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	
Gene Clare	Council Member
Erick Stonebarger	Council Member

Executive Team

Gustavo "Gus" Vina	City Manager
	City Attorney
Bailey Grewal	Director of Public Works/City Engineer
Casey McCann	Director of Community Development
Bruce Mulder	Director of Parks and Recreation





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

Indirect Cost Allocation – Methodology and Assumptions

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

- Department overhead
- Citywide overhead

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

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

- **Department Overhead** To compute the department overhead factor, costs for department management salaries and benefits, plus the cost of associated operating and capital items to be included within overhead are identified. This cost is then divided by the salary and benefit cost of all non-management employees. The resulting computation is a multiplier that is applied to the hourly rate of a specific position within the department to compute the resulting department overhead associated with providing a designated service.
- <u>Citywide Overhead</u> 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%)	Building					
Administrative Supervisor (75%)	Planning					
Senior Planner (60%)	Housing					
Associate Planner (40%)						
Assistant Planner (40%)						
Administrative Secretary						
Administrative Assistant (90%)						
Public	Works					
Public Works (PW) Director/City Engineer (98%)	Development Engineering					
Assistant Director of PW/Assistant City	Traffic and Transportation					
Engineer (98%)	Capital Improvement Program Administration					
Assistant Director of PW/Operations (95%)	Street Maintenance					
Administrative Supervisor – Engineering	Solid Waste Enterprise					
Administrative Supervisor – Public Works (80%)	Water Enterprise					
	Wastewater Enterprise					
Parks and	d Recreation					
Parks and Recreation Director (95%)	Recreation Administration					
Park/Maintenance Manager (33%)	City Pool					
Administrative Supervisor	Community Center					
	Senior Programs					
	Brentwood Senior Activity Center					
	Landscape Operations					
Pol	lice					
Police Chief	Police					
Police Captain	Dispatch					
Executive Assistant						
Accounting Technician						
Administrative Assistant						
Other	Citywide					
City Manager City A	ttorney Community Services					
Economic Development Busine	ess Services Non-Departmental					
City Clerk Finance	cial Services Operational Transfers Out					
Human Resources						





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

Exhibit B

Departmental and Other	er					
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 MONTHLY COMPENSATION STEP D STEP A STEP B STEP C BARGAINING UNIT AND POSITION **STEP E** Directors, Assistant Directors (at-will), Unrepresented Contract Assistant City Attorney 11,458.46 12,031.38 12,632.95 13,264.60 13,927.83 Assistant City Manager 13,773.13 14,461.79 15,184.88 13,117.27 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 12,362.35 12,980.47 13,629.50 11,773.67 14,310.97 Assistant Director of Public Works/Engineering or Operations 12,362.35 11,773.67 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 9.648.96 8,751.89 9,189,49 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 13,388.54 14,057.97 14,760.87 12,750.99 15,498.91 Director of Parks and Recreation 13,388.54 14,057.97 14,760.87 12,750.99 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 Lieutenants Police Lieutenant 10,253,34 10,766.01 11,304.31 11.869.53 12,463.00 **Managers and Confidential Employees** 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 9,598.48 8,706.11 9,141.41 10,078.41 10,582.33 10,983.01 Planning Manager 10,460.01 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 6,779.51 6,149.22 6,456.68 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 9,305.32 8,440.20 8,862.21 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 Professional and Supervisor Employees 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 6,779.51 7,118.49 7,474.41 6,456.68 Assistant Engineer 8,080.15 8,484.16 8,908.37 7,328.94 7,695.39 Assistant Planner

6,767.86

8,080.15

7,106.25

8,484.16

7,461.57

8,908.37

Associate Engineer

8,226.38

9,821.48

7,834.65

9,353.79





COMPENSATION PLAN Effective 7/1/15

	MONTHLY COMPENSATION						
BARGAINING UNIT AND POSITION	STEP A	STEP B	STEP C	STEP D	STEP E		
Professional and Supervisor Employees (continued)							
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 Infomation 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 Webmaster	7,461.12 6,390.47	7,834.17 6,709.99	8,225.88 7,045.49	8,637.18 7,397.76	9,069.04 7,767.65		
Weblikstei	0,390.47	0,709.99	7,043.49	1,391.10	7,707.03		
Office Employees							
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

	MONTHLY COMPENSATION					
BARGAINING UNIT AND POSITION	STEP A	STEP B	STEP C	STEP D	STEP E	
BINGING CIVIL IN D TODITION						
Office Employees (continued)						
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		7,165.86	5,534.76 7,524.15		
Records Supervisor	5,828.72	6,824.63			7,900.36	
Recreation Coordinator	*	6,120.16	6,426.17	6,747.48	7,084.85	
Right-of-Way Specialist	5,534.65	5,811.38	6,101.95	6,407.05	6,727.40	
Safety/Special Projects Coordinator	6,739.13	7,076.09	7,429.89	7,801.39	8,191.46	
Senior Building Inspector	6,210.85	6,521.39	6,847.46	7,189.83	7,549.33	
Senior Code Enforcement Officer	7,485.77	7,860.06	8,253.06	8,665.72	9,099.00	
	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	
Public Works - Maintenance						
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						
Senior Park/Maintenance Worker	6,167.96 5 222 22	6,476.35 5,500.88	6,800.17	7,140.18	7,497.19	
Senior Solid Waste Equipment Operator	5,333.22	5,599.88	5,879.88	6,173.87	6,482.57	
Senior Street Maintenance Worker	5,875.98	6,169.78	6,478.27	6,802.19	7,142.30	
Senior Water Distribution Worker	5,559.30	5,837.26	6,129.13	6,435.58	6,757.36	
Schol water Distribution worker	6,312.55	6,628.18	6,959.59	7,307.57	7,672.95	





COMPENSATION PLAN Effective 7/1/15

	MONTHLY COMPENSATION				
BARGAINING UNIT AND POSITION	STEP A	STEP B	STEP C	STEP D	STEP E
Public Works - Maintenance (continued)					
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
Police					
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.
- <u>Competitive Restraints</u> Subsidies are usually provided for one of two purposes: 1) to permit an identified group to participate in services they might not otherwise be able to afford or 2) the benefit of the activity extends to the community as well as individuals purchasing the service.

METHODOLOGY

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

City of Brentwood



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.







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City of Brentwood

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

City of Brentwood

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							
200 F 12		\$5,828.20 /M	onth	\$38.85	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego		
PERS - Employer	0.172790	1,007.06		Non-	Sworn Profession	ials / Superviso	ors
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	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	201 0110	1,326.63					
Deferred Comp.	2% + \$110	226.56					
Workers Comp.	0.058120	338.74			49.20%	22.81%	
Vision Benefit	0.044500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	84.51	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,618.45	79.24%	\$69.64	\$34.26	\$15.89	\$119.80
		Annual Salary +	Ronofite	\$125,359.88			
		Amiuai Salai y +	=	φ123,339.00	=		
Step B							
•		\$6,119.61 /M	onth	\$40.80) /Hour		
	Total Benefits	\$4,692.67	76.68%	\$72.08	\$35.46	\$16.44	\$123.99
		Annual Salary +	Benefits =	\$129,747.39	=		
Step C							
		\$6,425.60 /M	onth	\$42.84	4 /Hour		
	Total Benefits	\$4,770.60	74.24%	\$74.64	\$36.72	\$17.03	\$128.39
					φεσ2	Ψ27700	Ψ120103
		Annual Salary +	Benefits =	\$134,354.29	=		
Step D							
_		\$6,746.88 /M	onth	\$44.98	3 /Hour		
	Total Benefits	\$4,852.42	71.92%	\$77.33	\$38.05	\$17.64	\$133.01
		Annual Salary +	Benefits _	\$139,191.53	_		
G4 · F					_		
Step E		\$7,084.22 /M	onth	\$47.23	3 /Hour		
		ψ1, 004.22 /WI	onui	φ47.23	, /110u1		
	Total Benefits	\$4,938.33	69.71%	\$80.15	\$39.43	\$18.28	\$137.87
		Annual Salary +	Benefits _	\$144,270.63	=		



Accountant I **Department: Parks and Recreation**

Step A							
Step 11		\$5,828.20 /I	Month	\$38.85	5 /Hour		
		40,0000		,			
Benefit	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.172790	1,007.06		Non-	-Sworn Profession	als / Superviso	ors
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			104.36%	22.81%	
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	84.51		& Benefits	Overhead	Overhead	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 /I	Month	\$40.80) /Hour		
		φυ,117.01 /1	violitii	ψ τ 0.50 /110 u 1			
	Total Benefits	\$4,692.67	76.68%	\$72.08	\$75.23	\$16.44	\$163.75
	Total Belletits	\$4,092.07	70.08%	\$72.00	\$13.23	φ10. 44	ф103.73
		Annual Salary	+ Renefits	\$129,747.39			
		minual Salary	=	Ψ122,141.52	=		
Step C							
ыср С		¢ (135 () /	N / 41-	# 12 0	4 /77		
		\$6,425.60 /I	viontn	\$42.84 /Hour			
		*					
	Total Benefits	\$4,770.60	74.24%	\$74.64	\$77.90	\$17.03	\$169.57
			75. 68 .	042425440			
		Annual Salary	+ Benefits =	\$134,354.29	=		
G: T							
Step D							
		\$6,746.88 /I	Month	\$44.98	3 /Hour		
	Total Benefits	\$4,852.42	71.92%	\$77.33	\$80.70	\$17.64	\$175.67
				·	•	·	·
		Annual Salary	+ Benefits	\$139,191.53			
		·	=		=		
Step E							
Беер Е		\$7 094 22 A	Month	¢47.00) /11		
		\$7,084.22 /I	viOHul	\$47.23	3 /Hour		
	T (I D C)	#4.020.22	60.710/	000 1 ■	Φ02 < =	440.00	#102.00
	Total Benefits	\$4,938.33	69.71%	\$80.15	\$83.65	\$18.28	\$182.08
		Annual C-1-	Done #4-	¢144.270.72			
		Annual Salary	+ Benefits =	\$144,270.63	=		



Accountant II Department: Administrative Services

Step A						
•		\$6,425.60 /Month	\$42.8	4 /Hour		
75.00	25 24 24			~ ·		
Benefit PERS Front Property	Multiplier	1 110 20	N	<u>Catego</u>		
PERS - Employer Management Incentive	0.172790	1,110.28 0.00	Non	-Sworn Profession	nais / Superviso	OTS
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	0.000237	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		49.20%	22.81%	
Vision Benefit	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	93.17	& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	93.17	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$4,785.11 74.47	% \$74.74	\$36.77	\$17.05	\$128.56
		Annual Calamy Danafit	. \$124.529.44			
		Annual Salary + Benefit	\$134,528.44	=		
Step B						
Step 2		\$6,746.88 /Month	\$44.0	8 /Hour		
		φ υ, / 40.00 / IVIOIIIII	\$ 44 .9	o /Houi		
	Total Benefits	\$4,866.93 72.14	% \$77.43	\$38.09	\$17.66	\$133.18
		Annual Salary + Benefit	\$ \$139,365.68	=		
Ston C						
Step C		Φ 7 004 33 3.5 4				
		\$7,084.22 /Month	\$47.2	3 /Hour		
	Total Benefits	\$4,952.85 69.91	% \$80.25	\$39.48	\$18.31	\$138.03
		Annual Salary + Benefit	\$ \$144,444.78	=		
Step D						
		\$7,438.43 /Month	\$49.5	9 /Hour		

	Total Benefits	\$5,043.06 67.80	% \$83.21	\$40.94	\$18.98	\$143.13
		Annual Salary + Benefit	\$ \$149,777.84	=		
Step E						
		\$7,810.35 /Month	\$52.0	7 /Hour		
	Total Benefits	\$5,137.78 65.78	% \$86.32	\$42.47	\$19.69	\$148.48
		Annual Salary + Benefit	s \$155,377.55			
				=		



Accountant II Department: Parks and Recreation

Step A						
•		\$6,425.60 /Month	\$42.84	4 /Hour		
Benefit	<u>Multiplier</u>			Catego	PV	
PERS - Employer	0.172790	1,110.28	Non	-Sworn Profession		ors
Management Incentive	0.172790	0.00	11011	5 worm 1 roression	aus / Super viso	313
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		104.36%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	93.17	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,785.11 74.47%	\$74.74	\$78.00	\$17.05	\$169.78
		Annual Salary + Benefits	\$134,528.44	=		
Step B						
		\$6,746.88 /Month	\$44.98	8 /Hour		
	Total Benefits	\$4,866.93 72.14%	\$77.43	\$80.80	\$17.66	\$175.89
		Annual Salary + Benefits	\$139,365.68	_		
Step C						
		\$7,084.22 /Month	\$47.23	3 /Hour		
	Total Benefits	\$4,952.85 69.91%	\$80.25	\$83.75	\$18.31	\$182.30
		Annual Salary + Benefits	\$144,444.78	=		
Step D						
		\$7,438.43 /Month	\$49.59	9 /Hour		
	Total Benefits	\$5,043.06 67.80%	\$83.21	\$86.84	\$18.98	\$189.03
		Annual Salary + Benefits	\$149,777.84	=		
Step E						
		\$7,810.35 /Month	\$52.0	7 /Hour		
	Total Benefits	\$5,137.78 65.78%	\$86.32	\$90.09	\$19.69	\$196.10
		Annual Salary + Benefits	\$155,377.55	=		

Accounting Assistant I Department: Administrative Services

Step A						
~ *** F		\$4,007.13 /Month	\$26.7 1	1 /Hour		
				~ .		
Benefit	Multiplier	(02.20		Catego		
PERS - Employer	0.172790	692.39		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,326.63 190.87				
Dental Insurance	0.009270					
LTD Insurance Life Insurance	0.009270	37.15 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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	58.10	& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	38.10	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$3,908.59 97.54%	\$52.77	\$25.96	\$12.04	\$90.77
		A 1 C. 1	¢04.000.64			
		Annual Salary + Benefits	\$94,988.64	=		
Step B						
		\$4,207.49 /Month	\$28.03	5 /Hour		
	Total Benefits	\$3,959.61 94.11%	\$54.45	\$26.79	\$12.42	\$93.66
		Annual Salary + Benefits	\$98,005.24	=		
Step C						
•		\$4,417.86 /Month	\$29.45	5 /Hour		
	Total Benefits	\$4,013.19 90.84%	\$56.21	\$27.65	\$12.82	\$96.68
		Annual Salary + Benefits	\$101,172.67			
G. P.		•		=		
Step D		\$4,638.76 /Month	\$30.93	3 /Hour		
		T -7-2-21. 0 /1.201111	Ψ20.7.			
	Total Benefits	\$4,069.45 87.73%	\$58.05	\$28.56	\$13.24	\$99.86
		Annual Salary + Benefits	\$104,498.48	=		
Step E						
•		\$4,870.70 /Month	\$32.47	7 /Hour		
	Total Benefits	\$4,128.52 84.76%	\$59.99	\$29.52	\$13.69	\$103.20
		Annual Salary + Benefits	\$107,990.57	_		
		-		=		

Accounting Assistant II Department: Administrative Services

Step A						
~ *** F **-		\$4,417.86 /Month	\$29.4	5 /Hour		
Donofit	Multiplion			Cotogo		
<u>Benefit</u> PERS - Employer	<u>Multiplier</u> 0.172790	763.36		<u>Catego</u> Office Emp		
Management Incentive	0.172790	0.00		Office Emp	noyees	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		190.87				
LTD Insurance	0.009270	40.95				
Life Insurance	0.009270	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		49.20%	22.81%	
Vision Benefit	0.036120	34.21	Hourly Date			Total Hourly
Medicare	0.014500	54.21 64.06	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Rate
Medicare	0.014500	04.00	& Benefits	Overnead	Overnead	Kate
	Total Benefits	\$4,013.19 90.849	6 \$56.21	\$27.65	\$12.82	\$96.68
		A C - D 64	. ¢101 173 77			
		Annual Salary + Benefits	\$101,172.67	=		
Step B						
		\$4,638.76 /Month	\$30.9	3 /Hour		
	Total Benefits	\$4,069.45 87.739	6 \$58.05	\$28.56	\$13.24	\$99.86
		Annual Salary + Benefits	\$104,498.48	=		
Step C						
		\$4,870.70 /Month	\$32.4	7 /Hour		
	Total Benefits	\$4,128.52 84.769	6 \$59.99	\$29.52	\$13.69	\$103.20
		Annual Salary + Benefits	\$107,990.57	=		
Step D						
_		\$5,114.23 /Month	\$34.0	9 /Hour		
	Total Benefits	\$4,190.54 81.949	6 \$62.03	\$30.52	\$14.15	\$106.70
		Annual Salary + Benefits	\$111,657.27	=		
Step E						
•		\$5,369.94 /Month	\$35.8	0 /Hour		
	Total Benefits	\$4,255.67 79.259	6 \$64.17	\$31.57	\$14.64	\$110.38
		Annual Salary + Benefits	\$115,507.30	=		

Accounting Manager

Department: Administrative Services

	\$8,498.31 /N	Month	\$56.66	6 /Hour		
Multiplier				Catego	rv	
0.172790	1,468.42		Noi			ıl
	0.00			Z .		
	4.20					
	1,326.63					
	190.87					
0.009270	78.78					
0.000239	35.78					
	0.00					
	0.00					
	0.00					
0.058120				49.20%	22.81%	
						Total Hourly
0.014500	123.23	_	& Benefits	Overhead	Overhead	Rate
Total Benefits	\$5,447.62	64.10%	\$92.97	\$45.74	\$21.21	\$159.92
	Annual Salary	L Ronofite	\$167 351 22			
	Allitual Salary	=	\$107,551.22	=		
	\$8,923.23 /N	\$8,923.23 /Month		Hour /		
Total Benefits	\$5,555.84	62.26%	\$96.53	\$47.49	\$22.02	\$166.04
	Annual Salary -	+ Benefits =	\$173,748.82	=		
	\$9,369.39 /N	Month	\$62.46	6 /Hour		
Total Benefits	\$5,669.47	60.51%	\$100.26	\$49.33	\$22.87	\$172.46
	Annual Salary -	+ Benefits =	\$180,466.30	=		
	φο 02 π 07. 2	. A 1	4 - 2			
	\$9,837.86 /1	Month	\$65.59	9 /Hour		
Total Benefits	\$5,788.78	58.84%	\$104.18	\$51.25	\$23.77	\$179.20
	Annual Salary -	+ Benefits =	\$187,519.65	=		
	\$10,329.75 /N	Month	\$68.87	7 /Hour		
Total Benefits	\$5,914.05	57.25%	\$108.29	\$53.28	\$24.70	\$186.28
	Annual Salary -	+ Benefits _	\$194,925.67	=		
	0.009270 0.000239 3% + \$110 0.058120 0.014500 Total Benefits Total Benefits Total Benefits	Multiplier 0.172790 1,468.42 0.00 4.20 1,326.63 190.87 0.009270 78.78 0.000239 35.78 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 1,326.63 3% + \$110 364.95 0.058120 493.92 34.21 0.014500 123.23 34.21 0.014500 123.23 Annual Salary \$5,447.62 Annual Salary Annual Salary 493.92 34.21 <td>0.172790</td> <td>Multiplier 1,468.42 No. 0.172790 1,468.42 No. 0.000 4.20 1,326.63 190.87 0.009270 78.78 0.000 35.78 0.000 0.00 0.00 0.00 0.00 0.00 0.058120 493.92 34.21 Hourly Rate & Benefits Collaboration \$5,447.62 64.10% \$92.97 Annual Salary + Benefits \$167,351.22 Total Benefits \$5,555.84 62.26% \$96.53 Annual Salary + Benefits \$173,748.82 Total Benefits \$5,669.47 60.51% \$100.26 Annual Salary + Benefits \$180,466.30 Total Benefits \$5,788.78 58.84% \$104.18 Annual Salary + Benefits \$187,519.65 \$10,329.75 /Month \$68.8° Total Benefits \$5,914.05 57.25% \$108.29</td> <td>Multiplier Catego 0.172790 1,468.42 Non-Sworn Manager 0.00 4.20 1,326.63 190.87 0.009270 78.78 78.78 78.78 78.78 0.000239 35.78 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.058120 493.92 34.21 Hourly Rate & Department & Benefits Benefits Noverhead Total Benefits \$5,447.62 64.10% \$92.97 \$45.74 Annual Salary + Benefits \$167,351.22 Hour \$59.49 /Hour Total Benefits \$5,555.84 62.26% \$96.53 \$47.49 Annual Salary + Benefits \$173,748.82 \$173,748.82 \$49.33 Total Benefits \$5,669.47 60.51% \$100.26 \$49.33 Annual Salary + Benefits \$180,466.30 \$100.26 \$49.33 Annual Salary + Benefits \$180,466.30 \$100.26 \$40.20% \$10,329.75 /Month \$65.59 /Hour \$100.26 \$100.26 \$100</td> <td>Multiplier Category 0.172790 1,468.42 0.000 4.20 1.326.63 190.87 0.000 0</td>	0.172790	Multiplier 1,468.42 No. 0.172790 1,468.42 No. 0.000 4.20 1,326.63 190.87 0.009270 78.78 0.000 35.78 0.000 0.00 0.00 0.00 0.00 0.00 0.058120 493.92 34.21 Hourly Rate & Benefits Collaboration \$5,447.62 64.10% \$92.97 Annual Salary + Benefits \$167,351.22 Total Benefits \$5,555.84 62.26% \$96.53 Annual Salary + Benefits \$173,748.82 Total Benefits \$5,669.47 60.51% \$100.26 Annual Salary + Benefits \$180,466.30 Total Benefits \$5,788.78 58.84% \$104.18 Annual Salary + Benefits \$187,519.65 \$10,329.75 /Month \$68.8° Total Benefits \$5,914.05 57.25% \$108.29	Multiplier Catego 0.172790 1,468.42 Non-Sworn Manager 0.00 4.20 1,326.63 190.87 0.009270 78.78 78.78 78.78 78.78 0.000239 35.78 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.058120 493.92 34.21 Hourly Rate & Department & Benefits Benefits Noverhead Total Benefits \$5,447.62 64.10% \$92.97 \$45.74 Annual Salary + Benefits \$167,351.22 Hour \$59.49 /Hour Total Benefits \$5,555.84 62.26% \$96.53 \$47.49 Annual Salary + Benefits \$173,748.82 \$173,748.82 \$49.33 Total Benefits \$5,669.47 60.51% \$100.26 \$49.33 Annual Salary + Benefits \$180,466.30 \$100.26 \$49.33 Annual Salary + Benefits \$180,466.30 \$100.26 \$40.20% \$10,329.75 /Month \$65.59 /Hour \$100.26 \$100.26 \$100	Multiplier Category 0.172790 1,468.42 0.000 4.20 1.326.63 190.87 0.000 0

Accounting Specialist Department: Administrative Services

Step A							
200 F 12		\$5,839.29 /Mo	onth	\$38.93	/Hour		
Benefit	<u>Multiplier</u>	4.000.05			Categor		
PERS - Employer	0.172790	1,008.97			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	190.87					
LTD Insurance Life Insurance	0.009270	54.13					
		5.51					
Holiday Pay Uniform Allowance		0.00 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	0.036120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	84.67		& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	04.07	-	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$4,375.20	74.93%	\$68.10	\$33.50	\$15.53	\$117.13
		Annual Calany I	Donofita	¢122 572 99			
		Annual Salary + I	benefits =	\$122,573.88	=		
Step B							
экер Б		\$6,131.25 /Mo	onth	\$40.88	/Hour		
		ψ0,151.25 / Ινία	711(11	φ+0.00	/Hour		
	Total Benefits	\$4,449.56	72.57%	\$70.54	\$34.70	\$16.09	\$121.34
		Annual Salary + I	Benefits _	\$126,969.74	=		
Step C							
Step C		¢6 /27 92 /M	nth	¢42.02	/11		
		\$6,437.82 /Mo	HIII	\$42.92	Hour		
	Total Benefits	\$4,527.63	70.33%	\$73.10	\$35.97	\$16.68	\$125.75
		Annual Salary + I	Benefits =	\$131,585.40	=		
Step D							
Step D		\$6,759.71 /Mo	onth	\$45.06	/Hour		
		40,.021.271.1	,	Ψ.υ.οο	,11001		
	Total Benefits	\$4,609.61	68.19%	\$75.80	\$37.29	\$17.29	\$130.38
		A) C' (\$126 A21 B4			
		Annual Salary + I	enents =	\$136,431.84	=		
Step E							
233 F =		\$7,097.69 /Mo	onth	\$47.32	/Hour		
		,					
	Total Benefits	\$4,695.69	66.16%	\$78.62	\$38.68	\$17.94	\$135.24
				44.50			
		Annual Salary + I	Benefits =	\$141,520.60	=		

