\$267.01
Annual Salary + Benefits				<u>\$270,778.29</u>			

Police Chief
Department: Police

Step A		\$13,848.92 /Month		\$92.33 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.206760	3,062.34					
Management Incentive		878.84					
EAP		4.20					
Health Insurance		1,808.00					
Dental Insurance		190.87					
LTD Insurance	0.009270	128.38					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,491.41					
Deferred Comp.		110.00					
Workers Comp.	0.058120	860.82			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	214.76					
	Total Benefits	\$8,902.95	64.29%	\$151.68	\$82.94	\$34.60	\$269.23
				Annual Salary + Benefits			\$273,022.38
Step B							
	Total Benefits	\$9,102.82	62.60%	\$157.63	\$86.20	\$35.96	\$279.78
				Annual Salary + Benefits			\$283,730.23
Step C							
	Total Benefits	\$9,312.69	60.99%	\$163.87	\$89.61	\$37.38	\$290.87
				Annual Salary + Benefits			\$294,973.46
Step D							
	Total Benefits	\$9,533.05	59.46%	\$170.43	\$93.20	\$38.88	\$302.51
				Annual Salary + Benefits			\$306,778.86
Step E							
	Total Benefits	\$9,764.43	58.01%	\$177.32	\$96.97	\$40.45	\$314.74
				Annual Salary + Benefits			\$319,174.53

Police Dispatcher

Department: Police

Step A		\$5,387.00 /Month		\$35.91 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	930.82					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.94					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	313.09			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	78.11					
Total Benefits		\$4,260.01	79.08%	\$64.31	\$35.17	\$14.67	\$114.15
Annual Salary + Benefits				<u>\$115,764.13</u>			
Step B		\$5,656.35 /Month		\$37.71 /Hour			
Total Benefits		\$4,328.61	76.53%	\$66.57	\$36.40	\$15.19	\$118.15
Annual Salary + Benefits				<u>\$119,819.51</u>			
Step C		\$5,939.17 /Month		\$39.59 /Hour			
Total Benefits		\$4,400.64	74.10%	\$68.93	\$37.69	\$15.73	\$122.35
Annual Salary + Benefits				<u>\$124,077.69</u>			
Step D		\$6,236.13 /Month		\$41.57 /Hour			
Total Benefits		\$4,476.27	71.78%	\$71.42	\$39.05	\$16.29	\$126.76
Annual Salary + Benefits				<u>\$128,548.77</u>			
Step E		\$6,547.93 /Month		\$43.65 /Hour			
Total Benefits		\$4,555.68	69.57%	\$74.02	\$40.48	\$16.89	\$131.39
Annual Salary + Benefits				<u>\$133,243.28</u>			

Police Dispatch Supervisor

Department: Police

Step A		\$6,515.00 /Month		\$43.43 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,125.73					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	60.39					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	378.65			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	94.47					
Total Benefits		\$4,547.29	69.80%	\$73.75	\$40.33	\$16.82	\$130.90
Annual Salary + Benefits				<u>\$132,747.48</u>			
Step B		\$6,840.75 /Month		\$45.61 /Hour			
Total Benefits		\$4,630.25	67.69%	\$76.47	\$41.82	\$17.45	\$135.74
Annual Salary + Benefits				<u>\$137,652.03</u>			
Step C		\$7,182.79 /Month		\$47.89 /Hour			
Total Benefits		\$4,717.36	65.68%	\$79.33	\$43.38	\$18.10	\$140.82
Annual Salary + Benefits				<u>\$142,801.84</u>			
Step D		\$7,541.93 /Month		\$50.28 /Hour			
Total Benefits		\$4,808.83	63.76%	\$82.34	\$45.03	\$18.78	\$146.15
Annual Salary + Benefits				<u>\$148,209.10</u>			
Step E		\$7,919.02 /Month		\$52.79 /Hour			
Total Benefits		\$4,904.87	61.94%	\$85.49	\$46.75	\$19.50	\$151.75
Annual Salary + Benefits				<u>\$153,886.63</u>			

Police Lieutenant

Department: Police

Step A		\$10,253.34 /Month		\$68.36 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.206760	2,137.21					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,808.00					
Dental Insurance		190.87					
LTD Insurance	0.009270	95.05					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,491.41					
Deferred Comp.	3% + \$110	417.60					
Workers Comp.	0.058120	600.77					
Vision Benefit		34.21					
Medicare	0.014500	149.88					
					54.68%	22.81%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$7,048.31	68.74%	\$115.34	\$63.08	\$26.31	\$204.73
	Annual Salary + Benefits			\$207,619.87			
Step B		\$10,766.01 /Month		\$71.77 /Hour			
	Total Benefits	\$7,196.29	66.84%	\$119.75	\$65.48	\$27.32	\$212.55
	Annual Salary + Benefits			\$215,547.65			
Step C		\$11,304.31 /Month		\$75.36 /Hour			
	Total Benefits	\$7,351.67	65.03%	\$124.37	\$68.01	\$28.37	\$220.76
	Annual Salary + Benefits			\$223,871.82			
Step D		\$11,869.53 /Month		\$79.13 /Hour			
	Total Benefits	\$7,514.82	63.31%	\$129.23	\$70.67	\$29.48	\$229.38
	Annual Salary + Benefits			\$232,612.20			
Step E		\$12,463.00 /Month		\$83.09 /Hour			
	Total Benefits	\$7,686.13	61.67%	\$134.33	\$73.46	\$30.64	\$238.43
	Annual Salary + Benefits			\$241,789.60			

Police Officer
Department: Police

Step A		\$6,766.71 /Month		\$45.11 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.206760	1,486.30					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,808.00					
Dental Insurance		190.87					
LTD Insurance	0.009270	62.73					
Life Insurance		7.74					
Holiday Pay	8.67	338.48					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,491.41					
Deferred Comp.		0.00					
Workers Comp.	0.058120	417.80			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	104.23					
Total Benefits		\$6,029.30	89.10%	\$85.31	\$46.65	\$19.46	\$151.42
Annual Salary + Benefits				<u>\$153,552.15</u>			
Step B		\$7,105.05 /Month		\$47.37 /Hour			
Total Benefits		\$6,148.59	86.54%	\$88.36	\$48.32	\$20.16	\$156.83
Annual Salary + Benefits				<u>\$159,043.66</u>			
Step C		\$7,460.30 /Month		\$49.74 /Hour			
Total Benefits		\$6,273.87	84.10%	\$91.56	\$50.07	\$20.89	\$162.52
Annual Salary + Benefits				<u>\$164,810.08</u>			
Step D		\$7,833.32 /Month		\$52.22 /Hour			
Total Benefits		\$6,405.39	81.77%	\$94.92	\$51.91	\$21.65	\$168.49
Annual Salary + Benefits				<u>\$170,864.49</u>			
Step E		\$8,224.98 /Month		\$54.83 /Hour			
Total Benefits		\$6,543.51	79.56%	\$98.46	\$53.84	\$22.46	\$174.76
Annual Salary + Benefits				<u>\$177,221.96</u>			

Police Officer/Special Assignment

Department: Police

Step A		\$7,105.05 /Month		\$47.37 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.206760	1,559.75					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,808.00					
Dental Insurance		190.87					
LTD Insurance	0.009270	65.86					
Life Insurance		7.74					
Holiday Pay	8.67	355.38					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,491.41					
Deferred Comp.		0.00					
Workers Comp.	0.058120	438.44			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	109.38					
Total Benefits		\$6,148.59	86.54%	\$88.36	\$48.32	\$20.16	\$156.83
Annual Salary + Benefits				<u>\$159,043.66</u>			
Step B		\$7,460.30 /Month		\$49.74 /Hour			
Total Benefits		\$6,273.87	84.10%	\$91.56	\$50.07	\$20.89	\$162.52
Annual Salary + Benefits				<u>\$164,810.08</u>			
Step C		\$7,833.32 /Month		\$52.22 /Hour			
Total Benefits		\$6,405.39	81.77%	\$94.92	\$51.91	\$21.65	\$168.49
Annual Salary + Benefits				<u>\$170,864.49</u>			
Step D		\$8,224.98 /Month		\$54.83 /Hour			
Total Benefits		\$6,543.51	79.56%	\$98.46	\$53.84	\$22.46	\$174.76
Annual Salary + Benefits				<u>\$177,221.96</u>			
Step E		\$8,636.23 /Month		\$57.57 /Hour			
Total Benefits		\$6,688.51	77.45%	\$102.16	\$55.87	\$23.31	\$181.34
Annual Salary + Benefits				<u>\$183,896.90</u>			

Police Records Clerk I

Department: Police

Step A		\$4,179.92 /Month		\$27.87 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	729.45					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	38.75					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	245.36			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	61.21					
Total Benefits		\$4,004.48	95.80%	\$54.56	\$29.84	\$12.45	\$96.85
Annual Salary + Benefits				<u>\$98,212.87</u>			
Step B		\$4,388.92 /Month		\$29.26 /Hour			
Total Benefits		\$4,057.71	92.45%	\$56.31	\$30.79	\$12.85	\$99.95
Annual Salary + Benefits				<u>\$101,359.55</u>			
Step C		\$4,608.36 /Month		\$30.72 /Hour			
Total Benefits		\$4,113.60	89.26%	\$58.15	\$31.80	\$13.26	\$103.21
Annual Salary + Benefits				<u>\$104,663.56</u>			
Step D		\$4,838.78 /Month		\$32.26 /Hour			
Total Benefits		\$4,172.28	86.23%	\$60.07	\$32.85	\$13.70	\$106.63
Annual Salary + Benefits				<u>\$108,132.78</u>			
Step E		\$5,080.72 /Month		\$33.87 /Hour			
Total Benefits		\$4,233.90	83.33%	\$62.10	\$33.96	\$14.17	\$110.22
Annual Salary + Benefits				<u>\$111,775.45</u>			

Police Records Clerk II

Department: Police

Step A		\$4,608.36 /Month		\$30.72 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	803.48					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	42.72					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	270.26			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	67.43					
Total Benefits		\$4,113.60	89.26%	\$58.15	\$31.80	\$13.26	\$103.21
Annual Salary + Benefits				<u>\$104,663.56</u>			
Step B		\$4,838.78 /Month		\$32.26 /Hour			
Total Benefits		\$4,172.28	86.23%	\$60.07	\$32.85	\$13.70	\$106.63
Annual Salary + Benefits				<u>\$108,132.78</u>			
Step C		\$5,080.72 /Month		\$33.87 /Hour			
Total Benefits		\$4,233.90	83.33%	\$62.10	\$33.96	\$14.17	\$110.22
Annual Salary + Benefits				<u>\$111,775.45</u>			
Step D		\$5,334.76 /Month		\$35.57 /Hour			
Total Benefits		\$4,298.60	80.58%	\$64.22	\$35.12	\$14.65	\$113.99
Annual Salary + Benefits				<u>\$115,600.26</u>			
Step E		\$5,601.49 /Month		\$37.34 /Hour			
Total Benefits		\$4,366.53	77.95%	\$66.45	\$36.34	\$15.16	\$117.95
Annual Salary + Benefits				<u>\$119,616.30</u>			

Police Sergeant
Department: Police

Step A		\$8,030.64 /Month		\$53.54 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.206760	1,760.70					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,808.00					
Dental Insurance		190.87					
LTD Insurance	0.009270	74.44					
Life Insurance		7.74					
Holiday Pay	8.67	401.68					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,491.41					
Deferred Comp.		0.00					
Workers Comp.	0.058120	494.93			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	123.48					
Total Benefits		\$6,474.99	80.63%	\$96.70	\$52.88	\$22.06	\$171.65
Annual Salary + Benefits				<u>\$174,067.62</u>			
Step B		\$8,432.17 /Month		\$56.21 /Hour			
Total Benefits		\$6,616.63	78.47%	\$100.33	\$54.86	\$22.89	\$178.07
Annual Salary + Benefits				<u>\$180,585.64</u>			
Step C		\$8,853.78 /Month		\$59.03 /Hour			
Total Benefits		\$6,765.28	76.41%	\$104.13	\$56.94	\$23.75	\$184.82
Annual Salary + Benefits				<u>\$187,428.77</u>			
Step D		\$9,296.47 /Month		\$61.98 /Hour			
Total Benefits		\$6,921.35	74.45%	\$108.12	\$59.12	\$24.66	\$191.91
Annual Salary + Benefits				<u>\$194,613.84</u>			
Step E		\$9,761.30 /Month		\$65.08 /Hour			
Total Benefits		\$7,085.25	72.59%	\$112.31	\$61.42	\$25.62	\$199.35
Annual Salary + Benefits				<u>\$202,158.51</u>			

Police Sergeant/Special Assignment

Department: Police

Step A		\$8,432.17 /Month		\$56.21 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.206760	1,847.88					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,808.00					
Dental Insurance		190.87					
LTD Insurance	0.009270	78.17					
Life Insurance		7.74					
Holiday Pay	8.67	421.80					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,491.41					
Deferred Comp.		0.00					
Workers Comp.	0.058120	519.44			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	129.59					
Total Benefits		\$6,616.63	78.47%	\$100.33	\$54.86	\$22.89	\$178.07
Annual Salary + Benefits				<u>\$180,585.64</u>			
Step B		\$8,853.78 /Month		\$59.03 /Hour			
Total Benefits		\$6,765.28	76.41%	\$104.13	\$56.94	\$23.75	\$184.82
Annual Salary + Benefits				<u>\$187,428.77</u>			
Step C		\$9,296.47 /Month		\$61.98 /Hour			
Total Benefits		\$6,921.35	74.45%	\$108.12	\$59.12	\$24.66	\$191.91
Annual Salary + Benefits				<u>\$194,613.84</u>			
Step D		\$9,761.30 /Month		\$65.08 /Hour			
Total Benefits		\$7,085.25	72.59%	\$112.31	\$61.42	\$25.62	\$199.35
Annual Salary + Benefits				<u>\$202,158.51</u>			
Step E		\$10,249.36 /Month		\$68.33 /Hour			
Total Benefits		\$7,257.41	70.81%	\$116.71	\$63.82	\$26.63	\$207.16
Annual Salary + Benefits				<u>\$210,081.21</u>			

Principal Planner
Department: Community Development

Step A							
		\$9,458.70 /Month		\$63.06 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.172790	1,634.37			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	87.68					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	299.17					
Workers Comp.	0.058120	549.74			122.10%	22.81%	
Vision Benefit		34.21			<u>Hourly Rate</u>	<u>Department</u>	<u>Citywide</u>
Medicare	0.014500	137.15			<u>& Benefits</u>	<u>Overhead</u>	<u>Overhead</u>
							<u>Total Hourly Rate</u>
	Total Benefits	\$5,626.44	59.48%	\$100.57	\$122.79	\$22.94	\$246.30
		Annual Salary + Benefits		<u>\$181,021.60</u>			
Step B							
		\$9,931.63 /Month		\$66.21 /Hour			
	Total Benefits	\$5,746.88	57.86%	\$104.52	\$127.62	\$23.84	\$255.99
		Annual Salary + Benefits		<u>\$188,142.19</u>			
Step C							
		\$10,428.21 /Month		\$69.52 /Hour			
	Total Benefits	\$5,873.35	56.32%	\$108.68	\$132.70	\$24.79	\$266.17
		Annual Salary + Benefits		<u>\$195,618.80</u>			
Step D							
		\$10,949.63 /Month		\$73.00 /Hour			
	Total Benefits	\$6,006.14	54.85%	\$113.04	\$138.02	\$25.79	\$276.85
		Annual Salary + Benefits		<u>\$203,469.24</u>			
Step E							
		\$11,497.11 /Month		\$76.65 /Hour			
	Total Benefits	\$6,145.58	53.45%	\$117.62	\$143.61	\$26.83	\$288.06
		Annual Salary + Benefits		<u>\$211,712.21</u>			

Project Manager/Economic Development
Department: Community Development

Step A		\$8,577.56 /Month		\$57.18 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,482.12					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	79.51					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	281.55					
Workers Comp.	0.058120	498.53					
Vision Benefit		34.21					
Medicare	0.014500	124.37					
					122.10%	22.81%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,384.40	62.77%	\$93.08	\$113.65	\$21.23	\$227.97
				Annual Salary + Benefits			
				<u>\$167,543.53</u>			
Step B		\$9,006.44 /Month		\$60.04 /Hour			
	Total Benefits	\$5,493.63	61.00%	\$96.67	\$118.03	\$22.05	\$236.75
				Annual Salary + Benefits			
				<u>\$174,000.78</u>			
Step C		\$9,456.76 /Month		\$63.05 /Hour			
	Total Benefits	\$5,608.32	59.30%	\$100.43	\$122.63	\$22.91	\$245.98
				Annual Salary + Benefits			
				<u>\$180,780.90</u>			
Step D		\$9,929.59 /Month		\$66.20 /Hour			
	Total Benefits	\$5,728.74	57.69%	\$104.39	\$127.46	\$23.81	\$255.66
				Annual Salary + Benefits			
				<u>\$187,900.02</u>			
Step E		\$10,426.07 /Month		\$69.51 /Hour			
	Total Benefits	\$5,855.18	56.16%	\$108.54	\$132.53	\$24.76	\$265.83
				Annual Salary + Benefits			
				<u>\$195,375.10</u>			

Project Services Specialist
Department: Administrative Services

Step A		\$6,499.64 /Month		\$43.33 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,123.07					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	60.25					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	377.76			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	94.24					
Total Benefits		\$4,543.38	69.90%	\$73.62	\$36.22	\$16.79	\$126.64
Annual Salary + Benefits				<u>\$132,516.27</u>			
Step B		\$6,824.63 /Month		\$45.50 /Hour			
Total Benefits		\$4,626.15	67.79%	\$76.34	\$37.56	\$17.41	\$131.31
Annual Salary + Benefits				<u>\$137,409.26</u>			
Step C		\$7,165.86 /Month		\$47.77 /Hour			
Total Benefits		\$4,713.05	65.77%	\$79.19	\$38.96	\$18.07	\$136.22
Annual Salary + Benefits				<u>\$142,546.89</u>			
Step D		\$7,524.15 /Month		\$50.16 /Hour			
Total Benefits		\$4,804.30	63.85%	\$82.19	\$40.44	\$18.75	\$141.38
Annual Salary + Benefits				<u>\$147,941.41</u>			
Step E		\$7,900.36 /Month		\$52.67 /Hour			
Total Benefits		\$4,900.11	62.02%	\$85.34	\$41.99	\$19.47	\$146.79
Annual Salary + Benefits				<u>\$153,605.65</u>			

Project Services Specialist

Department: Public Works

Step A		\$6,499.64 /Month		\$43.33 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,123.07					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	60.25					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	377.76			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	94.24					
Total Benefits		\$4,543.38	69.90%	\$73.62	\$83.77	\$16.79	\$174.19
Annual Salary + Benefits				<u>\$132,516.27</u>			
Step B		\$6,824.63 /Month		\$45.50 /Hour			
Total Benefits		\$4,626.15	67.79%	\$76.34	\$86.87	\$17.41	\$180.62
Annual Salary + Benefits				<u>\$137,409.26</u>			
Step C		\$7,165.86 /Month		\$47.77 /Hour			
Total Benefits		\$4,713.05	65.77%	\$79.19	\$90.12	\$18.07	\$187.37
Annual Salary + Benefits				<u>\$142,546.89</u>			
Step D		\$7,524.15 /Month		\$50.16 /Hour			
Total Benefits		\$4,804.30	63.85%	\$82.19	\$93.53	\$18.75	\$194.47
Annual Salary + Benefits				<u>\$147,941.41</u>			
Step E		\$7,900.36 /Month		\$52.67 /Hour			
Total Benefits		\$4,900.11	62.02%	\$85.34	\$97.11	\$19.47	\$201.91
Annual Salary + Benefits				<u>\$153,605.65</u>			

**Purchasing Assistant
Department: Public Works**

Step A		\$5,587.47 /Month		\$37.25 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	965.46					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	51.80					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	324.74			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	81.02					
Total Benefits		\$4,311.07	77.16%	\$65.99	\$75.09	\$15.05	\$156.14
Annual Salary + Benefits				<u>\$118,782.51</u>			
Step B		\$5,866.85 /Month		\$39.11 /Hour			
Total Benefits		\$4,382.22	74.69%	\$68.33	\$77.75	\$15.59	\$161.67
Annual Salary + Benefits				<u>\$122,988.81</u>			
Step C		\$6,160.19 /Month		\$41.07 /Hour			
Total Benefits		\$4,456.93	72.35%	\$70.78	\$80.54	\$16.15	\$167.47
Annual Salary + Benefits				<u>\$127,405.42</u>			
Step D		\$6,468.20 /Month		\$43.12 /Hour			
Total Benefits		\$4,535.37	70.12%	\$73.36	\$83.48	\$16.73	\$173.57
Annual Salary + Benefits				<u>\$132,042.86</u>			
Step E		\$6,791.61 /Month		\$45.28 /Hour			
Total Benefits		\$4,617.74	67.99%	\$76.06	\$86.55	\$17.35	\$179.97
Annual Salary + Benefits				<u>\$136,912.17</u>			

Purchasing Manager
Department: Administrative Services

Step A		\$6,718.00 /Month		\$44.79 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,160.80					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	62.28					
Life Insurance	0.000239	28.84					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	311.54					
Workers Comp.	0.058120	390.45					
Vision Benefit		34.21					
Medicare	0.014500	97.41					
Total Benefits		\$4,933.86	73.44%	\$77.68	\$38.22	\$17.72	\$133.62
Annual Salary + Benefits				<u><u>\$139,822.34</u></u>			
Step B		\$7,053.90 /Month		\$47.03 /Hour			
Total Benefits		\$5,019.41	71.16%	\$80.49	\$39.60	\$18.36	\$138.45
Annual Salary + Benefits				<u><u>\$144,879.70</u></u>			
Step C		\$7,406.60 /Month		\$49.38 /Hour			
Total Benefits		\$5,109.23	68.98%	\$83.44	\$41.05	\$19.03	\$143.53
Annual Salary + Benefits				<u><u>\$150,189.93</u></u>			
Step D		\$7,776.93 /Month		\$51.85 /Hour			
Total Benefits		\$5,203.55	66.91%	\$86.54	\$42.58	\$19.74	\$148.85
Annual Salary + Benefits				<u><u>\$155,765.68</u></u>			
Step E		\$8,165.77 /Month		\$54.44 /Hour			
Total Benefits		\$5,302.58	64.94%	\$89.79	\$44.18	\$20.48	\$154.45
Annual Salary + Benefits				<u><u>\$161,620.21</u></u>			

Records Manager
Department: Administrative Services

Step A							
		\$6,149.22 /Month		\$40.99 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.172790	1,062.52		Non-Sworn Managers / Confidential			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.00					
Life Insurance	0.000239	26.40					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	294.48					
Workers Comp.	0.058120	357.39					
Vision Benefit		34.21					
Medicare	0.014500	89.16					
				Hourly Rate & Benefits	49.20% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,769.50	77.56%	\$72.79	\$35.81	\$16.61	\$125.21
		Annual Salary + Benefits		<u>\$131,024.56</u>			
Step B							
		\$6,456.68 /Month		\$43.04 /Hour			
	Total Benefits	\$4,847.80	75.08%	\$75.36	\$37.08	\$17.19	\$129.63
		Annual Salary + Benefits		<u>\$135,653.74</u>			
Step C							
		\$6,779.51 /Month		\$45.20 /Hour			
	Total Benefits	\$4,930.02	72.72%	\$78.06	\$38.41	\$17.81	\$134.28
		Annual Salary + Benefits		<u>\$140,514.37</u>			
Step D							
		\$7,118.49 /Month		\$47.46 /Hour			
	Total Benefits	\$5,016.35	70.47%	\$80.90	\$39.80	\$18.46	\$139.16
		Annual Salary + Benefits		<u>\$145,618.04</u>			
Step E							
		\$7,474.41 /Month		\$49.83 /Hour			
	Total Benefits	\$5,107.00	68.33%	\$83.88	\$41.27	\$19.13	\$144.28
		Annual Salary + Benefits		<u>\$150,976.90</u>			

Records Supervisor

Department: Police

Step A		\$5,828.72 /Month		\$38.86 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,007.15					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	54.03					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	338.77			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	84.52					
Total Benefits		\$4,372.51	75.02%	\$68.01	\$37.19	\$15.51	\$120.71
Annual Salary + Benefits				<u>\$122,414.80</u>			
Step B		\$6,120.16 /Month		\$40.80 /Hour			
Total Benefits		\$4,446.73	72.66%	\$70.45	\$38.52	\$16.07	\$125.04
Annual Salary + Benefits				<u>\$126,802.71</u>			
Step C		\$6,426.17 /Month		\$42.84 /Hour			
Total Benefits		\$4,524.67	70.41%	\$73.01	\$39.92	\$16.65	\$129.58
Annual Salary + Benefits				<u>\$131,410.02</u>			
Step D		\$6,747.48 /Month		\$44.98 /Hour			
Total Benefits		\$4,606.50	68.27%	\$75.69	\$41.39	\$17.27	\$134.35
Annual Salary + Benefits				<u>\$136,247.69</u>			
Step E		\$7,084.85 /Month		\$47.23 /Hour			
Total Benefits		\$4,692.42	66.23%	\$78.52	\$42.94	\$17.91	\$139.36
Annual Salary + Benefits				<u>\$141,327.24</u>			

Recreation Coordinator
Department: Parks and Recreation

Step A		\$5,534.65 /Month		\$36.90 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	956.33					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	51.31					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	321.67			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	80.25					
Total Benefits		\$4,297.61	77.65%	\$65.55	\$68.41	\$14.95	\$148.91
Annual Salary + Benefits				<u>\$117,987.12</u>			
Step B		\$5,811.38 /Month		\$38.74 /Hour			
Total Benefits		\$4,368.09	75.16%	\$67.86	\$70.82	\$15.48	\$154.17
Annual Salary + Benefits				<u>\$122,153.65</u>			
Step C		\$6,101.95 /Month		\$40.68 /Hour			
Total Benefits		\$4,442.09	72.80%	\$70.29	\$73.36	\$16.04	\$159.69
Annual Salary + Benefits				<u>\$126,528.50</u>			
Step D		\$6,407.05 /Month		\$42.71 /Hour			
Total Benefits		\$4,519.80	70.54%	\$72.85	\$76.02	\$16.62	\$165.49
Annual Salary + Benefits				<u>\$131,122.10</u>			
Step E		\$6,727.40 /Month		\$44.85 /Hour			
Total Benefits		\$4,601.38	68.40%	\$75.53	\$78.82	\$17.23	\$171.57
Annual Salary + Benefits				<u>\$135,945.37</u>			

Recreation Manager
Department: Parks and Recreation

Step A		\$7,633.69 /Month		\$50.89 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,319.03					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	70.76					
Life Insurance	0.000239	32.77					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	339.01					
Workers Comp.	0.058120	443.67					
Vision Benefit		34.21					
Medicare	0.014500	110.69					
					104.36%	22.81%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,198.47	68.10%	\$85.55	\$89.28	\$19.52	\$194.34
				Annual Salary + Benefits <u>\$153,985.95</u>			
Step B							
				\$8,015.38 /Month			
				\$53.44 /Hour			
	Total Benefits	\$5,295.68	66.07%	\$88.74	\$92.61	\$20.24	\$201.59
				Annual Salary + Benefits <u>\$159,732.65</u>			
Step C							
				\$8,416.14 /Month			
				\$56.11 /Hour			
	Total Benefits	\$5,397.75	64.14%	\$92.09	\$96.11	\$21.01	\$209.21
				Annual Salary + Benefits <u>\$165,766.69</u>			
Step D							
				\$8,836.95 /Month			
				\$58.91 /Hour			
	Total Benefits	\$5,504.92	62.29%	\$95.61	\$99.78	\$21.81	\$217.21
				Annual Salary + Benefits <u>\$172,102.43</u>			
Step E							
				\$9,278.80 /Month			
				\$61.86 /Hour			
	Total Benefits	\$5,617.45	60.54%	\$99.31	\$103.64	\$22.65	\$225.60
				Annual Salary + Benefits <u>\$178,754.96</u>			

Recreation Supervisor
Department: Parks and Recreation

Step A		\$6,362.29 /Month		\$42.42 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,099.34			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	58.98					
Life Insurance	0.000239	27.31					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	237.25					
Workers Comp.	0.058120	369.78					
Vision Benefit		34.21					
Medicare	0.014500	92.25					
				Hourly Rate & Benefits	104.36% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,767.45	74.93%	\$74.20	\$77.43	\$16.93	\$168.56
		Annual Salary + Benefits		\$133,556.85			

Step B		\$6,680.40 /Month		\$44.54 /Hour			
	Total Benefits	\$4,848.46	72.58%	\$76.86	\$80.21	\$17.53	\$174.60
		Annual Salary + Benefits		\$138,346.43			

Step C		\$7,014.42 /Month		\$46.76 /Hour			
	Total Benefits	\$4,933.53	70.33%	\$79.65	\$83.13	\$18.17	\$180.95
		Annual Salary + Benefits		\$143,375.49			

Step D		\$7,365.15 /Month		\$49.10 /Hour			
	Total Benefits	\$5,022.85	68.20%	\$82.59	\$86.19	\$18.84	\$187.62
		Annual Salary + Benefits		\$148,656.01			

Step E		\$7,733.40 /Month		\$51.56 /Hour			
	Total Benefits	\$5,116.64	66.16%	\$85.67	\$89.40	\$19.54	\$194.61
		Annual Salary + Benefits		\$154,200.55			

Regulatory Compliance Supervisor
Department: Public Works

Step A		\$7,461.12 /Month		\$49.74 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,289.21					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.16					
Life Insurance	0.000239	32.03					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	259.22					
Workers Comp.	0.058120	433.64					
Vision Benefit		34.21					
Medicare	0.014500	108.19					
					113.79%	22.81%	
					Department Overhead	Citywide Overhead	
	Total Benefits	\$5,073.99	68.01%	\$83.57	\$95.09	\$19.06	\$197.73
				Annual Salary + Benefits		<u>\$150,421.32</u>	
Step B		\$7,834.17 /Month		\$52.23 /Hour			
	Total Benefits	\$5,169.00	65.98%	\$86.69	\$98.64	\$19.78	\$205.11
				Annual Salary + Benefits		<u>\$156,038.11</u>	
Step C		\$8,225.88 /Month		\$54.84 /Hour			
	Total Benefits	\$5,268.76	64.05%	\$89.96	\$102.37	\$20.52	\$212.86
				Annual Salary + Benefits		<u>\$161,935.74</u>	
Step D		\$8,637.18 /Month		\$57.58 /Hour			
	Total Benefits	\$5,373.51	62.21%	\$93.40	\$106.29	\$21.31	\$221.00
				Annual Salary + Benefits		<u>\$168,128.25</u>	
Step E		\$9,069.04 /Month		\$60.46 /Hour			
	Total Benefits	\$5,483.50	60.46%	\$97.02	\$110.40	\$22.13	\$229.55
				Annual Salary + Benefits		<u>\$174,630.38</u>	

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

Step A		\$6,739.13 /Month		\$44.93 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,164.45					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	62.47					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	391.68			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	97.72					
Total Benefits		\$4,604.37	68.32%	\$75.62	\$86.05	\$17.25	\$178.93
Annual Salary + Benefits				<u>\$136,122.05</u>			
Step B		\$7,076.09 /Month		\$47.17 /Hour			
Total Benefits		\$4,690.19	66.28%	\$78.44	\$89.26	\$17.89	\$185.60
Annual Salary + Benefits				<u>\$141,195.32</u>			
Step C		\$7,429.89 /Month		\$49.53 /Hour			
Total Benefits		\$4,780.30	64.34%	\$81.40	\$92.63	\$18.57	\$192.60
Annual Salary + Benefits				<u>\$146,522.26</u>			
Step D		\$7,801.39 /Month		\$52.01 /Hour			
Total Benefits		\$4,874.91	62.49%	\$84.51	\$96.16	\$19.28	\$199.95
Annual Salary + Benefits				<u>\$152,115.54</u>			
Step E		\$8,191.46 /Month		\$54.61 /Hour			
Total Benefits		\$4,974.25	60.72%	\$87.77	\$99.88	\$20.02	\$207.67
Annual Salary + Benefits				<u>\$157,988.49</u>			

Safety/Special Projects Coordinator
Department: Public Works

Step A		\$6,210.85 /Month		\$41.41 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,073.17					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.57					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	360.97			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	90.06					
Total Benefits		\$4,469.83	71.97%	\$71.20	\$81.03	\$16.24	\$168.47
Annual Salary + Benefits				<u>\$128,168.13</u>			
Step B		\$6,521.39 /Month		\$43.48 /Hour			
Total Benefits		\$4,548.92	69.75%	\$73.80	\$83.98	\$16.84	\$174.62
Annual Salary + Benefits				<u>\$132,843.71</u>			
Step C		\$6,847.46 /Month		\$45.65 /Hour			
Total Benefits		\$4,631.96	67.64%	\$76.53	\$87.08	\$17.46	\$181.07
Annual Salary + Benefits				<u>\$137,753.07</u>			
Step D		\$7,189.83 /Month		\$47.93 /Hour			
Total Benefits		\$4,719.16	65.64%	\$79.39	\$90.34	\$18.11	\$187.85
Annual Salary + Benefits				<u>\$142,907.89</u>			
Step E		\$7,549.33 /Month		\$50.33 /Hour			
Total Benefits		\$4,810.71	63.72%	\$82.40	\$93.77	\$18.80	\$194.96
Annual Salary + Benefits				<u>\$148,320.45</u>			

Senior Accountant
Department: Administrative Services

Step A		\$7,438.43 /Month		\$49.59 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,285.29			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	68.95					
Life Insurance	0.000239	31.93					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	258.77					
Workers Comp.	0.058120	432.32					
Vision Benefit		34.21					
Medicare	0.014500	107.86					
				Hourly Rate & Benefits	49.20% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,067.66	68.13%	\$83.37	\$41.02	\$19.02	\$143.41
		Annual Salary + Benefits		<u>\$150,073.09</u>			

Step B		\$7,810.35 /Month		\$52.07 /Hour			
	Total Benefits	\$5,162.38	66.10%	\$86.48	\$42.55	\$19.73	\$148.76
		Annual Salary + Benefits		<u>\$155,672.80</u>			

Step C		\$8,200.87 /Month		\$54.67 /Hour			
	Total Benefits	\$5,261.84	64.16%	\$89.75	\$44.16	\$20.47	\$154.38
		Annual Salary + Benefits		<u>\$161,552.50</u>			

Step D		\$8,610.91 /Month		\$57.41 /Hour			
	Total Benefits	\$5,366.27	62.32%	\$93.18	\$45.84	\$21.26	\$160.28
		Annual Salary + Benefits		<u>\$167,726.18</u>			

Step E		\$9,041.46 /Month		\$60.28 /Hour			
	Total Benefits	\$5,475.92	60.56%	\$96.78	\$47.62	\$22.08	\$166.48
		Annual Salary + Benefits		<u>\$174,208.54</u>			

Senior Analyst
Department: City Manager

Step A		\$8,579.32 /Month		\$57.20 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.172790	1,482.42		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	79.53					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	281.59					
Workers Comp.	0.058120	498.63					
Vision Benefit		34.21					
Medicare	0.014500	124.40					
				Hourly Rate & Benefits	41.54% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,384.89	62.77%	\$93.09	\$38.67	\$21.24	\$153.00
		Annual Salary + Benefits		<u>\$167,570.46</u>			
Step B		\$9,008.28 /Month		\$60.06 /Hour			
	Total Benefits	\$5,494.14	60.99%	\$96.68	\$40.16	\$22.06	\$158.90
		Annual Salary + Benefits		<u>\$174,029.04</u>			
Step C		\$9,458.70 /Month		\$63.06 /Hour			
	Total Benefits	\$5,608.85	59.30%	\$100.45	\$41.73	\$22.92	\$165.09
		Annual Salary + Benefits		<u>\$180,810.55</u>			
Step D		\$9,931.63 /Month		\$66.21 /Hour			
	Total Benefits	\$5,729.29	57.69%	\$104.41	\$43.37	\$23.82	\$171.59
		Annual Salary + Benefits		<u>\$187,931.14</u>			
Step E		\$10,428.21 /Month		\$69.52 /Hour			
	Total Benefits	\$5,855.76	56.15%	\$108.56	\$45.10	\$24.77	\$178.42
		Annual Salary + Benefits		<u>\$195,407.75</u>			

Senior Analyst
Department: Public Works

Step A		\$8,579.32 /Month		\$57.20 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,482.42					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	79.53					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	281.59					
Workers Comp.	0.058120	498.63					
Vision Benefit		34.21					
Medicare	0.014500	124.40					
					113.79%	22.81%	
					Department	Citywide	Total Hourly
					Overhead	Overhead	Rate
	Total Benefits	\$5,384.89	62.77%	\$93.09	\$105.93	\$21.24	\$220.27
				Annual Salary + Benefits			
				<u>\$167,570.46</u>			
Step B		\$9,008.28 /Month		\$60.06 /Hour			
	Total Benefits	\$5,494.14	60.99%	\$96.68	\$110.02	\$22.06	\$228.76
				Annual Salary + Benefits			
				<u>\$174,029.04</u>			
Step C		\$9,458.70 /Month		\$63.06 /Hour			
	Total Benefits	\$5,608.85	59.30%	\$100.45	\$114.31	\$22.92	\$237.67
				Annual Salary + Benefits			
				<u>\$180,810.55</u>			
Step D		\$9,931.63 /Month		\$66.21 /Hour			
	Total Benefits	\$5,729.29	57.69%	\$104.41	\$118.81	\$23.82	\$247.03
				Annual Salary + Benefits			
				<u>\$187,931.14</u>			
Step E		\$10,428.21 /Month		\$69.52 /Hour			
	Total Benefits	\$5,855.76	56.15%	\$108.56	\$123.53	\$24.77	\$256.86
				Annual Salary + Benefits			
				<u>\$195,407.75</u>			

Senior Associate Engineer
Department: Public Works

Step A		\$8,484.16 /Month		\$56.56 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,465.98			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	78.65					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	279.68					
Workers Comp.	0.058120	493.10					
Vision Benefit		34.21					
Medicare	0.014500	123.02					
				Hourly Rate & Benefits	113.79% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,358.75	63.16%	\$92.29	\$105.01	\$21.05	\$218.35
		Annual Salary + Benefits		\$166,114.94			
Step B		\$8,908.37 /Month		\$59.39 /Hour			
	Total Benefits	\$5,466.79	61.37%	\$95.83	\$109.05	\$21.86	\$226.75
		Annual Salary + Benefits		\$172,501.88			
Step C		\$9,353.79 /Month		\$62.36 /Hour			
	Total Benefits	\$5,580.23	59.66%	\$99.56	\$113.29	\$22.71	\$235.56
		Annual Salary + Benefits		\$179,208.18			
Step D		\$9,821.48 /Month		\$65.48 /Hour			
	Total Benefits	\$5,699.34	58.03%	\$103.47	\$117.74	\$23.60	\$244.82
		Annual Salary + Benefits		\$186,249.78			
Step E		\$10,312.55 /Month		\$68.75 /Hour			
	Total Benefits	\$5,824.40	56.48%	\$107.58	\$122.42	\$24.54	\$254.54
		Annual Salary + Benefits		\$193,643.47			

Senior Building Inspector
Department: Community Development

Step A		\$7,485.77 /Month		\$49.91 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,293.47			122.10%	22.81%	Office Employees
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.39					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	435.07					
Vision Benefit		34.21					
Medicare	0.014500	108.54					
Total Benefits		\$4,794.53	64.05%	\$81.87	\$99.96	\$18.68	\$200.51
Annual Salary + Benefits				<u>\$147,363.58</u>			
Step B		\$7,860.06 /Month		\$52.40 /Hour			
Total Benefits		\$4,889.85	62.21%	\$85.00	\$103.79	\$19.39	\$208.18
Annual Salary + Benefits				<u>\$152,998.93</u>			
Step C		\$8,253.06 /Month		\$55.02 /Hour			
Total Benefits		\$4,989.94	60.46%	\$88.29	\$107.80	\$20.14	\$216.23
Annual Salary + Benefits				<u>\$158,916.05</u>			
Step D		\$8,665.72 /Month		\$57.77 /Hour			
Total Benefits		\$5,095.03	58.80%	\$91.74	\$112.01	\$20.93	\$224.68
Annual Salary + Benefits				<u>\$165,129.02</u>			
Step E		\$9,099.00 /Month		\$60.66 /Hour			
Total Benefits		\$5,205.38	57.21%	\$95.36	\$116.44	\$21.75	\$233.56
Annual Salary + Benefits				<u>\$171,652.64</u>			

Senior Code Enforcement Officer
Department: Community Development

Step A		\$7,015.60 /Month		\$46.77 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,212.23					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	65.03					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	407.75			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	101.73					
Total Benefits		\$4,674.78	66.63%	\$77.94	\$95.16	\$17.78	\$190.88
Annual Salary + Benefits				<u>\$140,284.60</u>			
Step B		\$7,366.38 /Month		\$49.11 /Hour			
Total Benefits		\$4,764.12	64.67%	\$80.87	\$98.74	\$18.45	\$198.06
Annual Salary + Benefits				<u>\$145,566.00</u>			
Step C		\$7,734.70 /Month		\$51.56 /Hour			
Total Benefits		\$4,857.92	62.81%	\$83.95	\$102.50	\$19.15	\$205.61
Annual Salary + Benefits				<u>\$151,111.47</u>			
Step D		\$8,121.43 /Month		\$54.14 /Hour			
Total Benefits		\$4,956.42	61.03%	\$87.19	\$106.45	\$19.89	\$213.53
Annual Salary + Benefits				<u>\$156,934.21</u>			
Step E		\$8,527.51 /Month		\$56.85 /Hour			
Total Benefits		\$5,059.84	59.34%	\$90.58	\$110.60	\$20.66	\$221.85
Annual Salary + Benefits				<u>\$163,048.09</u>			

Senior Collection System Worker

Department: Public Works

Step A		\$6,005.78 /Month		\$40.04 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	1,037.74					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	55.67					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	349.06			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	87.08					
Total Benefits		\$4,417.60	73.56%	\$69.49	\$79.07	\$15.85	\$164.42
Annual Salary + Benefits				<u>\$125,080.51</u>			
Step B		\$6,306.06 /Month		\$42.04 /Hour			
Total Benefits		\$4,494.08	71.27%	\$72.00	\$81.93	\$16.43	\$170.36
Annual Salary + Benefits				<u>\$129,601.71</u>			
Step C		\$6,621.37 /Month		\$44.14 /Hour			
Total Benefits		\$4,574.38	69.09%	\$74.64	\$84.93	\$17.03	\$176.60
Annual Salary + Benefits				<u>\$134,348.97</u>			
Step D		\$6,952.44 /Month		\$46.35 /Hour			
Total Benefits		\$4,658.70	67.01%	\$77.41	\$88.08	\$17.66	\$183.15
Annual Salary + Benefits				<u>\$139,333.58</u>			
Step E		\$7,300.06 /Month		\$48.67 /Hour			
Total Benefits		\$4,747.23	65.03%	\$80.32	\$91.39	\$18.32	\$190.03
Annual Salary + Benefits				<u>\$144,567.43</u>			

Senior Community Service Officer

Department: Police

Step A		\$5,562.82 /Month		\$37.09 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	975.60					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	51.57					
Life Insurance		7.74					
Holiday Pay		0.00					
Uniform Allowance		83.33					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	328.15			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	81.87					
Total Benefits		\$4,410.80	79.29%	\$66.49	\$36.36	\$15.17	\$118.02
Annual Salary + Benefits				<u>\$119,683.50</u>			
Step B		\$5,840.96 /Month		\$38.94 /Hour			
Total Benefits		\$4,481.64	76.73%	\$68.82	\$37.63	\$15.70	\$122.15
Annual Salary + Benefits				<u>\$123,871.24</u>			
Step C		\$6,133.01 /Month		\$40.89 /Hour			
Total Benefits		\$4,556.02	74.29%	\$71.26	\$38.97	\$16.26	\$126.48
Annual Salary + Benefits				<u>\$128,268.36</u>			
Step D		\$6,439.66 /Month		\$42.93 /Hour			
Total Benefits		\$4,634.12	71.96%	\$73.83	\$40.37	\$16.84	\$131.04
Annual Salary + Benefits				<u>\$132,885.34</u>			
Step E		\$6,761.64 /Month		\$45.08 /Hour			
Total Benefits		\$4,716.12	69.75%	\$76.52	\$41.84	\$17.46	\$135.82
Annual Salary + Benefits				<u>\$137,733.17</u>			