Accounting Technician

Department: Administrative Services

Step A							
200 F 22		\$5,082.08 /Month		\$33.88	3 /Hour		
D 01	25 24 24				~ .		
Benefit	Multiplier	070.12			<u>Catego</u>		
PERS - Employer	0.172790	878.13			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63 190.87					
Dental Insurance LTD Insurance	0.009270						
Life Insurance	0.009270	47.11 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	0.036120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	73.69		& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	73.09	_	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$4,182.36 82.3	0%	\$61.76	\$30.39	\$14.09	\$106.24
		Annual Salary + Benef	ita	¢111 172 27			
		Annual Salary + Denei	its <u> </u>	\$111,173.27	=		
Step B							
•		\$5,336.19 /Month		\$35.57	/ /Hour		
	Total Benefits	\$4,247.07 79.5	9%	\$63.89	\$31.43	\$14.57	\$109.90
		Annual Salary + Benef	its _	\$114,999.10	=		
Step C							
with a		\$5,603.00 /Month		\$37.35	7 /Hour		
	Total Benefits	\$4,315.02 77.0	1%	\$66.12	\$32.53	\$15.08	\$113.73
		Annual Salary + Benef	its _	\$119,016.23	=		
Step D							
		\$5,883.15 /Month		\$39.22	2 /Hour		
	Total Benefits	\$4,386.37 74.5	6%	\$68.46	\$33.68	\$15.62	\$117.77
		A 16.1 P	•4				
		Annual Salary + Benef	its =	\$123,234.21	=		
Step E							
		\$6,177.30 /Month		\$41.18	3 /Hour		
	Total Benefits	\$4,461.29 72.2	2%	\$70.92	\$34.89	\$16.18	\$122.00
		Annual Salary + Benef	its _	\$127,663.09	=		

Accounting Technician

Department: Police

Step A						
Step A		\$5 092 08 /Month	¢22 00	3 /Hour		
		\$5,082.08 /Month	\$33.00) Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	878.13		Office Emp		
Management Incentive	0.172770	0.00		omee Emp	10,000	
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	73.69	& Benefits	Overhead	Overhead	Rate
1/10diouio		10.00	CV Delicino	O , CI II CHI	O , crincula	211111
	Total Benefits	\$4,182.36 82.30%	\$61.76	\$33.77	\$14.09	\$109.63
		, ,	7.0-1.1	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	7	7
		Annual Salary + Benefits	\$111,173.27			
		•		=		
Step B						
Step 2		\$5,336.19 /Month	\$25.55	7 /Hour		
		\$3,330.19 /WORLI	φ33.31	/ /Houi		
	Total Benefits	\$4,247.07 79.59%	\$63.89	\$34.94	\$14.57	\$113.40
	Total Belletits	\$4,247.07 79.59%	\$03.69	\$34.94	\$14.57	\$113.40
		Annual Salary + Benefits	\$114,999.10			
		=	Ψ11.,555.10	=		
Step C						
Sich C		Φ 5 (02 00 0.5)	0.5	- ~-		
		\$5,603.00 /Month	\$37.35	5 /Hour		
	Total Benefits	\$4,315.02 77.01%	\$66.12	\$36.16	\$15.08	\$117.36
			0440.046.03			
		Annual Salary + Benefits	\$119,016.23	=		
G. D						
Step D						
		\$5,883.15 /Month	\$39.22	2 /Hour		
	Total Benefits	\$4,386.37 74.56%	\$68.46	\$37.44	\$15.62	\$121.52
		Annual Salary + Benefits	\$123,234.21			
				= 		
Step E						
		\$6,177.30 /Month	\$11.19	3 /Hour		
		φυ, 17.50/191011111	φ41.10	3 /110u1		
	Total Benefits	\$4,461.29 72.22%	\$70.02	¢20 70	¢16 10	¢125 00
	rotal benefits	\$4,461.29 72.22%	\$70.92	\$38.78	\$16.18	\$125.89
		Annual Salary + Benefits	\$127,663.09			
		Aminal Salaty T Delicits	Ψ121,003.07	=		

Administrative Assistant I Department: Administrative Services

Step A							
Step 11		\$3,793.57 /I	Month	\$25.29	Hour		
D 64	M-14:1:				Cataan		
Benefit DEDC Frontess	<u>Multiplier</u> 0.172790	655.49			Catego Office Emp		
PERS - Employer Management Incentive	0.172790	0.00			Office Ellip	loyees	
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	55.01	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,854.20	101.60%	\$50.99	\$25.08	\$11.63	\$87.70
		Annual Salary	+ Benefits _	\$91,773.27	_		
Step B							
		\$3,983.25 /I	Month	\$26.56	6 /Hour		
	Total Benefits	\$3,902.51	97.97%	\$52.57	\$25.87	\$11.99	\$90.43
		Annual Salary	+ Benefits =	\$94,629.10	=		
Step C							
		\$4,182.42 /I	Month	\$27.88	3 /Hour		
	Total Benefits	\$3,953.23	94.52%	\$54.24	\$26.68	\$12.37	\$93.30
		Annual Salary	+ Benefits =	\$97,627.73	=		
Step D							
		\$4,391.54 /1	Month	\$29.28	3 /Hour		
	Total Benefits	\$4,006.49	91.23%	\$55.99	\$27.55	\$12.77	\$96.30
		Annual Salary	+ Benefits =	\$100,776.28	=		
Step E							
•		\$4,611.11 /I	Month	\$30.74	1 /Hour		
	Total Benefits	\$4,062.41	88.10%	\$57.82	\$28.45	\$13.19	\$99.46
		Annual Salary	+ Benefits =	\$104,082.27	=		



Administrative Assistant I Department: Community Development

Step A						
200 F 22		\$3,793.57 /Month	\$25.29	Hour		
				~ .		
Benefit	<u>Multiplier</u>	10		Catego		
PERS - Employer	0.172790	655.49		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance	0.000270	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.	0.050120	0.00				
Workers Comp.	0.058120	220.48	W 1.D.	122.10%	22.81%	T
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	55.01	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,854.20 101.60%	\$50.99	\$62.25	\$11.63	\$124.87
		Annual Salary + Benefits	\$91,773.27			
		Annual Salary + Delicities	φ/1,//3.2/	=		
Step B						
3 66 2		\$3,983.25 /Month	\$26.56	5 /Hour		
	Total Benefits	\$3,902.51 97.97%	\$52.57	\$64.19	\$11.99	\$128.76
		Annual Salary + Benefits	\$94,629.10	=		
Step C						
•		\$4,182.42 /Month	\$27.88	3 /Hour		
	Total Benefits	\$3,953.23 94.52%	\$54.24	\$66.22	\$12.37	\$132.84
		Annual Salary + Benefits	\$97,627.73	=		
Step D						
		\$4,391.54 /Month	\$29.28	3 /Hour		
	Total Benefits	\$4,006.49 91.23%	\$55.99	\$68.36	\$12.77	\$137.12
		Annual Salary + Benefits	\$100,776.28	=		
Step E						
		\$4,611.11 /Month	\$30.74	4 /Hour		
	Total Benefits	\$4,062.41 88.10%	\$57.82	\$70.60	\$13.19	\$141.62
		Annual Salary + Benefits	\$104,082.27	=		
<u></u>						

Administrative Assistant I Department: Parks and Recreation

Step A							
Step 11		\$3,793.57 / I	Month	\$25.29	Hour /		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	655.49			Office Emp		
Management Incentive		0.00			1		
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	0.030120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	55.01		& Benefits	Overhead	Overhead	Rate
Wedicare	0.014300	33.01	_	& Delicitis	Overneau	Overneau	Katt
	Total Benefits	\$3,854.20	101.60%	\$50.99	\$53.21	\$11.63	\$115.82
		Annual Salary	+ Benefits _	\$91,773.27	_		
Step B							
		\$3,983.25 /1	Month	\$26.56	6 /Hour		
	Total Benefits	\$3,902.51	97.97%	\$52.57	\$54.86	\$11.99	\$119.43
		Annual Salary	+ Benefits	\$94,629.10	=		
Step C							
Step C		\$4,182.42 /1	Month	\$27.88	3 /Hour		
	Total Benefits	\$3,953.23	94.52%	\$54.24	\$56.60	\$12.37	\$123.21
	Total Belieffts			•	φ.σσ.σσ	φ12.37	φ123.21
		Annual Salary	+ Benefits =	\$97,627.73	=		
Step D							
		\$4,391.54 /1	Month	\$29.28	3 /Hour		
	Total Benefits	\$4,006.49	91.23%	\$55.99	\$58.43	\$12.77	\$127.19
		Annual Salary	+ Benefits	\$100,776.28			
			=		=		
Step E							
_		\$4,611.11 /	Month	\$30.74	4 /Hour		
	Total Benefits	\$4,062.41	88.10%	\$57.82	\$60.35	\$13.19	\$131.36
		Annual Salary	+ Benefits	\$104,082.27			
		~ - y	=	,	=		

Administrative Assistant I Department: Public Works

Step A						
Step 11		\$3,793.57 /Month	\$25.29	9 /Hour		
		<i>40,120101</i> , 111011111	4_5 4_5	,110 41		
<u>Benefit</u>	Multiplier			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.172790	655.49		Office Emp	loyees	
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.	0.050120	0.00		===.		
Workers Comp.	0.058120	220.48	TT 1 D 4	113.79%	22.81%	75 4 1 TT 1
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	55.01	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,854.20 101.60%	\$50.99	\$58.02	\$11.63	\$120.63
		Annual Salary + Benefits	\$91,773.27			
		Annual Salary + Delicitis	\$91,773.27	=		
Step B						
Беер Б		\$3,983.25 /Month	\$26.50	6 /Hour		
	Total Benefits	\$3,902.51 97.97%	\$52.57	\$59.82	\$11.99	\$124.39
		Annual Salary + Benefits	\$94,629.10	=		
Step C						
Step C		Φ4 100 40 D.F. d	427.0			
		\$4,182.42 /Month	\$27.88	8 /Hour		
	Total Benefits	\$3,953.23 94.52%	\$54.24	\$61.72	\$12.37	\$128.33
		A 10.1 B	фо л (25 52			
		Annual Salary + Benefits	\$97,627.73	=		
Step D						
		\$4,391.54 /Month	\$29.28	8 /Hour		
	Total Benefits	\$4,006.49 91.23%	\$55.99	\$63.71	\$12.77	\$132.47
		Annual Salary + Benefits	\$100,776.28	=		
C4. F						
Step E		\$4,611.11 /Month	\$30.74	4 /Hour		
		¥ .,022.22 / 1.1011.11	Ψ50.7-			
	Total Benefits	\$4,062.41 88.10%	\$57.82	\$65.80	\$13.19	\$136.81
		Annual Salary + Benefits	\$104,082.27	=		

Administrative Assistant II Department: Administrative Services

Step A							
~ *** F		\$4,182.42 /M	Ionth	\$27.88	3 /Hour		
D 01					~ .		
Benefit	Multiplier	722.60			Catego		
PERS - Employer	0.172790	722.68			Office Emp	ioyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	190.87					
LTD Insurance Life Insurance	0.009270	38.77					
		5.51					
Holiday Pay Uniform Allowance		0.00					
		0.00					
Standby Ratinga Madical		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	0.050120	0.00					
Workers Comp.	0.058120	243.08		II. I D.	49.20%	22.81%	T. 4 . 1 TT 1
Vision Benefit	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	60.65	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,953.23	94.52%	\$54.24	\$26.68	\$12.37	\$93.30
		Annual Calamy	Danafita	¢07 627 72			
		Annual Salary +	Benefits =	\$97,627.73	=		
Step B							
Step 2		\$4,391.54 /M	\$4,391.54 /Month		3 /Hour		
	Total Benefits	\$4,006.49	91.23%	\$55.99	\$27.55	\$12.77	\$96.30
		Annual Salary +	Benefits _	\$100,776.28	=		
Step C							
Sing C		\$4,611.11 /M	Ionth	\$30.74	4 /Hour		
	Total Benefits	\$4,062.41	88.10%	\$57.82	\$28.45	\$13.19	\$99.46
		Annual Salary +	Benefits	\$104,082.27			
			=				
Step D		φ4 0.41 <i>(5</i> 1 0.4	er .1	#22.2 6			
		\$4,841.67 /M	lonth	\$32.28	3 /Hour		
	Total Benefits	\$4,121.13	85.12%	\$59.75	\$29.40	\$13.63	\$102.78
		Annual Salary +	Benefits _	\$107,553.55	=		
Step E							
Step 2		\$5,083.75 /M	Ionth	\$33.89	Hour		
	Total Benefits	\$4,182.78	82.28%	\$61.78	\$30.39	\$14.09	\$106.26
		Annual Salary +	Benefits _	\$111,198.40	=		

Administrative Assistant II Department: City Attorney

Step A						
•		\$4,182.42 /Month	\$27.88 /Hour			
Benefit	<u>Multiplier</u>			<u>Catego</u>		
PERS - Employer	0.172790	722.68				
Management Incentive	0.172790	0.00	Office Employees		noyees	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		190.87				
LTD Insurance	0.009270	38.77				
Life Insurance	0.00,270	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	0.030120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	60.65	& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	00.03	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$3,953.23 94.52%	\$54.24	\$22.17	\$12.37	\$88.78
		Annual Calamy Danofita	\$07 627 73			
		Annual Salary + Benefits	\$97,627.73	=		
Cton D						
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	\$100,776.28	=		
Step C						
Step C		Φ4. /11.11 ./λ.π	\$20.74 JU			
		\$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	\$104,082.27	=		
Step D						
		\$4,841.67 /Month	\$32.28	\$32.28 /Hour		
	Total Benefits	\$4,121.13 85.12%	\$59.75	\$24.42	\$13.63	\$97.80
		Annual Salary + Benefits	\$107,553.55	=		
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	\$111,198.40	_		



Administrative Assistant II Department: Community Development

Step A							
~ *** F		\$4,182.42 /Month		\$27.88	3 /Hour		
Benefit	<u>Multiplier</u>	500 50			Catego		
PERS - Employer	0.172790	722.68			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	60.65	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,953.23	94.52%	\$54.24	\$66.22	\$12.37	\$132.84
		A 1 G . 1	D	405 (35 53			
		Annual Salary +	Benefits =	\$97,627.73	=		
Step B							
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 _	\$100,776.28	=		
Step C							
•		\$4,611.11 /Month		\$30.74	4 /Hour		
	Total Benefits	\$4,062.41	88.10%	\$57.82	\$70.60	\$13.19	\$141.62
		Annual Salary + Benefits =		\$104,082.27	=		
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 _	\$107,553.55	=		
Step E							
500p <u>-</u>		\$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 =	\$111,198.40	=		

Administrative Assistant II Department: Parks and Recreation

Step A						
Б сер 11		\$4,182.42 /Month	\$27.8	8 /Hour		
		ψ 1,1021 12 / 1/1011till	Ψ=110	0 / 110 01		
<u>Benefit</u>	Multiplier			Catego	ry	
PERS - Employer	0.172790	722.68		Office Emp	oloyees	
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	60.65	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,953.23 94.52	% \$54.24	\$56.60	\$12.37	\$123.21

		Annual Salary + Benefit	\$ \$97,627.73	=		
C4 D						
Step B		*****				
		\$4,391.54 /Month	\$29.2	8 /Hour		
	Total Benefits	\$4,006.49 91.23	% \$55.99	\$58.43	\$12.77	\$127.19
		Annual Salary + Benefit	\$ \$100,776.28	_		
Ston C						
Step C		*******				
		\$4,611.11 /Month	\$30.7	4 /Hour		
	T . 15 C	0.40		***	415.10	****
	Total Benefits	\$4,062.41 88.10	% \$57.82	\$60.35	\$13.19	\$131.36
		Annual Salary + Benefit	\$ \$104,082.27			
		Aminum Sulary + Delicit	φ107,002.27	=		
Step D						
Step 2		\$4,841.67 /Month	¢20.0	8 /Hour		
		ψ Τ,υΤΙ.υ / /IVIUIIIII	φ32.2	6 /110ui		
	Total Benefits	\$4,121.13 85.12	% \$50.75	\$62.36	\$12.62	\$135 7A
	Total Delicitis	ψτ,121.13 03.12	% \$59.75	\$62.36	\$13.63	\$135.74
		Annual Salary + Benefit	\$107,553.55			
		Summy . Delicite	420.,000.00	=		
Step E						
200P =		\$5,083.75 /Month	\$33.8	9 /Hour		
		ψ ω,υυω./ ω /1V1U1IIII	φ33.6) /110ui		
	Total Benefits	\$4,182.78 82.28	% \$61.78	\$64.47	\$14.09	\$140.34
	Total Delicitis	φ+,102.70 02.20	υ φυ1./ο	φ υ4.4 /	φ1 4. U2	Ф140.34
		Annual Salary + Benefit	\$111,198.40			
				=		
<u></u>						

Administrative Assistant II Department: Police

Step A							
Step 11		\$4,182.42 /M	onth	\$27.88	/Hour		
		4.,102112 /112		Ψ=7,000	,11001		
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.172790	729.88			Office Emp	loyees	
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			54.68%	22.81%	
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	61.25	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,005,12	95.76%	\$54.50	¢20.95	¢12.45	¢04 00
	Total Belletits	\$4,005.12	93.76%	\$54.58	\$29.85	\$12.45	\$96.88
		Annual Salary +	Benefits _	\$98,250.43	_		
			_		_		
Step B							
		\$4,391.54 /M	onth	\$29.28	/Hour		
	Total Benefits	\$4,058.38	92.41%	\$56.33	\$30.81	\$12.85	\$99.99
		Annual Salary +	Benefits _	\$101,398.99	=		
Step C							
		\$4,611.11 /M	onth	\$30.74	/Hour		
	Total Benefits	\$4,114.30	89.23%	\$58.17	\$31.81	\$13.27	\$103.25
	Total Beliefits				φ31.01	φ13.27	φ103.23
		Annual Salary +	Benefits =	\$104,704.97	=		
Step D							
		\$4,841.67 /M	onth	\$32.28	/Hour		
	Total Benefits	\$4,173.02	86.19%	\$60.10	\$32.86	\$13.71	\$106.67
		Annual Salary +	Benefits _	\$108,176.26	=		
Step E							
		\$5,083.75 /M	onth	\$33.89	/Hour		
	Total Benefits	\$4,234.67	83.30%	\$62.12	\$33.97	\$14.17	\$110.27
		Annual Salary +	Renefits	\$111,821.11			
		Annual Salaty +	=	Ψ111,021,11	≡		

Administrative Assistant II Department: Public Works

Step A							
Step 11		\$4,182.42 /M	Ionth	\$27.88	3 /Hour		
		ψ 1,102V12 /1		Ψ=7,000	, , 110 61		
<u>Benefit</u>	Multiplier				Catego	<u>ry</u>	
PERS - Employer	0.172790	722.68			Office Emp	loyees	
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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	60.65	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$3,953.23	94.52%	\$54.24	\$61.72	\$12.37	\$128.33
				40			
		Annual Salary +	Benefits =	\$97,627.73	=		
Ct. D							
Step B							
		\$4,391.54 /M	lonth	\$29.28	3 /Hour		
	Total Benefits	\$4,006.49	91.23%	\$55.99	\$63.71	\$12.77	\$132.47
		Annual Salary +	Benefits _	\$100,776.28	=		
Ston C							
Step C							
		\$4,611.11 /M	lonth	\$30.74	Hour		
	T-4-1 D	¢4.062.41	00 100/	Φ 55 03	φ. ς. οο	¢12.10	\$126.91
	Total Benefits	\$4,062.41	88.10%	\$57.82	\$65.80	\$13.19	\$136.81
		Annual Salary +	Benefits _	\$104,082.27	=		
Step D							
		\$4,841.67 /M	Ionth	\$32.28	3 /Hour		
	Total Benefits	\$4,121.13	85.12%	\$50.75	\$67.00	¢13.62	¢1//1 20
	Total Beliefits	φ4,121.13	03.12/0	\$59.75	\$67.99	\$13.63	\$141.38
		Annual Salary +	Benefits _	\$107,553.55	=		
Step E							
		\$5,083.75 /M	Ionth	\$33.89	/Hour		
	Total Benefits	\$4,182.78	82.28%	\$61.78	\$70.30	\$14.09	\$146.17
		Annual Salary +	Benefits _	\$111,198.40	=		
			_		_		