Senior Construction Inspector
Department: Public Works

Step A		\$7,485.77 /Month		\$49.91 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,293.47					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.39					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	435.07			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	108.54					
Total Benefits		\$4,794.53	64.05%	\$81.87	\$93.16	\$18.68	\$193.71
Annual Salary + Benefits				<u>\$147,363.58</u>			
Step B		\$7,860.06 /Month		\$52.40 /Hour			
Total Benefits		\$4,889.85	62.21%	\$85.00	\$96.72	\$19.39	\$201.11
Annual Salary + Benefits				<u>\$152,998.93</u>			
Step C		\$8,253.06 /Month		\$55.02 /Hour			
Total Benefits		\$4,989.94	60.46%	\$88.29	\$100.46	\$20.14	\$208.89
Annual Salary + Benefits				<u>\$158,916.05</u>			
Step D		\$8,665.72 /Month		\$57.77 /Hour			
Total Benefits		\$5,095.03	58.80%	\$91.74	\$104.39	\$20.93	\$217.06
Annual Salary + Benefits				<u>\$165,129.02</u>			
Step E		\$9,099.00 /Month		\$60.66 /Hour			
Total Benefits		\$5,205.38	57.21%	\$95.36	\$108.52	\$21.75	\$225.63
Annual Salary + Benefits				<u>\$171,652.64</u>			

Senior Engineer
Department: Public Works

Step A		\$9,324.20 /Month		\$62.16 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,611.13			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	86.44					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	296.48					
Workers Comp.	0.058120	541.92					
Vision Benefit		34.21					
Medicare	0.014500	135.20					
				Hourly Rate & Benefits	113.79% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,589.49	59.95%	\$99.42	\$113.14	\$22.68	\$235.24
		Annual Salary + Benefits		<u>\$178,964.26</u>			
Step B		\$9,790.41 /Month		\$65.27 /Hour			
	Total Benefits	\$5,708.22	58.30%	\$103.32	\$117.58	\$23.57	\$244.47
		Annual Salary + Benefits		<u>\$185,983.59</u>			
Step C		\$10,279.93 /Month		\$68.53 /Hour			
	Total Benefits	\$5,832.90	56.74%	\$107.42	\$122.23	\$24.51	\$254.16
		Annual Salary + Benefits		<u>\$193,353.88</u>			
Step D		\$10,793.92 /Month		\$71.96 /Hour			
	Total Benefits	\$5,963.80	55.25%	\$111.72	\$127.13	\$25.49	\$264.33
		Annual Salary + Benefits		<u>\$201,092.70</u>			
Step E		\$11,333.62 /Month		\$75.56 /Hour			
	Total Benefits	\$6,101.25	53.83%	\$116.23	\$132.26	\$26.52	\$275.01
		Annual Salary + Benefits		<u>\$209,218.45</u>			

Senior Equipment Mechanic

Department: Public Works

Step A		\$6,167.96 /Month		\$41.12 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,065.76					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.18					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	358.48			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	89.44					
Total Benefits		\$4,458.91	72.29%	\$70.85	\$80.62	\$16.16	\$167.62
Annual Salary + Benefits				<u>\$127,522.34</u>			
Step B		\$6,476.35 /Month		\$43.18 /Hour			
Total Benefits		\$4,537.45	70.06%	\$73.43	\$83.55	\$16.75	\$173.73
Annual Salary + Benefits				<u>\$132,165.63</u>			
Step C		\$6,800.17 /Month		\$45.33 /Hour			
Total Benefits		\$4,619.92	67.94%	\$76.13	\$86.63	\$17.37	\$180.14
Annual Salary + Benefits				<u>\$137,041.08</u>			
Step D		\$7,140.18 /Month		\$47.60 /Hour			
Total Benefits		\$4,706.51	65.92%	\$78.98	\$89.87	\$18.02	\$186.87
Annual Salary + Benefits				<u>\$142,160.30</u>			
Step E		\$7,497.19 /Month		\$49.98 /Hour			
Total Benefits		\$4,797.43	63.99%	\$81.96	\$93.27	\$18.70	\$193.93
Annual Salary + Benefits				<u>\$147,535.49</u>			

Senior Park/Maintenance Worker
Department: Parks and Recreation

Step A		\$5,333.22 /Month		\$35.55 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	921.53					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.44					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		347.42					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	330.16			104.36%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	82.37					
Total Benefits		\$4,618.97	86.61%	\$66.35	\$69.24	\$15.14	\$150.72
Annual Salary + Benefits				<u>\$119,426.30</u>			
Step B		\$5,599.88 /Month		\$37.33 /Hour			
Total Benefits		\$4,686.88	83.70%	\$68.58	\$71.57	\$15.64	\$155.79
Annual Salary + Benefits				<u>\$123,441.20</u>			
Step C		\$5,879.88 /Month		\$39.20 /Hour			
Total Benefits		\$4,758.19	80.92%	\$70.92	\$74.01	\$16.18	\$161.11
Annual Salary + Benefits				<u>\$127,656.83</u>			
Step D		\$6,173.87 /Month		\$41.16 /Hour			
Total Benefits		\$4,833.07	78.28%	\$73.38	\$76.58	\$16.74	\$166.70
Annual Salary + Benefits				<u>\$132,083.25</u>			
Step E		\$6,482.57 /Month		\$43.22 /Hour			
Total Benefits		\$4,911.68	75.77%	\$75.96	\$79.27	\$17.33	\$172.56
Annual Salary + Benefits				<u>\$136,730.99</u>			

Senior Planner
Department: Community Development

Step A		\$8,579.32 /Month		\$57.20 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,482.42					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	79.53					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	281.59					
Workers Comp.	0.058120	498.63					
Vision Benefit		34.21					
Medicare	0.014500	124.40					
					122.10%	22.81%	
					Department	Citywide	Total Hourly
					Overhead	Overhead	Rate
	Total Benefits	\$5,384.89	62.77%	\$93.09	\$113.67	\$21.24	\$228.00
				Annual Salary + Benefits			
				<u>\$167,570.46</u>			
Step B		\$9,008.28 /Month		\$60.06 /Hour			
	Total Benefits	\$5,494.14	60.99%	\$96.68	\$118.05	\$22.06	\$236.79
				Annual Salary + Benefits			
				<u>\$174,029.04</u>			
Step C		\$9,458.70 /Month		\$63.06 /Hour			
	Total Benefits	\$5,608.85	59.30%	\$100.45	\$122.65	\$22.92	\$246.02
				Annual Salary + Benefits			
				<u>\$180,810.55</u>			
Step D		\$9,931.63 /Month		\$66.21 /Hour			
	Total Benefits	\$5,729.29	57.69%	\$104.41	\$127.48	\$23.82	\$255.71
				Annual Salary + Benefits			
				<u>\$187,931.14</u>			
Step E		\$10,428.21 /Month		\$69.52 /Hour			
	Total Benefits	\$5,855.76	56.15%	\$108.56	\$132.55	\$24.77	\$265.88
				Annual Salary + Benefits			
				<u>\$195,407.75</u>			

Senior Police Records Clerk

Department: Police

Step A		\$5,335.66 /Month		\$35.57 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	929.15					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.46					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	312.53			54.68%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	77.97					
Total Benefits		\$4,298.83	80.57%	\$64.23	\$35.12	\$14.65	\$114.01
Annual Salary + Benefits				<u>\$115,613.85</u>			
Step B		\$5,602.44 /Month		\$37.35 /Hour			
Total Benefits		\$4,366.77	77.94%	\$66.46	\$36.34	\$15.16	\$117.97
Annual Salary + Benefits				<u>\$119,630.58</u>			
Step C		\$5,882.56 /Month		\$39.22 /Hour			
Total Benefits		\$4,438.11	75.45%	\$68.80	\$37.63	\$15.70	\$122.13
Annual Salary + Benefits				<u>\$123,848.14</u>			
Step D		\$6,176.69 /Month		\$41.18 /Hour			
Total Benefits		\$4,513.02	73.07%	\$71.26	\$38.97	\$16.26	\$126.49
Annual Salary + Benefits				<u>\$128,276.58</u>			
Step E		\$6,485.53 /Month		\$43.24 /Hour			
Total Benefits		\$4,591.68	70.80%	\$73.85	\$40.38	\$16.85	\$131.08
Annual Salary + Benefits				<u>\$132,926.45</u>			

Senior Solid Waste Equipment Operator
Department: Public Works

Step A		\$5,875.98 /Month		\$39.17 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,015.31					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	54.47					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	341.51			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	85.20					
Total Benefits		\$4,384.55	74.62%	\$68.40	\$77.84	\$15.60	\$161.85
Annual Salary + Benefits				<u>\$123,126.36</u>			
Step B		\$6,169.78 /Month		\$41.13 /Hour			
Total Benefits		\$4,459.37	72.28%	\$70.86	\$80.63	\$16.17	\$167.66
Annual Salary + Benefits				<u>\$127,549.85</u>			
Step C		\$6,478.27 /Month		\$43.19 /Hour			
Total Benefits		\$4,537.94	70.05%	\$73.44	\$83.57	\$16.75	\$173.77
Annual Salary + Benefits				<u>\$132,194.51</u>			
Step D		\$6,802.19 /Month		\$45.35 /Hour			
Total Benefits		\$4,620.43	67.93%	\$76.15	\$86.65	\$17.37	\$180.18
Annual Salary + Benefits				<u>\$137,071.41</u>			
Step E		\$7,142.30 /Month		\$47.62 /Hour			
Total Benefits		\$4,707.05	65.90%	\$79.00	\$89.89	\$18.02	\$186.91
Annual Salary + Benefits				<u>\$142,192.15</u>			

Senior Street Maintenance Worker
Department: Public Works

Step A		\$5,559.30 /Month		\$37.06 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	960.59					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	51.53					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		347.42					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	343.30			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	85.65					
Total Benefits		\$4,676.55	84.12%	\$68.24	\$77.65	\$15.57	\$161.46
Annual Salary + Benefits				<u>\$122,830.15</u>			
Step B		\$5,837.26 /Month		\$38.92 /Hour			
Total Benefits		\$4,747.34	81.33%	\$70.56	\$80.30	\$16.10	\$166.96
Annual Salary + Benefits				<u>\$127,015.24</u>			
Step C		\$6,129.13 /Month		\$40.86 /Hour			
Total Benefits		\$4,821.67	78.67%	\$73.01	\$83.07	\$16.65	\$172.73
Annual Salary + Benefits				<u>\$131,409.58</u>			
Step D		\$6,435.58 /Month		\$42.90 /Hour			
Total Benefits		\$4,899.72	76.13%	\$75.57	\$85.99	\$17.24	\$178.80
Annual Salary + Benefits				<u>\$136,023.63</u>			
Step E		\$6,757.36 /Month		\$45.05 /Hour			
Total Benefits		\$4,981.67	73.72%	\$78.26	\$89.05	\$17.85	\$185.17
Annual Salary + Benefits				<u>\$140,868.39</u>			

Senior Technician
Department: City Manager

Step A		\$6,124.56 /Month		\$40.83 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,058.26					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	56.77					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	355.96			41.54%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	88.81					
Total Benefits		\$4,447.85	72.62%	\$70.48	\$29.28	\$16.08	\$115.84
Annual Salary + Benefits				<u>\$126,868.99</u>			
Step B		\$6,430.79 /Month		\$42.87 /Hour			
Total Benefits		\$4,525.84	70.38%	\$73.04	\$30.34	\$16.66	\$120.05
Annual Salary + Benefits				<u>\$131,479.61</u>			
Step C		\$6,752.33 /Month		\$45.02 /Hour			
Total Benefits		\$4,607.73	68.24%	\$75.73	\$31.46	\$17.28	\$124.47
Annual Salary + Benefits				<u>\$136,320.76</u>			
Step D		\$7,089.95 /Month		\$47.27 /Hour			
Total Benefits		\$4,693.72	66.20%	\$78.56	\$32.63	\$17.92	\$129.11
Annual Salary + Benefits				<u>\$141,403.97</u>			
Step E		\$7,444.44 /Month		\$49.63 /Hour			
Total Benefits		\$4,784.00	64.26%	\$81.52	\$33.86	\$18.60	\$133.98
Annual Salary + Benefits				<u>\$146,741.34</u>			

Senior Technician
Department: Community Development

Step A		\$6,124.56 /Month		\$40.83 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,058.26					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	56.77					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	355.96			122.10%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	88.81					
Total Benefits		\$4,447.85	72.62%	\$70.48	\$86.06	\$16.08	\$172.62
Annual Salary + Benefits				<u>\$126,868.99</u>			
Step B		\$6,430.79 /Month		\$42.87 /Hour			
Total Benefits		\$4,525.84	70.38%	\$73.04	\$89.19	\$16.66	\$178.90
Annual Salary + Benefits				<u>\$131,479.61</u>			
Step C		\$6,752.33 /Month		\$45.02 /Hour			
Total Benefits		\$4,607.73	68.24%	\$75.73	\$92.47	\$17.28	\$185.48
Annual Salary + Benefits				<u>\$136,320.76</u>			
Step D		\$7,089.95 /Month		\$47.27 /Hour			
Total Benefits		\$4,693.72	66.20%	\$78.56	\$95.92	\$17.92	\$192.40
Annual Salary + Benefits				<u>\$141,403.97</u>			
Step E		\$7,444.44 /Month		\$49.63 /Hour			
Total Benefits		\$4,784.00	64.26%	\$81.52	\$99.54	\$18.60	\$199.66
Annual Salary + Benefits				<u>\$146,741.34</u>			

Senior Water Distribution Worker
Department: Public Works

Step A		\$6,312.55 /Month		\$42.08 /Hour			
<u>Benefit</u>	<u>Multiplier</u>				<u>Category</u>		
PERS - Employer	0.172790	1,090.75			Public Works - Maintenance		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	58.52					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		347.42					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	387.08					
Vision Benefit		34.21					
Medicare	0.014500	96.57					
				Hourly Rate & Benefits	113.79% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,868.39	77.12%	\$74.54	\$84.82	\$17.00	\$176.36
		Annual Salary + Benefits		<u>\$134,171.26</u>			
Step B		\$6,628.18 /Month		\$44.19 /Hour			
	Total Benefits	\$4,948.77	74.66%	\$77.18	\$87.82	\$17.61	\$182.61
		Annual Salary + Benefits		<u>\$138,923.41</u>			
Step C		\$6,959.59 /Month		\$46.40 /Hour			
	Total Benefits	\$5,033.17	72.32%	\$79.95	\$90.98	\$18.24	\$189.17
		Annual Salary + Benefits		<u>\$143,913.15</u>			
Step D		\$7,307.57 /Month		\$48.72 /Hour			
	Total Benefits	\$5,121.80	70.09%	\$82.86	\$94.29	\$18.90	\$196.06
		Annual Salary + Benefits		<u>\$149,152.39</u>			
Step E		\$7,672.95 /Month		\$51.15 /Hour			
	Total Benefits	\$5,214.85	67.96%	\$85.92	\$97.77	\$19.60	\$203.29
		Annual Salary + Benefits		<u>\$154,653.59</u>			

Senior Water Service Worker
Department: Public Works

Step A		\$5,720.24 /Month		\$38.13 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	988.40					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	53.03					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		347.42					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	352.65			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	87.98					
Total Benefits		\$4,717.53	82.47%	\$69.59	\$79.18	\$15.87	\$164.64
Annual Salary + Benefits				<u>\$125,253.23</u>			
Step B		\$6,006.25 /Month		\$40.04 /Hour			
Total Benefits		\$4,790.37	79.76%	\$71.98	\$81.91	\$16.42	\$170.30
Annual Salary + Benefits				<u>\$129,559.47</u>			
Step C		\$6,306.56 /Month		\$42.04 /Hour			
Total Benefits		\$4,866.86	77.17%	\$74.49	\$84.76	\$16.99	\$176.25
Annual Salary + Benefits				<u>\$134,081.02</u>			
Step D		\$6,621.89 /Month		\$44.15 /Hour			
Total Benefits		\$4,947.17	74.71%	\$77.13	\$87.76	\$17.59	\$182.49
Annual Salary + Benefits				<u>\$138,828.65</u>			
Step E		\$6,952.98 /Month		\$46.35 /Hour			
Total Benefits		\$5,031.49	72.36%	\$79.90	\$90.92	\$18.23	\$189.04
Annual Salary + Benefits				<u>\$143,813.66</u>			

Solid Waste Equipment Operator I
Department: Public Works

Step A		\$4,834.19 /Month		\$32.23 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	835.30					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	44.81					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	280.96			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	70.10					
Total Benefits		\$4,119.22	85.21%	\$59.69	\$67.92	\$13.62	\$141.23
Annual Salary + Benefits				<u>\$107,440.89</u>			
Step B		\$5,075.90 /Month		\$33.84 /Hour			
Total Benefits		\$4,180.78	82.37%	\$61.71	\$70.22	\$14.08	\$146.01
Annual Salary + Benefits				<u>\$111,080.11</u>			
Step C		\$5,329.69 /Month		\$35.53 /Hour			
Total Benefits		\$4,245.42	79.66%	\$63.83	\$72.64	\$14.56	\$151.03
Annual Salary + Benefits				<u>\$114,901.28</u>			
Step D		\$5,596.18 /Month		\$37.31 /Hour			
Total Benefits		\$4,313.28	77.08%	\$66.06	\$75.17	\$15.07	\$156.31
Annual Salary + Benefits				<u>\$118,913.52</u>			
Step E		\$5,875.98 /Month		\$39.17 /Hour			
Total Benefits		\$4,384.55	74.62%	\$68.40	\$77.84	\$15.60	\$161.85
Annual Salary + Benefits				<u>\$123,126.36</u>			

Solid Waste Equipment Operator II
Department: Public Works

Step A		\$5,329.69 /Month		\$35.53 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	920.92					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.41					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	309.76			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	77.28					
Total Benefits		\$4,245.42	79.66%	\$63.83	\$72.64	\$14.56	\$151.03
Annual Salary + Benefits				<u>\$114,901.28</u>			
Step B		\$5,596.18 /Month		\$37.31 /Hour			
Total Benefits		\$4,313.28	77.08%	\$66.06	\$75.17	\$15.07	\$156.31
Annual Salary + Benefits				<u>\$118,913.52</u>			
Step C		\$5,875.98 /Month		\$39.17 /Hour			
Total Benefits		\$4,384.55	74.62%	\$68.40	\$77.84	\$15.60	\$161.85
Annual Salary + Benefits				<u>\$123,126.36</u>			
Step D		\$6,169.78 /Month		\$41.13 /Hour			
Total Benefits		\$4,459.37	72.28%	\$70.86	\$80.63	\$16.17	\$167.66
Annual Salary + Benefits				<u>\$127,549.85</u>			
Step E		\$6,478.27 /Month		\$43.19 /Hour			
Total Benefits		\$4,537.94	70.05%	\$73.44	\$83.57	\$16.75	\$173.77
Annual Salary + Benefits				<u>\$132,194.51</u>			

Street Maintenance Worker I
Department: Public Works

Step A		\$4,387.66 /Month		\$29.25 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	758.14					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	40.67					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	255.01			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	63.62					
Total Benefits		\$4,005.50	91.29%	\$55.95	\$63.67	\$12.76	\$132.39
Annual Salary + Benefits				<u>\$100,717.85</u>			
Step B		\$4,607.04 /Month		\$30.71 /Hour			
Total Benefits		\$4,061.37	88.16%	\$57.79	\$65.76	\$13.18	\$136.73
Annual Salary + Benefits				<u>\$104,020.91</u>			
Step C		\$4,837.39 /Month		\$32.25 /Hour			
Total Benefits		\$4,120.04	85.17%	\$59.72	\$67.95	\$13.62	\$141.29
Annual Salary + Benefits				<u>\$107,489.12</u>			
Step D		\$5,079.26 /Month		\$33.86 /Hour			
Total Benefits		\$4,181.64	82.33%	\$61.74	\$70.25	\$14.08	\$146.08
Annual Salary + Benefits				<u>\$111,130.75</u>			
Step E		\$5,333.22 /Month		\$35.55 /Hour			
Total Benefits		\$4,246.32	79.62%	\$63.86	\$72.67	\$14.57	\$151.10
Annual Salary + Benefits				<u>\$114,954.46</u>			

Street Maintenance Worker II
Department: Public Works

Step A		\$4,837.39 /Month		\$32.25 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	835.85					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	44.84					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	281.15			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	70.14					
	Total Benefits	\$4,120.04	85.17%	\$59.72	\$67.95	\$13.62	\$141.29
		Annual Salary + Benefits		\$107,489.12			
Step B		\$5,079.26 /Month		\$33.86 /Hour			
	Total Benefits	\$4,181.64	82.33%	\$61.74	\$70.25	\$14.08	\$146.08
		Annual Salary + Benefits		\$111,130.75			
Step C		\$5,333.22 /Month		\$35.55 /Hour			
	Total Benefits	\$4,246.32	79.62%	\$63.86	\$72.67	\$14.57	\$151.10
		Annual Salary + Benefits		\$114,954.46			
Step D		\$5,599.88 /Month		\$37.33 /Hour			
	Total Benefits	\$4,314.23	77.04%	\$66.09	\$75.21	\$15.08	\$156.38
		Annual Salary + Benefits		\$118,969.35			
Step E		\$5,879.88 /Month		\$39.20 /Hour			
	Total Benefits	\$4,385.54	74.59%	\$68.44	\$77.88	\$15.61	\$161.92
		Annual Salary + Benefits		\$123,184.99			

Street Sweeper Operator

Department: Public Works

Step A		\$5,076.80 /Month		\$33.85 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	877.22					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	47.06					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		347.42					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	315.26			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	78.65					
Total Benefits		\$4,553.66	89.70%	\$64.20	\$73.06	\$14.65	\$151.91
Annual Salary + Benefits				<u>\$115,565.58</u>			
Step B		\$5,330.64 /Month		\$35.54 /Hour			
Total Benefits		\$4,618.31	86.64%	\$66.33	\$75.47	\$15.13	\$156.93
Annual Salary + Benefits				<u>\$119,387.43</u>			
Step C		\$5,597.17 /Month		\$37.31 /Hour			
Total Benefits		\$4,686.19	83.72%	\$68.56	\$78.01	\$15.64	\$162.21
Annual Salary + Benefits				<u>\$123,400.38</u>			
Step D		\$5,877.03 /Month		\$39.18 /Hour			
Total Benefits		\$4,757.47	80.95%	\$70.90	\$80.68	\$16.17	\$167.75
Annual Salary + Benefits				<u>\$127,613.98</u>			
Step E		\$6,170.88 /Month		\$41.14 /Hour			
Total Benefits		\$4,832.30	78.31%	\$73.35	\$83.47	\$16.73	\$173.56
Annual Salary + Benefits				<u>\$132,038.25</u>			

Streets Manager
Department: Public Works

Step A		\$8,325.74 /Month		\$55.50 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,438.61					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	77.18					
Life Insurance	0.000239	35.74					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	359.77					
Workers Comp.	0.058120	483.89					
Vision Benefit		34.21					
Medicare	0.014500	120.72					
					113.79%	22.81%	
					Department Overhead	Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,398.45	64.84%	\$91.49	\$104.11	\$20.87	\$216.48
				Annual Salary + Benefits			
				<u>\$164,690.37</u>			
Step B		\$8,742.03 /Month		\$58.28 /Hour			
	Total Benefits	\$5,504.47	62.97%	\$94.98	\$108.08	\$21.67	\$224.72
				Annual Salary + Benefits			
				<u>\$170,958.05</u>			
Step C		\$9,179.13 /Month		\$61.19 /Hour			
	Total Benefits	\$5,615.80	61.18%	\$98.63	\$112.24	\$22.50	\$233.37
				Annual Salary + Benefits			
				<u>\$177,539.12</u>			
Step D		\$9,638.09 /Month		\$64.25 /Hour			
	Total Benefits	\$5,732.68	59.48%	\$102.47	\$116.61	\$23.38	\$242.45
				Annual Salary + Benefits			
				<u>\$184,449.24</u>			
Step E		\$10,119.99 /Month		\$67.47 /Hour			
	Total Benefits	\$5,855.41	57.86%	\$106.50	\$121.19	\$24.30	\$251.99
				Annual Salary + Benefits			
				<u>\$191,704.87</u>			

Technical Assistant I
Department: Administrative Services

Step A		\$4,583.74 /Month		\$30.56 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	792.02					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	42.49					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	266.41			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	66.46					
Total Benefits		\$4,055.44	88.47%	\$57.59	\$28.34	\$13.14	\$99.07
Annual Salary + Benefits				<u>\$103,670.14</u>			
Step B		\$4,812.93 /Month		\$32.09 /Hour			
Total Benefits		\$4,113.81	85.47%	\$59.51	\$29.28	\$13.58	\$102.37
Annual Salary + Benefits				<u>\$107,120.82</u>			
Step C		\$5,053.57 /Month		\$33.69 /Hour			
Total Benefits		\$4,175.09	82.62%	\$61.52	\$30.27	\$14.04	\$105.83
Annual Salary + Benefits				<u>\$110,744.03</u>			
Step D		\$5,306.25 /Month		\$35.38 /Hour			
Total Benefits		\$4,239.45	79.90%	\$63.64	\$31.31	\$14.52	\$109.47
Annual Salary + Benefits				<u>\$114,548.40</u>			
Step E		\$5,571.57 /Month		\$37.14 /Hour			
Total Benefits		\$4,307.02	77.30%	\$65.86	\$32.40	\$15.02	\$113.28
Annual Salary + Benefits				<u>\$118,542.99</u>			

Technical Assistant II
Department: Administrative Services

Step A		\$5,053.57 /Month		\$33.69 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	873.21					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	46.85					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	293.71			49.20%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	73.28					
Total Benefits		\$4,175.09	82.62%	\$61.52	\$30.27	\$14.04	\$105.83
Annual Salary + Benefits				<u>\$110,744.03</u>			
Step B		\$5,306.25 /Month		\$35.38 /Hour			
Total Benefits		\$4,239.45	79.90%	\$63.64	\$31.31	\$14.52	\$109.47
Annual Salary + Benefits				<u>\$114,548.40</u>			
Step C		\$5,571.57 /Month		\$37.14 /Hour			
Total Benefits		\$4,307.02	77.30%	\$65.86	\$32.40	\$15.02	\$113.28
Annual Salary + Benefits				<u>\$118,542.99</u>			
Step D		\$5,850.14 /Month		\$39.00 /Hour			
Total Benefits		\$4,377.96	74.84%	\$68.19	\$33.55	\$15.56	\$117.29
Annual Salary + Benefits				<u>\$122,737.31</u>			
Step E		\$6,142.65 /Month		\$40.95 /Hour			
Total Benefits		\$4,452.46	72.48%	\$70.63	\$34.75	\$16.11	\$121.50
Annual Salary + Benefits				<u>\$127,141.34</u>			

Technical Assistant II
Department: Public Works

Step A		\$5,053.57 /Month		\$33.69 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	873.21					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	46.85					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	293.71			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	73.28					
Total Benefits		\$4,175.09	82.62%	\$61.52	\$70.01	\$14.04	\$145.57
Annual Salary + Benefits				<u>\$110,744.03</u>			
Step B		\$5,306.25 /Month		\$35.38 /Hour			
Total Benefits		\$4,239.45	79.90%	\$63.64	\$72.42	\$14.52	\$150.57
Annual Salary + Benefits				<u>\$114,548.40</u>			
Step C		\$5,571.57 /Month		\$37.14 /Hour			
Total Benefits		\$4,307.02	77.30%	\$65.86	\$74.94	\$15.02	\$155.82
Annual Salary + Benefits				<u>\$118,542.99</u>			
Step D		\$5,850.14 /Month		\$39.00 /Hour			
Total Benefits		\$4,377.96	74.84%	\$68.19	\$77.59	\$15.56	\$161.34
Annual Salary + Benefits				<u>\$122,737.31</u>			
Step E		\$6,142.65 /Month		\$40.95 /Hour			
Total Benefits		\$4,452.46	72.48%	\$70.63	\$80.38	\$16.11	\$167.12
Annual Salary + Benefits				<u>\$127,141.34</u>			

**Utilities Maintenance Mechanic
Department: Public Works**

Step A		\$6,342.92 /Month		\$42.29 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,095.99					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	58.80					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	368.65			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	91.97					
Total Benefits		\$4,503.46	71.00%	\$72.31	\$82.28	\$16.50	\$171.09
Annual Salary + Benefits				<u>\$130,156.61</u>			
Step B		\$6,660.07 /Month		\$44.40 /Hour			
Total Benefits		\$4,584.24	68.83%	\$74.96	\$85.30	\$17.10	\$177.36
Annual Salary + Benefits				<u>\$134,931.61</u>			
Step C		\$6,993.07 /Month		\$46.62 /Hour			
Total Benefits		\$4,669.04	66.77%	\$77.75	\$88.47	\$17.74	\$183.95
Annual Salary + Benefits				<u>\$139,945.36</u>			
Step D		\$7,342.72 /Month		\$48.95 /Hour			
Total Benefits		\$4,758.09	64.80%	\$80.67	\$91.80	\$18.40	\$190.87
Annual Salary + Benefits				<u>\$145,209.80</u>			
Step E		\$7,709.86 /Month		\$51.40 /Hour			
Total Benefits		\$4,851.60	62.93%	\$83.74	\$95.29	\$19.10	\$198.14
Annual Salary + Benefits				<u>\$150,737.46</u>			

Wastewater Laboratory Technician I
Department: Public Works

Step A		\$5,389.44 /Month		\$35.93 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	931.24					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.96					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	313.23			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	78.15					
Total Benefits		\$4,260.63	79.06%	\$64.33	\$73.21	\$14.68	\$152.22
Annual Salary + Benefits				<u>\$115,800.86</u>			
Step B		\$5,658.91 /Month		\$37.73 /Hour			
Total Benefits		\$4,329.26	76.50%	\$66.59	\$75.77	\$15.19	\$157.55
Annual Salary + Benefits				<u>\$119,858.07</u>			
Step C		\$5,941.86 /Month		\$39.61 /Hour			
Total Benefits		\$4,401.32	74.07%	\$68.95	\$78.47	\$15.73	\$163.15
Annual Salary + Benefits				<u>\$124,118.14</u>			
Step D		\$6,238.95 /Month		\$41.59 /Hour			
Total Benefits		\$4,476.99	71.76%	\$71.44	\$81.29	\$16.30	\$169.03
Annual Salary + Benefits				<u>\$128,591.22</u>			
Step E		\$6,550.90 /Month		\$43.67 /Hour			
Total Benefits		\$4,556.43	69.55%	\$74.05	\$84.26	\$16.89	\$175.20
Annual Salary + Benefits				<u>\$133,287.95</u>			

Wastewater Laboratory Technician II

Department: Public Works

Step A		\$5,941.86 /Month		\$39.61 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Category</u>			
PERS - Employer	0.172790	1,026.69		Public Works - Maintenance			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	55.08					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	345.34					
Vision Benefit		34.21					
Medicare	0.014500	86.16					
				Hourly Rate & Benefits	113.79% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,401.32	74.07%	\$68.95	\$78.47	\$15.73	\$163.15
		Annual Salary + Benefits		<u><u>\$124,118.14</u></u>			
Step B		\$6,238.95 /Month		\$41.59 /Hour			
	Total Benefits	\$4,476.99	71.76%	\$71.44	\$81.29	\$16.30	\$169.03
		Annual Salary + Benefits		<u><u>\$128,591.22</u></u>			
Step C		\$6,550.90 /Month		\$43.67 /Hour			
	Total Benefits	\$4,556.43	69.55%	\$74.05	\$84.26	\$16.89	\$175.20
		Annual Salary + Benefits		<u><u>\$133,287.95</u></u>			
Step D		\$6,878.44 /Month		\$45.86 /Hour			
	Total Benefits	\$4,639.85	67.45%	\$76.79	\$87.38	\$17.52	\$181.69
		Annual Salary + Benefits		<u><u>\$138,219.52</u></u>			
Step E		\$7,222.36 /Month		\$48.15 /Hour			
	Total Benefits	\$4,727.44	65.46%	\$79.67	\$90.65	\$18.17	\$188.49
		Annual Salary + Benefits		<u><u>\$143,397.66</u></u>			

Wastewater Operations Manager
Department: Public Works

Step A		\$8,515.92 /Month		\$56.77 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	1,471.47					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	78.94					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	365.48					
Workers Comp.	0.058120	494.95					
Vision Benefit		34.21					
Medicare	0.014500	123.48					
					113.79%	22.81%	
					Department	Citywide	Total Hourly
					Overhead	Overhead	Rate
	Total Benefits	\$5,452.63	64.03%	\$93.12	\$105.97	\$21.24	\$220.34
				Annual Salary + Benefits			
				<u>\$167,622.69</u>			
Step B		\$8,941.72 /Month		\$59.61 /Hour			
	Total Benefits	\$5,561.08	62.19%	\$96.69	\$110.02	\$22.06	\$228.76
				Annual Salary + Benefits			
				<u>\$174,033.55</u>			
Step C		\$9,388.81 /Month		\$62.59 /Hour			
	Total Benefits	\$5,674.94	60.44%	\$100.42	\$114.28	\$22.91	\$237.61
				Annual Salary + Benefits			
				<u>\$180,764.95</u>			
Step D		\$9,858.25 /Month		\$65.72 /Hour			
	Total Benefits	\$5,794.50	58.78%	\$104.35	\$118.74	\$23.81	\$246.90
				Annual Salary + Benefits			
				<u>\$187,832.91</u>			
Step E		\$10,351.16 /Month		\$69.01 /Hour			
	Total Benefits	\$5,920.03	57.19%	\$108.47	\$123.44	\$24.75	\$256.66
				Annual Salary + Benefits			
				<u>\$195,254.28</u>			

Wastewater Treatment Plant Operator Assistant
Department: Public Works

Step A		\$4,222.74 /Month		\$28.15 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	729.65					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	39.14					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	245.43			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	61.23					
Total Benefits		\$3,963.50	93.86%	\$54.57	\$62.10	\$12.45	\$129.13
Annual Salary + Benefits				<u>\$98,234.90</u>			
Step B		\$4,433.88 /Month		\$29.56 /Hour			
Total Benefits		\$4,017.27	90.60%	\$56.34	\$64.11	\$12.85	\$133.31
Annual Salary + Benefits				<u>\$101,413.81</u>			
Step C		\$4,655.57 /Month		\$31.04 /Hour			
Total Benefits		\$4,073.73	87.50%	\$58.20	\$66.22	\$13.28	\$137.69
Annual Salary + Benefits				<u>\$104,751.67</u>			
Step D		\$4,888.35 /Month		\$32.59 /Hour			
Total Benefits		\$4,133.02	84.55%	\$60.14	\$68.44	\$13.72	\$142.30
Annual Salary + Benefits				<u>\$108,256.43</u>			
Step E		\$5,132.77 /Month		\$34.22 /Hour			
Total Benefits		\$4,195.26	81.73%	\$62.19	\$70.76	\$14.19	\$147.14
Annual Salary + Benefits				<u>\$111,936.42</u>			

Wastewater Treatment Plant Operator I
Department: Public Works

Step A		\$5,132.77 /Month		\$34.22 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	886.89					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	47.58					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	298.32			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	74.43					
Total Benefits		\$4,195.26	81.73%	\$62.19	\$70.76	\$14.19	\$147.14
Annual Salary + Benefits				<u>\$111,936.42</u>			
Step B		\$5,389.41 /Month		\$35.93 /Hour			
Total Benefits		\$4,260.62	79.06%	\$64.33	\$73.21	\$14.68	\$152.22
Annual Salary + Benefits				<u>\$115,800.41</u>			
Step C		\$5,658.88 /Month		\$37.73 /Hour			
Total Benefits		\$4,329.25	76.50%	\$66.59	\$75.77	\$15.19	\$157.55
Annual Salary + Benefits				<u>\$119,857.60</u>			
Step D		\$5,941.82 /Month		\$39.61 /Hour			
Total Benefits		\$4,401.31	74.07%	\$68.95	\$78.46	\$15.73	\$163.15
Annual Salary + Benefits				<u>\$124,117.65</u>			
Step E		\$6,238.92 /Month		\$41.59 /Hour			
Total Benefits		\$4,476.98	71.76%	\$71.44	\$81.29	\$16.30	\$169.03
Annual Salary + Benefits				<u>\$128,590.70</u>			

Wastewater Treatment Plant Operator II
Department: Public Works

Step A		\$5,658.88 /Month		\$37.73 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	977.80					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	52.46					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	328.89			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	82.05					
Total Benefits		\$4,329.25	76.50%	\$66.59	\$75.77	\$15.19	\$157.55
Annual Salary + Benefits				<u>\$119,857.60</u>			
Step B		\$5,941.82 /Month		\$39.61 /Hour			
Total Benefits		\$4,401.31	74.07%	\$68.95	\$78.46	\$15.73	\$163.15
Annual Salary + Benefits				<u>\$124,117.65</u>			
Step C		\$6,238.92 /Month		\$41.59 /Hour			
Total Benefits		\$4,476.98	71.76%	\$71.44	\$81.29	\$16.30	\$169.03
Annual Salary + Benefits				<u>\$128,590.70</u>			
Step D		\$6,550.86 /Month		\$43.67 /Hour			
Total Benefits		\$4,556.42	69.55%	\$74.05	\$84.26	\$16.89	\$175.20
Annual Salary + Benefits				<u>\$133,287.41</u>			
Step E		\$6,878.40 /Month		\$45.86 /Hour			
Total Benefits		\$4,639.84	67.46%	\$76.79	\$87.38	\$17.52	\$181.69
Annual Salary + Benefits				<u>\$138,218.95</u>			

Wastewater Treatment Plant Operator III
Department: Public Works

Step A		\$6,238.92 /Month		\$41.59 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	1,127.77					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	57.83					
Life Insurance		5.51					
Holiday Pay	8.0	287.92					
Uniform Allowance		0.00					
Standby		347.42					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	399.53			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	99.68					
Total Benefits		\$5,208.21	83.48%	\$76.31	\$86.84	\$17.41	\$180.56
Annual Salary + Benefits				<u>\$137,365.49</u>			
Step B		\$6,550.86 /Month		\$43.67 /Hour			
Total Benefits		\$5,305.59	80.99%	\$79.04	\$89.95	\$18.03	\$187.02
Annual Salary + Benefits				<u>\$142,277.40</u>			
Step C		\$6,878.40 /Month		\$45.86 /Hour			
Total Benefits		\$5,407.84	78.62%	\$81.91	\$93.21	\$18.69	\$193.80
Annual Salary + Benefits				<u>\$147,434.91</u>			
Step D		\$7,222.32 /Month		\$48.15 /Hour			
Total Benefits		\$5,515.26	76.36%	\$84.92	\$96.63	\$19.37	\$200.92
Annual Salary + Benefits				<u>\$152,850.95</u>			
Step E		\$7,583.44 /Month		\$50.56 /Hour			
Total Benefits		\$5,627.95	74.21%	\$88.08	\$100.22	\$20.09	\$208.39
Annual Salary + Benefits				<u>\$158,536.66</u>			

Water Conservation Specialist
Department: Public Works

Step A		\$5,187.74 /Month		\$34.58 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	896.39					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	48.09					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	301.51			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	75.22					
Total Benefits		\$4,209.26	81.14%	\$62.65	\$71.29	\$14.29	\$148.23
Annual Salary + Benefits				<u>\$112,764.05</u>			
Step B		\$5,447.13 /Month		\$36.31 /Hour			
Total Benefits		\$4,275.32	78.49%	\$64.82	\$73.76	\$14.79	\$153.36
Annual Salary + Benefits				<u>\$116,669.42</u>			
Step C		\$5,719.48 /Month		\$38.13 /Hour			
Total Benefits		\$4,344.69	75.96%	\$67.09	\$76.35	\$15.31	\$158.75
Annual Salary + Benefits				<u>\$120,770.06</u>			
Step D		\$6,005.46 /Month		\$40.04 /Hour			
Total Benefits		\$4,417.52	73.56%	\$69.49	\$79.07	\$15.85	\$164.41
Annual Salary + Benefits				<u>\$125,075.74</u>			
Step E		\$6,305.73 /Month		\$42.04 /Hour			
Total Benefits		\$4,493.99	71.27%	\$72.00	\$81.93	\$16.42	\$170.35
Annual Salary + Benefits				<u>\$129,596.69</u>			

Water Distribution Worker I
Department: Public Works

Step A		\$5,193.35 /Month		\$34.62 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	897.36					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	48.14					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	301.84			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	75.30					
Total Benefits		\$4,210.69	81.08%	\$62.69	\$71.34	\$14.30	\$148.34
Annual Salary + Benefits				<u>\$112,848.56</u>			
Step B		\$5,453.02 /Month		\$36.35 /Hour			
Total Benefits		\$4,276.83	78.43%	\$64.87	\$73.81	\$14.80	\$153.48
Annual Salary + Benefits				<u>\$116,758.16</u>			
Step C		\$5,725.67 /Month		\$38.17 /Hour			
Total Benefits		\$4,346.26	75.91%	\$67.15	\$76.41	\$15.32	\$158.87
Annual Salary + Benefits				<u>\$120,863.24</u>			
Step D		\$6,011.96 /Month		\$40.08 /Hour			
Total Benefits		\$4,419.17	73.51%	\$69.54	\$79.13	\$15.86	\$164.54
Annual Salary + Benefits				<u>\$125,173.57</u>			
Step E		\$6,312.55 /Month		\$42.08 /Hour			
Total Benefits		\$4,495.73	71.22%	\$72.06	\$81.99	\$16.44	\$170.49
Annual Salary + Benefits				<u>\$129,699.42</u>			

Water Distribution Worker II
Department: Public Works

Step A		\$5,725.67 /Month		\$38.17 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	989.34					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	53.08					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		347.42					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	352.97			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	88.06					
Total Benefits		\$4,718.92	82.42%	\$69.63	\$79.23	\$15.88	\$164.75
Annual Salary + Benefits				<u>\$125,335.08</u>			
Step B		\$6,011.96 /Month		\$40.08 /Hour			
Total Benefits		\$4,791.83	79.70%	\$72.03	\$81.96	\$16.43	\$170.42
Annual Salary + Benefits				<u>\$129,645.42</u>			
Step C		\$6,312.55 /Month		\$42.08 /Hour			
Total Benefits		\$4,868.39	77.12%	\$74.54	\$84.82	\$17.00	\$176.36
Annual Salary + Benefits				<u>\$134,171.26</u>			
Step D		\$6,628.18 /Month		\$44.19 /Hour			
Total Benefits		\$4,948.77	74.66%	\$77.18	\$87.82	\$17.61	\$182.61
Annual Salary + Benefits				<u>\$138,923.41</u>			
Step E		\$6,959.59 /Month		\$46.40 /Hour			
Total Benefits		\$5,033.17	72.32%	\$79.95	\$90.98	\$18.24	\$189.17
Annual Salary + Benefits				<u>\$143,913.15</u>			

**Water Operations Manager
Department: Public Works**

Step A		\$8,515.92 /Month		\$56.77 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	1,471.47					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	78.94					
Life Insurance	0.000239	35.78					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	3% + \$110	365.48					
Workers Comp.	0.058120	494.95					
Vision Benefit		34.21					
Medicare	0.014500	123.48					
					113.79%	22.81%	
					Department	Citywide	Total Hourly
					Overhead	Overhead	Rate
	Total Benefits	\$5,452.63	64.03%	\$93.12	\$105.97	\$21.24	\$220.34
				Annual Salary + Benefits			
				<u>\$167,622.69</u>			
Step B		\$8,941.72 /Month		\$59.61 /Hour			
	Total Benefits	\$5,561.08	62.19%	\$96.69	\$110.02	\$22.06	\$228.76
				Annual Salary + Benefits			
				<u>\$174,033.55</u>			
Step C		\$9,388.81 /Month		\$62.59 /Hour			
	Total Benefits	\$5,674.94	60.44%	\$100.42	\$114.28	\$22.91	\$237.61
				Annual Salary + Benefits			
				<u>\$180,764.95</u>			
Step D		\$9,858.25 /Month		\$65.72 /Hour			
	Total Benefits	\$5,794.50	58.78%	\$104.35	\$118.74	\$23.81	\$246.90
				Annual Salary + Benefits			
				<u>\$187,832.91</u>			
Step E		\$10,351.16 /Month		\$69.01 /Hour			
	Total Benefits	\$5,920.03	57.19%	\$108.47	\$123.44	\$24.75	\$256.66
				Annual Salary + Benefits			
				<u>\$195,254.28</u>			