Administrative Secretary

Step A						
~ · · · · · ·		\$4,841.67 /Month	\$32.2	28 /Hour		
	25 14 14			G .		
Benefit	Multiplier	026.50		Catego		
PERS - Employer	0.172790	836.59		Office Emp	oloyees	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance	0.000270	190.87				
LTD Insurance Life Insurance	0.009270	44.88				
		5.51				
Holiday Pay Uniform Allowance		0.00				
		0.00				
Standby		0.00				
Retiree Medical		1,326.63				
Deferred Comp.	0.050120	0.00				
Workers Comp.	0.058120	281.40	TT 1 D 4	49.20%	22.81%	75 4 1 TT 1
Vision Benefit	0.01.4500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	70.20	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,121.13 85.12	% \$59.75	\$29.40	\$13.63	\$102.78
		A 1 C . 1 D C	\$105.552.55			
		Annual Salary + Benefi	\$107,553.55	=		
C4 · · · D						
Step B						
		\$5,083.75 /Month	\$33.8	39 /Hour		
	Total Benefits	\$4,182.78 82.28	% \$61.78	\$30.39	\$14.09	\$106.26
		Annual Salary + Benefi	s \$111,198.40	_		
Step C						
Step C		ΦΕ 22E 04 D.E1	***			
		\$5,337.94 /Month	\$35.5	59 /Hour		
	Total Benefits	\$4,247.52	% \$63.90	\$31.44	\$14.58	\$109.92
		Annual Salary + Benefi	\$115,025.49	_		
Step D						
экер Б		\$5,604.84 /Month	\$37.3	37 /Hour		
		• ,				
	Total Benefits	\$4,315.49 77.00	% \$66.14	\$32.54	\$15.09	\$113.76
		Annual Salary + Benefi	\$119,043.93	_		
Step E						
~~~ ~~		\$5,885.08 /Month	\$39.2	23 /Hour		
		•				
	<b>Total Benefits</b>	\$4,386.86 74.54	% \$68.48	\$33.69	\$15.62	\$117.79
		Annual Salary + Benefi	s \$123,263.30	=		

### **Administrative Secretary**

Step A						
_		<b>\$4,841.67</b> /Month	\$32.28	8 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	rv.	
PERS - Employer	0.172790	836.59		Office Emp		
Management Incentive	0.172770	0.00		omer Emp	10,000	
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		122.10%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	70.20	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,121.13 85.12%	\$59.75	\$72.96	\$13.63	\$146.34
		Annual Colony   Donofita	\$107,553.55			
		Annual Salary + Benefits =	\$107,333.33	=		
Step B						
200p 2		\$5,083.75 /Month	\$33.89	9 /Hour		
	Total Benefits	\$4,182.78 82.28%	\$61.78	\$75.43	\$14.09	\$151.30
		Annual Salary + Benefits	\$111,198.40	=		
Step C						
		<b>\$5,337.94</b> /Month	\$35.59	9 /Hour		
	Total Benefits	\$4,247.52 79.57%	\$63.90	\$78.03	\$14.58	\$156.51
		Annual Salary + Benefits	\$115,025.49	=		
Step D		Φ7 <04 04 05 d	***			
		<b>\$5,604.84</b> /Month	\$37.37	7 /Hour		
	Total Benefits	\$4,315.49 77.00%	\$66.14	\$80.75	\$15.09	\$161.98
		Annual Salary + Benefits	\$119,043.93	=		
Step E						
		<b>\$5,885.08</b> /Month	\$39.23	3 /Hour		
	Total Benefits	\$4,386.86 74.54%	\$68.48	\$83.61	\$15.62	\$167.72
		Annual Salary + Benefits	\$123,263.30	=		

## **Administrative Secretary**

**Department: Parks and Recreation** 

Step A							
~ · · · · · · ·		<b>\$4,841.67</b> /Mont	h	\$32.28	/Hour		
					~ .		
Benefit	<u>Multiplier</u>	00 5 50			Categor		
PERS - Employer	0.172790	836.59			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	70.20	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,121.13 85	5.12%	\$59.75	\$62.36	\$13.63	\$135.74
		. 101 D	œ.	φ10 <b>= 552 55</b>			
		Annual Salary + Ben	efits _	\$107,553.55	=		
G. B							
Step B							
		\$5,083.75 /Mont	h	\$33.89	/Hour		
	Total Benefits	\$4,182.78	2.28%	\$61.78	\$64.47	\$14.09	\$140.34
		Annual Salary + Ben	efits _	\$111,198.40	=		
Step C							
2.0 <b>.</b> P		\$5,337.94 /Mont	h	\$35.59	/Hour		
	Total Benefits	\$4,247.52 79	0.57%	\$63.90	\$66.69	\$14.58	\$145.17
		Annual Salary + Ben	efits _	\$115,025.49	≡		
Step D							
		\$5,604.84 /Mont	h	\$37.37	/Hour		
	Total Benefits	\$4,315.49 77	.00%	\$66.14	\$69.02	\$15.09	\$150.24
		Annual Salary + Ben	efits =	\$119,043.93	=		
Step E							
		\$5,885.08 /Mont	h	\$39.23	/Hour		
	Total Benefits	\$4,386.86 74	.54%	\$68.48	\$71.47	\$15.62	\$155.57
		Annual Salary + Ben	efits	\$123,263.30			
			=======================================	72-07-00100	=		

## **Administrative Secretary Department: Public Works**

Step A						
Step 11		<b>\$4,841.67</b> /Month	\$3	32.28 /Hour		
		ψ 1,0 12101 / 1/1011011	Ψ.			
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	<u>ory</u>	
PERS - Employer	0.172790	836.59		Office Emp	ployees	
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	Hourly Ra		Citywide	Total Hourly
Medicare	0.014500	70.20	& Benefit	ts Overhead	Overhead	Rate
	Total Benefits	\$4,121.13 85.1	2% \$59.75	\$67.99	\$13.63	\$141.38
		4 1G1 D	. 4105 553 5			
		Annual Salary + Benef	ts \$107,553.5	<u> </u>		
Ct. D						
Step B						
		<b>\$5,083.75</b> /Month	\$	333.89 /Hour		
	Total Benefits	\$4,182.78 82.2	<b>\$61.78</b>	\$70.30	\$14.09	\$146.17
		Annual Salary + Benef	ts <u>\$111,198.4</u>	10		
Step C						
Step C		Φ <b>Ε 225 Ω</b> Δ ΔΔ1	d	25.50.77		
		<b>\$5,337.94</b> /Month	\$	335.59 /Hour		
	Total Benefits	\$4,247.52 79.5	7% \$63.90	\$72.72	\$14.58	\$151.20
		Annual Salary + Benef	ts \$115,025.4	19		
Step D						
Step D		<b>\$5,604.84</b> /Month	\$	337.37 /Hour		
		φο,σσ ποι γινισπαι	4	711041		
	Total Benefits	\$4,315.49 77.0	\$66.14	\$75.26	\$15.09	\$156.48
		A 10.1 B	4. 0440.043.0	12		
		Annual Salary + Benef	ts <u>\$119,043.9</u>	<u> </u>		
Step E						
	_	\$5,885.08 /Month	\$	339.23 /Hour		
		****				
	Total Benefits	\$4,386.86 74.5	1% \$68.48	\$77.92	\$15.62	\$162.03
		Annual Salary + Benef	ts \$123,263.3	30		
		•				

### **Administrative Supervisor**

Step A						
~ *** <b>F</b>		\$5,326.86 /Month	\$35.51	1 /Hour		
Donofit	<u>Multiplier</u>			Cotogo	<b></b>	
<u>Benefit</u> PERS - Employer	0.172790	920.43		Catego Office Emp		
Management Incentive	0.172790	0.00		Office Emp	noyees	
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	77.24	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,244.69 79.68%	\$63.81	\$31.39	\$14.56	\$109.76
		i idi b et	<b>0114.050.50</b>			
		Annual Salary + Benefits	\$114,858.58	=		
Step B						
Step <b>Б</b>		\$5,593.20 /Month	\$37.29	9 /Hour		
	Total Benefits	\$4,312.53 77.10%	\$66.04	\$32.49	\$15.07	\$113.59
		Annual Salary + Benefits	\$118,868.68	=		
Step C						
		\$5,872.86 /Month	\$39.13	5 /Hour		
	Total Benefits	\$4,383.75 74.64%	\$68.38	\$33.64	\$15.60	\$117.62
		Annual Salary + Benefits	\$123,079.28	=		
Step D		h < 4 < 4 =				
		<b>\$6,166.50</b> /Month	\$41.1	1 /Hour		
	Total Benefits	\$4,458.53 72.30%	\$70.83	\$34.85	\$16.16	\$121.84
		Annual Salary + Benefits	\$127,500.42	=		
Step E						
		<b>\$6,474.83</b> /Month	\$43.1	7 /Hour		
	Total Benefits	\$4,537.06 70.07%	\$73.41	\$36.12	\$16.75	\$126.28
		Annual Salary + Benefits	\$132,142.61	=		

### **Administrative Supervisor**

Step A						
		\$5,326.86 /Month	\$35.51	1 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.172790	920.43		Office Emp		
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	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	77.24	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,244.69 79.68%	\$63.81	\$77.91	\$14.56	\$156.28
		Annual Calamy   Danasta	¢114 050 50			
		Annual Salary + Benefits	\$114,858.58	=		
Step B						
200p 2		\$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	\$118,868.68	=		
Step C						
•		<b>\$5,872.86</b> /Month	\$39.15	5 /Hour		
	Total Benefits	\$4,383.75 74.64%	\$68.38	\$83.49	\$15.60	\$167.47
		Annual Salary + Benefits	\$123,079.28	=		
Step D		0.466.70.05				
		<b>\$6,166.50</b> /Month	\$41.11	l /Hour		
	Total Benefits	\$4,458.53 72.30%	\$70.83	\$86.49	\$16.16	\$173.48
		Annual Salary + Benefits	\$127,500.42	=		
Step E						
	_	<b>\$6,474.83</b> /Month	\$43.17	7 /Hour		
	Total Benefits	\$4,537.06 70.07%	\$73.41	\$89.64	\$16.75	\$179.80
		Annual Salary + Benefits	\$132,142.61	=		

## **Administrative Supervisor**

**Department: Parks and Recreation** 

Step A						
		\$5,326.86 /Month	\$35.51	1 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.172790	920.43		Office Emp		
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	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	77.24	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,244.69 79.68%	\$63.81	\$66.59	\$14.56	\$144.96
		Annual Calamy   Danofita	¢114 050 50			
		Annual Salary + Benefits	\$114,858.58	=		
Step B						
200p 2		\$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	\$118,868.68	=		
Step C						
•		<b>\$5,872.86</b> /Month	\$39.15	5 /Hour		
	Total Benefits	\$4,383.75 74.64%	\$68.38	\$71.36	\$15.60	\$155.34
		Annual Salary + Benefits	\$123,079.28	=		
Step D		ф. 4.6. <b>Т</b> О 2.5				
		<b>\$6,166.50</b> /Month	\$41.11	l /Hour		
	Total Benefits	\$4,458.53 72.30%	\$70.83	\$73.92	\$16.16	\$160.92
		Annual Salary + Benefits	\$127,500.42	=		
Step E						
		<b>\$6,474.83</b> /Month	\$43.17	7 /Hour		
	Total Benefits	\$4,537.06 70.07%	\$73.41	\$76.61	\$16.75	\$166.77
		Annual Salary + Benefits	\$132,142.61	=		

## **Administrative Supervisor Department: Public Works**

Step A

Step A		\$5,326.86 /I	Month	\$35.51	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	PE7	
PERS - Employer	0.172790	920.43			Office Emp		
Management Incentive	0.172790	0.00			Office Emp	noyees	
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.38					
Life Insurance	0.007270	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		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	77.24		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,244.69	79.68%	\$63.81	<b>\$72.61</b>	<b>\$14.56</b>	\$150.98
	Total Belletitis				Ψ/2.01	Ψ14.50	Ψ130.90
		Annual Salary	+ Benefits =	\$114,858.58	=		
Step B							
_		\$5,593.20 /I	Month	\$37.29	/Hour		
	Total Benefits	\$4,312.53	77.10%	\$66.04	\$75.15	\$15.07	\$156.25
		Annual Salary -	+ Benefits	\$118,868.68			
			_		=		
Step C		Φ <b>Ε 953 9</b> 4 /	V.F(1	<b>\$20.45</b>			
		\$5,872.86 /N	Vionth	\$39.15	/Hour		
	Total Benefits	\$4,383.75	74.64%	\$68.38	\$77.81	\$15.60	\$161.78
		Annual Salary	+ Benefits _	\$123,079.28	<b>=</b>		
Step D							
Биер Б		<b>\$6,166.50</b> /I	Month	\$41.11	/Hour		
	Total Benefits			\$70.92	¢00.70	\$16.16	¢1/7/0
	Total belieffts	\$4,458.53	72.30%	\$70.83	\$80.60	\$16.16	\$167.60
		Annual Salary	+ Benefits =	\$127,500.42	=		
Step E							
		\$6,474.83 /N	Month	\$43.17	/ /Hour		
	Total Benefits	\$4,537.06	70.07%	\$73.41	\$83.54	\$16.75	\$173.70
		Annual Salary	+ Benefits _	\$132,142.61	=		
		•	=	·			

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

Step A						
200 <b>F</b> 22		<b>\$11,458.46</b> /Month	\$76.39	Hour /		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,979.91	Non-Sw	orn Asst Director		torney
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		40.87%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	166.15	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,290.31 54.90%	\$118.33	\$48.36	\$26.99	\$193.68
		Annual Salary + Benefits	\$212,985.31			
		Amidai Salai y + Delicitis	Ψ212,703.31	=		
Step B						
511 <b>F</b> 2		\$12,031.38 /Month	\$80.21	1 /Hour		
	Total Benefits	\$6,436.23 53.50%	\$123.12	\$50.32	\$28.09	\$201.52
		Annual Salary + Benefits	\$221,611.34	=		
Step C						
_		<b>\$12,632.95</b> /Month	\$84.22	2 /Hour		
	Total Benefits	\$6,589.43 52.16%	\$128.15	\$52.38	\$29.23	\$209.76
		Annual Salary + Benefits	\$230,668.66	=		
Step D						
		\$13,264.60 /Month	\$88.43	3 /Hour		
	Total Benefits	\$6,750.30 50.89%	\$133.43	\$54.54	\$30.44	\$218.41
		Annual Salary + Benefits	\$240,178.85	=		
Step E						
•	_	<b>\$13,927.83</b> /Month	\$92.85	5 /Hour		
	Total Benefits	\$6,919.21 49.68%	\$138.98	\$56.80	\$31.71	\$227.49
		Annual Salary + Benefits	\$250,164.54	=		



### **Assistant City Clerk**

<b>0.99</b> /Hour <u>Category</u> Non-Sworn Professionals / Supervisors
49.20% 22.81%
te Department Citywide Total Hourly
s Overhead Overhead Rate
\$35.61 \$16.51 \$124.51
5
<u>5</u>
43.04 /Hour
\$36.88 \$17.10 \$128.93
3
45.20 /Hour
\$38.21 \$17.71 \$133.57
7
47.46 /Hour
\$39.60 \$18.36 \$138.45
4
49.83 /Hour
\$41.06 \$19.04 \$143.57
9

## **Assistant City Manager Department: City Manager**

Step A						
•		\$13,117.27 /Month	\$87.45	/Hour		
Benefit	<u>Multiplier</u>			Catego	<b>10%</b> 7	
PERS - Employer	0.172790	2,410.37		Non-Sworn I		
Management Incentive	0.172790	832.41		rion bwoin i	Director	
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	0.00025	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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	202.27	& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	202.21	& Delicits	Overneau	Overneau	Kate
	Total Benefits	\$7,405.72 56.46%	\$136.82	\$56.83	\$31.21	\$224.87
		Annual Colony   Ponofite	\$246 275 97			
		Annual Salary + Benefits	\$246,275.87	=		
Step B						
ыср Б		\$12.772.12 /Month	¢01.00	) /TT		
		<b>\$13,773.13</b> /Month	\$91.82	2 /Hour		
	Total Benefits	\$7,572.75 54.98%	\$142.31	\$59.11	\$32.46	\$233.88
		Annual Salary + Benefits	\$256,150.65	=		
Step C						
Step C		<b>\$14,461.79</b> /Month	¢06.41	/Hour		
		\$14,401.79 /WORUI	\$90.41	/nour		
	Total Benefits	\$7,748.14 53.58%	\$148.07	\$61.51	\$33.78	\$243.35
		Annual Salary + Benefits	\$266,519.18			
		Annual Salary + Delicitis	\$200,319.10	=		
Step D						
332 <b>F</b> =		\$15,184.88 /Month	\$101.23	3 /Hour		
	Total Benefits	\$7,932.30 52.24%	\$154.11	\$64.02	\$35.16	\$253.29
		Annual Salary + Benefits	\$277,406.13	=		
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	\$288,837.43	_		
		=		_		

### **Assistant Community Development Director**

Step A						
		<b>\$11,458.46</b> /Month	\$76.39	9 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,979.91	Non-Sw	orn Asst Director		torney
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	20/ - 0110	1,326.63				
Deferred Comp.	3% + \$110	453.75		100 100/	22.010/	
Workers Comp. Vision Benefit	0.058120	665.97 34.21	Haunly Data	122.10%	22.81%	Total Haunler
Medicare	0.014500	166.15	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly Rate
Wiedicare	0.014300	100.13	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$6,290.31 54.90%	\$118.33	\$144.48	\$26.99	\$289.79
		Annual Salary + Benefits	\$212,985.31			
		rimidal Salary   Delicitis	Ψ212,500.01	=		
Step B						
		<b>\$12,031.38</b> /Month	\$80.2	1 /Hour		
	Total Benefits	\$6,436.23 53.50%	\$123.12	\$150.33	\$28.09	\$301.53
		Annual Salary + Benefits	\$221,611.34	_		
Step C						
•		<b>\$12,632.95</b> /Month	\$84.22	2 /Hour		
	Total Benefits	\$6,589.43 52.16%	\$128.15	\$156.47	\$29.23	\$313.86
		Annual Salary + Benefits	\$230,668.66	=		
Step D						
		\$13,264.60 /Month	\$88.43	3 /Hour		
	Total Benefits	\$6,750.30 50.89%	\$133.43	\$162.92	\$30.44	\$326.80
		Annual Salary + Benefits	\$240,178.85	=		
Step E						
•		\$13,927.83 /Month	\$92.83	5 /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**

Step A						
		<b>\$11,773.67</b> /Month	\$78.49	9 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	2,034.37	Non-Sw	orn Asst Director		torney
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	TT. 2 D.4	49.20%	22.81%	m.4.177
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	170.72	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,380.05 54.19%	\$121.02	\$59.54	\$27.61	\$208.18
		Annual Salary + Benefits	\$217,844.63			
		initial Salary   Delicitis	Ψ217,011100	=		
Step B						
•		\$12,362.35 /Month	\$82.42	2 /Hour		
	Total Benefits	\$6,529.97 52.82%	\$125.95	\$61.97	\$28.73	\$216.65
		Annual Salary + Benefits	\$226,707.94	=		
Step C						
•		<b>\$12,980.47</b> /Month	\$86.54	4 /Hour		
	Total Benefits	\$6,687.40 51.52%	\$131.12	\$64.51	\$29.91	\$225.54
		Annual Salary + Benefits	\$236,014.42	=		
Step D						
		\$13,629.50 /Month	\$90.86	6 /Hour		
	Total Benefits	\$6,852.69 50.28%	\$136.55	\$67.18	\$31.15	\$234.88
		Annual Salary + Benefits	\$245,786.22	=		
Step E						
		<b>\$14,310.97</b> /Month	\$95.41	1 /Hour		
	Total Benefits	\$7,026.25 49.10%	\$142.25	\$69.99	\$32.45	\$244.68
		Annual Salary + Benefits	\$256,046.61	=		



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

Step A						
		<b>\$11,773.67</b> /Month	\$78.49	9 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	2,034.37	Non-Sw	orn Asst Director		torney
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		113.79%	22.81%	
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	170.72	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,380.05 54.19%	\$121.02	\$137.72	\$27.61	\$286.35
		Annual Salary + Benefits	\$217,844.63			
		minual Salary   Delicites	Ψ217,044.05	=		
Step B						
•		<b>\$12,362.35</b> /Month	\$82.42	2 /Hour		
	Total Benefits	\$6,529.97 52.82%	\$125.95	\$143.32	\$28.73	\$298.00
		Annual Salary + Benefits	\$226,707.94	=		
Step C						
·		<b>\$12,980.47</b> /Month	\$86.54	4 /Hour		
	Total Benefits	\$6,687.40 51.52%	\$131.12	\$149.20	\$29.91	\$310.23
		Annual Salary + Benefits	\$236,014.42	=		
Step D		<b>040 €00 ₹0</b> 0 €				
		\$13,629.50 /Month	\$90.80	6 /Hour		
	Total Benefits	\$6,852.69 50.28%	\$136.55	\$155.38	\$31.15	\$323.08
		Annual Salary + Benefits	\$245,786.22	=		
Step E						
		<b>\$14,310.97</b> /Month	\$95.4	1 /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							
Step 11		\$7,328.94 /M	lonth	\$48.86	6 /Hour		
		, ,		,			
<u>Benefit</u>	<b>Multiplier</b>				<u>Catego</u>		
PERS - Employer	0.172790	1,266.37		Non-	Sworn Profession	nals / Superviso	ors
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			113.79%	22.81%	
Vision Benefit		34.21		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	106.27	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,037.12	68.73%	\$82.44	\$93.81	\$18.81	\$195.06
		A 1 G . 1	D C4	\$1.40.202.CF			
		Annual Salary +	Benefits =	\$148,392.65	=		
C4 D							
Step B		4= <0= 40 2.					
		<b>\$7,695.39</b> /M	lonth	\$51.30	) /Hour		
	Total Benefits	\$5,130.44	66.67%	\$85.51	\$97.30	\$19.51	\$202.31
		Annual Salary +	Benefits _	\$153,909.93	=		
Step C							
ыср С		¢0 000 15 /M	Ionth	¢52.05	7 /11		
		<b>\$8,080.15</b> /M	lonun	\$53.87	/ /Hour		
	Total Benefits	¢5 229 44	64.710/	<b>\$99.73</b>	¢100 00	\$20.24	¢200 02
	Total Belletits	\$5,228.44	64.71%	\$88.72	\$100.96	\$20.24	\$209.93
		Annual Salary +	Renefits	\$159,703.08			
		Timuu Sului y	=	Ψ12>,702.00	=		
Step D							
экер Б		<b>\$8,484.16</b> /M	Ionth	\$56.56	6 /Hour		
		φο,4ο4.10 /10	ionui	\$30.30	) /Hour		
	T I D C	Φ5 221 22	<b>62</b> 0 40/	ф0 <b>2</b> 10	<b>#104.01</b>	da1 01	<b>4215.02</b>
	Total Benefits	\$5,331.33	62.84%	\$92.10	\$104.81	\$21.01	\$217.92
		A	D 64-	\$1 <i>(5 7</i> 05 99			
		Annual Salary +	Denents =	\$165,785.88	=		
Ston F							
Step E		<b>\$0,000.25</b> 3.4	r41-	A=> =>			
		<b>\$8,908.37</b> /M	lonth	\$59.39	Hour /		
	m . 15 ~	<b></b>		***	***		
	Total Benefits	\$5,439.37	61.06%	\$95.65	\$108.84	\$21.82	\$226.32
		A	D 6"4 "	¢153 153 93			
		Annual Salary +	benefits =	\$172,172.83	=		

### **Assistant Parks and Recreation Director**

**Department: Parks and Recreation** 

Step A						
Беер 11		<b>\$9,509.10</b> /Month	\$63.39	Hour		
		,				
<u>Benefit</u>	<u>Multiplier</u>			Catego		
PERS - Employer	0.172790	1,643.08	Non-Sw	orn Asst Director	/ Asst City At	torney
Management Incentive		0.00				
EAP Health Insurance		4.20 1,326.63				
Dental Insurance		1,320.03				
LTD Insurance	0.009270	88.15				
Life Insurance	0.000239	35.78				
Holiday Pay	0.000237	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		104.36%	22.81%	
Vision Benefit		34.21	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	137.88	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,735.37 60.31%	\$101.63	\$106.06	\$23.18	\$230.88
		A 1 C. 1	<b>\$193.933.59</b>			
		Annual Salary + Benefits	\$182,933.59	=		
Step B						
Step B		<b>\$9,984.55</b> /Month	\$66.56	6 /Hour		
		\$7,704.33 /Wolldi	\$00.50	5 /110u1		
	Total Benefits	\$5,856.46 58.66%	\$105.61	\$110.21	\$24.09	\$239.91
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	•			
		Annual Salary + Benefits	\$190,092.12	<b>=</b>		
Step C						
Step C		¢10 402 70 /Manth	¢.co. o.c	) /II		
		<b>\$10,483.78</b> /Month	\$69.89	9 /Hour		
	Total Benefits	¢5 092 60 57 070/	¢100.70	\$11 <i>4 57</i>	¢25.04	¢240.40
	Total Benefits	\$5,983.60 57.07%	\$109.78	\$114.57	\$25.04	\$249.40
		Annual Salary + Benefits	\$197,608.57			
		=		=		
Step D						
		<b>\$11,007.97</b> /Month	\$73.39	Hour /		
	T . 1 D . C.	ΦC 117 10	<b>***</b>	44404	40104	<b>0.50</b> 0.6
	Total Benefits	\$6,117.10 55.57%	\$114.17	\$119.15	\$26.04	\$259.36
		Annual Salary + Benefits	\$205,500.84			
		initial Salary / Belleties	Ψ202,200.01	=		
Step E						
		\$11,558.37 /Month	\$77.06	6 /Hour		
	Total Benefits	\$6,257.28 54.14%	\$118.77	\$123.95	\$27.09	\$269.82
		Amusal Colores - Deserte	¢212 707 72			
		Annual Salary + Benefits	\$213,787.73	=		



## **Assistant Planner**

Step A							
		<b>\$6,767.86</b> / ]	Month	\$45.12	2 /Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,169.42		Non-	-Sworn Profession		ors
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			122.10%	22.81%	
Vision Benefit	0.000120	34.21		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	98.13		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,880.59	72.11%	\$77.66	\$94.82	\$17.72	\$190.19
		Annual Salary	+ Benefits	\$139,781.43			
		ranna Sumry	=	ψ103,101110	=		
Step B							
_		<b>\$7,106.25</b> /	Month	\$47.38	3 /Hour		
	Total Benefits	\$4,966.77	69.89%	\$80.49	\$98.28	\$18.36	\$197.12
		Annual Salary	+ Benefits _	\$144,876.33	=		
Step C							
		<b>\$7,461.57</b> /3	Month	\$49.74	4 /Hour		
	Total Benefits	\$5,057.26	67.78%	\$83.46	\$101.90	\$19.04	\$204.40
			T. 01.	44.50.005.00			
		Annual Salary	+ Benefits =	\$150,225.98	=		
Step D							
Step 2		<b>\$7,834.65</b> / I	Month	\$52.23	3 /Hour		
	Total Benefits	\$5,152.28	65.76%	\$86.58	\$105.71	\$19.75	\$212.05
		Annual Salary	+ Benefits =	\$155,843.10	=		
Step E							
·		\$8,226.38	Month	\$54.84	4 /Hour		
	Total Benefits	\$5,252.05	63.84%	\$89.86	\$109.72	\$20.50	\$220.07
		Annual Salary	+ Benefits =	\$161,741.09	=		
l							

## **Associate Engineer Department: Public Works**

Step A						
Step 11		<b>\$8,080.15</b> /Month	\$53.87	7 /Hour		
		, , , , , , , , , , , , , , , , , , , ,	,			
<u>Benefit</u>	<b>Multiplier</b>			<u>Catego</u>		
PERS - Employer	0.172790	1,396.17	Non-	-Sworn Profession	nals / Superviso	ors
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	20/ 0110	1,326.63				
Deferred Comp.	2% + \$110	271.60				
Workers Comp.	0.058120	469.62	W 1 D 4	113.79%	22.81%	TD 4 1 TT 1
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	117.16	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,246.68 64.93%	\$88.85	\$101.10	\$20.27	\$210.21
		A	¢150 022 07			
		Annual Salary + Benefits	\$159,922.07	=		
Step B						
ыср Б		\$Q 1Q1 16 /Month	¢5.0 5.0	C /II		
		<b>\$8,484.16</b> /Month	\$56.56	5 /Hour		
	Total Benefits	\$5,349.58 63.05%	\$92.22	\$104.95	\$21.04	\$218.21
		Annual Salary + Benefits	\$166,004.87	=		
Step C						
Step C		\$0.000.27 /M	ф50.20	. /TT		
		<b>\$8,908.37</b> /Month	\$59.39	9 /Hour		
	Total Benefits	\$5,457.61 61.26%	\$95.77	\$108.98	\$21.85	\$226.60
		Annual Salary + Benefits	\$172,391.82	=		
Step D						
Step D		<b>\$9,353.79</b> /Month	\$62.36	6 /Hour		
	Total Benefits	\$5,571.05 59.56%	\$99.50	\$113.22	\$22.70	\$235.42
		Annual Salary + Benefits	\$179,098.11	=		
Step E						
Step 2		<b>\$9,821.48</b> /Month	\$65.48	3 /Hour		
	Total Benefits	\$5,690.17 57.94%	\$103.41	\$117.67	\$23.59	\$244.68
		Annual Salary + Benefits	\$186,139.72			
		·	•	=		



### **Associate Planner**

Step A							
		\$7,461.57 /N	<b>I</b> onth	<b>\$49.7</b> 4	4 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				<u>Catego</u>	rv	
PERS - Employer	0.172790	1,289.28		Non-	-Sworn Profession		ors
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	20/ 0110	1,326.63					
Deferred Comp.	2% + \$110	259.23					
Workers Comp. Vision Benefit	0.058120	433.67		Hannly Date	122.10%	22.81%	Tatal IIl.
Medicare	0.014500	34.21 108.19		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly
Medicare	0.014500	108.19	_	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$5,074.12	68.00%	\$83.57	\$102.04	\$19.06	\$204.68
		Annual Salary +	Renefits	\$150,428.20			
		rimuai Salary	=	ψ130,420.20	=		
Step B							
•		\$7,834.65 /N	<b>Month</b>	\$52.23	3 /Hour		
	Total Benefits	\$5,169.13	65.98%	\$86.69	\$105.85	\$19.78	\$212.32
		Annual Salary +	Benefits _	\$156,045.33	=		
Step C							
•		\$8,226.38 /N	<b>Month</b>	\$54.84	4 /Hour		
	Total Benefits	\$5,268.90	64.05%	\$89.97	\$109.85	\$20.52	\$220.35
		Annual Salary +	Benefits _	\$161,943.31	=		
Step D							
		\$8,637.70 /N	<b>Month</b>	\$57.58	8 /Hour		
	Total Benefits	\$5,373.65	62.21%	\$93.41	\$114.05	\$21.31	\$228.77
		Annual Salary +	Benefits _	\$168,136.20	=		
Step E							
•		<b>\$9,069.58</b> /N	<b>Month</b>	\$60.46	6 /Hour		
	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						
~ *** <b>F</b>		<b>\$6,173.78</b> /Month	\$41.1	6 /Hour		
D £4	M-14:1:			Catana		
Benefit DEDS Employer	Multiplier 0.172790	1,066.77		Catego		
PERS - Employer	0.172790	0.00		Office Emp	noyees	
Management Incentive EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		1,320.03				
LTD Insurance	0.009270	57.23				
Life Insurance	0.009270	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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	89.52	& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	69.32	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$4,460.39 72.25	% <b>\$70.89</b>	\$86.56	\$16.17	\$173.63
		A C-1 D #4	. ¢127 (10.02			
		Annual Salary + Benefit	\$127,610.03	=		
Step B						
5 <b>66</b> 2		<b>\$6,482.47</b> /Month	\$43.2	2 /Hour		
	Total Benefits	\$4,539.01 70.02	% <b>\$73.48</b>	\$89.72	\$16.76	\$179.95
		Annual Salary + Benefit	\$132,257.71	_		
Step C						
233 <b>F</b> 2		<b>\$6,806.59</b> /Month	\$45.3	8 /Hour		
	Total Benefits	\$4,621.55 67.90°	% <b>\$76.19</b>	\$93.03	<b>\$17.38</b>	\$186.59
	Tomi Dellettis			φ23.03	φ1/.30	φ <b>100.</b> 33
		Annual Salary + Benefit	\$137,137.76	=		
Step D						
		<b>\$7,146.92</b> /Month	\$47.6	5 /Hour		
	Total Benefits	\$4,708.23 65.88	% \$79.03	\$96.50	\$18.03	\$193.57
		Annual Salary + Benefit	s \$142,261.82			
		Annuai Saiary + Deficill	φ142,201.02	=		
Step E						
		<b>\$7,504.27</b> /Month	\$50.0	3 /Hour		
	Total Benefits	\$4,799.24 63.95	% \$82.02	\$100.15	\$18.71	\$200.89
		Annual Salary + Benefit	\$ \$147,642.08	=		

## **Building Inspector II Department: Community Development**

otal Hourly Rate \$186.59
Rate
\$186.59
\$193.57
\$200.89
\$208.57
\$216.64

### **Chief Building Official**

Step A						
		\$10,460.01 /Month	\$69.73	3 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,807.38	No	n-Sworn Manager		ા
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	20/ #110	1,326.63				
Deferred Comp.	3% + \$110	423.80				
Workers Comp.	0.058120	607.94	Hannly Data	122.10%	22.81%	Tatal Hassals
Vision Benefit Medicare	0.014500	34.21	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly
Medicare	0.014500	151.67	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$6,006.07 57.42%	\$109.77	\$134.04	\$25.04	\$268.85
		Annual Salary + Benefits	\$197,592.97			
		Amiuai Salai y + Delicitis	φ171,372,71	=		
Step B						
		<b>\$10,983.01</b> /Month	\$73.22	2 /Hour		
	Total Benefits	\$6,139.27 55.90%	\$114.15	\$139.38	\$26.04	\$279.57
		Annual Salary + Benefits	\$205,467.35	=		
Step C						
•		<b>\$11,532.16</b> /Month	\$76.88	8 /Hour		
	Total Benefits	\$6,279.13 54.45%	\$118.74	\$144.99	\$27.09	\$290.82
		Annual Salary + Benefits	\$213,735.44	=		
Step D						
		<b>\$12,108.76</b> /Month	\$80.73	3 /Hour		
	Total Benefits	\$6,425.98 53.07%	\$123.56	\$150.87	\$28.19	\$302.63
		Annual Salary + Benefits	\$222,416.94	=		
Step E						
	_	\$12,714.20 /Month	\$84.76	6 /Hour		
	Total Benefits	\$6,580.17 51.75%	\$128.63	\$157.06	\$29.34	\$315.03
		Annual Salary + Benefits	\$231,532.52	=		

### **Chief Financial Operations Officer**

ultiplier 0.172790 0.009270 0.000239	\$9,347.09 /N  1,615.08  0.00  4.20  1,326.63  190.87  86.65	<b>M</b> onth	<b>\$62.31</b> Non	/Hour <u>Categor</u> n-Sworn Manager		I
0.172790 0.009270	0.00 4.20 1,326.63 190.87		Non			1
0.172790 0.009270	0.00 4.20 1,326.63 190.87		Non			1
0.009270	0.00 4.20 1,326.63 190.87		Non	i-Sworii Manager	s / Comidenna	I
	4.20 1,326.63 190.87					
	1,326.63 190.87					
	190.87					
0.000239						
	35.78					
	0.00					
	0.00					
	0.00					
	1,326.63					
% + \$110	390.41					
0.058120	543.25			49.20%	22.81%	
	34.21		Hourly Rate	Department		Total Hourly
0.014500	135.53	_	& Benefits	Overhead	Overhead	Rate
al Benefits	\$5,689.25	60.87%	\$100.24	\$49.32	\$22.87	\$172.43
	A 1 G . 1	D 64	\$100 A27 OF			
	Annual Salary +	Benefits =	\$180,436.07	=		
	<b>\$9,814.44</b> /Month		\$65.43	/Hour		
al Benefits	\$5,808.28	59.18%	\$104.15	\$51.24	\$23.76	\$179.15
	Annual Salary +	Benefits _	\$187,472.64	=		
	\$10,305.17 /N	Month	\$68.70	/Hour		
al Benefits	\$5,933.25	57.58%	\$108.26	\$53.26	\$24.70	\$186.21
	Annual Salary +	Benefits _	\$194,861.03	=		
	\$10,820.42 /N	Month	\$72.14	/Hour		
al Benefits	\$6,064.48	56.05%	\$112.57	\$55.38	\$25.68	\$193.63
	Annual Salary +	Benefits _	\$202,618.84	=		
	\$11,361.45 /N	Month	\$75.74	/Hour		
al Benefits	\$6,202.27	54.59%	\$117.09	\$57.61	\$26.71	\$201.41
	Annual Salary +	Benefits _	\$210,764.54	=		
	% + \$110 0.058120 0.014500 al Benefits al Benefits al Benefits	0.00 1,326.63 % + \$110 390.41 0.058120 543.25 34.21 0.014500 135.53 al Benefits \$5,689.25  Annual Salary + \$9,814.44 /N al Benefits \$5,808.28  Annual Salary + \$10,305.17 /N al Benefits \$5,933.25  Annual Salary + \$10,820.42 /N al Benefits \$6,064.48  Annual Salary + \$11,361.45 /N al Benefits \$6,202.27	0.00 1,326.63 390.41 0.058120 543.25 34.21 0.014500 135.53  al Benefits \$5,689.25 60.87%  Annual Salary + Benefits  \$9,814.44 /Month  al Benefits \$5,808.28 59.18%  Annual Salary + Benefits  \$10,305.17 /Month  al Benefits \$5,933.25 57.58%  Annual Salary + Benefits  \$10,820.42 /Month  al Benefits \$6,064.48 56.05%  Annual Salary + Benefits  \$11,361.45 /Month	0.00	1,326.63   390.41   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   49.20%   135.53   180.24   180.24   180.24   180.24   180.24   180.24   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26   180.26	1,326.63   390.41   0.058120   543.25   34.21   Hourly Rate & Department Overhead Overhead   Overhead Overhead   Overhead Overhead   Overhead Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead   Overhead

### **Chief Information Systems Officer**

Step A						
~ *** <b>F</b>		\$10,442.40 /Month	\$69.62	2 /Hour		
Donofit	<u>Multiplier</u>			Catago		
<u>Benefit</u> PERS - Employer	0.172790	1,804.34	No	<u>Catego</u> n-Sworn Manager		.1
Management Incentive	0.172790	0.00	INOI	1-5 worm Manager	.s / Comidentia	u
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		49.20%	22.81%	
Vision Benefit		34.21	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	151.41	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,001.06 57.47%	\$109.62	\$53.93	\$25.01	\$188.57
		A	¢107 221 50			
		Annual Salary + Benefits	\$197,321.50	=		
Step B						
Step 2		<b>\$10,964.52</b> /Month	\$73.10	) /Hour		
	Total Benefits	\$6,134.04 55.94%	\$113.99	\$56.08	\$26.00	\$196.08
		Annual Salary + Benefits	\$205,182.62	=		
Step C						
•		\$11,512.74 /Month	\$76.75	5 /Hour		
	Total Benefits	\$6,273.66 54.49%	\$118.58	\$58.34	\$27.05	\$203.97
		Annual Salary + Benefits	\$213,436.80	=		
Step D						
		<b>\$12,088.38</b> /Month	\$80.59	Hour /Hour		
	Total Benefits	\$6,420.26 53.11%	\$123.39	\$60.71	\$28.15	\$212.25
		Annual Salary + Benefits	\$222,103.68	=		
Step E						
•		<b>\$12,692.80</b> /Month	\$84.62	2 /Hour		
	Total Benefits	\$6,574.19 51.79%	\$128.45	\$63.20	\$29.30	\$220.94
		Annual Salary + Benefits	\$231,203.91	=		
<u></u>						

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

Step A						
Бер Л		\$15,707.48 /Month	\$104.72	2 /Hour		
		φ <b>20)</b> , στο γιασικά	Ψ10	711041		
<u>Benefit</u>	<b>Multiplier</b>			Catego	<u>ry</u>	
PERS - Employer	0.172790	2,835.05		City Atto	rney	
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	237.91	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,783.93 49.56%	\$156.61	\$64.01	\$35.73	\$256.35
			*****			
		Annual Salary + Benefits	\$281,896.84	=		
Step B						
		<b>\$16,492.85</b> /Month	\$109.95	5 /Hour		
	Total Benefits	\$7,990.51 48.45%	\$163.22	\$66.71	\$37.24	\$267.17
		Annual Salary + Benefits	\$293,800.26	=		
Step C						
Биер С		\$17,317.49 /Month	\$115.45	5 /Hour		
		\$17,317.49 /WORKI	\$113.42	) /Houi		
	Total Benefits	\$8,200.53 47.35%	\$170.12	\$69.53	\$38.81	\$278.46
			·	·		·
		Annual Salary + Benefits =	\$306,216.21	=		
Step D						
ыср Б		<b>\$18,183.37</b> /Month	\$121.22	) /Hour		
		\$10,103.37 /WOULI	\$121.22	2 /110u1		
	Total Benefits	\$8,421.05 46.31%	\$177.36	\$72.49	\$40.46	\$290.32
	Total Beliefits	ψ0,421.03 40.3170	φ177.30	φ12.42	φ-1010	Ψ2/0.32
		Annual Salary + Benefits	\$319,252.95			
		=		=		
Step E						
-		\$19,092.53 /Month	\$127.28	3 /Hour		
		. ,				
	Total Benefits	\$8,652.59 45.32%	\$184.97	\$75.60	\$42.20	\$302.76
		,			•	,
		Annual Salary + Benefits	\$332,941.54	_		
1		-		_		



City Clerk **Department: Administrative Services** 

Step A						
		<b>\$9,116.41</b> /Month	\$60.78	8 /Hour		
				<b>~</b> .		
Benefit	<u>Multiplier</u>	4.555.00		Catego		
PERS - Employer	0.172790	1,575.22	No	n-Sworn Manager	rs / Confidentia	ıl
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance	0.000270	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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	132.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,623.58 61.69%	\$98.27	\$48.35	\$22.42	\$169.03
		Annual Salary + Benefits	\$176,879.82	=		
Step B						
		<b>\$9,572.23</b> /Month	\$63.8	1 /Hour		
	Total Benefits	\$5,739.67 59.96%	\$102.08	\$50.22	\$23.29	\$175.59
		Annual Salary + Benefits	\$183,742.72	=		
Step C						
_		<b>\$10,050.84</b> /Month	\$67.0	1 /Hour		
	Total Benefits	\$5,861.56 58.32%	\$106.08	\$52.19	\$24.20	\$182.48
		A	¢100 040 55			
		Annual Salary + Benefits	\$190,948.77	=		
Step D						
•		\$10,553.38 /Month	\$70.30	6 /Hour		
	Total Benefits	\$5,989.55 56.75%	\$110.29	\$54.26	\$25.16	\$189.71
			****			
		Annual Salary + Benefits	\$198,515.12	=		
Step E						
		<b>\$11,081.05</b> /Month	\$73.8	7 /Hour		
	Total Benefits	\$6,123.93 55.26%	\$114.70	\$56.43	\$26.17	\$197.30
		Annual Salary + Benefits	\$206,459.79	_		

# **City Manager**

**Department: City Manager** 

Step E							
		\$19,532.25 /N	<b>I</b> onth	\$130.22	2 /Hour		
<u>Benefit</u>	<u>Multiplier</u>				Categor	<u>ry</u>	
PERS - Employer	0.172790	3,495.93			City Man	ager	
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		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourl</b>
Medicare	0.014500	293.37	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$8,722.57	44.66%	\$188.37	\$78.25	\$42.97	\$309.58
		Annual Salary +	Benefits _	\$339,057.80	_		

### City Treasurer/Director of Administrative Services

Step A						
		\$13,117.27 /Month	\$87.45	5 /Hour		
Benefit	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.172790	2,410.37		Non-Sworn I		
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	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	202.27	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,405.72 56.46%	\$136.82	\$67.31	\$31.21	\$235.35
		Annual Salary + Benefits	\$246,275.87			
		Aimuai Salary + Delicitis =	φ240,273.07	=		
Step B						
•		\$13,773.13 /Month	\$91.82	2 /Hour		
	Total Benefits	\$7,572.75 54.98%	\$142.31	\$70.01	\$32.46	\$244.78
		Annual Salary + Benefits	\$256,150.65	=		
Step C						
•		<b>\$14,461.79</b> /Month	\$96.41	/Hour		
	Total Benefits	\$7,748.14 53.58%	\$148.07	\$72.85	\$33.78	\$254.69
		Annual Salary + Benefits	\$266,519.18	=		
Step D						
		<b>\$15,184.88</b> /Month	\$101.23	3 /Hour		
	Total Benefits	\$7,932.30 52.24%	\$154.11	\$75.82	\$35.16	\$265.10
		Annual Salary + Benefits	\$277,406.13	=		
Step E						
	_	<b>\$15,944.12</b> /Month	\$106.29	Hour /		
	Total Benefits	\$8,125.66 50.96%	\$160.47	\$78.95	\$36.61	\$276.02
		Annual Salary + Benefits =	\$288,837.43	=		

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

Step A							
P		\$5,787.43 /N	<b>M</b> onth	\$38.58	3 /Hour		
D 64	36 10 11				<b>Q</b> 4		
Benefit	Multiplier	1 000 01			Catego		
PERS - Employer	0.172790	1,000.01			Office Emp	loyees	
Management Incentive EAP		0.00					
Health Insurance		4.20 1,326.63					
Dental Insurance		1,320.03					
LTD Insurance	0.009270	53.65					
Life Insurance	0.009270	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	0.036120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	83.92		& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	63.92	-	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$4,361.99	75.37%	\$67.66	\$82.62	\$15.44	\$165.72
		Annual Salary +	Donofita	\$121,793.14			
		Alliuai Salai y +	- Delicitis =	\$121,793.14	=		
Step B							
511 <b>F</b> 2		<b>\$6,076.81</b> /Month		\$40.51	/Hour		
	Total Benefits	\$4,435.69	72.99%	\$70.08	\$85.57	\$15.99	\$171.64
		Annual Salary +	Benefits _	\$126,149.96	=		
Step C							
Step C	_	\$6,380.65 /N	<b>M</b> onth	\$42.54	4 /Hour		
	Total Benefits					¢16.57	¢177.07
	Total Belletits	\$4,513.07	70.73%	\$72.62	\$88.68	\$16.57	\$177.87
		Annual Salary +	Benefits =	\$130,724.63	=		
Step D							
		\$6,699.68 /N	<b>Month</b>	\$44.66	6 /Hour		
	Total Benefits	\$4,594.32	68.58%	\$75.29	\$91.93	\$17.18	\$184.40
		Annual Salary +	Benefits _	\$135,528.03	=		
Step E							
Step 12		\$7,034.66 /N	<b>M</b> onth	\$46.90	) /Hour		
	Total Benefits	\$4,679.64	66.52%	\$78.10	\$95.36	\$17.82	\$191.27
		Annual Salary +	Benefits _	\$140,571.61	=		

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

Step A						
Step 11		<b>\$6,380.65</b> /Month	\$42.5	4 /Hour		
		φομοσούσε / 1/1011011	<b>4.2</b> 0	.,11001		
<u>Benefit</u>	<b>Multiplier</b>			<u>Catego</u>	ry	
PERS - Employer	0.172790	1,102.51		Office Emp	oloyees	
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.	0.050120	0.00				
Workers Comp.	0.058120	370.84	TT 1 D /	122.10%	22.81%	75 4 1 TT 1
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	92.52	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,513.07 70.73	% <b>\$72.62</b>	\$88.68	\$16.57	\$177.87
		Annual Calamy   Danafit	\$ \$130,724.63			
		Annual Salary + Benefit	\$130,724.03	=		
Step B						
ыср Б		ΦC COO CO ΔΛ1	<b></b>	- **		
		<b>\$6,699.68</b> /Month	\$44.6	6 /Hour		
	Total Benefits	\$4,594.32 68.58	% \$75.29	\$91.93	\$17.18	\$184.40
		Annual Salary + Benefit	\$ \$135,528.03	<del>_</del>		
Step C						
Step C		Φ <b>7</b> 024 66 74 4	4450			
		<b>\$7,034.66</b> /Month	\$46.9	\$46.90 /Hour		
	Total Benefits	\$4,679.64 66.52	% <b>\$78.10</b>	\$95.36	\$17.82	\$191.27
	Total Belieffes			φ25.50	φ17.02	φ1/1,2/
		Annual Salary + Benefit	\$ \$140,571.61	=		
Step D						
		<b>\$7,386.40</b> /Month	\$49.2	4 /Hour		
		•				
	Total Benefits	\$4,769.22 64.57	% <b>\$81.04</b>	\$98.95	\$18.49	\$198.47
		A	. \$145.975.37			
		Annual Salary + Benefit	\$145,867.36	=		
Step E						
		\$7,755.72 /Month	\$51.7	0 /Hour		
	Total Benefits	\$4,863.28 62.71	<b>\$84.13</b>	\$102.72	\$19.19	\$206.04
		Annual Calamy   Dan - 84	¢151 427 00			
		Annual Salary + Benefit	\$151,427.89	=		

## Collection System Worker I **Department: Public Works**

Step A						
		<b>\$4,940.97</b> /Month	\$32	<b>.94</b> /Hour		
Benefit	<u>Multiplier</u>			Catego	nrv	
PERS - Employer	0.172790	853.75		Public Works - N		
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		113.79%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	71.64	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,146.42 83.92	% \$60.58	\$68.94	\$13.82	\$143.34
		Annual Salary + Benefi	\$109,048.58	<del>_</del>		
Step B						
		<b>\$5,188.01</b> /Month	\$34	1.59 /Hour		
	Total Benefits	\$4,209.33 81.14	% \$62.65	\$71.29	\$14.29	\$148.23
		Annual Salary + Benefi	s \$112,768.18			
Step C						
		<b>\$5,447.42</b> /Month	\$36	5.32 /Hour		
	Total Benefits	\$4,275.40 78.48	% \$64.82	\$73.76	\$14.79	\$153.36
		Annual Salary + Benefi	\$116,673.76	<u>—</u>		
Step D						
		<b>\$5,719.79</b> /Month	\$38	3.13 /Hour		
	Total Benefits	\$4,344.77 75.96	% \$67.10	\$76.35	\$15.31	\$158.76
		Annual Salary + Benefi	\$120,774.61	<del></del>		
Step E						
		<b>\$6,005.78</b> /Month	\$40	0.04 /Hour		
	Total Benefits	\$4,417.60 73.56	% \$69.49	\$79.07	\$15.85	\$164.42