Water Production Supervisor

Department: Public Works

Step A		\$7,461.12 /Month		\$49.74 /Hour			
Benefit	Multiplier			Category			
PERS - Employer	0.172790	1,289.21		Non-Sworn Professionals / Supervisors			
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	69.16					
Life Insurance	0.000239	32.03					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	259.22					
Workers Comp.	0.058120	433.64					
Vision Benefit		34.21					
Medicare	0.014500	108.19					
				Hourly Rate & Benefits	113.79% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$5,073.99	68.01%	\$83.57	\$95.09	\$19.06	\$197.73
	Annual Salary + Benefits			<u>\$150,421.32</u>			
Step B		\$7,834.17 /Month		\$52.23 /Hour			
	Total Benefits	\$5,169.00	65.98%	\$86.69	\$98.64	\$19.78	\$205.11
	Annual Salary + Benefits			<u>\$156,038.11</u>			
Step C		\$8,225.88 /Month		\$54.84 /Hour			
	Total Benefits	\$5,268.76	64.05%	\$89.96	\$102.37	\$20.52	\$212.86
	Annual Salary + Benefits			<u>\$161,935.74</u>			
Step D		\$8,637.18 /Month		\$57.58 /Hour			
	Total Benefits	\$5,373.51	62.21%	\$93.40	\$106.29	\$21.31	\$221.00
	Annual Salary + Benefits			<u>\$168,128.25</u>			
Step E		\$9,069.04 /Month		\$60.46 /Hour			
	Total Benefits	\$5,483.50	60.46%	\$97.02	\$110.40	\$22.13	\$229.55
	Annual Salary + Benefits			<u>\$174,630.38</u>			

Water Production Worker I
Department: Public Works

Step A		\$4,944.85 /Month		\$32.97 /Hour			
<u>Benefit</u>	<u>Multiplier</u>			<u>Hourly Rate & Benefits</u>	<u>Department Overhead</u>	<u>Citywide Overhead</u>	<u>Total Hourly Rate</u>
PERS - Employer	0.172790	854.42					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	45.84					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	287.39			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	71.70					
Total Benefits		\$4,147.40	83.87%	\$60.62	\$68.98	\$13.83	\$143.42
Annual Salary + Benefits				<u>\$109,107.04</u>			
Step B		\$5,192.09 /Month		\$34.61 /Hour			
Total Benefits		\$4,210.37	81.09%	\$62.68	\$71.33	\$14.30	\$148.31
Annual Salary + Benefits				<u>\$112,829.56</u>			
Step C		\$5,451.70 /Month		\$36.34 /Hour			
Total Benefits		\$4,276.49	78.44%	\$64.85	\$73.80	\$14.80	\$153.45
Annual Salary + Benefits				<u>\$116,738.21</u>			
Step D		\$5,724.28 /Month		\$38.16 /Hour			
Total Benefits		\$4,345.91	75.92%	\$67.13	\$76.39	\$15.32	\$158.84
Annual Salary + Benefits				<u>\$120,842.29</u>			
Step E		\$6,010.49 /Month		\$40.07 /Hour			
Total Benefits		\$4,418.80	73.52%	\$69.53	\$79.12	\$15.86	\$164.51
Annual Salary + Benefits				<u>\$125,151.57</u>			

Water Production Worker II
Department: Public Works

Step A		\$5,451.70 /Month		\$36.34 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	942.00					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	50.54					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	316.85			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	79.05					
Total Benefits		\$4,276.49	78.44%	\$64.85	\$73.80	\$14.80	\$153.45
Annual Salary + Benefits				<u>\$116,738.21</u>			
Step B		\$5,724.28 /Month		\$38.16 /Hour			
Total Benefits		\$4,345.91	75.92%	\$67.13	\$76.39	\$15.32	\$158.84
Annual Salary + Benefits				<u>\$120,842.29</u>			
Step C		\$6,010.49 /Month		\$40.07 /Hour			
Total Benefits		\$4,418.80	73.52%	\$69.53	\$79.12	\$15.86	\$164.51
Annual Salary + Benefits				<u>\$125,151.57</u>			
Step D		\$6,311.02 /Month		\$42.07 /Hour			
Total Benefits		\$4,495.34	71.23%	\$72.04	\$81.98	\$16.43	\$170.46
Annual Salary + Benefits				<u>\$129,676.32</u>			
Step E		\$6,626.57 /Month		\$44.18 /Hour			
Total Benefits		\$4,575.71	69.05%	\$74.68	\$84.98	\$17.04	\$176.70
Annual Salary + Benefits				<u>\$134,427.31</u>			

Water Service Worker I
Department: Public Works

Step A		\$4,706.05 /Month		\$31.37 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	813.16					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	43.63					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	273.52			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	68.24					
Total Benefits		\$4,086.59	86.84%	\$58.62	\$66.70	\$13.37	\$138.69
Annual Salary + Benefits				<u>\$105,511.67</u>			
Step B		\$4,941.35 /Month		\$32.94 /Hour			
Total Benefits		\$4,146.51	83.91%	\$60.59	\$68.94	\$13.82	\$143.35
Annual Salary + Benefits				<u>\$109,054.42</u>			
Step C		\$5,188.42 /Month		\$34.59 /Hour			
Total Benefits		\$4,209.44	81.13%	\$62.65	\$71.29	\$14.29	\$148.24
Annual Salary + Benefits				<u>\$112,774.32</u>			
Step D		\$5,447.84 /Month		\$36.32 /Hour			
Total Benefits		\$4,275.51	78.48%	\$64.82	\$73.76	\$14.79	\$153.37
Annual Salary + Benefits				<u>\$116,680.20</u>			
Step E		\$5,720.24 /Month		\$38.13 /Hour			
Total Benefits		\$4,344.88	75.96%	\$67.10	\$76.36	\$15.31	\$158.76
Annual Salary + Benefits				<u>\$120,781.38</u>			

Water Service Worker II
Department: Public Works

Step A		\$5,188.42 /Month		\$34.59 /Hour			
Benefit	Multiplier			Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
PERS - Employer	0.172790	896.51					
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	48.10					
Life Insurance		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.		0.00					
Workers Comp.	0.058120	301.55			113.79%	22.81%	
Vision Benefit		34.21					
Medicare	0.014500	75.23					
Total Benefits		\$4,209.44	81.13%	\$62.65	\$71.29	\$14.29	\$148.24
Annual Salary + Benefits				<u>\$112,774.32</u>			
Step B		\$5,447.84 /Month		\$36.32 /Hour			
Total Benefits		\$4,275.51	78.48%	\$64.82	\$73.76	\$14.79	\$153.37
Annual Salary + Benefits				<u>\$116,680.20</u>			
Step C		\$5,720.24 /Month		\$38.13 /Hour			
Total Benefits		\$4,344.88	75.96%	\$67.10	\$76.36	\$15.31	\$158.76
Annual Salary + Benefits				<u>\$120,781.38</u>			
Step D		\$6,006.25 /Month		\$40.04 /Hour			
Total Benefits		\$4,417.72	73.55%	\$69.49	\$79.08	\$15.85	\$164.42
Annual Salary + Benefits				<u>\$125,087.62</u>			
Step E		\$6,306.56 /Month		\$42.04 /Hour			
Total Benefits		\$4,494.20	71.26%	\$72.01	\$81.94	\$16.43	\$170.37
Annual Salary + Benefits				<u>\$129,609.17</u>			

Webmaster
Department: Administrative Services

Step A		\$6,390.47 /Month		\$42.60 /Hour			
Benefit	Multiplier				Category		
PERS - Employer	0.172790	1,104.21			Non-Sworn Professionals / Supervisors		
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	59.24					
Life Insurance	0.000239	27.43					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	237.81					
Workers Comp.	0.058120	371.41					
Vision Benefit		34.21					
Medicare	0.014500	92.66					
				Hourly Rate & Benefits	49.20% Department Overhead	22.81% Citywide Overhead	Total Hourly Rate
	Total Benefits	\$4,775.31	74.73%	\$74.44	\$36.62	\$16.98	\$128.04
		Annual Salary + Benefits		<u>\$133,989.27</u>			
Step B		\$6,709.99 /Month		\$44.73 /Hour			
	Total Benefits	\$4,856.68	72.38%	\$77.11	\$37.94	\$17.59	\$132.64
		Annual Salary + Benefits		<u>\$138,800.06</u>			
Step C		\$7,045.49 /Month		\$46.97 /Hour			
	Total Benefits	\$4,942.13	70.15%	\$79.92	\$39.32	\$18.23	\$137.47
		Annual Salary + Benefits		<u>\$143,851.39</u>			
Step D		\$7,397.76 /Month		\$49.32 /Hour			
	Total Benefits	\$5,031.85	68.02%	\$82.86	\$40.77	\$18.90	\$142.54
		Annual Salary + Benefits		<u>\$149,155.29</u>			
Step E		\$7,767.65 /Month		\$51.78 /Hour			
	Total Benefits	\$5,126.05	65.99%	\$85.96	\$42.29	\$19.61	\$147.86
		Annual Salary + Benefits		<u>\$154,724.39</u>			



This page intentionally left blank.



Fees:

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



Administrative Services 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)	\$10.92
Candidate's Statement of Qualifications ¹	Actual Cost
Compact Disc - If mailed, postage fees will apply	\$12.01
Document Certification (per document)	\$24.02
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)	\$18.56
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 Witness⁷ :	
\$275.00 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)	\$3.28
Copies - Plotted Maps (per map)	\$18.56
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 (E.C.) 13307

² Government Code (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 17.640.010

⁷ G.C. §68096.1



Administrative Services 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	\$40.93
Certificate Duplication Fee	\$27.29
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.



Administrative Services Collection Fees

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



Administrative Services Utility Billing Fees

Fee Description	Fee
Hydrant Meter - Late Fee*	\$250.00
Balance Due - Late Fee*	5% delinquency penalty
Application Fee	\$36.70
Return Payment Fee	\$14.66

**Approved by Ordinance 741, April 2003*



Citywide Emergency 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*

Citywide Planned Event/Response/Clean-Up Fees

Fee Description	Fee
City Staff Time Normal Working Hours	*Step E Salary Hourly Rate
City Staff Time Outside Working Hours	*Step E Salary Hourly Rate at Time and One Half

** Excludes City Overhead and Benefits.*

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 AND 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 \$95.11

OFFICE AUTOMATION - PER PERMIT: \$2.94
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 \$66.37
- Multi-Family Dwelling - Per MFD \$26.83
- Non-Residential - Per 1,000 sq. ft. \$3.42

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 hours *
- 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 10,000 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 at the Building Inspector II total hourly rate, Step E, per the Cost Allocation Plan.*

Community Development Building Fees

**CALCULATION - SCHEDULE A-1
MISCELLANEOUS AND 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)	\$979.27
Swimming pool deposit	\$500.00
Liner Type, incl. Electrical and Plumbing - (per in ground pool)	\$411.22
Above Ground, incl. Electrical and Plumbing (no plan check fee) - (per pool)	\$339.70
Gazebo with Self Contained Spa, incl Electrical (no plan check fee) - (per spa)	\$231.34
Outdoor BBQ with Kitchen (no plan check fee) - (per unit)	\$238.84
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	\$108.04
---	----------

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 City of Brentwood. 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	\$84.49
For issuing each supplemental permit	\$15.08

PLAN REVIEW

65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT

\$2.94

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.)	\$0.0519
--	----------

ALTERATIONS & ADDITIONS:

Alterations, additions and modifications to existing buildings

<500 sq. ft. (per sq. ft.) **	\$0.1432
>500 and < 1,000 sq. ft. (per sq. ft.) **	\$0.1171

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	\$22.49
---	---------

Mechanically driven rides and walk-through attractions or displays having electrical lighting

\$6.74

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

\$22.49

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)	\$1.09
Additional fixtures - (each)	\$0.64

(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)	\$1.09
Additional fixtures - (each)	\$0.65
Pole or platform-mounted lighting fixtures - (each)	\$1.05
Theatrical-type lighting fixtures or assemblies - (each)	\$4.48

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.

\$4.48

(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.

\$4.48

(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)	\$4.48
Over 1 and not over 10 (each)	\$11.23
Over 10 and not over 50 (each)	\$22.48
Over 50 and not over 100 (each)	\$44.98
Over 100	\$67.46

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.)	\$6.74
---	--------

(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	\$22.49
Additional branch circuits within the sign, outline lighting system or marquee	\$4.48

SERVICES: (each)

Services of 600 volts or less and not over 200 amperes in rating	\$27.73
Services of 600 volts or less and over 200 amperes to 1000 amperes in rating	\$56.23
Services over 600 volts or over 1000 amperes in rating	\$112.46

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.	\$16.48
--	---------

(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	\$259.40
Additional Inverters	\$45.77

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 City of Brentwood. 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	\$84.49
For issuing each supplemental permit	\$15.08

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.94
or 1% whichever is greater

SYSTEM FEE SCHEDULE:

NEW BUILDINGS:

New residential, non-residential buildings - (per sq. ft.) \$0.0519

SWIMMING POOLS:

Swimming Pool or Spa - (each) \$67.46

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) | \$10.49 |
| 2. For each building sewer and each trailer park sewer | \$22.49 |
| 3. Rainwater systems - (each drain inside building) | \$10.50 |
| 4. For each cesspool (where permitted) | \$37.47 |
| 5. For each private sewage disposal system | \$59.98 |
| 6. For each water heater and/or vent | \$10.50 |
| 7. For each gas-piping system - | |
| - 1 to 5 systems (per system) | \$7.51 |
| - over 5 systems (per system) | \$1.51 |
| 8. For each industrial waste pre-treatment interceptor including its trap and vent, except kitchen-type grease interceptors functioning as fixture traps | \$10.50 |
| 9. For each installation, alteration or repair of water piping and/or water treating equipment - (each) | \$10.50 |
| 10. For each repair or alteration of drainage or vent piping - (each fixture) | \$10.50 |
| 11. For each lawn sprinkler system on any one meter including backflow protection devices therefore | \$10.50 |



Community Development Building Fees

**CALCULATION - SCHEDULE C
PLUMBING PERMIT FEES**

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

UNIT FEE SCHEDULE (continued):

12. For atmospheric-type vacuum breakers:	
- 1 to 5 breakers (each)	\$7.51
- 6 or more breakers (each)	\$1.51
13. For each backflow protective device other than atmospheric type vacuum breakers:	
- 2 inch diameter and smaller (each)	\$10.50
- over 2 inch diameter (each)	\$22.49
14. Water Softener and/or RO system installation (each)	\$10.50

OTHER INSPECTIONS AND FEES: **

Inspections outside of normal business hours (Minimum charge - two hours)	Hourly rate *
Above rate to be charged at 1 1/2 times for after hours, overtime and weekends, and 2 times for Holidays	
Re-inspection fee assessed under provisions of Section 305 (g)	Hourly rate *
Inspections for which no fee is specifically indicated (Minimum charge - one-half hour)	Hourly rate *
Additional plan review required by changes, additions or revisions to approved plans (Minimum charge - one-half hour)	Hourly rate *

COMBINATION ELECTRICAL, PLUMBING & MECHANICAL:

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

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

*** Total hourly cost to the City of Brentwood. The cost shall include supervision, overhead, equipment, hourly wages and fringe benefits of employees involved.*



Community Development Building Fees

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

PERMIT ISSUANCE:

For issuing each permit	\$84.49
For issuing each supplemental permit	\$15.08

PLAN REVIEW 65% of the total permit fee

OFFICE AUTOMATION - PER PERMIT \$2.94
or 1% whichever is greater

NEW BUILDINGS:

New residential, non-residential buildings - (per sq. ft.) \$0.0519

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 \$13.48
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 \$16.48
3. For the installation or relocation of each floor furnace, including vent \$13.48
4. For the installation or relocation of each suspended heater, recessed wall heater or floor-mounted unit heater \$13.48
5. For the installation, relocation or replacement of each appliance vent installed and not included in an appliance permit \$6.76
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 \$13.48
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 \$13.48
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 \$24.73
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 \$33.76
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 \$50.23





Community Development Building Fees

CALCULATION - SCHEDULE D MECHANICAL PERMIT FEES

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

UNIT FEE SCHEDULE (continued):

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	\$83.98
12. For each air-handling unit to and including 10,000 cubic feet per minute, including ducts attached thereto	\$9.87
<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	\$16.48
14. For each evaporative cooler other than portable type	\$9.77
15. For each ventilation fan connected to a single duct	\$6.76
16. For each ventilation system which is not a portion of any heating or air-conditioning system authorized by a permit	\$9.77
17. For the installation of each hood which is served by mechanical exhaust, including the ducts for such hood	\$9.77
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	\$9.77
19. Permit fees for fuel-gas piping shall be:	
For each fuel-gas-piping system of one to four outlets	\$7.51
For each fuel-gas-piping system of five or more outlets, per outlet	\$1.51
20. Permit fees for process piping shall be:	
For each process piping system of one to four outlets	\$7.51
For each process piping system of five or more outlets, per outlet	\$1.51



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 City of Brentwood. 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	\$82.18	NA
Low	High	Base Fee	per \$100
\$500.00	\$2,000.00	\$82.18	\$4.49
Low	High	Base Fee	per \$1,000
\$2,000.00	\$25,000.00	\$149.53	\$20.24
\$25,000.00	\$50,000.00	\$615.05	\$14.63
\$50,000.00	\$100,000.00	\$980.80	\$10.15
\$100,000.00	\$500,000.00	\$1,488.30	\$7.89
\$500,000.00	\$1,000,000.00	\$4,644.30	\$6.60
\$1,000,000.00	\$99,999,999.00	\$7,944.30	\$4.40



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 (SMI)	
Description	Fee
SMI for Residential Permits	.00013 x permit valuation
SMI for Nonresidential Permits	.00028 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 (RGMP) Fee

Fee Description	Fee
RGMP Allocation Fee, Per Application ¹	\$3,057.00

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.

Abatement	
Description	Fee
Abandoned Vehicles - <i>Municipal Code 10.20</i>	Cost + \$50.00 City Admin
Weed/Nuisance Abatement - <i>Municipal Code 8.00.100</i>	Cost

Community Development Habitat Conservation Plan (HCP) 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		\$12,926.75/acre	
Zone II		\$25,853.51/acre	
Zone III		\$6,463.92/acre	
Zone IV		\$19,390.13/acre	
Wetland Mitigation Fee* - The Fee is based upon land cover type, unit of impact, compensation ratio and fee boundary method (see below).			
Land Cover Type	Fee per unit of Impact ¹	Required Compensation Ratio for Restoration / Creation ¹	Method for Determining Fee Boundary
Riparian woodland/scrub	\$71,551.82/acre	1:1	Limit of tree or shrub canopy (drip line)
Perennial wetlands	\$97,913.01/acre	1:1	Jurisdictional wetland boundary of state or federal government ² , whichever is greater
Seasonal wetlands	\$212,144.86/acre	2:1	Same as above
Alkali wetland	\$200,847.21/acre	2:1	Same as above
Ponds	\$106,700.08/acre	1:1	Jurisdictional waters boundary of state or federal government ² , whichever is greater
Aquatic (open water)	\$53,977.69/acre	1:1	Wetted area during normal rainfall year or jurisdictional waters boundary, whichever is greater
Slough/channel	\$121,763.62/acre	1:1	Area of impact within banks
Streams 25 feet wide or less	\$583.34/linear foot	1:1	Stream length measured along stream centerline. Stream width measured between top of bank.
Streams greater than 25 feet wide ³	\$878.71/linear foot	1:1	Stream length measured along stream centerline. Stream width measured between top of bank.

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

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

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

Administration Fee**	Fee
HCP/NCCP incidental take authorization applications	\$1,398.67
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)	\$217.00
6. Tentative Maps	Actual Cost
Deposit	\$6,000.00
Tentative Parcel Map Waiver	\$2,591.00
7. Variance	Actual Cost
Deposit	\$1,700.00
Admin Variance	\$838.00
8. Sign Permit/Review	
Administrative	\$272.00
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 Cost Allocation Plan, Hourly Rate Schedule

Actual Cost is City Staff total hourly rate at Step E per the Cost Allocation Plan, Hourly Rate Schedule

The timing of the payment of fees is determined by the City Manager in consultation with the Director of Administrative Services 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 Negative Declaration (prepared by staff)	Actual Cost
Deposit	\$4,900.00
Mitigated Negative Declaration (prepared by consultant)	Actual Cost + 25%
Deposit	Actual Cost + 25%
10. Admin Oil Permit	Actual Cost
Deposit	\$2,500.00
11. Development Agreement	Actual Cost
Deposit	\$4,200.00
12. Affordable Housing (Legal review or consulting)	Actual Cost + 25%
Deposit	Actual Cost + 25%
13. Appeals	\$325.00
14. Categorical Exemption	\$180.00
15. Temporary Use Permit (TUP)	
Universal TUP	\$746.00
Minor TUP	\$59.00
16. Amendments	Actual Cost
Deposit	\$2,200.00
17. Time Extensions	\$1,220.00
18. General Plan Maintenance Fee	
Per dwelling unit or non residential per 2,500 sq. ft.	\$302.00

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 Cost Allocation Plan, Hourly Rate Schedule

Actual Cost is City Staff total hourly rate at Step E per the Cost Allocation Plan, Hourly Rate Schedule

The timing of the payment of fees is determined by the City Manager in consultation with the Director of Administrative Services and the Director of Community Development.