		Annual Salary + Benefi	\$ \$125,080.51	<del></del>		

### **Collection System Worker II**

**Department: Public Works** 

Step A							
~ *** <b>F</b>		\$5,447.42 /N	Month	\$36.32	2 /Hour		
					~ .		
Benefit	<u>Multiplier</u>	044.04			Catego		
PERS - Employer	0.172790	941.26			Public Works - N	laintenance	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	78.99	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,275.40	78.48%	\$64.82	\$73.76	\$14.79	\$153.36
		A 1 G . 1	. D	\$11 <i>C (83 8C</i>			
		Annual Salary -	+ Benefits =	\$116,673.76	=		
Step B							
_		\$5,719.79 /N	\$5,719.79 /Month		3 /Hour		
	Total Benefits	\$4,344.77	75.96%	\$67.10	\$76.35	\$15.31	\$158.76
		Annual Salary -	+ Benefits =	\$120,774.61	=		
Step C							
_		\$6,005.78 /N	Month	\$40.04	4 /Hour		
	Total Benefits	\$4,417.60	73.56%	\$69.49	\$79.07	\$15.85	\$164.42
		Annual Salary -	+ Benefits =	\$125,080.51	=		
Step D							
_		\$6,306.06 /N	Month	\$42.04	4 /Hour		
	Total Benefits	\$4,494.08	71.27%	\$72.00	\$81.93	\$16.43	\$170.36
		Annual Salary -	+ Benefits =	\$129,601.71	=		
Step E							
	_	\$6,621.37 /N	Month	\$44.14	4 /Hour		
	Total Benefits	\$4,574.38	69.09%	\$74.64	\$84.93	\$17.03	\$176.60
		Annual Salary -	+ Benefits =	\$134,348.97	=		

### **Community Development Specialist**

Step A							
200 <b>F</b> 22		\$6,739.13 /N	Month	\$44.93	3 /Hour		
		ŕ					
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.172790	1,164.45			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63 190.87					
Dental Insurance LTD Insurance	0.009270	62.47					
Life Insurance	0.009270	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	0.030120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	97.72		& Benefits	Overhead	Overhead	Rate
Wicarcarc	0.014300	71.12	_	& Belletits	Overneau	Overneau	Ratt
	Total Benefits	\$4,604.37	68.32%	\$75.62	\$92.34	\$17.25	\$185.21
		Annual Salary +	Ronofite	\$136,122.05			
		Allitual Salary	=	φ130,122.03	=		
Step B							
511 <b>P</b> =		\$7,076.09 /N	<b>\$7,076.09</b> /Month		7 /Hour		
	Total Benefits	\$4,690.19	66.28%	\$78.44	\$95.78	\$17.89	\$192.11
		Annual Salary +	⊦ Benefits _	\$141,195.32	=		
Step C							
Step C	_	\$7,429.89 /N	Month	\$49.53	3 /Hour		
	Total Benefits	\$4,780.30	64.34%	\$81.40	\$99.39	\$18.57	<b>\$199.36</b>
	- our zonomo	ψ.,,,ουου	0 170	ΨΟΣΙΤΟ	Ψ, , , , , , ,	Ψ10.01	Ψ1,7,00
		Annual Salary +	+ Benefits =	\$146,522.26	=		
Step D							
		\$7,801.39 /N	Month	\$52.01	/Hour		
	Total Benefits	\$4,874.91	62.49%	\$84.51	\$103.19	\$19.28	\$206.97
		Annual Salary +	Benefits =	\$152,115.54	=		
Step E							
Step E		\$8,191.46 /N	Month	\$54.61	/Hour		
	Total Benefits	\$4,974.25	60.72%	\$87.77	\$107.17	\$20.02	\$214.96
		Annual Salary +	Benefits _	\$157,988.49	_		
					=		

#### **Community Development Technician**

**Department: Community Development** 

Step A							
200 <b>F</b> 22		<b>\$5,569.87</b> /Mon	ıth	\$37.13	/Hour		
		ŕ					
<u>Benefit</u>	Multiplier				Catego	_	
PERS - Employer	0.172790	962.42			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63 190.87					
Dental Insurance LTD Insurance	0.009270	51.63					
Life Insurance	0.009270	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	0.030120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.76		& Benefits	Overhead	Overhead	Rate
Wicarcarc	0.014300	80.70	_	& Belletits	Overneau	Overneau	Katt
	Total Benefits	\$4,306.58	7.32%	\$65.84	\$80.40	\$15.02	\$161.26
		Annual Calamy   Da	nofita	¢110 517 20			
		Annual Salary + Be	=	\$118,517.38	=		
Step B							
•		\$5,848.36 /Mon	ıth	\$38.99	/Hour		
	Total Benefits	\$4,377.51	4.85%	\$68.17	\$83.24	\$15.55	\$166.96
		Annual Salary + Be	nefits _	\$122,710.42	-		
Step C							
Step C		<b>\$6,140.78</b> /Mon	ıth	\$40.94	/Hour		
	Total Benefits	\$4,451.98 7	2.50%	\$70.62	\$86.23	\$16.11	<b>\$172.95</b>
	Total Belletits				ψ00.23	ψ10.11	Ψ1/2./5
		Annual Salary + Be	nents =	\$127,113.11	=		
Step D							
		<b>\$6,447.82</b> /Mon	ıth	\$42.99	/Hour		
	Total Benefits	\$4,530.18 7	0.26%	\$73.19	\$89.36	\$16.70	\$179.24
		Annual Salary + Be	nefits	\$131,735.94			
			=	,	=		
Step E		<b>\$2.880.54</b> 0.5	.1	#	~~		
		<b>\$6,770.21</b> /Mon	ith	\$45.13	/Hour		
	Total Benefits	\$4,612.29	8.13%	\$75.88	\$92.65	\$17.31	\$185.85
		Annual Salary + Be	nefits _	\$136,589.91	=		

#### **Community Service Officer I**

**Department: Police** 

Step A						
~ *** <b>F</b> **-		<b>\$4,389.60</b> /Month	\$29.20	6 /Hour		
Benefit	<u>Multiplier</u>			Catego	34¥7	
PERS - Employer	0.172790	772.88		Office Employ		
Management Incentive	0.172770	0.00		Office Employ	cc - CSO	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		190.87				
LTD Insurance	0.009270	40.69				
Life Insurance	0.007270	7.74				
Holiday Pay		0.00				
Uniform Allowance		83.33				
Standby		0.00				
Retiree Medical		1,326.63				
		0.00				
Deferred Comp.	0.059120			<b>74</b> <00/	22.010/	
Workers Comp. Vision Benefit	0.058120	259.97	IIl. D.4.	54.68%	22.81%	Tatal II amila
	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	64.86	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,112.01 93.68%	\$56.68	\$30.99	\$12.93	\$100.60
		A 16.1 D 64.	\$102.010.25			
		Annual Salary + Benefits	\$102,019.25	=		
Step B						
Step B		<b>\$4,609.08</b> /Month	\$30.73	3 /Hour		
	Total Benefits	\$4,167.90 90.43%	\$58.51	\$32.00	\$13.35	\$103.86
		Annual Salary + Benefits	\$105,323.77	=		
Step C						
Step C		\$4,839.53 /Month	\$32.26	5 /Hour		
		ψ 1,000 to 7111011111	Ψ32.20	5 /110 <b>u</b> 1		
	Total Benefits	\$4,226.60 87.33%	\$60.44	\$33.05	\$13.79	\$107.28
		Annual Salary + Benefits	\$108,793.52	=		
Step D						
		<b>\$5,081.51</b> /Month	\$33.88	3 /Hour		
	Total Benefits	\$4,288.22 84.39%	\$62.46	\$34.16	\$14.25	\$110.87
		Annual Salary + Benefits	\$112,436.76	=		
Stop F						
Step E		\$5,335.58 /Month	\$35.57	7 /Hour		
	Total Benefits	\$4,352.93 81.58%	\$64.59	\$35.32	\$14.73	\$114.65
		Annual Salary + Benefits	\$116,262.16	_		
			·	_		

#### **Community Service Officer II**

**Department: Police** 

Step A						
201 <b>F</b> 22		\$4,839.53 /Month	\$	3 <b>32.26</b> /Hour		
				_		
Benefit	<u>Multiplier</u>	0.50 - 50		Catego		
PERS - Employer	0.172790	850.62		Office Emplo	yee - CSO	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance	0.000270	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	0.014500	34.21	Hourly R		Citywide	Total Hourly
Medicare	0.014500	71.38	& Benef	its Overhead	Overhead	Rate
	Total Benefits	\$4,226.60 87.3	\$60.44	\$33.05	\$13.79	\$107.28
		A 1 C . 1	4. \$100.703	50		
		Annual Salary + Benef	ts \$108,793.	.52		
Ct. D						
Step B						
		\$5,081.51 /Month		\$33.88 /Hour		
	Total Benefits	\$4,288.22 84.3	9% \$62.46	\$34.16	\$14.25	\$110.87
		Annual Salary + Benef	ts \$112,436.	.76		
Step C						
Step C		<b>4. 22. 5</b> 0. 2.51				
		<b>\$5,335.58</b> /Month		\$35.57 /Hour		
	T-4-1 D	¢4.252.02 01.5	00/ 06/4.50	ф25.22	<b>\$14.53</b>	0114 CF
	Total Benefits	\$4,352.93 81.5	3% <b>\$64.59</b>	\$35.32	\$14.73	\$114.65
		Annual Salary + Benef	ts \$116,262.	.16		
Step D						
•		\$5,602.36 /Month		\$37.35 /Hour		
	Total Benefits	\$4,420.87 78.9	\$66.82	\$36.54	\$15.24	\$118.61
		4 1G1 D	4120.250	0.2		
		Annual Salary + Benef	ts \$120,278.	.83		
Step E						
<u>F</u>		\$5,882.48 /Month		\$39.22 /Hour		
	<b>Total Benefits</b>	\$4,492.21 76.3	7% <b>\$69.16</b>	\$37.82	\$15.78	\$122.77
		Annual Salary + Benef	ts \$124,496.	.33		
			<u> </u>			

## **Construction Inspector I Department: Parks and Recreation**

	<b>iplier</b> 172790	\$6,173.78 /N	Month	\$41.16	/Hour		
PERS - Employer 0.  Management Incentive							
PERS - Employer 0. Management Incentive					Catego	rv	
Management Incentive		1,066.77			Office Emp		
		0.00			1	•	
		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					
1	058120	358.82			104.36%	22.81%	
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare 0.	014500	89.52	_	& Benefits	Overhead	Overhead	Rate
Total I	Benefits	\$4,460.39	72.25%	\$70.89	\$73.99	\$16.17	\$161.05
		Annual Calamy	Danafita	¢127 <i>(</i> 10 02			
		Annual Salary +	- belieffts =	\$127,610.03	=		
Step B							
Step 2		\$6,482.47 /N	Month	\$43.22	/Hour		
Total I	Benefits	\$4,539.01	70.02%	\$73.48	\$76.68	\$16.76	\$166.92
		Annual Salary +	Benefits _	\$132,257.71	=		
Step C							
		\$6,806.59 /N	Month	\$45.38	/Hour		
Total I	Benefits	\$4,621.55	67.90%	\$76.19	\$79.51	\$17.38	\$173.08
		Annual Salary +	Benefits _	\$137,137.76	=		
Step D		<b>₼</b> ■ <b>4 4 4 5 5 5</b>					
		\$7,146.92 /N	Month	\$47.65	/Hour		
Total I	Benefits	\$4,708.23	65.88%	\$79.03	\$82.48	\$18.03	\$179.55
		Annual Salary +	Benefits _	\$142,261.82	=		
Step E							
		\$7,504.27 /N	Month	\$50.03	/Hour		
Total I	Benefits	\$4,799.24	63.95%	\$82.02	\$85.60	\$18.71	\$186.34
		Annual Salary +	Benefits _	\$147,642.08	=		

## **Construction Inspector I Department: Public Works**

Step A						
~ *** <b>F</b> ***		<b>\$6,173.78</b> /Month	\$41.1	l <b>6</b> /Hour		
Donofit	<u>Multiplier</u>			Cotogo		
<u>Benefit</u> PERS - Employer	0.172790	1,066.77		<u>Catego</u> Office Emp		
Management Incentive	0.172790	0.00		Office Emp	noyees	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		190.87				
LTD Insurance	0.009270	57.23				
Life Insurance	0.007270	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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	89.52	& Benefits	Overhead	Overhead	Rate
Medicare	0.014500	89.52	& Benefits	Overnead	Overnead	Kate
	Total Benefits	\$4,460.39 72.23	5% \$70.89	\$80.67	\$16.17	\$167.74
		A	4- \$127 (10.02			
		Annual Salary + Benefi	ts <u>\$127,610.03</u>	_		
Step B						
3 <b>66</b> 2		<b>\$6,482.47</b> /Month	\$43.2	22 /Hour		
	Total Benefits	\$4,539.01 70.02	2% \$73.48	\$83.61	\$16.76	\$173.85
		Annual Salary + Benefi	ts \$132,257.71	<u> </u>		
Step C						
		<b>\$6,806.59</b> /Month	\$45.3	38 /Hour		
	Total Benefits	\$4,621.55 67.90	9% \$76.19	\$86.70	\$17.38	\$180.26
		Annual Calamy   Danas	ts \$137,137.76			
		Annual Salary + Benefi	φ13/,13/./0	<del>-</del>		
Step D						
		<b>\$7,146.92</b> /Month	\$47.6	65 /Hour		
	Total Benefits	\$4,708.23 65.83	<b>\$79.03</b>	\$89.94	\$18.03	\$187.00
		Annual Salary + Benefi	ts <u>\$142,261.82</u>	<u> </u>		
Step E						
Step E		<b>\$7,504.27</b> /Month	\$50.0	03 /Hour		
	Total Benefits	\$4,799.24 63.93	5% \$82.02	\$93.34	\$18.71	\$194.07
		Annual Salary + Benefi	ts <u>\$147,642.08</u>	<b>=</b>		
			+,0-12100			

## **Construction Inspector II Department: Parks and Recreation**

	\$6,806.59 /N	Month	\$45.38	P/Llour		
			ψ-5.30	/110u1		
<u>Multiplier</u>				Catego	rv	
0.172790	1,176.11			Office Emp		
0.17.27.70				omee 2mp	10,100	
	1,326.63					
	190.87					
0.009270	63.10					
	5.51					
	0.00					
	0.00					
	0.00					
	1,326.63					
	0.00					
0.058120				104.36%	22.81%	
						Total Hourly
0.014500	98.70	_	& Benefits	Overhead	Overhead	Rate
otal Benefits	\$4,621.55	67.90%	\$76.19	\$79.51	\$17.38	\$173.08
	Annual Calam	Donofita	¢127 127 76			
	Alliuai Salai y	= Delicitis	\$137,137.70	=		
	\$7,146.92 /N	Month	\$47.65	7 /Hour		
otal Benefits	\$4,708.23	65.88%	\$79.03	\$82.48	\$18.03	\$179.55
	Annual Salary -	+ Benefits _	\$142,261.82	=		
	\$7,504.27 /N	Month	\$50.03	3 /Hour		
otal Benefits	\$4,799.24	63.95%	\$82.02	\$85.60	\$18.71	\$186.34
	Annual Salary -	+ Benefits _	\$147,642.08	=		
	\$7,879.48 /N	Month	\$52.53	3 /Hour		
otal Benefits	\$4,894.80	62.12%	\$85.16	\$88.88	\$19.43	\$193.47
	Annual Salary -	+ Benefits =	\$153,291.35	=		
	\$8,273.46 /N	Month	\$55.16	6 /Hour		
otal Benefits	\$4,995.13	60.38%	\$88.46	\$92.31	\$20.18	\$200.95
	Annual Salary -	+ Benefits _	\$159,223.09	=		
	0.058120 0.014500 otal Benefits  otal Benefits  otal Benefits	190.87 0.009270 63.10 5.51 0.00 0.00 0.00 0.00 1,326.63 0.00 0.058120 395.60 34.21 0.014500 98.70  otal Benefits \$4,621.55  Annual Salary  \$7,146.92 /N  \$7,504.27 /N  \$4,799.24  Annual Salary  \$7,879.48 /N  otal Benefits \$4,894.80  Annual Salary  \$8,273.46 /N  otal Benefits \$4,995.13	4.20 1,326.63 190.87 0.009270 63.10 5.51 0.00 0.00 0.00 1,326.63 0.00 0.058120 395.60 34.21 0.014500 98.70  cotal Benefits \$4,621.55 67.90%  Annual Salary + Benefits  \$7,146.92 /Month  cotal Benefits \$4,708.23 65.88%  Annual Salary + Benefits  \$7,504.27 /Month  cotal Benefits \$4,799.24 63.95%  Annual Salary + Benefits  \$7,879.48 /Month  cotal Benefits \$4,894.80 62.12%  Annual Salary + Benefits  \$8,273.46 /Month	4.20 1,326.63 190.87 0.009270 63.10 5.51 0.00 0.00 0.00 0.00 1,326.63 0.00 0.058120 395.60 34.21 0.014500 98.70 Hourly Rate & Benefits otal Benefits \$4,621.55 67.90% \$76.19  Annual Salary + Benefits \$137,137.76  \$7,146.92 /Month \$47.65  Annual Salary + Benefits \$142,261.82  \$7,504.27 /Month \$50.03  Annual Salary + Benefits \$4,799.24 63.95% \$82.02  Annual Salary + Benefits \$147,642.08  \$7,879.48 /Month \$52.53  \$8,273.46 /Month \$55.16  Annual Salary + Benefits \$4,894.80 62.12% \$85.16  Annual Salary + Benefits	0.00	0.00

## **Construction Inspector II Department: Public Works**

Step B   \$7,146.92   Month   \$47.65   Hour	Step A						
PERS - Employer			<b>\$6,806.59</b> /Month	\$45	<b>5.38</b> /Hour		
PERS - Employer	Renefit	Multiplier			Catego	rv	
Management Incentive			1 176 11				
EAP		0.172790			Office Ling	noyees	
Health Insurance							
Dental Insurance							
Life Insurance							
Life Insurance		0.009270					
Holiday Pay		0.00,270					
Uniform Allowance   0.00							
Standby							
Retire Medical   Deferred Comp.   0.00   0.058120   3.95.60   3.95.60   Workers Comp.   0.058120   3.95.60   3.4.21   Hourly Rate & Benefits   Department Overhead   Overhead							
Deferred Comp.	•						
Workers Comp. Vision Benefit Number         0.058120 3395.60 34.21 34.21 34.21 Benefits         Hourly Rate & Department & Citywide Overhead         Total Hourly Rate & Benefits         Department & Citywide Overhead         Total Hourly Rate & Benefits         Department & Citywide Overhead         Total Hourly Rate & Benefits         Department & Citywide Overhead         Total Hourly Rate & Benefits         Provided Fraction of Part (Citywide Overhead Overhead         Total Hourly Rate & Benefits         Provided Fraction of Part (Citywide Overhead Overhead         Rate Overhead Overhead Overhead         Ra							
Vision Benefit   Medicare   0.014500   98.70   Hourly Rate & Benefits   Department Overhead   Overhead   Overhead   New Park		0.058120			113 700/	22 810/	
Medicare		0.036120		Hourly Dot			Total Hourly
Total Benefits		0.014500					
Step B	Medicare	0.014300	96.70	& Delients	Overneau	Overneau	Kate
Step B		Total Benefits	\$4,621.55 67.9	9% \$76.19	\$86.70	\$17.38	\$180.26
Step B			Annual Calamy   Danat	to \$127 127 76			
\$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 \$142,261.82  Step C  \$7,504.27 /Month \$50.03 /Hour  Total Benefits \$4,799.24 63.95% \$82.02 \$93.34 \$18.71 \$194.00  Annual Salary + Benefits \$147,642.08  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 \$153,291.35			Allitual Salary + Deller	#137,137.70	<u>'</u>		
\$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 \$142,261.82  Step C  \$7,504.27 /Month \$50.03 /Hour  Total Benefits \$4,799.24 63.95% \$82.02 \$93.34 \$18.71 \$194.00  Annual Salary + Benefits \$147,642.08  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 \$153,291.35	Sten B						
Step C   \$7,504.27   Month   \$50.03   Hour	Step II		<b>\$7,146.92</b> /Month	\$4	7.65 /Hour		
Step C		Total Benefits	\$4,708.23 65.8	<b>\$79.03</b>	\$89.94	\$18.03	\$187.00
\$7,504.27 /Month \$50.03 /Hour  Total Benefits \$4,799.24 63.95% \$82.02 \$93.34 \$18.71 \$194.00  Annual Salary + Benefits \$147,642.08  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 \$153,291.35			Annual Salary + Benef	sts \$142,261.82	<u>.                                    </u>		
\$7,504.27 /Month \$50.03 /Hour  Total Benefits \$4,799.24 63.95% \$82.02 \$93.34 \$18.71 \$194.00  Annual Salary + Benefits \$147,642.08  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 \$153,291.35	Step C						
Annual Salary + Benefits \$\frac{\$147,642.08}{\$147,642.08}\$  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 \$\frac{\$153,291.35}{\$153,291.35}\$	211 <b>F</b> 0		<b>\$7,504.27</b> /Month	\$5	0.03 /Hour		
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         \$153,291.35		Total Benefits	\$4,799.24 63.9	5% \$82.02	\$93.34	\$18.71	\$194.07
\$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 \$153,291.35  Step E			Annual Salary + Benef	its \$147,642.08	<u> </u>		
Total Benefits \$4,894.80 62.12% \$85.16 \$96.91 \$19.43 \$201.50  Annual Salary + Benefits \$\frac{153,291.35}{250}\$  Step E	Step D						
Annual Salary + Benefits\$153,291.35  Step E			<b>\$7,879.48</b> /Month	\$5	2.53 /Hour		
Step E		Total Benefits	\$4,894.80 62.1	2% \$85.16	\$96.91	\$19.43	\$201.50
			Annual Salary + Benef	its \$153,291.35	<u>:</u>		
	Step E						
			<b>\$8,273.46</b> /Month	\$5	5.16 /Hour		
Total Benefits \$4,995.13 60.38% <b>\$88.46 \$100.66 \$20.18 \$209.2</b>		Total Benefits	\$4,995.13 60.3	<b>\$88.46</b>	\$100.66	\$20.18	\$209.29
Annual Salary + Benefits\$159,223.09			Annual Salary + Benef	sts \$159,223.09	<u> </u>		

#### **Cross-Connection Control Specialist**

**Department: Public Works** 

Step A						
Step A		<b>\$5,721.31</b> /Month	\$38 17	4 /Hour		
		\$5,721.51 /William	φ30.14	• /110u1		
Benefit	Multiplier			Catego	rv	
PERS - Employer	0.172790	988.58		Public Works - N		
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	0.030120	34.21	Hourly Rate	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	82.96	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	02.70	& Delicitis	Overneau	Overneud	Rate
	Total Benefits	\$4,345.15 75.95%	\$67.11	\$76.37	\$15.31	\$158.79
			4440			
		Annual Salary + Benefits	\$120,797.51	=		
a. <b>.</b>						
Step B						
		<b>\$6,007.37</b> /Month	\$40.05	5 /Hour		
	Total Benefits	\$4,418.01 73.54%	\$69.50	\$79.09	\$15.86	\$164.45
		Annual Salary + Benefits	\$125,104.55	=		
Step C						
Step C		\$6,307.74 /Month	\$42.05	5 /Hour		
		φο,5ογ.γ4 /ποπιπ	φ+2.00	7 / Hour		
	Total Benefits	\$4,494.51 71.25%	\$72.01	\$81.95	\$16.43	\$170.39
		Annual Salary + Benefits	\$129,626.95	=		
Step D						
500p 2		<b>\$6,623.13</b> /Month	\$44.15	5 /Hour		
		,	Ţ. <b></b>			
	Total Benefits	\$4,574.83 69.07%	\$74.65	\$84.95	\$17.03	\$176.63
			\$404 <i>0</i> :-			
		Annual Salary + Benefits	\$134,375.47	=		
Step E						
		<b>\$6,954.28</b> /Month	\$46.36	6 /Hour		
	Total D fit-	\$4.650.17	\$77.40	¢00 10	\$17 CC	¢102.10
	Total Benefits	\$4,659.17 67.00%	\$77.42	\$88.10	\$17.66	\$183.19
		Annual Salary + Benefits	\$139,361.41			
				=		

## **Deputy City Attorney Department: City Attorney**

Step A							
		\$8,751.89 /N	Month	\$58.35	5 /Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,512.24		Non-Sw	orn Asst Director		torney
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			40.87%	22.81%	
Vision Benefit	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	126.90	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,519.81	63.07%	\$95.14	\$38.89	\$21.71	\$155.74
		Annual Salary	- Ronofite	\$171,260.39			
		Alliluai Salai y	+ Delients =	\$171,200.39	=		
Step B							
реср Д		\$9,189.49 /N	Month	\$61.26	5 /Hour		
	Total Benefits	\$5,631.25	61.28%	\$98.80	\$40.38	\$22.54	\$161.73
		Annual Salary	+ Benefits _	\$177,848.88	=		
Step C							
•		\$9,648.96 /N	Month	\$64.33	3 /Hour		
	Total Benefits	\$5,748.27	59.57%	\$102.65	\$41.95	\$23.42	\$168.02
		Annual Salary	+ Benefits =	\$184,766.80	=		
Step D							
		\$10,131.41 /N	Month	\$67.54	4 /Hour		
	Total Benefits	\$5,871.14	57.95%	\$106.68	\$43.60	\$24.34	\$174.62
		Annual Salary	+ Benefits =	\$192,030.61	=		
Step E							
	_	\$10,637.98 /N	Month	\$70.92	2 /Hour		
	Total Benefits	\$6,000.16	56.40%	\$110.92	\$45.34	\$25.30	\$181.56
		Annual Salary	+ Benefits _	\$199,657.62	=		

#### **Deputy Director of Public Works/Operations**

**Department: Public Works** 

Step A						
200 <b>F</b> 22		\$10,711.82 /Month	<b>\$71.4</b> 1	1 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,850.90	Non-Sw	orn Asst Director		tornev
Management Incentive		0.00			Ž	Ž
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	20/ 01/10	1,326.63				
Deferred Comp.	3% + \$110	431.35				
Workers Comp.	0.058120	622.57	**	113.79%	22.81%	
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	155.32	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,077.76 56.74%	\$111.93	\$127.37	\$25.53	\$264.83
		Annual Salary + Benefits	\$201,474.99			
		Annual Salary + Denents	\$201,474.99	=		
Step B						
Step D		\$11,247.41 /Month	\$74.98	3 /Hour		
	Total Benefits	\$6,214.17 55.25%	\$116.41	\$132.47	\$26.56	\$275.43
		Annual Salary + Benefits	\$209,538.93	=		
Step C						
_		<b>\$11,809.78</b> /Month	\$78.73	3 /Hour		
	Total Benefits	\$6,357.39 53.83%	\$121.11	\$137.82	\$27.63	\$286.56
		Annual Salary + Benefits	\$218,006.08	=		
Step D						
		<b>\$12,400.27</b> /Month	\$82.67	7 /Hour		
	Total Benefits	\$6,507.78 52.48%	\$126.05	\$143.44	\$28.76	\$298.25
		Annual Salary + Benefits	\$226,896.58	=		
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	\$236,231.60	=		

#### **Director of Community Development**

**Department: Community Development** 

Step A						
200 <b>F</b> 12		\$12,750.99 /Month	\$85.01	1 /Hour		
Benefit	<u>Multiplier</u>	2.242.05		Catego		
PERS - Employer	0.172790	2,343.06		Non-Sworn I	Director	
Management Incentive		809.17				
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance	0.000270	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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	196.62	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,283.49 57.12%	\$133.56	\$163.08	\$30.47	\$327.11
		A   C-1   D	¢240 412 70			
		Annual Salary + Benefits	\$240,413.78	=		
Step B						
экер Б		\$12.200 E4 /Manual	#00. <b>2</b>	C 71		
		\$13,388.54 /Month	\$89.20	6 /Hour		
	Total Benefits	\$7,445.86 55.61%	\$138.90	\$169.59	\$31.69	\$340.18
		Annual Salary + Benefits	\$250,012.83	=		
Step C						
Step C		<b>\$14,057.97</b> /Month	\$02.77	2 /Hour		
		\$14,037.97 /Wolldi	\$93.72	2 / H0ui		
	Total Benefits	\$7,616.35 54.18%	\$144.50	\$176.43	\$32.96	\$353.89
		Annual Salary + Benefits	\$260,091.83			
		Annual Salary T Delicits	Ψ200,071.03	=		
Step D						
ыср <b>Б</b>		<b>\$14,760.87</b> /Month	\$98.4	1 /Hour		
	Total Benefits	\$7,795.36 52.81%	\$150.37	\$183.61	\$34.30	\$368.29
		Annual Salary + Benefits	\$270,674.78	=		
Step E						
Step E		<b>\$15,498.91</b> /Month	\$103.33	3 /Hour		
	Total Benefits	\$7,983.33 51.51%	\$156.55	\$191.15	\$35.71	\$383.41
		Annual Salary + Benefits	\$281,786.89	=		

#### **Director of Parks and Recreation**

**Department: Parks and Recreation** 

Step A						
		<b>\$12,750.99</b> /Month	\$85.0	1 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	2,343.06		Non-Sworn l		
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	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	196.62	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,283.49 57.12%	\$133.56	\$139.39	\$30.47	\$303.42
		Annual Salary + Benefits	\$240,413.78			
		Amidal Salary + Delicitis	φ240,413.76	=		
Step B						
•		<b>\$13,388.54</b> /Month	\$89.2	6 /Hour		
	Total Benefits	\$7,445.86 55.61%	\$138.90	\$144.95	\$31.69	\$315.53
		Annual Salary + Benefits	\$250,012.83	=		
Step C						
		<b>\$14,057.97</b> /Month	\$93.7	2 /Hour		
	Total Benefits	\$7,616.35 54.18%	\$144.50	\$150.80	\$32.96	\$328.26
		Annual Salary + Benefits	\$260,091.83	=		
Step D						
		<b>\$14,760.87</b> /Month	\$98.4	1 /Hour		
	Total Benefits	\$7,795.36 52.81%	\$150.37	\$156.93	\$34.30	\$341.61
		Annual Salary + Benefits	\$270,674.78	=		
Step E						
•		<b>\$15,498.91</b> /Month	\$103.3	3 /Hour		
	Total Benefits	\$7,983.33 51.51%	\$156.55	\$163.37	\$35.71	\$355.64
		Annual Salary + Benefits	\$281,786.89	=		

#### **Director of Public Works/City Engineer**

**Department: Public Works** 

Step A						
~ *** <b>F</b>		\$13,541.66 /Month	\$90.28	3 /Hour		
D 01	25 14 14			<b>a</b> .		
Benefit	Multiplier	2 499 25		<u>Catego</u>		
PERS - Employer	0.172790	2,488.35		Non-Sworn I	Director	
Management Incentive		859.34				
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance	0.000270	190.87				
LTD Insurance Life Insurance	0.009270	125.53				
	0.000239	35.78				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		1,326.63				
Deferred Comp.	0.050120	110.00				
Workers Comp.	0.058120	836.99	**	113.79%	22.81%	
Vision Benefit	0.044500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	208.81	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,547.34 55.73%	\$140.59	\$159.98	\$32.07	\$332.65
		A 1 C . 1	\$252 0KD 00			
		Annual Salary + Benefits	\$253,068.00	=		
Step B						
эсер Б		<b>\$14,218.74</b> /Month	\$94.79	9 /Hour		
		ψ14,210.74 / IVIOII(II	ΨΣΤ.Τ.	) / 110til		
	Total Benefits	\$7,719.78 54.29%	\$146.26	\$166.43	\$33.37	\$346.05
		Annual Salary + Benefits	\$263,262.27	=		
Step C						
STIP 5		\$14,929.68 /Month	\$99.53	3 /Hour		
	Total Benefits	\$7,900.84	<b>\$152.20</b>	\$173.20	\$34.72	\$360.12
				Ψ2.0120	Ψ	φε συιτα
		Annual Salary + Benefits	\$273,966.25	=		
Step D						
		<b>\$15,676.16</b> /Month	\$104.51	1 /Hour		
	Total Benefits	\$8,090.96 51.61%	\$158.45	\$180.30	\$36.15	\$374.90
		Annual Salary + Benefits	\$285,205.43	=		
Ston E						
Step E		<b>\$16,459.97</b> /Month	\$109.73	3 /Hour		
	Total Danage		\$1 <i>6</i> 7.00	\$10 <b>7.7</b> 7	\$2 <b>7</b>	\$200 A1
	Total Benefits	\$8,290.58 50.37%	\$165.00	\$187.76	\$37.64	\$390.41
		Annual Salary + Benefits	\$297,006.57	=		

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

Step A						
		\$10,460.01 /Month	\$69.73	3 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,807.38	No	n-Sworn Manager		ા
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	20/ #110	1,326.63				
Deferred Comp.	3% + \$110	423.80				
Workers Comp.	0.058120	607.94	Hannly Data	122.10%	22.81%	Tatal Hassals
Vision Benefit Medicare	0.014500	34.21	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly
Medicare	0.014500	151.67	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$6,006.07 57.42%	\$109.77	\$134.04	\$25.04	\$268.85
		Annual Salary + Benefits	\$197,592.97			
		Amiuai Salai y + Delicitis	φ171,372,71	=		
Step B						
		<b>\$10,983.01</b> /Month	\$73.22	2 /Hour		
	Total Benefits	\$6,139.27 55.90%	\$114.15	\$139.38	\$26.04	\$279.57
		Annual Salary + Benefits	\$205,467.35	=		
Step C						
•		<b>\$11,532.16</b> /Month	\$76.88	8 /Hour		
	Total Benefits	\$6,279.13 54.45%	\$118.74	\$144.99	\$27.09	\$290.82
		Annual Salary + Benefits	\$213,735.44	=		
Step D						
		<b>\$12,108.76</b> /Month	\$80.73	3 /Hour		
	Total Benefits	\$6,425.98 53.07%	\$123.56	\$150.87	\$28.19	\$302.63
		Annual Salary + Benefits	\$222,416.94	=		
Step E						
	_	\$12,714.20 /Month	\$84.76	6 /Hour		
	Total Benefits	\$6,580.17 51.75%	\$128.63	\$157.06	\$29.34	\$315.03
		Annual Salary + Benefits	\$231,532.52	=		

#### **Economic Development/Planning Manager**

**Department: Community Development** 

Step A						
		\$10,460.01 /Month	\$69.73	3 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,807.38	No	n-Sworn Manager		ા
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	20/ #110	1,326.63				
Deferred Comp.	3% + \$110	423.80				
Workers Comp.	0.058120	607.94	Hannly Data	122.10%	22.81%	Tatal Hassals
Vision Benefit Medicare	0.014500	34.21	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly
Medicare	0.014500	151.67	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$6,006.07 57.42%	\$109.77	\$134.04	\$25.04	\$268.85
		Annual Salary + Benefits	\$197,592.97			
		Amiuai Salai y + Delicitis	φ171,372,71	=		
Step B						
		<b>\$10,983.01</b> /Month	\$73.22	2 /Hour		
	Total Benefits	\$6,139.27 55.90%	\$114.15	\$139.38	\$26.04	\$279.57
		Annual Salary + Benefits	\$205,467.35	=		
Step C						
•		<b>\$11,532.16</b> /Month	\$76.88	8 /Hour		
	Total Benefits	\$6,279.13 54.45%	\$118.74	\$144.99	\$27.09	\$290.82
		Annual Salary + Benefits	\$213,735.44	=		
Step D						
		<b>\$12,108.76</b> /Month	\$80.73	3 /Hour		
	Total Benefits	\$6,425.98 53.07%	\$123.56	\$150.87	\$28.19	\$302.63
		Annual Salary + Benefits	\$222,416.94	=		
Step E						
	_	\$12,714.20 /Month	\$84.76	6 /Hour		
	Total Benefits	\$6,580.17 51.75%	\$128.63	\$157.06	\$29.34	\$315.03
		Annual Salary + Benefits	\$231,532.52	=		

## Electrician **Department: Public Works**

Step A						
Step A		\$5,944.95 /Month	\$30.63	3 /Hour		
		<b>Ф3,944.93</b> /Wi0hui	φ33.0.	9 /110u1		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,027.23		Public Works - N		
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	0.030120	34.21	Hourly Rate	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	86.20	& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	00.20	a benefits	Overneau	Overneud	Rate
	Total Benefits	\$4,402.11 74.05%	\$68.98	\$78.49	\$15.74	\$163.21
		A	\$124,164.66			
		Annual Salary + Benefits =	\$124,104.00	=		
Step B						
этер Б		A				
		<b>\$6,242.19</b> /Month	\$41.61	l /Hour		
	Total Benefits	\$4,477.81 71.73%	\$71.47	\$81.32	\$16.30	\$169.09
		Annual Salary + Benefits	\$128,640.07	_		
Step C						
		<b>\$6,554.30</b> /Month	\$43.70	) /Hour		
		. ,				
	Total Benefits	\$4,557.30 69.53%	\$74.08	\$84.29	\$16.90	\$175.27
		Annual Salary + Benefits	\$133,339.24	=		
Step D						
		<b>\$6,882.02</b> /Month	\$45.88	3 /Hour		
	Total Benefits	\$4,640.76 67.43%	\$76.82	\$87.41	\$17.52	\$181.76
			•			
		Annual Salary + Benefits	\$138,273.37			
		· · · · · · · · · · · · · · · · · · ·		=		
Step E						
~ · · · · · · ·		\$7,226.12 /Month	\$48.17	7 /Hour		
		φ1,44 <b>0.1</b> 4 /IVIOIIIII	Ф46.1	7 /Hour		
	Total Benefits	\$4.708.40 65.420/	\$70.70	¢በስ ፈስ	¢10 10	¢190 57
	Total Denetits	\$4,728.40 65.43%	\$79.70	\$90.69	\$18.18	\$188.57
		Annual Salary + Benefits	\$143,454.21			
		Annual Salaty + Delicities	φ1 <del>13</del> , <del>131.2</del> 1	=		

## **Engineering Manager Department: Public Works**

Step A							
~ *** <b>F</b>		\$10,257.50 /Month	1	\$68.38	Hour		
D 01	35 30 30				<b>~</b> .		
Benefit	Multiplier	1 772 20		N	Catego		1
PERS - Employer Management Incentive	0.172790	1,772.39 0.00		Non	n-Sworn Manager	s / Confidentia	1
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		1,320.03					
LTD Insurance	0.009270	95.09					
Life Insurance	0.009270	35.78					
Holiday Pay	0.000239	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	0.036120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	148.73		& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	140.73	_	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$5,948.42 57.	99%	\$108.04	\$122.94	\$24.65	\$255.63
		Annual Salary + Bene	fite	\$194,471.07			
		Ailluai Salai y + Delle	=	\$194,471.07	=		
Step B							
Step D		\$10,770.37 /Month	1	\$71.80	/Hour		
	Total Benefits	\$6,079.04 56.	44%	\$112.33	\$127.82	\$25.63	\$265.78
		Annual Salary + Bene	efits _	\$202,192.99	=		
Step C							
3.0 <b>F</b> 2		<b>\$11,308.89</b> /Month	ı	\$75.39	/Hour		
	Total Benefits	\$6,216.19 54.	97%	\$116.83	\$132.95	\$26.65	\$276.44
		Annual Salary + Bene	efits _	\$210,301.02	=		
Step D							
_		<b>\$11,874.34</b> /Month	ı	\$79.16	/Hour		
	Total Benefits	\$6,360.20 53.	56%	\$121.56	\$138.33	\$27.73	\$287.63
		Annual Salary + Bene	efits =	\$218,814.44	=		
Step E							
Step E		\$12,468.05 /Month	1	\$83.12	. /Hour		
	Total Benefits	\$6,511.41 52.	22%	\$126.53	\$143.98	\$28.86	\$299.38
		Annual Salary + Bene	efits _	\$227,753.53	=		

## **Engineering Services Specialist**

**Department: Public Works** 

	\$7,151.19 /N	Month	\$47.67	7 /Hour		
Multiplier				Catego	rv	
	1.235.65					
0.172770				omee zmp	10,000	
	1,326.63					
	190.87					
0.009270	66.29					
	5.51					
	0.00					
	0.00					
	0.00					
	1,326.63					
	0.00					
0.058120	415.63			113.79%	22.81%	
				-		Total Hourly
0.014500	103.69	_	& Benefits	Overhead	Overhead	Rate
Total Benefits	\$4,709.32	65.85%	\$79.07	\$89.98	\$18.04	\$187.08
	Annual Calamy	Donofite	\$1.42 226 10			
	Allitual Salary	=	\$142,320.10	=		
	\$7,508.75 /N	Month	\$50.06	6 /Hour		
Total Benefits	\$4,800.38	63.93%	\$82.06	\$93.38	\$18.72	\$194.16
	Annual Salary +	Benefits _	\$147,709.58	=		
	<b>\$7,884.19</b> /N	Month	\$52.56	6 /Hour		
Total Benefits	\$4,896.00	62.10%	\$85.20	\$96.95	\$19.44	\$201.59
	Annual Salary +	Benefits =	\$153,362.23	=		
	\$8,278.40 /N	Month	\$55.19	Hour /		
Total Benefits	\$4,996.39	60.35%	\$88.50	\$100.70	\$20.19	\$209.39
	Annual Salary +	Benefits =	\$159,297.51	=		
_	\$8,692.32 /N	Month	\$57.95	5 /Hour		
Total Benefits	\$5,101.81	58.69%	\$91.96	\$104.64	\$20.98	\$217.58
	Annual Salary +	Benefits =	\$165,529.55	=		
	0.058120 0.014500 Total Benefits  Total Benefits  Total Benefits	Multiplier         0.172790         1,235.65           0.00         4.20           1,326.63         190.87           0.009270         66.29           5.51         0.00           0.00         0.00           1,326.63         0.00           0.058120         415.63           34.21         0.014500           103.69           Total Benefits         \$4,709.32           Annual Salary +           \$7,508.75 /N           Total Benefits         \$4,800.38           Annual Salary +           \$7,884.19 /N           Total Benefits         \$4,896.00           Annual Salary +           \$8,278.40 /N           Total Benefits         \$4,996.39           Annual Salary +           \$8,692.32 /N           Total Benefits         \$5,101.81	Multiplier  0.172790 1,235.65 0.00 4.20 1,326.63 190.87 0.009270 66.29 5.51 0.00 0.00 0.00 0.00 0.00 1,326.63 0.00 0.058120 415.63 34.21 0.014500 103.69  Total Benefits \$4,709.32 65.85%  Annual Salary + Benefits  \$7,508.75 /Month  Total Benefits \$4,800.38 63.93% Annual Salary + Benefits  \$7,884.19 /Month  Total Benefits \$4,896.00 62.10% Annual Salary + Benefits  \$8,278.40 /Month  Total Benefits \$4,996.39 60.35% Annual Salary + Benefits  \$8,692.32 /Month	Multiplier         0.172790         1,235.65         0.00         4.20         1,326.63         190.87         0.009270         66.29         5.51         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00         0.00	Multiplier         Catego           0.172790         1,235.65         Office Emp           0.00         4.20         1,326.63         190.87           0.009270         66.29         5.51         0.00         0.00           0.00         0.00         0.00         0.00         0.00           0.014500         103.69         Hourly Rate Benefits         Department Overhead           Total Benefits         \$4,709.32         65.85%         \$79.07         \$89.98           Annual Salary + Benefits         \$142,326.10         \$142,326.10         \$142,326.10           Total Benefits         \$4,800.38         63.93%         \$82.06         \$93.38           Annual Salary + Benefits         \$147,709.58         \$147,709.58           Total Benefits         \$4,896.00         62.10%         \$85.20         \$96.95           Annual Salary + Benefits         \$153,362.23         \$100.70           Annual Salary + Benefits         \$159,297.51           Total Benefits         \$4,996.39         60.35%         \$88.50         \$100.70           Annual Salary + Benefits         \$159,297.51         \$100.70         \$100.70	Multiplier         0.172790         1,235.65   0.00   0.00   4.20   1.326.63   190.87   0.009270         Category Office Employees           0.009270         66.29   5.51   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.

## **Engineering Technician Department: Public Works**

Step A							
Step 11		<b>\$6,217.89</b> /M	onth	\$41.45	/Hour		
		ψ0,22700> /1/2		Ψ 12010	, 110 61		
<u>Benefit</u>	<b>Multiplier</b>				Catego	<u>ry</u>	
PERS - Employer	0.172790	1,074.39			Office Emp	loyees	
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.	0.050120	0.00					
Workers Comp.	0.058120	361.38		II. I D.4	113.79%	22.81%	TD-4-1 TT - 1
Vision Benefit	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	90.16	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,471.62	71.92%	\$71.26	\$81.09	\$16.26	\$168.61
		Annual Calamy	Donofita	¢120 274 10			
		Annual Salary +	belieffts =	\$128,274.19	=		
Step B							
<b>Биер Б</b>		\$6,528.79 /M	lonth	\$43.53	3 /Hour		
	Total Benefits	\$4,550.80	69.70%	\$73.86	\$84.05	\$16.85	\$174.77
		Annual Salary +	Benefits _	\$132,955.07	=		
Step C							
Step C		A C O = = A A A A					
		\$6,855.23 /M	lonth	\$45.70	) /Hour		
	Total Benefits	\$4,633.94	67.60%	\$76.59	\$87.16	\$17.47	\$181.23
			- a.	***			
		Annual Salary +	Benefits =	\$137,869.99	=		
Step D							
Stop 2		<b>\$7,197.99</b> /M	lonth	\$47.99	/Hour		
	Total Benefits	\$4,721.23	65.59%	\$79.46	\$90.42	\$18.13	\$188.01
		Ammol C-1 :	Dono#4-	¢142 020 CC			
		Annual Salary +	Denents =	\$143,030.66	=		
Step E							
		\$7,557.89 /M	lonth	\$50.39	/Hour		
	Total Benefits	\$4,812.89	63.68%	\$82.47	\$93.85	\$18.81	\$195.13
		Annual Salary +	Benefits _	\$148,449.36	=		

## **Equipment Mechanic Department: Public Works**

Step A						
Step 11		\$5,594.52 /Month		<b>\$37.30</b> /Hour		
		φο,ον που γινιοποι		φ <b>υ</b> υ γ 110 ω1		
<b>Benefit</b>	<b>Multiplier</b>			<u>Categ</u>		
PERS - Employer	0.172790	966.68		Public Works -	Maintenance	
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	Hourly		•	Total Hourly
Medicare	0.014500	86.16	& Ben	efits Overhead	Overhead	Rate
	Total Benefits	\$4,685.52 83.7	5% \$68.5	\$77.99	\$15.63	\$162.15
		A 16.1 D	d100.00	0.41		
		Annual Salary + Benef	\$123,36	0.41		
C4 D						
Step B		<b>***</b> *********************************				
		<b>\$5,874.24</b> /Month		\$39.16 /Hour		
	Total Benefits	\$4,756.76 80.9	8% \$70.8	\$80.65	\$16.17	\$167.69
		Annual Salary + Benef	\$127,57	2.01		
Step C						
экер С		\$6.167.06 Month		¢41 10 /II		
		<b>\$6,167.96</b> /Month		\$41.12 /Hour		
	Total Benefits	\$4,831.56 78.3	3% <b>\$73.3</b>	33 \$83.44	\$16.73	\$173.50
	Town Denomis				φισιτο	ψ175.20
		Annual Salary + Benef	ts \$131,99	4.19		
Step D						
•		<b>\$6,476.35</b> /Month		\$43.18 /Hour		
	Total Benefits	\$4,910.10 75.8	2% <b>\$75.9</b>	\$86.38	\$17.32	\$179.61
		Annual Salary + Benef	its \$136,63	7.48		
		Timuu guiury . Bono	420,00			
Step E						
		<b>\$6,800.17</b> /Month		\$45.33 /Hour		
	Total Benefits	\$4,992.57 73.4	2% <b>\$78.6</b>	52 \$89.46	\$17.94	\$186.02
	Total Delicitis	ψ <del>-1</del> ,2,2,3.1 13.4	-/v φ/0.U	φυ <b>στ</b> υ	φ1/• <b>/</b> 7	φ100.02
		Annual Salary + Benef	its \$141,51	2.93		

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

Step A							
Step 11		\$5,856.90 /Month	h	\$39.05	/Hour		
		40,000,000,000	•	40,000	,11001		
<u>Benefit</u>	<u>Multiplier</u>				Catego	<u>ry</u>	
PERS - Employer	0.172790	1,012.01			Office Emp	loyees	
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		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	84.93	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,379.69 74.	.78%	\$68.24	\$27.89	\$15.57	\$111.70
		4 1G1 D	œ.	ф1 <b>22</b> 020 01			
		Annual Salary + Bene	efits =	\$122,839.01	=		
Ctom D							
Step B		*					
		<b>\$6,149.74</b> /Month	n	\$41.00	/Hour		
	Total Benefits	\$4,454.27 72.	.43%	\$70.69	\$28.89	\$16.13	\$115.71
		Annual Salary + Bend	efits _	\$127,248.13	=		
Step C							
Step C		Φ <i>C 455</i> 33 /\ 4	ı	0.42.05			
		<b>\$6,457.23</b> /Montl	n	\$43.05	/Hour		
	Total Benefits	\$4,532.58 70.	.19%	\$73.27	\$29.94	\$16.71	\$119.92
		Annual Salary + Bene	efits _	\$131,877.71	=		
Step D							
		<b>\$6,780.09</b> /Month	h	\$45.20	/Hour		
	Total Benefits	\$4,614.80 68.	.06%	\$75.97	\$31.05	\$17.33	\$124.34
				****			
		Annual Salary + Bene	efits =	\$136,738.76	∃		
Step E							
		<b>\$7,119.10</b> /Montl	h	\$47.46	/Hour		
	Total Benefits	\$4,701.14 66.	.04%	\$78.80	\$32.21	\$17.98	\$128.99
		Annual Salary + Bend	efits	\$141,842.87			
		•	_	,	=		

#### **Executive Assistant Department: City Manager**

Step A  Benefit Mul	<u>ltiplier</u>	\$5,856.90 /N	Month	\$39.05	/Hour		
<u>Benefit</u> <u>Mu</u>	ltiplier	4-,0-01-07-					
<u>Benefit</u> <u>Mul</u>	ltiplier						
					Catego	<u>ry</u>	
1 2	0.172790	1,012.01			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
	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					
	0.058120	340.40			41.54%	22.81%	
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare (	0.014500	84.93	_	& Benefits	Overhead	Overhead	Rate
Total	Benefits	\$4,379.69	74.78%	\$68.24	\$28.35	\$15.57	\$112.16