Community Development Planning Fees

Fee Description	Fee
19. Agricultural Mitigation Fee (per acre) ¹	\$6,701.00
20. County Environmental Filing Fees*	Actual Cost
21. Residential Street Addressing	
Subdivisions	\$180.00
Secondary Units	\$45.85
22. Peer Review (Legal)	Actual Cost + 25%
23. Special Studies (Traffic, Environmental, etc.)	Actual Cost + 25%
24. Adult Oriented Zoning Review	\$4,256.00
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 (No charge if provided in acceptable electronic format)	\$164.00
30. Landscape and Lighting District Formation/Annexation	
Processing/Review, plus	\$209.00
Consultant Fee Per Contract - Deposit	Actual Cost

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 Cost Allocation Plan, Hourly Rate Schedule

Actual Cost is City Staff total hourly rate at Step E per the Cost Allocation Plan, Hourly Rate Schedule

The timing of the payment of fees is determined by the City Manager in consultation with the Director of Administrative Services 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 \$3,621.00 per required parking space.
Retail/Commercial/Office (per space)	\$3,621.00

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 Cost Allocation Plan,

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 \$141,974 per low income unit not built \$208,611 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, 2015 - June 30, 2016 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, (Department of Housing and Community Development (HCD)/California Law Review (CRL) standards, rather than Tax Credit Allocation Committee (TCAC) standards).

² Based on annual income limits for Contra Costa County published by HCD and Department of Housing and Urban Development (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.





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 and 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)	\$0.29
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

Fee Description	Fee
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
<i>Non-Resident 100% cost recovery (excluding aquatic and youth sports)</i>	
Late Fee for Youth Sport Leagues (per person)	\$24.80
Urban Forest Guideline	\$30.10
Effective October 1, 2015	
Bingo Permit	\$63.00
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)	\$12.50
<i>Non-Resident 100% cost recovery (excluding aquatic and youth sports)</i>	
Late Fee for Youth Sport Leagues (per person)	\$25.00
Urban Forest Guideline	\$30.50
Adult Sports	
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
Adult Sports - Effective October 1, 2015	
Team Name Change USSSA Fee	Actual Cost
Adult Softball Leagues*	\$750.00
Youth Sports	
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	\$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
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	\$124.00
Youth Basketball (Non-Resident)	\$136.40

* Non-Resident Fee for Adult Sport Leagues is a per person charge of \$12.30 each, on October 1, 2015 it is \$12.50 each.





Park and Recreation Fees

Fee Description	Fee
Youth Sports (continued)	
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
Youth Sports - Effective October 1, 2015	
Pre-School Basketball Summer Program	\$86.00
Pre-School Basketball Summer Program (Non-Resident)	\$162.00
Pre-School Basketball Spring Program	\$86.00
Pre-School Basketball Spring Program (Non-Resident)	\$161.00
Pre-School Soccer Indoor	\$86.00
Pre-School Soccer Indoor (Non-Resident)	\$162.00
Pre-School Soccer Outdoor	\$86.00
Pre-School Soccer Outdoor (Non-Resident)	\$153.00
Pre-School Flag Tag	\$86.00
Pre-School Flag Tag (Non-Resident)	\$161.00
Pre-School Sandlot T-Ball	\$67.00
Pre-School Sandlot T-Ball (Non-Resident)	\$73.00
Youth Baseball Pee Wee	\$87.00
Youth Baseball Pee Wee (Non-Resident)	\$95.00
Youth Fast Pitch Softball Girls U8 - U15	\$195.00
Youth Fast Pitch Softball Girls U8 - U15 (Non-Resident)	\$214.00
Youth Flag Football	\$121.00
Youth Flag Football (Non-Resident)	\$133.00
Youth Basketball (Ages 6-13)	\$126.00
Youth Basketball (Ages 6-13) (Non-Resident)	\$138.00
Kidz Love Soccer 5 Week Indoor Program	\$82.00
Kidz Love Soccer 5 Week Indoor Program (Non-Resident)	\$152.00
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	\$120.00
Kidz Love Soccer Half Day Camp (Non-Resident)	\$205.00
Creative Activities Play Classes	
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





Park and Recreation Fees

Fee Description	Fee
Creative Activities Play Classes (continued)	
Challenger Sports Soccer Classes (Ages 11-16)	\$84.00
Challenger Sports Soccer Classes (Ages 11-16) (Non-Resident)	\$156.60
Creative Activities Play Classes - Effective October 1, 2015	
British Multi-Sport Half Day Camp	\$150.00
British Multi-Sport Half Day Camp (Non-Resident)	\$255.00
Lego Camp (Ages 5-13) 4 Days	\$130.00
Lego Camp (Ages 5-13) 4 Days (Non-Resident)	\$225.00
Lego Camp (Ages 5-13) 5 Days	\$160.00
Lego Camp (Ages 5-13) 5 Days (Non-Resident)	\$280.00
Sky Hawks Multi-Sport Youth Camp (Ages 4-12)	\$129.00
Sky Hawks Multi-Sport Youth Camp (Ages 4-12) (Non-Resident)	\$241.00
Mad Science Camp (Ages 4-12)	\$193.00
Mad Science Camp (Ages 4-12) (Non-Resident)	\$363.00
Bricks 4 Kidz Camp (Ages 5-14)	\$165.00
Bricks 4 Kidz Camp (Ages 5-14) (Non-Resident)	\$283.00
Bricks 4 Kidz 6 Week (Ages 5-12)	\$93.00
Bricks 4 Kidz 6 Week (Ages 5-12) (Non-Resident)	\$165.00
Bricks 4 Kidz 6 Week (Ages 3-5)	\$50.00
Bricks 4 Kidz 6 Week (Ages 3-5) (Non-Resident)	\$94.00
Challenger Sports Soccer Classes (Ages 11-16)	\$84.00
Challenger Sports Soccer Classes (Ages 11-16) (Non-Resident)	\$156.00
Youth Dance Classes	
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
Youth Dance Classes - Effective October 1, 2015	
Ballet/Jazz/Tap (Ages 3-10)	\$57.00
Ballet/Jazz/Tap (Ages 3-10) (Non-Resident)	\$108.00
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)	\$123.00
Tennis Program	
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) 3 Weeks (Non-Resident)	\$72.60
Youth (Ages 8-17) 3 Weeks	\$60.80
Youth (Ages 8-17) 3 Weeks (Non-Resident)	\$99.10
Tennis Program - Effective October 1, 2015	
Tennis Camp (Ages 4-6)	\$40.00
Tennis Camp (Ages 4-6) (Non-Resident)	\$66.00
Tennis Camp (Ages 7-11)	\$50.00
Tennis Camp (Ages 7-11) (Non-Resident)	\$81.00
Tennis Camp (Ages 12-17)	\$60.00





Park and Recreation Fees

Fee Description	Fee
Tennis Program (continued) - Effective October 1, 2015	
Tennis Camp (Ages 12-17) (Non-Resident)	\$95.00
Tiny Tot (Ages 4-6)	\$48.00
Tiny Tot (Ages 4-6) (Non-Resident)	\$83.00
Youth (Ages 7-17)	\$72.00
Youth (Ages 7-17) (Non-Resident)	\$118.00
Fitness - Effective October 1, 2015	
Ice Skating Classes (Ages 3-17) 8 Weeks**	\$144.00
Ice Skating Classes (18+) 8 Weeks **	\$144.00
** Non-Resident Fee does not apply to these programs	
Gymnastics	
Parent and Me Gymnastics/Pre-School (Ages 1-3/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
Gymnastics - Effective October 1, 2015	
Parent and Me Gymnastics/Pre-School (Ages 1-3/Parent and 3-5/Parent) 6 Weeks:	
Resident	\$70.00
Non-Resident	\$130.00
School Age Gymnastics (Ages 5-12) 6 Weeks:	
Resident	\$77.00
Non-Resident	\$141.00
Gymnastic Camp Ages (5-12) 5 days:	
Resident	\$108.00
Non-Resident	\$186.00
Health and Safety Classes	
Adult Part-Time/CPR/First Aid/AED Re-Certification	\$44.50
Adult Part-Time/CPR/First Aid/AED Re-Certification (Non-Resident)	\$49.50
Meditation 6 Weeks	\$76.00
Meditation (Non-Resident) 6 Weeks	\$101.30
Part-time CPR/First Aid/AED Re-Certification (under 17)	\$33.00
Part-time CPR/First Aid/AED Re-Certification (under 17) (Non-Resident)	\$38.00
Health and Safety Classes - Effective October 1, 2015	
Adult Part-Time/CPR/First Aid/AED Re-Certification	\$44.50
Adult Part-Time/CPR/First Aid/AED Re-Certification (Non-Resident)	\$49.50
Meditation 6 Weeks	\$76.00
Meditation 6 Weeks (Non-Resident)	\$101.00
Part-time CPR/First Aid/AED Re-Certification (under 17)	\$33.00
Part-time CPR/First Aid/AED Re-Certification (under 17) (Non-Resident)	\$38.00
Martial Arts	
Martial Arts Class (Ages 4+) 8 Weeks	\$60.00
Martial Arts Class (Ages 4+) 8 Weeks (Non-Resident)	\$111.80
Cage Fitness Class (Ages 12+) 8 Weeks	\$48.00
Cage Fitness Class (Ages 12+) 8 Weeks (Non-Resident)	\$86.70





Park and Recreation Fees

Fee Description	Fee
Martial Arts - Effective October 1, 2015	
Martial Arts Class (Ages 4+) 8 Weeks	\$60.00
Martial Arts Class (Ages 4+) 8 Weeks (Non-Resident)	\$111.00
Cage Fitness Class (Ages 12+) 8 Weeks	\$48.00
Cage Fitness Class (Ages 12+) 8 Weeks (Non-Resident)	\$86.00
Miscellaneous	
Archery Camp (Ages 8-14)	\$120.00
Archery Camp (Ages 8-14) (Non-Resident)	\$221.00
Miscellaneous - Effective October 1, 2015	
Archery Camp (Ages 8-14)	\$120.00
Archery Camp (Ages 8-14) (Non-Resident)	\$221.00
Performing Arts Classes	
Freshi Films Classes (Ages 5-12) 8 Weeks	\$135.00
Freshi Films Classes (Ages 5-12) 8 Weeks (Non-Resident)	\$235.70
Freshi Media Half Day Camp (Ages 7-13)	\$170.00
Freshi Media Half Day Camp (Ages 7-13) (Non-Resident)	\$309.90
Freshi Media Full Day Camp (Ages 7-13)	\$306.00
Freshi Media Full Day Camp (Ages 7-13) (Non-Resident)	\$545.70
Performing Arts Classes - Effective October 1, 2015	
Freshi Films Classes (Ages 5-12) 8 Weeks	\$135.00
Freshi Films Classes (Ages 5-12) 8 Weeks (Non-Resident)	\$235.00
Freshi Media Half Day Camp (Ages 7-13)	\$170.00
Freshi Media Half Day Camp (Ages 7-13) (Non-Resident)	\$309.00
Freshi Media Full Day Camp (Ages 7-13)	\$306.00
Freshi Media Full Day Camp (Ages 7-13) (Non-Resident)	\$545.00
Teen Programs	
Youth Commission Dance (at the door)*	\$10.00
Safety Drivers Ed On-line Course*	\$55.00
Teen Programs - Effective October 1, 2015	
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)	\$48.60
Sing-A-Long with the movie Children's Program*	\$5.00
Special Events - Effective October 1, 2015	
A Letter from Santa*	\$6.00
Scarecrows in the Park*	\$15.00
Vendor Space for Starry Nights Concert (Per Vendor, Per Concert)	\$48.50
Sing-A-Long with the Movie Children's Program	\$5.00
Internet Classes	
Ed2go*	\$95.00
Internet Classes - Effective October 1, 2015	
Ed2go*	\$95.00
Active Adults	
Bocce League*	\$89.50
Active Adults - Effective October 1, 2015	
Bocce League*	\$89.00

* Non-Resident Fee does not apply to these programs





Park and Recreation Fees

Fee Description	Fee
Aquatics	
Parent/Child Lessons	\$54.00
Parent/Child Lessons (Non-Resident)	\$59.40
Swim Lessons	\$63.10
Swim Lessons (Non-Resident)	\$69.40
Private Swim Lessons	\$91.80
Private Swim Lessons (Non-Resident)	\$100.90
Recreational Swim Single Entry (Saturday and Sunday)	\$8.00
Recreational Swim Single Entry (Monday - Friday)	\$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
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	\$208.80
Lifeguard Certification (Non-Resident)	\$229.60
Jr. Lifeguard Camp	\$118.90
Jr. Lifeguard Camp (Non-Resident)	\$130.70
Lifeguard Recertification	\$161.90
Lifeguard Recertification (Non-Resident)	\$178.00
Aquatics - Effective October 1, 2015	
Parent/Child Lessons	\$54.00
Parent/Child Lessons (Non-Resident)	\$59.00
Swim Lessons	\$63.00
Swim Lessons (Non-Resident)	\$69.00
Private Swim Lessons	\$93.00
Private Swim Lessons (Non-Resident)	\$103.00
Recreational Swim Single Entry \$2 @ 4:00pm	\$2.00
Recreational Swim Single Entry (Saturday and Sunday)	\$8.00
Recreational Swim Single Entry (Monday - Friday)	\$7.00
10 Swim Pass	\$57.00
10 Swim Pass (Non-Resident)	\$62.00
25 Swim Pass	\$136.00
25 Swim Pass (Non-Resident)	\$149.00
Family Lap Swim	\$4.00
Lap Swim Single Entry	\$4.00
Lap Swim 16 Swims	\$53.00
Lap Swim 16 Swims (Non-Resident)	\$58.00
Lap Swim 32 Swims	\$100.00
Lap Swim 32 Swims (Non-Resident)	\$110.00
BFAC Swim Practice Lane Fee	\$9.00
Lifeguard Certification	\$210.00
Lifeguard Certification (Non-Resident)	\$231.00
Jr. Lifeguard Camp	\$120.00
Jr. Lifeguard Camp (Non-Resident)	\$132.00
Lifeguard Recertification	\$162.00
Lifeguard Recertification (Non-Resident)	\$178.00





Park and Recreation Fees

Fee Description	Fee
Aquatics (continued) - Effective October 1, 2015	
Water Aerobics (Senior's 50+)	\$45.00
Therapeutic Water Therapy (Senior's 50+)	\$45.00
Part-Time Staff (per hour)	Hourly Rate Plus Benefits
Facility Rentals*	
Special Event Permit Application Fee - Effective May 12, 2015	\$50.00
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
Facility Rentals - Effective October 1, 2015 *	
Special Event Permit Application Fee - Effective May 12, 2015	\$50.00
Facility Rental Application Fee	\$50.00
Billing Processing Fee	\$50.00
Application Rush Fee (less than 30 days)	\$30.75
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	\$30.75
Unpaid Balance Late Fee less than 30 days prior to event	\$85.00
Contract Modification Fee (5 days after receipt of contract) (5 business day grace period for changes without charges once application has been submitted)	\$61.00
Contract Modification Fee (less than 14 days prior to event)	\$122.00
Rental Liability Insurance	\$98 - \$700.00
Part-Time Staff (per hour)	Hourly Rate plus Benefits
Facility Rentals - Effective January 1, 2016 *	
Ball Field Prep Services (per field)	\$31.00
Ball Field Prep without lining (per field)	\$18.50
Extra Mow (per field)	Actual Cost
Scorekeeper Fee (per hour)	Hourly Rate plus Benefits
Soccer Field Prep Service (per field)	\$18.50
Soccer Field Lining Services (per field)	\$93.00
Soccer Field Lining Repaint (per field)	\$31.00
Solid Waste Garbage Service	Actual Cost

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Brentwood Family Aquatic Complex*	
Competitive Pool 3 hrs	\$1,053.50
Recreation/Slide Pools 3 hrs	\$840.30
Aquatic Park 3 hrs	\$1,887.90
Refundable Deposit	\$750.00
Picnic Tables 2 hrs:	
Resident	\$30.70
Non-Resident	\$33.70
Brentwood Family Aquatic Complex - Effective October 1, 2015*	
Competitive Pool (per hour) (3 hrs minimum)	\$364.00
Recreation/Slide Pools (per hour) (3 hrs minimum)	\$281.00
Aquatic Park (per hour) (3 hrs minimum)	\$645.00
Refundable Deposit	\$750.00
Picnic Tables 2 hrs:	
Resident	\$31.25
Non-Resident	\$34.25
Brentwood Community Center*	
Rental - Daily Rate (10 hrs Maximum for 2 or more consecutive days)	
Entire First Floor (Including Kitchen)	
Resident	\$1,640.80
Non-Resident	\$1,804.80
Commercial	\$2,133.00
Non-Profit	\$1,148.50
Brentwood Community Center*	
Rental - Daily Rate (10 hrs Maximum for 2 or more consecutive days) - Effective October 1, 2015	
Entire First Floor (Including Kitchen)	
Resident	\$1,640.00
Non-Resident	\$1,804.00
Commercial	\$2,133.00
Non-Profit	\$1,148.00
Commercial Kitchen (Only) (2 hrs Minimum Required) - Effective July 1, 2015	
Commercial Kitchen - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$50.00
Non-Resident (per hour)	\$55.00
Commercial (per hour)	\$65.00
Non-Profit (per hour)	\$35.00
Commercial Kitchen - Up to 5 Hours (Sunday-Thursday and Monday-Thursday after 5pm)	
Resident (per hour)	\$40.00
Non-Resident (per hour)	\$44.00
Commercial (per hour)	\$52.00
Non-Profit (per hour)	\$28.00
Commercial Kitchen - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$40.00
Non-Resident (per hour)	\$44.00
Commercial (per hour)	\$52.00
Non-Profit (per hour)	\$28.00

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Commercial Kitchen (Only) (2 hrs Minimum Required) (continued) - Effective July 1, 2015	
Commercial Kitchen - More than 5 Hours (Sunday-Thursday and Monday-Thursday after 5pm)	
Resident (per hour)	\$36.00
Non-Resident (per hour)	\$39.50
Commercial (per hour)	\$46.75
Non-Profit (per hour)	\$25.00
Commercial Kitchen (Monday - Thursday, 8am-5pm Only) (No Holidays) (Per Hour)	\$26.00
Brentwood Community Center (2 hrs Minimum Required)*	
Community Room Full - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$246.10
Non-Resident (per hour)	\$270.70
Commercial (per hour)	\$319.90
Non-Profit (per hour)	\$172.20
Community Room Full - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$196.80
Non-Resident (per hour)	\$216.40
Commercial (per hour)	\$255.80
Non-Profit (per hour)	\$137.70
Community Room Full - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$205.10
Non-Resident (per hour)	\$225.60
Commercial (per hour)	\$266.60
Non-Profit (per hour)	\$143.50
Community Room Full - More than 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$184.50
Non-Resident (per hour)	\$202.90
Commercial (per hour)	\$239.80
Non-Profit (per hour)	\$129.10
Brentwood Community Center (2 hrs Minimum Required) - Effective October 1, 2015*	
Community Room Full - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$246.00
Non-Resident (per hour)	\$270.00
Commercial (per hour)	\$319.00
Non-Profit (per hour)	\$172.00
Community Room Full - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$196.00
Non-Resident (per hour)	\$216.00
Commercial (per hour)	\$255.00
Non-Profit (per hour)	\$137.00
Community Room Full - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$205.00
Non-Resident (per hour)	\$225.00
Commercial (per hour)	\$266.00
Non-Profit (per hour)	\$143.00
Community Room Full - More than 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$184.00
Non-Resident (per hour)	\$202.00
Commercial (per hour)	\$239.00
Non-Profit (per hour)	\$129.00

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Brentwood Community Center (2 hrs Minimum Required) (continued)*	
Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$123.00
Non-Resident (per hour)	\$135.30
Commercial (per hour)	\$159.90
Non-Profit (per hour)	\$86.10
Community Room Hall A and/or B - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$98.40
Non-Resident (per hour)	\$108.20
Commercial (per hour)	\$127.90
Non-Profit (per hour)	\$68.80
Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$102.50
Non-Resident (per hour)	\$112.70
Commercial (per hour)	\$133.20
Non-Profit (per hour)	\$71.70
Community Room Hall A and/or B - More than 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$92.30
Non-Resident (per hour)	\$101.50
Commercial (per hour)	\$119.90
Non-Profit (per hour)	\$64.60
Community Room Hall A and/or B - Up to 5 Hours (Friday-Saturday) - Effective October 1, 2015	
Resident (per hour)	\$123.00
Non-Resident (per hour)	\$135.00
Commercial (per hour)	\$159.00
Non-Profit (per hour)	\$86.00
Community Room Hall A and/or B - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$98.00
Non-Resident (per hour)	\$108.00
Commercial (per hour)	\$127.00
Non-Profit (per hour)	\$68.00
Community Room Hall A and/or B - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$102.00
Non-Resident (per hour)	\$112.00
Commercial (per hour)	\$133.00
Non-Profit (per hour)	\$71.00
Community Room Hall A and/or B - More than 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$92.00
Non-Resident (per hour)	\$101.00
Commercial (per hour)	\$119.00
Non-Profit (per hour)	\$64.00
Multi Purpose Room Full - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$123.00
Non-Resident (per hour)	\$135.30
Commercial (per hour)	\$159.90
Non-Profit (per hour)	\$86.10
Multi Purpose Room Full - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$98.40
Non-Resident (per hour)	\$108.20
Commercial (per hour)	\$127.90
Non-Profit (per hour)	\$68.80

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Brentwood Community Center (2 hrs Minimum Required) (continued)*	
Multi Purpose Room Full - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$102.50
Non-Resident (per hour)	\$112.70
Commercial (per hour)	\$133.20
Non-Profit (per hour)	\$71.70
Multi Purpose Room Full - More than 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$73.80
Non-Resident (per hour)	\$81.10
Commercial (per hour)	\$95.90
Non-Profit (per hour)	\$51.60
Multi Purpose Room Full - Effective October 1, 2015	
Resident (per hour)	\$73.00
Non-Resident (per hour)	\$81.00
Commercial (per hour)	\$95.00
Non-Profit (per hour)	\$51.00
Multi Purpose Room A and/or B - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$61.50
Non-Resident (per hour)	\$67.60
Commercial (per hour)	\$79.90
Non-Profit (per hour)	\$43.00
Multi Purpose Room A and/or B - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$39.30
Non-Resident (per hour)	\$43.20
Commercial (per hour)	\$51.00
Non-Profit (per hour)	\$27.50
Multi Purpose Room A and/or B - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$51.20
Non-Resident (per hour)	\$56.30
Commercial (per hour)	\$66.50
Non-Profit (per hour)	\$35.80
Multi Purpose Room A and/or B - More than 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$36.90
Non-Resident (per hour)	\$40.50
Commercial (per hour)	\$47.90
Non-Profit (per hour)	\$25.80
Multi Purpose Room A and/or B - Effective October 1, 2015	
Resident (per hour)	\$36.75
Non-Resident (per hour)	\$40.50
Commercial (per hour)	\$47.75
Non-Profit (per hour)	\$25.75
Art Room - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$61.50
Non-Resident (per hour)	\$67.60
Commercial (per hour)	\$79.90
Non-Profit (per hour)	\$43.00