			TD et	ф1 <b>22</b> 020 01			
		Annual Salary	+ Benefits =	\$122,839.01	=		
Cton D							
Step B		A < 4.0 = 4.0					
		<b>\$6,149.74</b> /N	Month	\$41.00	/Hour		
Total	Benefits	\$4,454.27	72.43%	\$70.69	\$29.37	\$16.13	\$116.19
		Annual Salary	+ Benefits =	\$127,248.13	=		
Step C							
Step C		Φ <i>C</i> 455 22 /2	N. f d.	<b>*12.0</b>			
		\$6,457.23 /N	viontn	\$43.05	/Hour		
Total	Benefits	\$4,532.58	70.19%	\$73.27	\$30.43	\$16.71	\$120.41
			_				
		Annual Salary	+ Benefits =	\$131,877.71	=		
Ston D							
Step D		\$6.780.00 /h	Month	¢45.20	) /II		
		\$6,780.09 /N	VIOIIII	\$45.20	/Hour		
Total	Benefits	\$4,614.80	68.06%	\$75.97	\$31.56	\$17.33	\$124.85
		+ 1,02 1100		φ.σ.ς.	ΨΕΣΙΕ Ο	Ψ27.00	Ψ12 1.00
		Annual Salary	+ Benefits	\$136,738.76	=		
G: F							
Step E		ф <b>п</b> 440 40 7					
		<b>\$7,119.10</b> /N	Month	\$47.46	6 /Hour		
Total	Benefits	\$4,701.14	66.04%	\$78.80	\$32.73	\$17.98	\$129.51
Total	Denetits	ψτ,/01.14	00.0470	φ/0.00	φ34.13	φ17.70	ф147.31
		Annual Salary	+ Benefits	\$141,842.87			
			=	, ,	=		
		Annual Salary	+ Benefits =	\$141,842.87	=		

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

Step A							
~ *** <b>F</b>	_	\$5,856.90 /Mont	h	\$39.05	/Hour		
D 01	25 24 24				<b>a</b> .		
Benefit	Multiplier	1.012.01			Categor		
PERS - Employer	0.172790	1,012.01			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	190.87					
LTD Insurance Life Insurance	0.009270	54.29					
		5.51					
Holiday Pay		0.00					
Uniform Allowance		0.00					
Standby  Ratinga Madical		0.00 1,326.63					
Retiree Medical							
Deferred Comp.	0.050120	0.00					
Workers Comp.	0.058120	340.40		II. 1 D.4	54.68%	22.81%	T. 4 . 1 TT 1
Vision Benefit	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	84.93	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,379.69 74	.78%	\$68.24	\$37.32	\$15.57	\$121.13
		A	- C*4 -	¢122 020 01			
		Annual Salary + Ben	ents =	\$122,839.01	3		
Step B							
Step D		<b>\$6,149.74</b> /Mont	h	\$41.00	/Hour		
	Total Benefits	\$4,454.27 72	.43%	\$70.69	\$38.66	\$16.13	\$125.48
		Annual Salary + Ben	efits _	\$127,248.13	=		
Step C							
3.0 <b>F</b> 2		<b>\$6,457.23</b> /Mont	h	\$43.05	/Hour		
	Total Benefits	\$4,532.58 70	.19%	\$73.27	\$40.06	\$16.71	\$130.04
		Annual Salary + Ben	efits _	\$131,877.71	=		
Step D							
Step 2		<b>\$6,780.09</b> /Mont	h	\$45.20	/Hour		
	Total Benefits	\$4,614.80 68	.06%	\$75.97	\$41.54	\$17.33	\$134.84
		Annual Salary + Ben	efits _	\$136,738.76	=		
Step E							
Step E		<b>\$7,119.10</b> /Mont	h	\$47.46	/Hour		
	Total Benefits	\$4,701.14 66	5.04%	\$78.80	\$43.09	\$17.98	\$139.87
		Annual Salary + Ben	efits _	\$141,842.87	=		

#### **Facilities Maintenance Supervisor**

**Department: Public Works** 

Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Benefit	ier         1,102.33           2790         1,102.33           0.0         4.2           1,326.6         190.8           9270         59.1           0239         27.3           0.0         0.0           1,326.6         110           8120         370.8           34.2         4500           92.5	0 0 3 7 4 9 0 0 0 0 3 3 0		3 /Hour <u>Categor</u> Sworn Profession		ors
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare  0.172 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.00	2790 1,102.3:	0 0 3 7 4 9 0 0 0 0 3 3 0	Non-			ors
PERS - Employer Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare  0.172 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.00	2790 1,102.3:	0 0 3 7 4 9 0 0 0 0 3 3 0	Non-			ors
Management Incentive EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare  0.006  2% + \$ Total Ber	0.0 4.2 1,326.6 190.8 9270 59.1 0239 27.3 0.0 0.0 0.0 1,326.6 110 237.6 8120 370.8 34.2 4500 92.5	0 0 3 7 4 9 0 0 0 0 3 3 0			and y Super risk	
EAP Health Insurance Dental Insurance LTD Insurance Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare  0.006  2% + \$ Total Ber	4.2i 1,326.6i 190.8i 9270 59.1i 0239 27.3i 0.0i 0.0i 1,326.6i 1110 237.6i 8120 370.8i 34.2i 4500 92.5i	0 3 7 4 9 0 0 0 0 3 0				
Health Insurance Dental Insurance LTD Insurance Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare  0.006  Total Ber	1,326.6 190.8 9270 59.1 0239 27.3 0.0 0.0 0.0 1,326.6 1110 237.6 8120 370.8 34.2 4500 92.5	3 7 4 9 0 0 0 0 3 0				
Dental Insurance LTD Insurance Life Insurance O.000 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare O.014  Total Ber	190.8 9270 59.1 0239 27.3 0.0 0.0 0.0 1,326.6 1110 237.6 8120 370.8 34.2 4500 92.5	7 4 9 0 0 0 0 3 0				
LTD Insurance 0.000 Life Insurance 0.000 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. 2% + \$ Workers Comp. 0.055 Vision Benefit Medicare 0.014	9270 59.1- 0239 27.3' 0.0 0.0 0.0 1,326.6: 1110 237.6: 8120 370.8: 34.2 4500 92.5	4 9 0 0 0 0 3 0 0				
Life Insurance 0.000 Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. 2% + \$ Workers Comp. 0.055 Vision Benefit Medicare 0.014	0239 27.3° 0.00 0.00 1,326.6. 8110 237.6' 8120 370.8' 34.2 4500 92.5	9 0 0 0 0 3 0 0				
Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. 2% + \$ Workers Comp. 0.055 Vision Benefit Medicare 0.014  Total Ber	0.0 0.0 0.0 1,326.6 3110 237.6 8120 370.8 34.2 4500 92.5	0 0 0 3 0 0				
Uniform Allowance Standby Retiree Medical Deferred Comp. 2% + \$ Workers Comp. 0.055 Vision Benefit Medicare 0.014  Total Ber	0.0 0.0 1,326.6 3110 237.6 8120 370.8 34.2 4500 92.5	0 0 3 0 0				
Standby Retiree Medical Deferred Comp. 2% + \$ Workers Comp. 0.055 Vision Benefit Medicare 0.014  Total Ber	0.0 1,326.6 3110 237.6 8120 370.8 34.2 4500 92.5	0 3 0 0				
Retiree Medical Deferred Comp. 2% + \$ Workers Comp. 0.055 Vision Benefit Medicare 0.014  Total Ber	1,326.6 5110 237.6 8120 370.8 34.2 4500 92.5	3 0 0				
Deferred Comp. 2% + \$ Workers Comp. 0.055 Vision Benefit Medicare 0.014  Total Ber	3110     237.6       8120     370.8       34.2     34.2       4500     92.5	0 0				
Workers Comp. 0.055 Vision Benefit Medicare 0.014  Total Ber	8120     370.8       34.2     34.2       4500     92.5	0				
Vision Benefit Medicare 0.01  Total Ber	34.2 4500 92.5			113.79%	22.81%	
Medicare 0.01- Total Ber	4500 92.5	1	Hourly Rate	Department	Citywide	Total Hourly
Total Ber			& Benefits	Overhead	Overhead	Rate
		<u> </u>	& Delients	Overneau	Overneau	Kate
Step B	nefits \$4,772.3	6 74.80%	\$74.35	\$84.60	\$16.96	\$175.91
Step B	Annual Cala	Danafita	¢122 927 11			
Step B	Annuai Saia	ry + Benefits	\$133,827.11	=		
	\$6,698.89	9 /Month	\$44.66	5 /Hour		
Total Ber	nefits \$4,853.60	72.45%	\$77.02	\$87.64	\$17.57	\$182.23
	Annual Sala	ry + Benefits	\$138,629.95	=		
Step C						
	\$7,033.84	4 /Month	\$46.89	Hour /		
Total Ber	nefits \$4,938.91	70.22%	\$79.82	\$90.83	\$18.21	\$188.85
	Annual Sala	ry + Benefits	\$143,672.93	=		
Step D						
	\$7,385.53	3 /Month	\$49.24	4 /Hour		
Total Ber	nefits \$5,028.47	68.09%	\$82.76	\$94.17	\$18.88	\$195.81
	Annual Sala	ary + Benefits	\$148,968.06	=		
Step E						
Step E	\$7,754.83	1 /Month	\$51.70	) /Hour		
Total Ber	nefits \$5,122.52	66.06%	\$85.85	\$97.69	\$19.58	\$203.12
		ry + Benefits	\$154,527.95			

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

Step A							
Step 11		<b>\$4,387.66</b> /Month		\$29.25	7 /Hour		
		φ <b>1,0</b> 0 / 10 / 11 / 10 10 11		4->	, , 110 61		
<u>Benefit</u>	<b>Multiplier</b>				Catego		
PERS - Employer	0.172790	758.14			Public Works - M	<b>Maintenance</b>	
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		urly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	63.62	&	Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,005.50 91.2	9%	\$55.95	\$63.67	\$12.76	\$132.39
		Annual Salary + Benef	its\$10	00,717.85	=		
Step B							
•		<b>\$4,607.04</b> /Month		\$30.71	/Hour		
	Total Benefits	\$4,061.37 88.1	5%	\$57.79	\$65.76	\$13.18	\$136.73
		Annual Salary + Benef	its \$10	04,020.91	=		
Step C							
		<b>\$4,837.39</b> /Month		\$32.25	5 /Hour		
	Total Benefits	\$4,120.04 85.1	7%	\$59.72	\$67.95	\$13.62	\$141.29
		Annual Salary + Benef	its\$10	07,489.12	=		
Step D							
		\$5,079.26 /Month		\$33.86	5 /Hour		
	Total Benefits	\$4,181.64 82.3	3%	\$61.74	\$70.25	\$14.08	\$146.08
		Annual Salary + Benef	its\$11	11,130.75	=		
Step E							
, , , , , , , , , , , , , , , , , , ,		\$5,333.22 /Month		\$35.55	5 /Hour		
	Total Benefits	\$4,246.32 79.6	2%	\$63.86	\$72.67	\$14.57	\$151.10
		Annual Salary + Benef	its\$11	14,954.46	=		

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

Step A							
		<b>\$4,837.39</b> / I	Month	\$32.25	5 /Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	835.85			Public Works - M		
Management Incentive	0.172770	0.00			Tuone wone		
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	0.030120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	75.18		& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	75.16	_	& Belletits	Overneau	Overneau	Ratt
	Total Benefits	\$4,492.69	92.87%	\$62.20	\$70.78	\$14.19	\$147.17
		Annual Calany	Donofita	\$111,960.97			
		Annual Salary	+ belieffts =	\$111,900.97	=		
Step B							
**** <b>F</b> =		<b>\$5,079.26</b> /1	Month	\$33.86	6 /Hour		
	Total Benefits	\$4,554.29	89.66%	\$64.22	\$73.08	\$14.65	\$151.96
		Annual Salary	+ Benefits _	\$115,602.60	_		
Step C							
Step C		<b>\$5,333.22</b> / I	Month	\$35.55	5 /Hour		
	Total Benefits	\$4,618.97	86.61%	\$66.35	\$75.50	\$15.14	\$156.98
		Annual Salary	+ Benefits	\$119,426.30			
Step D			_				
, , , , , , , , , , , , , , , , , , ,		<b>\$5,599.88</b> /I	Month	\$37.33	3 /Hour		
	Total Benefits	\$4,686.88	83.70%	\$68.58	\$78.04	\$15.64	\$162.26
		Annual Salary	+ Benefits _	\$123,441.20	=		
Step E							
Step E		<b>\$5,879.88</b> /1	Month	\$39.20	0 /Hour		
	Total Benefits	\$4,758.19	80.92%	\$70.92	¢00.70	\$16.18	<b>\$167.80</b>
	Total Beliefits	\$4,736.19	60.9270	\$70.92	\$80.70	ф10.10	φ107.00

#### **Finance/Special Projects Coordinator**

Senefit   Multiplier   PERS - Employer   0.172790   1.073.17   Office Employees   Management Incentive   EAP   4.20								Step A
PERS - Employer			/Hour	\$41.41	Month	\$6,210.85 /N		~~~ <b>P</b>
PERS - Employer			<b>~</b> .					75 68
Management Incentive						1 072 17		
Health Insurance		yees	Office Employ			,	0.172790	
Health Insurance								
Dental Insurance								
LTD Insurance Life Insurance Standby 0.000 Uniform Allowance Standby 0.000 Retiree Medical 1,326.63 Deferred Comp. 0.058120 360.97 Workers Comp. 0.058120 360.97 Workers Comp. Vision Benefit 34.21 Medicare 10.014500 90.06  Life We Benefits Life Insurance Life Ins								
Life Insurance							0.000270	
Holiday Pay							0.009270	
Uniform Allowance   0.00								
Standby								
Retiree Medical   Deferred Comp.   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00								
Deferred Comp.								3
Workers Comp. Vision Benefit Nedicare         0.058120   34.21   34.21   49.20%   22.81%   Citywide & Benefits   Department & Citywide & Benefits   Overhead   Overhea								
Vision Benefit Medicare         34.21 90.06         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Tot Department Overhead         Step C         \$1.28,168.13         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24         \$1.6.24		22 910/	40.209/				0.058120	_
Medicare	Total Hourly			Hourly Date			0.038120	
Total Benefits	Rate						0.014500	
Step B   \$6,521.39   Month   \$43.48   Hour	Kate	Overneau	Overneau	& Belletits	_	90.00	0.014300	Wedicare
Step B	\$122.48	\$16.24	\$35.03	\$71.20	71.97%	\$4,469.83	Total Benefits	
Step B				¢129 169 12	Donofits	Annual Calam		
\$6,521.39 /Month \$43.48 /Hour  Total Benefits \$4,548.92 69.75% \$73.80 \$36.31 \$16.84 \$  Annual Salary + Benefits \$132,843.71  Step C  \$6,847.46 /Month \$45.65 /Hour  Total Benefits \$4,631.96 67.64% \$76.53 \$37.65 \$17.46 \$  Annual Salary + Benefits \$137,753.07  Step D  \$7,189.83 /Month \$47.93 /Hour  Total Benefits \$4,719.16 65.64% \$79.39 \$39.06 \$18.11 \$  Annual Salary + Benefits \$142,907.89			:	\$120,100.13	+ Delients =	Aimuai Salai y		
\$6,521.39 /Month \$43.48 /Hour  Total Benefits \$4,548.92 69.75% \$73.80 \$36.31 \$16.84 \$  Annual Salary + Benefits \$132,843.71  Step C  \$6,847.46 /Month \$45.65 /Hour  Total Benefits \$4,631.96 67.64% \$76.53 \$37.65 \$17.46 \$  Annual Salary + Benefits \$137,753.07  Step D  \$7,189.83 /Month \$47.93 /Hour  Total Benefits \$4,719.16 65.64% \$79.39 \$39.06 \$18.11 \$  Annual Salary + Benefits \$142,907.89								Step B
Step C   \$6,847.46   Month   \$45.65   Hour			/Hour	\$43.48	Month	\$6,521.39 /N		•
Step C	\$126.95	\$16.84	\$36.31	\$73.80	69.75%	\$4,548.92	Total Benefits	
\$6,847.46 /Month \$45.65 /Hour  Total Benefits \$4,631.96 67.64% \$76.53 \$37.65 \$17.46 \$  Annual Salary + Benefits \$137,753.07  Step D  \$7,189.83 /Month \$47.93 /Hour  Total Benefits \$4,719.16 65.64% \$79.39 \$39.06 \$18.11 \$  Annual Salary + Benefits \$142,907.89			•	\$132,843.71	+ Benefits _	Annual Salary -		
\$6,847.46 /Month \$45.65 /Hour  Total Benefits \$4,631.96 67.64% \$76.53 \$37.65 \$17.46 \$  Annual Salary + Benefits \$137,753.07  Step D  \$7,189.83 /Month \$47.93 /Hour  Total Benefits \$4,719.16 65.64% \$79.39 \$39.06 \$18.11 \$  Annual Salary + Benefits \$142,907.89								Step C
Annual Salary + Benefits \$\frac{\$137,753.07}{\$137,753.07}\$  Step D  \$7,189.83 /Month \$47.93 /Hour  Total Benefits \$4,719.16 65.64% \$79.39 \$39.06 \$18.11 \$  Annual Salary + Benefits \$\frac{\$142,907.89}{\$142,907.89}\$			/Hour	\$45.65	Month	\$6,84 <b>7.4</b> 6 /N		
Step D         \$7,189.83 /Month       \$47.93 /Hour         Total Benefits       \$4,719.16       65.64%       \$79.39       \$39.06       \$18.11       \$         Annual Salary + Benefits       \$142,907.89	\$131.64	\$17.46	\$37.65	\$76.53	67.64%	\$4,631.96	Total Benefits	
\$7,189.83 /Month \$47.93 /Hour  Total Benefits \$4,719.16 65.64% \$79.39 \$39.06 \$18.11 \$  Annual Salary + Benefits \$\frac{\$142,907.89}{}\$			:	\$137,753.07	+ Benefits _	Annual Salary -		
\$7,189.83 /Month \$47.93 /Hour  Total Benefits \$4,719.16 65.64% \$79.39 \$39.06 \$18.11 \$  Annual Salary + Benefits \$\frac{\$142,907.89}{}\$								Step D
Annual Salary + Benefits\$142,907.89			/Hour	\$47.93	Month	<b>\$7,189.83</b> /N		500p =
	\$136.57	\$18.11	\$39.06	\$79.39	65.64%	\$4,719.16	Total Benefits	
Step E			:	\$142,907.89	+ Benefits _	Annual Salary -		
Siep E								Stop F
<b>\$7,549.33</b> /Month \$50.33 /Hour			/Hour	\$50.33	Month	<b>\$7,549.33</b> /N		Step E
Total Benefits \$4,810.71 63.72% <b>\$82.40 \$40.54 \$18.80</b> \$	\$141.74	\$18.80	\$40.54	\$82.40	63.72%	\$4,810.71	Total Benefits	
Annual Salary + Benefits\$148,320.45				\$148,320.45	+ Benefits _	Annual Salary -		

# Fleet/Facilities Maintenance Manager

**Department: Public Works** 

Step A						
Бер Л		<b>\$8,325.74</b> /Month	\$55.50	) /Hour		
		φο,522.74 /10101111	φεειε	7 / 110 di		
<b>Benefit</b>	<b>Multiplier</b>			Catego	<u>ry</u>	
PERS - Employer	0.172790	1,438.61	No	n-Sworn Manager	s / Confidentia	ıl
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	120.72	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,398.45 64.84%	\$91.49	\$104.11	\$20.87	\$216.48
		Annual Salary + Benefits	\$164,690.37	_		
		-		_		
Step B						
_		<b>\$8,742.03</b> /Month	\$58.28	3 /Hour		
	Total Benefits	\$5,504.47 62.97%	\$94.98	\$108.08	\$21.67	\$224.72
		Annual Salary + Benefits	\$170,958.05	=		
Step C						
~ <b>F</b>	_	<b>\$9,179.13</b> /Month	\$61.19	9 /Hour		
	Total Benefits	\$5,615.80 61.18%	\$98.63	\$112.24	\$22.50	\$233.37
	Total Beliefits	. ,	·	φ11 <b>2,2-</b>	φ22.30	φ233.31
		Annual Salary + Benefits	\$177,539.12	=		
Step D						
		<b>\$9,638.09</b> /Month	\$64.25	5 /Hour		
	Total Benefits	\$5,732.68 59.48%	\$102.47	\$116.61	\$23.38	\$242.45
		Annual Salary + Benefits	\$184,449.24	=		
Step E						
		<b>\$10,119.99</b> /Month	\$67.47	7 /Hour		
	Total Benefits	\$5,855.41 57.86%	\$106.50	\$121.19	\$24.30	\$251.99
		Annual Salary + Benefits	\$191,704.87			
		·				



## **Geographic Information Systems Coordinator Department: Public Works**

Step A							
		\$8,475.42 /N	Month	\$56.50	0 /Hour		
Benefit	<u>Multiplier</u>				<u>Catego</u>	rv	
PERS - Employer	0.172790	1,464.47		Non-	-Sworn Profession		ors
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			113.79%	22.81%	
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	122.89	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,356.35	63.20%	\$92.21	\$104.93	\$21.04	\$218.18
		Annual Salary	Ronofite	\$165,981.26			
		Allitual Salary	=	φ103,701.20	=		
Step B							
		\$8,899.19 /N	Month	\$59.33	3 /Hour		
	Total Benefits	\$5,464.28	61.40%	\$95.76	\$108.96	\$21.84	\$226.57
		Annual Salary	+ Benefits _	\$172,361.63	=		
Step C							
		\$9,344.15 /N	Month	\$62.29	9 /Hour		
	Total Benefits	\$5,577.60	59.69%	\$99.48	\$113.20	\$22.69	\$235.37
		Annual Salary	+ Benefits =	\$179,061.01	=		
Step D		<b>40.011.2</b> 5.7					
		\$9,811.36 /N	Month	\$65.41	1 /Hour		
	Total Benefits	\$5,696.59	58.06%	\$103.39	\$117.65	\$23.59	\$244.62
		Annual Salary	+ Benefits =	\$186,095.36	=		
Step E							
	_	\$10,301.93 /N	Month	\$68.68	8 /Hour		
	Total Benefits	\$5,821.52	56.51%	\$107.49	\$122.32	\$24.52	\$254.33
		Annual Salary	+ Benefits =	\$193,481.43	=		

#### **Grants Program Manager**

PERS	Step A							
PERS - Employer	•		\$7,390.68 /M	onth	\$49.27	/ /Hour		
PERS - Employer	Benefit	Multiplier				Catego	rv	
Management Incentive   RAP			1,277.04		Non-			ors
Health Insurance							1	
Dental Insurance			4.20					
LTD Insurance	Health Insurance		1,326.63					
Life Insurance	Dental Insurance		190.87					
Holiday Pay Uniform Allowance Uniform Allowance Standby 0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0	LTD Insurance	0.009270	68.51					
Uniform Allowance   0.00   Standby   0.00   Retiree Medical   1.326.63   Deferred Comp.   296 + \$110   257.81   2257.81   296 + \$110   2257.81   296 + \$110   2257.81   296 + \$110   2257.81   296 + \$110   2257.81   296 + \$110   2257.81   296 + \$110   2257.81   296 + \$110   2257.81   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 + \$110   296 +	Life Insurance	0.000239	31.73					
Standby   0.00   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,326.63   1,	Holiday Pay		0.00					
Retiree Medical Deferred Comp.   296 + \$110   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81   257.81			0.00					
Deferred Comp.   2% + \$110   257.81   49.255   34.21   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   22.81%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%   49.20%	Standby		0.00					
Vision Benefit	Retiree Medical		1,326.63					
Vision Benefit		2% + \$110	257.81					
Note	_	0.058120	429.55			49.20%	22.81%	
Medicare   0.014500   107.16   & Benefits   Overhead   Nate			34.21		Hourly Rate	Department	Citywide	<b>Total Hourly</b>
Total Benefits	Medicare	0.014500	107.16					Rate
Step B			Ø5 054 24	C9 200/	фод од	<b>\$40.03</b>	<b>#10.02</b>	\$1.42. <b>7</b> 1
Step B		Total Benefits	\$5,054.34	68.39%	\$82.97	\$40.82	\$18.93	\$142.71
Step C   \$8,148.23   Month   \$51.73   Hour			Annual Salary +	Benefits _	\$149,340.26	=		
Total Benefits	Step B							
Step C   \$8,148.23   Month   \$54.32   Hour			\$7,760.22 /M	onth	\$51.73	3 /Hour		
Step C		Total Benefits	\$5,148.45	66.34%	\$86.06	\$42.34	\$19.63	\$148.03
\$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 \$160,745.98  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 \$166,880.03  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 _	\$154,904.02	=		
\$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 \$160,745.98  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 \$166,880.03  Step E  \$8,983.42 /Month \$59.89 /Hour  Total Benefits \$5,459.98 60.78% \$96.29 \$47.37 \$21.97 \$165.63	Step C							
Step D   \$8,555.64   Month   \$57.04   Hour	_		<b>\$8,148.23</b> /M	onth	\$54.32	2 /Hour		
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       \$166,880.03         Step E       \$8,983.42 /Month       \$59.89 /Hour         Total Benefits       \$5,459.98       60.78%       \$96.29       \$47.37       \$21.97       \$165.63		Total Benefits	\$5,247.27	64.40%	\$89.30	\$43.94	\$20.37	\$153.61
\$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 \$166,880.03  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 _	\$160,745.98	_		