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Brentwood Community Center (2 hrs Minimum Required) (continued)*	
Art Room - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$39.30
Non-Resident (per hour)	\$43.20
Commercial (per hour)	\$51.00
Non-Profit (per hour)	\$27.50
Art Room - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$51.20
Non-Resident (per hour)	\$56.30
Commercial (per hour)	\$66.50
Non-Profit (per hour)	\$35.80
Art Room - More than 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$36.90
Non-Resident (per hour)	\$40.50
Commercial (per hour)	\$47.90
Non-Profit (per hour)	\$25.80
Art Room - Effective October 1, 2015	
Resident (per hour)	\$36.75
Non-Resident (per hour)	\$40.50
Commercial (per hour)	\$47.75
Non-Profit (per hour)	\$25.75
Conference Room Full - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$73.80
Non-Resident (per hour)	\$81.10
Commercial (per hour)	\$95.90
Non-Profit (per hour)	\$51.60
Conference Room Full - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$47.10
Non-Resident (per hour)	\$51.80
Commercial (per hour)	\$61.20
Non-Profit (per hour)	\$32.90
Conference Room Full - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$61.50
Non-Resident (per hour)	\$67.60
Commercial (per hour)	\$79.90
Non-Profit (per hour)	\$43.00
Conference Room Full - More than 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$44.30
Non-Resident (per hour)	\$48.70
Commercial (per hour)	\$57.50
Non-Profit (per hour)	\$31.00
Conference Room Full - Effective October 1, 2015	
Resident (per hour)	\$44.25
Non-Resident (per hour)	\$48.50
Commercial (per hour)	\$57.00
Non-Profit (per hour)	\$31.00
Conference Room A and/or B - Up to 5 Hours (Friday-Saturday)	
Resident (per hour)	\$36.90
Non-Resident (per hour)	\$40.50
Commercial (per hour)	\$47.90
Non-Profit (per hour)	\$25.80

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Brentwood Community Center (2 hrs Minimum Required) (continued)*	
Conference Room A and/or B - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$23.50
Non-Resident (per hour)	\$25.80
Commercial (per hour)	\$30.50
Non-Profit (per hour)	\$16.40
Conference Room A and/or B - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$30.70
Non-Resident (per hour)	\$33.70
Commercial (per hour)	\$39.90
Non-Profit (per hour)	\$21.40
Conference Room A and/or B - More than 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$22.10
Non-Resident (per hour)	\$24.30
Commercial (per hour)	\$28.70
Non-Profit (per hour)	\$15.40
Conference Room A and/or B - Effective October 1, 2015	
Resident (per hour)	\$22.00
Non-Resident (per hour)	\$24.25
Commercial (per hour)	\$28.50
Non-Profit (per hour)	\$15.25
Equipment Rental (Flat Rates)	
Portable Bar	\$43.50
Up lighting	\$43.50
Equipment Rental (Flat Rates) - Effective October 1, 2015	
Portable Bar	\$43.50
Up lighting	\$43.50
Women's Club (2 hrs Minimum Required)*	
Resident (per hour)	\$39.50
Non-Resident (per hour)	\$43.40
Commercial (per hour)	\$51.30
Non-Profit (per hour)	\$27.60
Women's Club (2 hrs Minimum Required) - Effective October 1, 2015*	
Resident (per hour)	\$39.50
Non-Resident (per hour)	\$43.25
Commercial (per hour)	\$51.00
Non-Profit (per hour)	\$27.50
Brentwood Senior Activity Center (2 hrs Minimum Required)*	
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

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Brentwood Senior Activity Center (2 hrs Minimum Required) (continued) *	
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
Main Hall - Up to 5 Hours (Friday-Saturday) - Effective October 1, 2015	
Resident (per hour)	\$111.00
Non-Resident (per hour)	\$122.00
Commercial (per hour)	\$144.00
Non-Profit (per hour)	\$77.00
Main Hall - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$89.00
Non-Resident (per hour)	\$97.00
Commercial (per hour)	\$115.00
Non-Profit (per hour)	\$62.00
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)	\$79.00
Non-Resident (per hour)	\$87.00
Commercial (per hour)	\$103.00
Non-Profit (per hour)	\$55.00
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 260



Park and Recreation Fees

Fee Description	Fee
Brentwood Senior Activity Center (2 hrs Minimum Required) (continued)*	
Meeting Room - Effective October 1, 2015	
Resident (per hour)	\$51.00
Non-Resident (per hour)	\$57.00
Commercial (per hour)	\$67.00
Non-Profit (per hour)	\$36.25
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
Class Room - Effective October 1, 2015	
Resident (per hour)	\$39.75
Non-Resident (per hour)	\$43.50
Commercial (per hour)	\$51.00
Non-Profit (per hour)	\$27.75
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 260



Park and Recreation Fees

Fee Description	Fee
Brentwood Senior Activity Center (2 hrs Minimum Required) (continued)*	
Meeting Room/Class Room Combination - Effective October 1, 2015	
Resident (per hour)	\$63.00
Non-Resident (per hour)	\$70.00
Commercial (per hour)	\$82.00
Non-Profit (per hour)	\$44.50
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
Kitchen - Up to 5 Hours (Friday-Saturday) - Effective October 1, 2015*	
Resident (per hour)	\$38.75
Non-Resident (per hour)	\$42.50
Commercial (per hour)	\$50.00
Non-Profit (per hour)	\$27.00
Kitchen - Up to 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$31.00
Non-Resident (per hour)	\$34.00
Commercial (per hour)	\$40.25
Non-Profit (per hour)	\$21.50
Kitchen - More than 5 Hours (Friday-Saturday)	
Resident (per hour)	\$34.75
Non-Resident (per hour)	\$38.25
Commercial (per hour)	\$45.25
Non-Profit (per hour)	\$24.25
Kitchen - More than 5 Hours (Sunday-Thursday)	
Resident (per hour)	\$27.75
Non-Resident (per hour)	\$30.50
Commercial (per hour)	\$36.00
Non-Profit (per hour)	\$19.25

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Brentwood Senior Activity Center (continued)*	
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 (Flat Rate)	\$44.50
Portable Dance Floor Removal (24x24) 90 Capacity	\$108.20
Portable Dance Floor Resizing	\$108.20
Senior Center Equipment Rental with Rental of Senior Center (Flat Rate) - Effective October 1, 2015	
Portable Stage 16ft x 8ft Removal	\$64.00
Portable Stage Rental Resizing	\$108.00
Portable Bar (each)	\$44.50
Portable Dance Floor Removal (24x24) 90 Capacity	\$108.00
Portable Dance Floor Resizing	\$108.00
Entire Facility Daily 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
Entire Facility Daily Rate (10 hours maximum for 2 or more consecutive days) - Effective October 1, 2015	
Resident	\$1,000.00
Non-Resident	\$1,100.00
Commercial	\$1,301.00
Non-Profit	\$700.00
Commercial Kitchen Daily Rate (10 hours maximum for 2 or more consecutive days)	
Resident	\$349.70
Non-Resident	\$384.60
Commercial	\$454.60
Non-Profit	\$244.70
Commercial Kitchen Daily Rate (10 hours maximum for 2 or more consecutive days) - Effective October 1, 2015	
Resident	\$349.00
Non-Resident	\$384.00
Commercial	\$454.00
Non-Profit	\$244.00
Apple Hill Park*	
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

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Apple Hill Park (continued) - Effective January 1, 2016 *	
Group Picnic Shelter Rentals (26-50 Capacity)	
Resident (per hour)	\$18.75
Non-Resident (per hour)	\$24.25
Commercial (per hour)	\$24.25
Non-Profit (per hour)	\$13.00
Resident (per day)	\$112.00
Non-Resident (per day)	\$145.00
Commercial (per day)	\$145.00
Non-Profit (per day)	\$78.00
Apple Hill Park *	
Bocce Courts	
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
Apple Hill Park - Effective January 1, 2016*	
Bocce Courts	
Resident (per hour)	\$12.25
Non-Resident (per hour)	\$13.25
Commercial (per hour)	\$15.75
Non-Profit (per hour)	\$8.50
Two Hour Minimum Equipment Deposit	\$100.00
Apple Hill Park*	
Ball Field Rental	
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
Apple Hill Park - Effective January 1, 2016*	
Ball Field Rental - Effective January 1, 2016	
Resident (per day)	\$12.25
Non-Resident (per day)	\$13.25
Commercial (per day)	\$15.75
Non-Profit (per day)	\$8.50

* See Facility Rentals/Tournament Cancellation Policy - Page 260



Park and Recreation Fees

Fee Description	Fee
Balfour Guthrie Park*	
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
Balfour Guthrie Park - January 1, 2016*	
Group Picnic Shelter Rentals (26-50 Capacity)	
Resident (per hour)	18.75
Non-Resident (per hour)	24.25
Commercial (per hour)	24.25
Non-Profit (per hour)	13.00
Resident (per day)	112.00
Non-Resident (per day)	145.00
Commercial (per day)	145.00
Non-Profit (per day)	78.00
Group Picnic Shelter Rentals (51-100 Capacity)	
Resident (per hour)	37.50
Non-Resident (per hour)	48.75
Commercial (per hour)	48.75
Non-Profit (per hour)	26.25
Resident (per day)	225.00
Non-Resident (per day)	292.00
Commercial (per day)	292.00
Non-Profit (per day)	157.00

* See Facility Rentals/Tournament Cancellation Policy - Page 260



Park and Recreation Fees

Fee Description	Fee
Balfour Guthrie Park (continued)*	
Ball Field/Soccer Field Rental	
Resident (per day)	\$11.80
Non-Resident (per day)	\$13.00
Commercial (per day)	\$15.40
Non-Profit (per day)	\$8.20
Ball Field Prep Services (per field)	\$29.60
Ball Field Prep Without Lining (per field)	\$17.70
Soccer Field Prep Service (per field)	\$17.70
Soccer Field Lining Services (per field)	\$89.00
Soccer Field Lining Repaint (per field)	\$29.60
Extra Mow (per field)	\$89.00
Field/Soccer Overlay Lights (per hour)	\$9.50
Scorekeeper Fee (per hour)	\$12.60
Solid Waste Garbage Service	Actual Cost
Balfour Guthrie Park - January 1, 2016*	
Ball Field/Soccer Field Rental	
Resident (per day)	\$12.25
Non-Resident (per day)	\$13.25
Commercial (per day)	\$15.75
Non-Profit (per day)	\$8.50
Field/Soccer Overlay Lights (per hour)	\$10.00
Blue Goose Park*	
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
Blue Goose Park - Effective January 1, 2016*	
Group Picnic Shelter Rentals (1-25 Capacity)	
Resident (per hour)	\$9.25
Non-Resident (per hour)	\$12.00
Commercial (per hour)	\$12.00
Non-Profit (per hour)	\$6.25
Resident (per day)	\$56.00
Non-Resident (per day)	\$72.00
Commercial (per day)	\$72.00
Non-Profit (per day)	\$39.00
Brentwood Skate Park*	
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 260



Park and Recreation Fees

Fee Description	Fee
Brentwood Skate Park (continued) - Effective January 1, 2016*	
Entire Facility Rental	
Resident (per each 4 hour period)	\$340.00
Non-Resident (per each 4 hour period)	\$374.00
Commercial (per each 4 hour period)	\$442.00
Non-Profit (per each 4 hour period)	\$238.00
Each Additional Hour	\$82.00
City Park*	
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 - Effective January 1, 2016*	
Entire City Park	
Resident (per hour)	\$80.00
Non-Resident (per hour)	\$88.00
Commercial (per hour)	\$104.00
Non-Profit (per hour)	\$56.00
Resident (per day)	\$402.00
Non-Resident (per day)	\$442.00
Commercial (per day)	\$522.00
Non-Profit (per day)	\$281.00
Part-Time Staff Fee (per hour)	Hourly Rate plus Benefits
City Park *	
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

* See Facility Rentals/Tournament Cancellation Policy - Page 260



Park and Recreation Fees

Fee Description	Fee
City Park (continued) - Effective January 1, 2016*	
Group Picnic Area Rentals (1-25 Capacity)	
Resident (per hour)	\$9.25
Non-Resident (per hour)	\$12.00
Commercial (per hour)	\$12.00
Non-Profit (per hour)	\$6.25
Resident (per day)	\$56.00
Non-Resident (per day)	\$72.00
Commercial (per day)	\$72.00
Non-Profit (per day)	\$39.00
Group Picnic Area w/BBQ Island (1-25 Capacity)	
Resident (per hour)	\$13.50
Non-Resident (per hour)	\$17.50
Commercial (per hour)	\$17.50
Non-Profit (per hour)	\$9.25
Resident (per day)	\$81.00
Non-Resident (per day)	\$105.00
Commercial (per day)	\$105.00
Non-Profit (per day)	\$56.00
Garin Park*	
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
Garin Park - Effective January 1, 2016*	
Soccer Field Rental: (per field)/(per day)	
Resident (per field, per day)	\$12.25
Non-Resident (per field, per day)	\$13.25
Commercial (per field, per day)	\$15.75
Non-Profit (per field, per day)	\$8.50
Oak Meadow Park*	
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

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Oak Meadow Park (continued) - Effective January 1, 2016*	
Group Picnic Shelter Rentals (1-25 Capacity)	
Resident (per hour)	\$9.25
Non-Resident (per hour)	\$12.00
Commercial (per hour)	\$12.00
Non-Profit (per hour)	\$6.25
Resident (per day)	\$56.00
Non-Resident (per day)	\$72.00
Commercial (per day)	\$72.00
Non-Profit (per day)	\$39.00
Oak Meadow Park*	
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
Additional Field Rental (per field, per hour)	\$7.50
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
Oak Meadow Park - Effective January 1, 2016*	
Ball Field/Soccer Field Rental (For the First Field)	
Resident (per field, per day)	\$12.25
Non-Resident (per field, per day)	\$13.25
Commercial (per field, per day)	\$15.75
Non-Profit (per field, per day)	\$8.50
Additional Field Rental (per field, per hour)	\$7.75
Ball Field Lights (per hour)	\$10.00
Soccer Overlay Lights (per hour)	\$27.00
Summerwood Park*	
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

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Summerwood Park (continued) - Effective January 1, 2016*	
Soccer Field Rentals	
Resident (per field, per day)	\$12.25
Non-Resident (per field, per day)	\$13.25
Commercial (per field, per day)	\$15.75
Non-Profit (per field, per day)	\$8.50
Sunset Park Athletic Complex*	
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
Sunset Park Athletic Complex - Effective January 1, 2016*	
Group Picnic Shelter Rentals (51-100 Capacity)	
Resident (per hour)	\$37.50
Non-Resident (per hour)	\$48.75
Commercial (per hour)	\$48.75
Non-Profit (per hour)	\$26.25
Resident (per day)	\$225.00
Non-Resident (per day)	\$292.00
Commercial (per day)	\$292.00
Non-Profit (per day)	\$157.00

* See Facility Rentals/Tournament Cancellation Policy - Page 260



Park and Recreation Fees

Fee Description	Fee
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) 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
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
Sunset Park Athletic Complex - January 1, 2016*	
Ball Field Rental (for the First Field) Rates	
Resident (per hour)	\$24.00
Non-Resident (per hour)	\$26.50
Commercial (per hour)	\$31.25
Non-Profit (per hour)	\$18.00
Additional Field Rental (per field, per hour)	\$7.75
Ball Field Lights (per hour)	\$25.00
Overlay of Fields 5 and 6 (per hour)	\$25.00
Soccer Field Rental (for the First Field)	
Resident (per hour)	\$24.00
Non-Resident (per hour)	\$26.50
Commercial (per hour)	\$31.25
Non-Profit (per hour)	\$18.00
Additional Field Rental (per field, per hour)	\$7.75
Soccer Field Lights (per hour)	\$31.00

* See Facility Rentals/Tournament Cancellation Policy - Page 260



Park and Recreation Fees

Fee Description	Fee
Sunset Park Athletic Complex (continued)*	
Entire Facility Rental	
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.	
Sunset Park Athletic Complex - Effective January 1, 2016*	
Entire Facility Rental	
Resident (per hour) (4 hour minimum)	\$300.00
Non-Resident (per hour) (4 hour minimum)	\$330.00
Commercial (per hour) (4 hour minimum)	\$390.00
Non-Profit (per hour) (4 hour minimum)	\$210.00
Includes staff fee but does not include lights, equipment, or preparation fees.	
Veteran's Park*	
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
Veteran's Park - Effective January 1, 2016*	
Group Picnic Shelter Rentals (26-50 Capacity)	
Resident (per hour)	\$18.75
Non-Resident (per hour)	\$24.25
Commercial (per hour)	\$24.25
Non-Profit (per hour)	\$13.00
Resident (per day)	\$112.00
Non-Resident (per day)	\$145.00
Commercial (per day)	\$145.00
Non-Profit (per day)	\$78.00
Veteran's Park*	
Bocce Courts	
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	
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 260





Park and Recreation Fees

Fee Description	Fee
Veteran's Park - (continued)*	
Bocce Courts - Effective January 1, 2016	
Resident (per hour)	\$12.25
Non-Resident (per hour)	\$13.25
Commercial (per hour)	\$15.75
Non-Profit (per hour)	\$8.50
Two Hour Minimum Equipment Deposit	\$100.00
Horseshoes Court - Effective January 1, 2016	
Resident (per hour)	\$12.25
Non-Resident (per hour)	\$13.25
Commercial (per hour)	\$15.75
Non-Profit (per hour)	\$8.50
Two Hour Minimum Equipment Deposit	\$100.00
Mobile Stage or Portable Bleachers Rental	
Available for Rent within the Brentwood City Limits	
Weekday Delivery/Set-up/Take Down/Retrieval (M-F 8am to 5 pm)	
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

* See Facility Rentals/Tournament Cancellation Policy - Page 260





Park and Recreation Fees

Fee Description	Fee
Mobile Stage or Portable Bleachers Rental (continued) - Effective October 1, 2015	
Available for Rent within the Brentwood City Limits	
Weekday Delivery/Set-up/Take Down/Retrieval (M-F 8am to 5 pm)	
Stage or Bleacher Set-up/Take Down - Resident	\$349.00
Stage or Bleacher Set-up/Take Down - Non-Resident	\$384.00
Stage or Bleacher Set-up/Take Down - Commercial	\$453.00
Stage or Bleacher Set-up/Take Down - Non-Profit	\$244.00
Weekend and Holidays Delivery/Set-up/Take Down/Retrieval	
Stage or Bleacher Weekend Set-up/Take Down - Resident	\$491.00
Stage or Bleacher Weekend Set-up/Take Down - Non-Resident	\$540.00
Stage or Bleacher Weekend Set-up/Take Down - Commercial	\$639.00
Stage or Bleacher Weekend Set-up/Take Down - Non-Profit	\$344.00
Stage Rental - Resident (per day)	\$121.00
Stage Rental - Non-Resident (per day)	\$133.00
Stage Rental - Commercial (per day)	\$157.00
Stage Rental - Non-Profit (per day)	\$85.00
Extension Rental for four (4) Set-up/Take Down	\$194.00
Extension Rental for six (6) Set-up/Take Down	\$228.00
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)	\$160.00
Portable Bleacher - Commercial (per unit, per day)	\$189.00
Portable Bleacher - Non-Profit (per unit, per day)	\$102.00
Generator Rental per day (Flat Rate)	\$92.00
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	\$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
Dedication Trees and Amenities - Effective October 1, 2015	
Tree and Donor Recognition Leaf	\$256.00
Recognition Memorial Bricks (Only available to honor Veterans) per line	\$102.00
Bench w/ plaque	\$1,777.00
Drinking Fountain w/ plaque	\$2,961.00
Picnic Table	\$3,554.00

Park and Recreation Fees

Fee Description	Fee
Advertising	
Activities Guide Ad - 1/4 page	\$350.00
Activities Guide Ad - 1/2 page	\$550.00
Activities Guide Ad - Full page	\$1,000.00
Activities Guide Ad - Back cover	\$1,200.00
<i>(Activities Guide - 20% Discount per issue for 3+ issues)</i>	
Flag Banner (per six month season)	\$1,300.00
3x3 Sign (per six month season)	\$1,000.00
Flag Banner - Change-Out	\$400.00
Flag Banner - Monthly Ext. (Once 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.

Cancellations

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 December 31, 2015 is \$30.90. Beginning January 1, 2016, the Cancellation Fee is \$30.75.

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 December 31, 2015 is \$30.90. Beginning January 1, 2016, the Cancellation Fee is \$30.75.

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
Photocopy Fee:	
Pages 1-20	\$0.28
Pages 21 and on	\$0.10
ABC Permit	\$57.25
Record Review	\$39.00
Visa Clearance	\$33.25
Loss Verification Letter	\$27.00
Restitution - Determined by Court	Actual Cost
Police and Accident Reports (Victim)	No Charge
Police and Accident Reports (Non-Victim)	\$10.25
VIN Verification	\$89.00
Citation Sign off - Residents	No Charge
Citation Sign off - Non-Residents	\$37.75
Repossession Filing Fee ¹	\$15.00
Stored Vehicle - Vehicle Code Sections 22651 and 14602.6 (Excluding Vehicle Code Sections 22651 (c) and (g))	\$152.25
Inoperative Vehicle (22669d VC)	\$152.25
Special Event Permit (Class 1, 2) - City Property	\$123.00
Special Event Permit (Class 1, 2 and 4) - Public Right-of-Way (Actual cost for traffic control will be added to permit fee)	\$174.25
Block Party Permit (Class 4)	\$82.50
Background Investigation ²	\$622.75
Photos/Printed	\$54.25
Audio/Video/Photo CD or DVD	\$21.25
2nd and Subsequent Response - Disturbance	Actual Cost
False Alarm Response - per response	\$71.25
Civil Subpoena ³ (\$275.00 Deposit per day)	Actual Cost
DUI Emergency Cost Recover	Actual Cost
Bicycle Registration	No Charge
Finger Prints - Local Rolling Fee (Livescan or Ink Card)	\$43.25
State and Federal (DOJ/FBI) Criminal History Record Check Fees (Intentionally left blank)	Actual Cost
Booking Fee ⁴	No Charge

¹ Repossession fee - Government Code Sec. 41612

² Includes the cost of finger printing

³ Per Government Code 68097.2

⁴ Established by County, there is no fee associated with bookings at this time



Police Department Fees/Fines

Fee/Fine Description	Fee/Fine
Massage Therapist Technician/Trainee - Initial Application	\$148.00
Massage Establishment Permit - Initial Application	\$222.25
Massage Therapist Technician/Trainee - Renewal	\$73.75
Massage Establishment Permit - Renewal	\$110.75
Background Check ⁵	\$67.00
Peddler Permit Initial Application ⁶	\$187.50
Peddler Permit Renewal ⁶	\$187.50
Appeal Process	\$326.00
Range Qualification	\$287.75
Taxi Permits ⁷ :	
Owner Original Application Including Inspection of One (1) Taxi	\$278.75
Owner Taxi Vehicle Inspection - Per Vehicle	\$92.75
Driver Only Taxi Permit - Submitted After Initial Application	\$92.75
Owner Renewal of Taxi Permit Including Inspection of One (1) Taxi	\$185.75
Owner Renewal Taxi Vehicle Inspection - Per Vehicle	\$92.75
Driver Only Taxi Permit Renewal - Submitted After Renewal Application	\$46.00
Re-issuance of a Suspended or Revoked Taxi Permit (within same permit year)	\$92.75
Appeal Process	\$326.00
Computer Aided Dispatch Reports	\$48.25
Computer Gaming and Internet Access Establishments:	
Initial Application	\$369.50
Renewal	\$369.50
Appeal	\$326.00
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
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
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

⁸ City Of Brentwood Resolution 2011-29



Public Works Engineering Fees

Fee Description	Fee
I. ENGINEERING/INFRASTRUCTURE REVIEW FEE	
A. Tentative Subdivision Map Review - Fee plus \$10.00 per lot	\$2,995.00
B. Tentative Parcel Map Review - Fee plus \$10.00 per lot	\$1,738.00
C. Tentative Parcel Map Waiver	\$767.00
D. Industrial/Commercial Plan Review (1 acre and above) - Fee plus \$1,000 per acre Conditional Use Permit and Design Review	\$2,198.00
E. Industrial/Commercial Plan Review (under 1 acre) Conditional Use Permit and Design Review	\$1,044.00
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	\$2,995.00
2. Parcel Map Waiver Review	\$1,514.00
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	\$142.00
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	\$142.00
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	\$142.00
C. Document Review	
1. Legal description and plat for abandonment	\$142.00
2. Certificate of Correction	\$142.00
3. Dedication documents	\$142.00
4. Legal description	\$142.00
5. Miscellaneous document review	\$142.00
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	\$143.00
2. General (All Other)	\$71.00
3. EP – Utilities Cost of Work > \$10,000	\$381.00
4. EP – Utilities Cost of Work < \$10,000	\$141.00
B. Grading Permit Processing Fees	
1. 10,000 cubic yards or less	\$143.00
2. Over 10,000 cubic yards	\$743.00
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**	
	Hourly Rate*
1. Trenching for Utilities	\$0.0155
2. Curb Cut/Driveway and Curb/Gutter Installation - hrs/lf	\$0.0800
3. Curb Drain - hrs/each	\$0.0079
4. Excavation - hrs/lf	
5. Paving	
a. Conform Paving - hrs/sf	\$0.0089
b. Minor Pavement Repair hourly -hrs/sf x 3% cost	\$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	\$287.00
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)	
	\$723.00
E. Traffic Signal Maintenance - Deposit for actual cost	
Traffic signal maintenance once energized by PG&E until project acceptance	\$5,737.00
F. Community Facilities District Formation/Annexation	
1. Processing/Review, plus	\$209.00
2. Consultant Fee Per Contract - Deposit	Actual Cost
G. Assessment District Formation	
Initial Deposit for Actual Cost	Actual Cost
H. 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
I. Drains to Creek Marker	
	\$7.25
J. Aerial Photo on CD only	
1. Geo Photo	\$60.00
2. Ortho Photo	\$120.00
K. 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	RESIDENTIAL per Unit			NON-RESIDENTIAL per Building SF		
	Single Family	Multi-Family	Active Adult	Commercial	Office	Industrial/ Institutional
Administration	\$615.66	\$408.33	\$308.84	\$0.3626	\$0.4665	\$0.2779
Community Facilities	\$2,689.96	\$1,784.07	\$1,349.40	\$0.4910	\$0.6317	\$0.3763
Fire**	\$819.25	\$819.25	\$819.25	\$0.1613	\$0.1613	\$0.1613
Parks and Trails	\$7,915.86	\$5,250.05	\$3,970.94	-	-	-
Roadways	\$11,206.35	\$6,947.94	\$4,930.79	\$4.1758	\$5.0092	\$3.0930
Wastewater	\$5,545.97	\$3,984.04	\$4,527.32	\$1.8552	\$1.8552	\$1.2883
Water	\$8,481.76	\$3,641.06	\$7,626.10	\$1.0288	\$1.2860	\$1.1163
Total Fees	\$37,274.81	\$22,834.74	\$23,532.64	\$8.07	\$9.41	\$6.31

*Fees Effective July 1, 2015, City Council Resolution No. 2015-67

Reference 2015 City of Brentwood Development Impact Fee Program Study for land use and fee category descriptions

**1998 EDFPD & 2004 City of Brentwood Fire Fee Studies

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

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.

**Public Works
Engineering Fees**

EAST CONTRA COSTA REGIONAL FEE AND FINANCING AUTHORITY (ECCRFFA)								
Regional Traffic Mitigation								
Type of Use	Fee Units	Fee	Admin Fee	Total Fee		Fee	Admin Fee	Fee
		New Fee (Effective Jan. 1, 2015)		New Fee (Effective Jan. 1, 2015)	ECCRFFA Fee Rebate *	New Fee Less Rebate		New Fee Less Rebate
Single family residential	Per dwelling unit	\$19,957.00	\$199.57	\$20,156.57	29%	\$14,169.00	\$141.69	\$14,310.69
Multiple family residential	Per dwelling unit	\$12,251.00	\$122.51	\$12,373.51	29%	\$8,698.00	\$86.98	\$8,784.98
Active senior residential	Per dwelling unit	\$8,693.26	\$86.93	\$8,780.19	29%	\$6,172.01	\$61.72	\$6,233.73
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

Fees change per the October Engineering News Record (ENR) and become effective January 1 - Annually

** Actual Fees have been reduced by 29% through December 31, 2015 per the ECCRFFA Temporary Fee Incentive Program*

Public Works

**Solid Waste Fees
NON-SCHEDULED SERVICES**

Bin Service ¹	
DEPOSIT (Required on all bin rentals)	\$670.87 per bin
BIN REMOVAL CHARGE	
1 to 8 Cubic Yards (frontload)	\$110.58 per haul ¹
10 to 40 Cubic Yards (roll-off)	\$221.12 per haul ¹
40 yards compacted cardboard (additional charge)	\$15.00 per ton
PROCESSING CHARGE (applicable to 10-40 cubic yard bins)	
Garbage or Construction/Demolition	\$67.08 per ton
Clean Wood, Yard Waste, Metals Only	\$36.86 per ton
Mixed Recyclables Only	\$46.52 per ton
Clean Cardboard Only (Non-Compacted)	\$0.00 per ton
OTHER CHARGES	
40 Yard Compactor Rental	\$63.27 per month
Haul Materials Outside City Limits	\$252.77 per haul
Compactor Special Handling Charge	\$30.19 per haul

Extra Cart Service Charges ¹				
	32 Gal.	64 Gal.	96 Gal.	
Residential	\$6.17	\$9.17	\$11.00	Each additional bag or 32-gallon equivalent of material collected \$6.17
Commercial	\$6.45	\$8.52	\$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	\$28.34	\$56.69	\$78.82	\$102.31	\$122.44	\$146.58	\$194.55	
Mixed Recycling	\$22.68	\$45.35	\$63.06	\$81.85	\$97.95	\$117.26	\$155.64	
Cardboard	N/A	\$10.06	\$14.54	\$18.45	\$21.98	\$26.84	\$33.54	

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
\$39.40	\$66.84
- 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 our 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		\$ 38.34		Cost/Varies by Size	Cost/Varies by Size
Container Replacement/with Delivery ⁶		\$ 85.81		Cost/Varies by Size	Cost/Varies by Size
Call Back Fee ⁷		\$ 20.58		\$ 54.88	\$ 123.47
Stand-by Time ⁸	Per Hour	\$ 164.63	Per Hour	\$ 164.63	\$ 164.63
Stand-by Over Time ⁸ - 1.5 x Hourly Rate	Per Hour	\$ 186.23	Per Hour	\$ 186.23	\$ 186.23
Vacation Hold ⁹		\$ 23.08		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								
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 \$12.40/month per cart. ²		
	1	\$16.55	\$24.67	\$36.67	\$44.02			
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 \$12.40/month per cart. ²		
	1		\$25.78	\$34.07	\$47.88			
	2		\$53.54	\$61.56	\$101.55			
3		\$79.07	\$91.08	\$151.08				
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	\$113.38	\$226.77	\$315.30	\$409.24	\$489.75	\$586.34	\$778.21
	2	\$207.98	\$415.94	\$590.36	\$791.62	\$955.32	\$1,145.85	\$1,529.58
	3	\$301.90	\$603.79	\$901.64	\$1,180.74	\$1,432.99	\$1,718.76	\$2,291.70
	4	\$415.94	\$831.87	\$1,180.74	\$1,583.26	\$1,910.62	\$2,291.70	\$3,059.16
5	\$509.86	\$1,019.73	\$1,492.02	\$1,972.35	\$2,388.31	\$2,864.62	\$3,821.29	
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	\$90.71	\$181.39	\$252.25	\$327.39	\$391.79	\$469.06	\$622.57
	2 ⁶	\$166.39	\$332.75	\$472.30	\$633.31	\$800.48	\$916.68	\$1,223.68
	3 ⁶	N/A	N/A	N/A	\$958.08	N/A	N/A	\$1,771.65
	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	\$40.24	\$58.18	\$73.80	\$87.93	\$107.34	\$134.17
	2	N/A	\$73.80	\$88.97	\$134.17	\$156.32	\$187.84	\$241.51
	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 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	\$313.62	\$327.99	\$342.36	\$356.73	\$371.10	\$385.47	\$414.21
	2	\$627.24	\$655.98	\$684.72	\$713.46	\$742.20	\$770.93	\$828.41
	3	\$940.86	\$983.96	\$1,027.08	\$1,070.18	\$1,113.30	\$1,156.40	\$1,242.62
	4	\$1,254.47	\$1,311.95	\$1,369.43	\$1,426.91	\$1,484.39	\$1,541.87	\$1,656.83
	5	\$1,568.10	\$1,639.94	\$1,711.79	\$1,783.64	\$1,855.49	\$1,927.34	\$2,071.04
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	\$327.99	\$356.73	\$385.47	\$414.21	\$442.95	\$471.69	\$529.17
	2	\$655.98	\$713.46	\$770.93	\$828.41	\$885.89	\$943.37	\$1,058.33
	3	\$983.96	\$1,070.18	\$1,156.40	\$1,242.62	\$1,328.84	\$1,415.06	\$1,587.50
	4	\$1,311.95	\$1,426.91	\$1,541.87	\$1,656.83	\$1,771.79	\$1,886.75	\$2,116.67
	5	\$1,639.94	\$1,783.64	\$1,927.34	\$2,071.04	\$2,214.73	\$2,358.43	\$2,645.83
<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	\$302.30	\$305.36	\$308.41	\$311.47	\$314.54	\$317.59	\$323.70
	2	\$604.61	\$610.72	\$616.84	\$622.95	\$629.06	\$635.17	\$647.40
	3	N/A	N/A	N/A	\$934.42	N/A	N/A	\$971.09
	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	\$305.36	\$311.47	\$317.59	\$323.70	\$329.81	\$335.92	\$348.16
	2	\$610.72	\$622.95	\$635.17	\$647.40	\$659.63	\$671.85	\$696.30
	3	N/A	N/A	N/A	\$971.09	N/A	N/A	\$1,044.46
	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

Customer Category	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
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
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.						
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.						
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
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.						
Annual WW Service Standby Charge	\$ 80.00	\$ 80.00	\$ 80.00	\$ 80.00	\$ 80.00	\$ 80.00
Industrial Wastewater Discharge Permit Application Fee			\$359.54	\$364.13	Actual Cost	Actual Cost
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 *		\$190.39				
Water Disconnection Charge		\$30.00				
Water Meter Lock		Actual Cost				
Angle Meter Stop		Actual Cost				
After Hours Same Day Service Fee **		\$80.71				
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		\$1.20 per 1,000 Gallons				
Recycled Water Usage		\$1.20 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 Water Usage Penalty Fees

Fee Description	Fee
<u>Residential and Commercial Customers</u>	
Water Reduction Percentage from 2013 Usage	
35%+	No Penalty
21%-34%	\$100.00
0%-20%	\$200.00
Increased Water Use	\$300.00

Penalties will not be applied to Residential or Commercial Customers if usage is under the following Citywide Averages:

Residential Customers Citywide Average (2013 usage baseline)

May through October; 11,000 gallons a month

November through April; 5,000 gallons a month

Commercial Customers Citywide (2013 usage baseline)

May through October; 32,000 gallons a month

November through April; 24,000 gallons a month

Irrigation-Only Customers*

Water Reduction Percentage from 2013 Usage

40%+

No Penalty

21%-39%

\$100.00

0%-20%

\$200.00

Increased Water Use

\$300.00

**Citywide average does not apply to Irrigation only accounts*

City Council Resolution 2015-80

Fees are effective on the July 2015 Utility billing cycle





Public Works Laboratory

Water Analysis Fees

Fee Description	Fee
Microbiology:	
Colilert (P/A and Quanti-Tray) ⁽¹⁾	\$20.30
Membrane Filtration ⁽¹⁾	\$22.30
MPN ⁽¹⁾	\$44.70
Heterotrophic Plate Count	\$34.20
Fecal Coliform or Confirmation ⁽²⁾	\$18.20
General Mineral and Physical:	
Alkalinity	\$19.20
Conductivity	\$19.30
Field Testing (Chlorine, pH, Temperature)	\$17.10
Hardness	\$26.30
Turbidity	\$17.10
Color	\$17.10
Inorganics:	
Ammonia	\$34.50
BOD5	\$32.90
Bromide	\$34.50
Calcium	\$34.50
Chloride	\$34.50
Fluoride	\$34.50
Magnesium	\$34.50
Phosphate	\$34.50
Potassium	\$34.50
Nitrate	\$34.50
Nitrite	\$34.50
Sodium	\$34.50
Solids (TDS)	\$34.20
Sulfate	\$34.50
Outside Lab Testing	Actual Cost + 10%

⁽¹⁾ If test result show Positive Total Coliform an additional Confirmation test will be required

⁽²⁾ Confirmation test for Positive Total Coliform results in Colilert (P/A) and Quanti-Tray, Membrane Filtration, or MPN Tests





Public Works Laboratory

Wastewater Analysis Fees	
Fee Description	Fee
Microbiology:	
Colilert (P/A and Quanti-Tray) ⁽¹⁾	\$20.30
Membrane Filtration ⁽¹⁾	\$22.30
MPN ⁽¹⁾	\$44.70
Heterotrophic Plate Count	\$34.20
Fecal Coliform or Confirmation ⁽²⁾	\$18.20
General Mineral and Physical:	
Alkalinity	\$19.20
Conductivity	\$19.30
Field Testing (Chlorine, pH, Temperature)	\$17.10
Hardness	\$26.30
Turbidity	\$17.10
Color	\$17.10
Inorganics:	
Ammonia	\$34.50
BOD5	\$32.90
Bromide	\$34.50
Calcium	\$34.50
Chloride	\$34.50
Fluoride	\$34.50
Magnesium	\$34.50
Phosphate	\$34.50
Potassium	\$34.50
Nitrate	\$34.50
Nitrite	\$34.50
Sodium	\$34.50
Solids (TDS)	\$34.20
Sulfate	\$34.50
Outside Lab Testing	Actual Cost + 10%

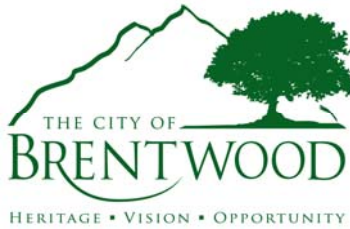
⁽¹⁾ If test result show Positive Total Coliform an additional Confirmation test will be required

⁽²⁾ Confirmation test for Positive Total Coliform results in Colilert (P/A) and Quanti-Tray, Membrane Filtration, or MPN Tests





This page intentionally left blank.



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 2015/16 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 Administrative Services

Date of Execution: 7/1/2015

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 Administrative Services Director of the agency.

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



This page intentionally left blank.

RESOLUTION NO. 2015-122

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD ADOPTING THE CITY OF BRENTWOOD 2015/16 COST ALLOCATION PLAN, 2015/16 COMPENSATION PLAN, AND SCHEDULE OF CITY FEES AND AUTHORIZING THE CITY MANAGER OR HIS AUTHORIZED DESIGNEE TO MAKE MINISTERIAL REVISIONS TO SECTIONS OF THE 2015/16 COMPENSATION PLAN; AND REPEALING RESOLUTION NO. 2014-116 WHICH ADOPTED THE 2014/15 COST ALLOCATION PLAN AND SCHEDULE OF CITY FEES AND RESOLUTION NO. 2015-45 WHICH ADOPTED THE MOST RECENT REVISIONS TO THE 2014/15 CITY SALARY SCHEDULE

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 May 24, 2011, by Resolution 2011-72, City Council approved a fee study which established new fees and amended existing fees for Planning, Police and Administrative Services and revised the City of Brentwood 2010/11 Cost Allocation Plan and Schedule of City Fees; and

WHEREAS, on March 10, 2015 by Resolution 2015-45, the City Council approved updates to the City's Compensation Plan effective January 1, 2015; and

WHEREAS, on March 10, 2015 by Resolution 2015-48, the City Council amended the City of Brentwood Cost Allocation Plan and Schedule of City Fees to revise Wastewater Fees to include an Industrial Wastewater Discharge Permit Application Fee; and

WHEREAS, on April 28, 2015 by Resolution 2015-67, 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; and

WHEREAS, on May 12, 2015 by Resolution 2015-70, City Council amended the City of Brentwood 2014/15 Cost Allocation Plan and Schedule of City Fees related to the implementation and timing of Consumer Price Index adjustments and existing Parks and Recreation program/fees; revised the method in which certain fees are rounded; added a Planned Event/Response/Clean-up Fee Schedule; and modified Citywide Special Event/Response/Clean-up Fees and Police Department Other Services Special Event Response Fees; and

WHEREAS, the City Administrative Services Department researched and developed the Cost Allocation Plan and City Fees for Fiscal Year 2015/16, 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 CAP 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 CAP and supporting data.

WHEREAS, the City Council desires to adopt the 2015/16 Compensation Plan, a copy of which is included within the 2015/16 Cost Allocation Plan.

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 CAP and supporting data and the testimony received at this public hearing, the City Council finds that future development in the City will generate a continued need for the services specified in the CAP.
- D. The CAP 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 2015/16 CAP 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. Adoption of the 2015/16 CAP

- A. The City Council approves and adopts the 2015/16 CAP 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 CAP shall pay the fee set forth in the CAP.
- B. On July 1 of each year (excluding Parks and Recreation Fees which will be October 1, of each year with the exception of Rental 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 CAP 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.
- H. Parks and Recreation fees will round fees less than \$50 down to the nearest quarter; round fees \$50 and more down to the nearest dollar.
- I. The fees that are not subject to CPI are: Adult Sports Leagues, Youth Sports, Creative Activities Play Classes, Youth Dance Classes, Fitness Classes, Tennis Classes, Gymnastics Classes, Health & Safety Classes, Martial Arts Classes, Miscellaneous Classes, Performing Arts Classes, Teen Programs, Special Events, Internet Classes and Active Adults, Deposits and Insurance, Aquatic recreational lap and entry fees, Aquatic lessons and programs, Recreation Programs, Facility Rental Fees, Mobile Stage or Portable Bleachers Rental, Dedication Trees and Amenities, Advertising, the Brentwood Senior Club Socials and Card Memberships, which are pass through accounts.
- J. The non-resident fee will not be applied to Ice Skating Classes, Teen Programs, Internet Classes, Special Events and Active Adults Bocce League.
- K. The athletic field rental fees including field lights will go into effect on January 1 of each fiscal year for the following rental season. The fees will be revised based upon actual costs and not be increased by CPI.
- L. The aquatic fees will go into effect on October 1 of each fiscal year for the following swim season. The fees will be revised based upon actual costs and not be increased by CPI.
- M. 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.
- N. 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 Administrative Services Director or designee.
- D. The City's Administrative Services Director, or designee, shall make a written determination on the application. The City's Administrative Services 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 Administrative Services 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 Administrative Services 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 Administrative Services Director or City Council where applicable, may re-evaluate where the adjustment is still appropriate.
- F. Decisions of the City's Administrative Services 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 CAP, 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 2015/16 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, 2015. Newly established Park and Recreation Program and Facility fees in the 2015/16 Cost Allocation Plan will go into effect on October 1, 2015 with the exception of Rental fees which will become effective on January 1, 2016 as noted within the fee schedule, the remaining fees shall be effective August 1, 2015.

Section 8. 2015/16 Compensation Plan

- A. The 2015/16 Compensation Plan included within the CAP is hereby adopted; and will be retained for public inspection for a period of not less than five years.
- B. The Compensation Plan may be amended from time to time and as authorized by the City Council.
- C. Authorize the City Manager or his/her authorized designee to make ministerial revisions to the 2015/16 Compensation Plan.

Section 9. 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 10. Repeal of Inconsistent Resolutions:

- A. Resolution No. 2014-116 is hereby repealed.
- B. Resolution No. 2015-45 is hereby repealed.

Section 11. 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 2015-67.

Section 12. 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 12 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 28th day of July 2015 by the following vote:

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

Robert Taylor
Robert Taylor
Mayor

ATTEST:

Margaret Wimberly
Margaret Wimberly, MMC
City Clerk