\$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 \$166,880.03  Step E  \$8,983.42 /Month \$59.89 /Hour  Total Benefits \$5,459.98 60.78% \$96.29 \$47.37 \$21.97 \$165.63	Step D							
Annual Salary + Benefits         \$166,880.03           Step E         \$8,983.42 /Month         \$59.89 /Hour           Total Benefits         \$5,459.98         60.78%         \$96.29         \$47.37         \$21.97         \$165.63	F =	_	\$8,555.64 /M	onth	\$57.04	1 /Hour		
Annual Salary + Benefits         \$166,880.03           Step E         \$8,983.42 /Month         \$59.89 /Hour           Total Benefits         \$5,459.98         60.78%         \$96.29         \$47.37         \$21.97         \$165.63		Total Benefits	\$5,351.03	62.54%	\$92.71	\$45.61	\$21.15	\$159.47
Step E         \$8,983.42 /Month         \$59.89 /Hour           Total Benefits         \$5,459.98         60.78%         \$96.29         \$47.37         \$21.97         \$165.63				Benefits				
\$8,983.42 /Month \$59.89 /Hour  Total Benefits \$5,459.98 60.78% \$96.29 \$47.37 \$21.97 \$165.63	Gt. F			=	,	=		
Total Benefits \$5,459.98 60.78% <b>\$96.29 \$47.37 \$21.97 \$165.63</b>	Step E		<b>\$8,983.42</b> /M	onth	\$59.89	Hour		
		T-4-1 D . C.					<b>#21.0</b> ₹	\$1.CE <2
Annual Salary + Benefits <u>\$173,320.78</u>		i otai Benefits				\$47.37	\$21.97	\$105.63
			Annual Salary +	Benefits =	\$173,320.78	=		



## **Housing Analyst Department: Community Development**

Step A						
•		<b>\$7,461.12</b> /Month	\$49.74	4 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,289.21	Non	-Sworn Profession		ors
Management Incentive	0.172770	0.00	1,011	2 0111 1 1010 55101	ano / Super vis	
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	Total Hourly
Medicare	0.014500	108.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,073.99 68.01%	\$83.57	\$102.04	\$19.06	\$204.67
		Annual Salary + Benefits	\$150,421.32			
		Annual Salary + Delicitis	\$130,421.32	=		
Step B						
		<b>\$7,834.17</b> /Month	\$52.23	3 /Hour		
	Total Benefits	\$5,169.00 65.98%	\$86.69	\$105.85	\$19.78	\$212.31
		Annual Salary + Benefits	\$156,038.11	=		
Step C						
•		<b>\$8,225.88</b> /Month	\$54.84	4 /Hour		
	Total Benefits	\$5,268.76 64.05%	\$89.96	\$109.85	\$20.52	\$220.34
		Annual Salary + Benefits	\$161,935.74	=		
Step D						
		<b>\$8,637.18</b> /Month	\$57.5	8 /Hour		
	Total Benefits	\$5,373.51 62.21%	\$93.40	\$114.05	\$21.31	\$228.76
		Annual Salary + Benefits	\$168,128.25	=		
Step E						
•		<b>\$9,069.04</b> /Month	\$60.4	6 /Hour		
	Total Benefits	\$5,483.50 60.46%	\$97.02	\$118.46	\$22.13	\$237.61
		Annual Salary + Benefits	\$174,630.38	=		

#### **Human Resource Assistant I Department: Administrative Services**

Step A						
~ *** <b>F</b>		\$4,366.30 /Month	\$29.1	1 /Hour		
Donofit	<u>Multiplier</u>			Cotogo		
<u>Benefit</u> PERS - Employer	0.172790	754.45		Catego Office Emp		
Management Incentive	0.172790	0.00		Office Emp	noyees	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		190.87				
LTD Insurance	0.009270	40.48				
Life Insurance	0.007270	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	0.036120	34.21	Hourly Data			Total Hourly
Medicare	0.014500	63.31	Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Rate
Medicare	0.014500	03.31	& Benefits	Overnead	Overnead	Kate
	Total Benefits	\$4,000.06 91.619	6 \$55.78	\$27.44	\$12.72	\$95.94
		A 1 G . 1	\$100.20C.21			
		Annual Salary + Benefits	\$100,396.31	=		
Step B						
3 <b>66</b> 2		<b>\$4,584.61</b> /Month	\$30.5	6 /Hour		
	Total Benefits	\$4,055.66 88.469	<b>\$57.60</b>	\$28.34	\$13.14	\$99.08
		Annual Salary + Benefits	\$103,683.29	_		
Step C						
		<b>\$4,813.85</b> /Month	\$32.0	9 /Hour		
	Total Benefits	\$4,114.04 85.469	6 \$59.52	\$29.28	\$13.58	\$102.38
		Annual Salary + Benefits	\$107,134.63	=		
Step D						
Step D		\$5,054.54 /Month	\$33.7	0 /Hour		
	Total Benefits	\$4,175.34 82.619	6 \$61.53	\$30.27	\$14.04	\$105.84
		Annual Salary + Benefits	\$110,758.53	<u> </u>		
Step E						
Step E		\$5,307.26 /Month	\$35.3	8 /Hour		
	Total Benefits	\$4,239.70 79.889	6 \$63.65	\$31.31	\$14.52	\$109.48
		Annual Salary + Benefits	\$ \$114,563.63	_		
		•	,	=		

#### **Human Resource Assistant II**

Step A						
~ *** <b>F</b>		<b>\$4,813.85</b> /Month	\$32.09	9 /Hour		
D 01				<b>~</b> .		
Benefit	Multiplier	021.70		Catego		
PERS - Employer	0.172790	831.78		Office Emp	oloyees	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance	0.000270	190.87				
LTD Insurance Life Insurance	0.009270	44.62				
		5.51				
Holiday Pay Uniform Allowance		0.00				
		0.00				
Standby		0.00				
Retiree Medical		1,326.63				
Deferred Comp.	0.050120	0.00				
Workers Comp.	0.058120	279.78	TT 1 D 1	49.20%	22.81%	75 4 1 TT 1
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	69.80	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,114.04 85.46%	\$59.52	\$29.28	\$13.58	\$102.38
		Annual Calamy   Danafita	¢107 124 62			
		Annual Salary + Benefits	\$107,134.63	=		
Step B						
Step D		\$5,054.54 /Month	\$33.70	0 /Hour		
	Total Benefits	\$4,175.34 82.61%	\$61.53	\$30.27	\$14.04	\$105.84
		Annual Salary + Benefits	\$110,758.53	_		
Step C						
Sing C		\$5,307.26 /Month	\$35.33	8 /Hour		
	Total Benefits	\$4,239.70 79.88%	\$63.65	\$31.31	\$14.52	\$109.48
		Annual Salary + Benefits	\$114,563.63	<b>=</b>		
Step D						
		\$5,572.63 /Month	\$37.13	5 /Hour		
	Total Benefits	\$4,307.29 77.29%	\$65.87	\$32.41	\$15.03	\$113.30
		Annual Salary + Benefits	\$118,558.98	=		
Step E						
Step L		<b>\$5,851.26</b> /Month	\$39.0	1 /Hour		
	Total Benefits	\$4,378.25 74.83%	\$68.20	\$33.55	\$15.56	\$117.31
		Annual Salary + Benefits	\$122,754.10	=		

#### **Human Resources Manager**

Step A						
		<b>\$9,116.41</b> /Month	\$60.78	8 /Hour		
D 64	36 10 11			<b>G</b> .		
Benefit DEDS Employer	<u>Multiplier</u> 0.172790	1,575.22	No	Catego n-Sworn Manager		.1
PERS - Employer Management Incentive	0.172790	0.00	NO	iii-Sworii Managei	rs / Confidentia	11
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		1,320.03				
LTD Insurance	0.009270	84.51				
Life Insurance	0.009270	35.78				
Holiday Pay	0.000237	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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	132.19	& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	132.19	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$5,623.58 61.699	\$98.27	\$48.35	\$22.42	\$169.03
		A   C-    D	¢177 970 93			
		Annual Salary + Benefits	\$176,879.82	=		
Step B						
экер Б		<b>\$9,572.23</b> /Month	\$63.8	1 /Hour		
		φ <b>9,572.25</b> /1011til	φ03.8	1 /110u1		
	Total Benefits	\$5,739.67 59.969	\$102.08	\$50.22	\$23.29	\$175.59
		Annual Salary + Benefits	\$183,742.72	=		
Step C						
STIP 5		\$10,050.84 /Month	\$67.0	1 /Hour		
	Total Benefits	\$5,861.56 58.329	\$106.08	<b>\$52.19</b>	\$24.20	\$182.48
		Annual Salary + Benefits	\$190,948.77	=		
Step D						
		<b>\$10,553.38</b> /Month	\$70.3	6 /Hour		
	Total Benefits	\$5,989.55 56.75%	\$110.29	\$54.26	\$25.16	\$189.71
		Annual Salary + Benefits	\$198,515.12			
		Amiuai Saiai y + Denents	\$190,313.12	=		
Step E						
		<b>\$11,081.05</b> /Month	\$73.8	7 /Hour		
	Total Benefits	\$6,123.93 55.269	\$114.70	\$56.43	\$26.17	\$197.30
		Annual Salary + Benefits	\$206,459.79	=		

#### **Human Resource Specialist**

Step A						
Step 11		\$6,210.85 /Month	\$41.41	1 /Hour		
		ψ <b>0,220102</b> /111011011	Ψ.2013	- / 110 01		
<u>Benefit</u>	<b>Multiplier</b>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.172790	1,073.17		Office Emp	loyees	
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	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	90.06	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,469.83 71.97%	\$71.20	\$35.03	\$16.24	\$122.48
		. 1G1 D etc	Φ120 1 CO 12			
		Annual Salary + Benefits	\$128,168.13	=		
Step B						
этер в		A				
		<b>\$6,521.39</b> /Month	\$43.48	8 /Hour		
	Total Benefits	\$4,548.92 69.75%	\$73.80	\$36.31	\$16.84	\$126.95
		Annual Salary + Benefits	\$132,843.71	=		
Step C						
Step C		ΦC 947 4C (34 1	<b></b>	- ~-		
		<b>\$6,847.46</b> /Month	\$45.65	5 /Hour		
	Total Benefits	\$4.621.06 67.6404	\$76.53	\$27.65	¢17 16	¢121 64
	Total Belletits	\$4,631.96 67.64%	\$76.53	\$37.65	\$17.46	\$131.64
		Annual Salary + Benefits	\$137,753.07	=		
Step D						
		<b>\$7,189.83</b> /Month	\$47.93	3 /Hour		
	Total Benefits	\$4,719.16 65.64%	\$79.39	\$39.06	\$18.11	\$136.57
		Annual Salary + Benefits	\$142,907.89	=		
Step E						
Step E		<b>\$7,549.33</b> /Month	\$50.33	3 /Hour		
	Total Benefits	\$4,810.71 63.72%	\$82.40	\$40.54	\$18.80	\$141.74
		Annual Salary + Benefits	\$148,320.45	=		

#### **Information Systems Specialist**

Step A							
200 <b>F</b> 12		<b>\$7,605.52</b> /Month	ı	\$50.70	/Hour		
Benefit	Multiplier	1 214 16		N	Catego		
PERS - Employer	0.172790	1,314.16		Non-	Sworn Profession	ials / Superviso	ors
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance LTD Insurance	0.000270	190.87					
Life Insurance	0.009270 0.000239	70.50 32.65					
	0.000239	0.00					
Holiday Pay Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	262.11					
Workers Comp.	0.058120	442.03			49.20%	22.81%	
Vision Benefit	0.038120	34.21		Hourly Rate	49.20% Department	Citywide	Total Hourly
Medicare	0.014500	110.28		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	110.28	_	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$5,114.27 67.	24%	\$84.80	\$41.72	\$19.34	\$145.86
		Annual Salary + Bene	fite	\$152,637.48			
		Aimuai Salary + Dene	=	ψ132,037. <del>4</del> 0	=		
Step B							
200F 2		<b>\$7,985.79</b> /Month	1	\$53.24	Hour		
	Total Benefits	\$5,211.12 65.	25%	\$87.98	\$43.29	\$20.07	\$151.34
		Annual Salary + Bene	efits _	\$158,362.97	=		
Step C							
T. C.		<b>\$8,385.08</b> /Month	ı	\$55.90	) /Hour		
	Total Benefits	\$5,312.81 63.	36%	\$91.32	\$44.93	\$20.83	\$157.08
		Annual Salary + Bene	fits _	\$164,374.74	=		
Step D							
		<b>\$8,804.34</b> /Month	ı	\$58.70	/Hour		
	Total Benefits	\$5,419.59 61.	56%	\$94.83	\$46.65	\$21.63	\$163.11
		Annual Salary + Bene	fits _	\$170,687.10	=		
Step E							
Sup 1		<b>\$9,244.55</b> /Month	ı	\$61.63	3 /Hour		
	Total Benefits	\$5,531.70 59.	84%	\$98.51	\$48.47	\$22.47	\$169.45
		Annual Salary + Bene	efits _	\$177,315.07	=		

# **Information Systems Technician**

**Department: Administrative Services** 

Step A						
200 <b>F</b> 32		<b>\$6,087.58</b> /Month	\$40.58	8 /Hour		
				~ .		
Benefit	<u>Multiplier</u>	4.054.05		Catego		
PERS - Employer	0.172790	1,051.87		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,326.63 190.87				
Dental Insurance	0.000270					
LTD Insurance Life Insurance	0.009270	56.43 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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	88.27	& Benefits	Overhead	Overhead	Rate
Wicdicare	0.014300	00.27	a belieffes	Overneau	Overneau	Rate
	Total Benefits	\$4,438.44 72.91%	\$70.17	\$34.52	\$16.01	\$120.71
		Annual Calamy   Danafita	¢126 212 22			
		Annual Salary + Benefits	\$126,312.22	=		
Step B						
		<b>\$6,391.96</b> /Month	\$42.6	1 /Hour		
	Total Benefits	\$4,515.95 70.65%	\$72.72	\$35.78	\$16.59	\$125.09
		Annual Salary + Benefits	\$130,895.00	_		
Step C						
•		<b>\$6,711.56</b> /Month	\$44.74	4 /Hour		
	Total Benefits	\$4,597.35 68.50%	\$75.39	\$37.09	\$17.20	\$129.68
		Annual Salary + Benefits	\$135,706.92			
Stop D				<u> </u>		
Step D		<b>\$7,047.14</b> /Month	\$46.98	8 /Hour		
	Total Benefits	\$4,682.82 66.45%	\$78.20	\$38.47	\$17.84	\$134.51
		Annual Salary + Benefits	\$140,759.44	=		
Step E						
		<b>\$7,399.49</b> /Month	\$49.33	3 /Hour		
	Total Benefits	\$4,772.55 64.50%	\$81.15	\$39.92	\$18.51	\$139.58
		Annual Salary + Benefits	\$146,064.58	=		

### **Management Analyst**

**Department: Administrative Services** 

Step B   Step Step B   Step Step B   Step Step Step Step Step Step Step Step	Step A						
PERS - Employer	•		<b>\$7,448.79</b> /Month	\$49.60	6 /Hour		
PERS - Employer	Benefit	Multiplier			Catego	rv	
Management Incentive	-		1,287.08	Non			ors
Health Insurance						1	
Dental Insurance			4.20				
LTD Insurance	Health Insurance		1,326.63				
Life Insurance	Dental Insurance		190.87				
Holiday Pay	LTD Insurance	0.009270	69.05				
Uniform Allowance	Life Insurance	0.000239	31.98				
Standby   0.00   1,326.63   1,326.63   258.98   Workers Comp.   2% + \$110   258.98   Workers Comp.   0.058120   34.21   Hourly Rate   Department   Citywide   Overhead   Overh	Holiday Pay		0.00				
Retiree Medical   Deferred Comp.   2% + \$110   258.98   Workers Comp.   0.058120   432.92   Workers Comp.   0.014500   108.01   Workers Comp.   0.014500   0.014500   108.01   Workers Comp.   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.014500   0.0			0.00				
Deferred Comp.   2% + \$110   258.98   49.20%   22.81%   Vision Benefit   34.21   Hourly Rate   Department   Citywide   Total Benefits   S5.070.55   68.07%   \$83.46   \$41.06   \$19.04   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.00   \$1.0	Standby		0.00				
Workers Comp. Vision Benefit   Medicare   0.014500   34.21   Hourly Rate   Department   Citywide   Total Benefits   S5,070.55   68.07%   \$83.46   \$41.06   \$19.04   \$1.	Retiree Medical		1,326.63				
Vision Benefit   Medicare	Deferred Comp.	2% + \$110	258.98				
Vision Benefit   Medicare	Workers Comp.	0.058120	432.92		49.20%	22.81%	
Step B   \$7,821.23   Month   \$52.14   Hour			34.21	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Step B   \$7,821.23   Month   \$52.14   Hour	Medicare	0.014500	108.01		Overhead		Rate
Step B		Total Benefits	\$5,070.55 68.079	% \$83.46	\$41.06	\$19.04	\$143.57
Step B							
\$7,821.23 /Month \$52.14 /Hour  Total Benefits \$5,165.40 66.04% \$86.58 \$42.60 \$19.75 \$1.50  Annual Salary + Benefits \$155,839.64  Step C \$8,212.29 /Month \$54.75 /Hour  Total Benefits \$5,265.00 64.11% \$89.85 \$44.21 \$20.50 \$1.50  Annual Salary + Benefits \$161,727.53  Step D \$8,622.91 /Month \$57.49 /Hour  Total Benefits \$5,369.58 62.27% \$93.28 \$45.89 \$21.28 \$1.50  Annual Salary + Benefits \$167,909.81			Annual Salary + Benefit	\$ \$150,232.13	=		
Total Benefits	Step B						
Step C   \$8,212.29   Month   \$54.75   Hour			<b>\$7,821.23</b> /Month	\$52.1	4 /Hour		
Step C		Total Benefits	\$5,165.40 66.04	% <b>\$86.58</b>	\$42.60	\$19.75	\$148.92
\$8,212.29 /Month \$54.75 /Hour  Total Benefits \$5,265.00 64.11% \$89.85 \$44.21 \$20.50 \$15  Annual Salary + Benefits \$161,727.53  Step D  \$8,622.91 /Month \$57.49 /Hour  Total Benefits \$5,369.58 62.27% \$93.28 \$45.89 \$21.28 \$164.25 \$167,909.81			Annual Salary + Benefit	\$155,839.64	=		
Total Benefits \$5,265.00 64.11% \$89.85 \$44.21 \$20.50 \$13  Annual Salary + Benefits \$161,727.53  Step D  \$8,622.91 /Month \$57.49 /Hour  Total Benefits \$5,369.58 62.27% \$93.28 \$45.89 \$21.28 \$164.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$165.25 \$1	Step C						
Step D   \$8,622.91 /Month   \$57.49 /Hour	_		<b>\$8,212.29</b> /Month	\$54.7	5 /Hour		
\$8,622.91 /Month \$57.49 /Hour  Total Benefits \$5,369.58 62.27% \$93.28 \$45.89 \$21.28 \$10  Annual Salary + Benefits \$167,909.81		Total Benefits	\$5,265.00 64.119	% <b>\$89.85</b>	\$44.21	\$20.50	\$154.55
\$8,622.91 /Month \$57.49 /Hour  Total Benefits \$5,369.58 62.27% \$93.28 \$45.89 \$21.28 \$10  Annual Salary + Benefits \$167,909.81			Annual Salary + Benefit	\$ \$161,727.53	<b>=</b>		
Total Benefits \$5,369.58 62.27% \$93.28 \$45.89 \$21.28 \$10  Annual Salary + Benefits \$\frac{\$167,909.81}{}\$  Step E	Step D						
Annual Salary + Benefits \$\frac{\$167,909.81}{}\$			<b>\$8,622.91</b> /Month	\$57.49	9 /Hour		
Step E		Total Benefits	\$5,369.58 62.27	% <b>\$93.28</b>	\$45.89	\$21.28	\$160.46
			Annual Salary + Benefit	\$167,909.81	=		
	Step E						
¥-,			<b>\$9,054.05</b> /Month	\$60.3	6 /Hour		
Total Benefits \$5,479.38 60.52% \$96.89 \$47.67 \$22.10 \$16		Total Benefits	\$5,479.38 60.529	% <b>\$96.89</b>	\$47.67	\$22.10	\$166.66
Annual Salary + Benefits \$174,401.20			Annual Salary + Benefit	\$ \$174,401.20	<b>=</b>		

### **Management Analyst Department: City Manager**

Step A						
•		<b>\$7,448.79</b> /Month	\$49.60	6 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,287.08	Non-	-Sworn Profession		ors
Management Incentive	0.17.27.70	0.00	11011	5 · · • · · · · · · · · · · · · · · · ·	iais, Sapervis	
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		41.54%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.01	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,070.55 68.07%	\$83.46	\$34.67	\$19.04	\$137.17
		Annual Salary + Benefits	\$150,232.13			
		Annual Salary + Delicities	φ130,232.13	=		
Step B						
		<b>\$7,821.23</b> /Month	\$52.14	4 /Hour		
	Total Benefits	\$5,165.40 66.04%	\$86.58	\$35.96	\$19.75	\$142.29
		Annual Salary + Benefits	\$155,839.64	=		
Step C						
•		<b>\$8,212.29</b> /Month	\$54.75	5 /Hour		
	Total Benefits	\$5,265.00 64.11%	\$89.85	\$37.32	\$20.50	\$147.67
		Annual Salary + Benefits	\$161,727.53	=		
Step D						
		<b>\$8,622.91</b> /Month	\$57.49	Hour /		
	Total Benefits	\$5,369.58 62.27%	\$93.28	\$38.75	\$21.28	\$153.31
		Annual Salary + Benefits	\$167,909.81	=		
Step E						
•		<b>\$9,054.05</b> /Month	\$60.36	6 /Hour		
	Total Benefits	\$5,479.38 60.52%	\$96.89	\$40.25	\$22.10	\$159.24
		Annual Salary + Benefits	\$174,401.20	=		

### **Management Analyst Department: Parks and Recreation**

Step A						
•		<b>\$7,448.79</b> /Month	\$49.60	6 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,287.08	Non-	-Sworn Profession		ors
Management Incentive		0.00			1	
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		104.36%	22.81%	
Vision Benefit		34.21	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	108.01	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,070.55 68.07%	¢92.46	¢07.10	\$10.04	¢100.70
	Total Benefits	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$83.46	\$87.10	\$19.04	\$189.60
		Annual Salary + Benefits	\$150,232.13	=		
Step B						
		<b>\$7,821.23</b> /Month	\$52.14	4 /Hour		
	Total Benefits	\$5,165.40 66.04%	\$86.58	\$90.35	\$19.75	\$196.68
		Annual Salary + Benefits	\$155,839.64	=		
Step C						
_		<b>\$8,212.29</b> /Month	\$54.75	5 /Hour		
	Total Benefits	\$5,265.00 64.11%	\$89.85	\$93.77	\$20.50	\$204.11
		Annual Salary + Benefits	\$161,727.53	=		
Step D						
_		<b>\$8,622.91</b> /Month	\$57.49	9 /Hour		
	Total Benefits	\$5,369.58 62.27%	\$93.28	\$97.35	\$21.28	\$211.91
		Annual Salary + Benefits	\$167,909.81	_		
Step E		· .		=		
Step E		<b>\$9,054.05</b> /Month	\$60.36	6 /Hour		
	Total Benefits	\$5,479.38 60.52%	\$96.89	\$101.11	\$22.10	\$220.11
					-	
		Annual Salary + Benefits	\$174,401.20	=		

### **Management Analyst Department: Public Works**

Step A						
		\$7,448.79 /Month	\$49.66	6 /Hour		
	25 14 14			<b>a</b> .		
Benefit	Multiplier	1 207 00	N	Catego		
PERS - Employer	0.172790	1,287.08	Non-	-Sworn Profession	nals / Superviso	ors
Management Incentive		0.00				
EAP		4.20				
Health Insurance Dental Insurance		1,326.63				
	0.000270	190.87				
LTD Insurance Life Insurance	0.009270 0.000239	69.05 31.98				
	0.000239	0.00				
Holiday Pay Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		1,326.63				
Deferred Comp.	2% + \$110	258.98				
Workers Comp.	0.058120	432.92		113.79%	22.81%	
Vision Benefit	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.01	& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	108.01	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$5,070.55 68.07%	\$83.46	\$94.97	\$19.04	\$197.48
		Annual Salary + Benefits	\$150,232.13			
		Annual Salary + Denemis	\$130, <u>232.13</u>	=		
Step B						
Step 2		<b>\$7,821.23</b> /Month	\$52.14	4 /Hour		
	Total Benefits	\$5,165.40 66.04%	\$86.58	\$98.52	\$19.75	\$204.85
		Annual Salary + Benefits	\$155,839.64	=		
Step C						
~ <b>F</b>		<b>\$8,212.29</b> /Month	\$54.75	5 /Hour		
		. ,				
	Total Benefits	\$5,265.00 64.11%	\$89.85	\$102.24	\$20.50	\$212.59
		Annual Salary + Benefits	\$161,727.53	=		
Step D						
		<b>\$8,622.91</b> /Month	\$57.49	9 /Hour		
	Total Benefits	\$5,369.58 62.27%	\$93.28	\$106.15	\$21.28	\$220.71
		Annual Salary + Benefits	\$167,909.81	=		
Ston F						
Step E		<b>\$9,054.05</b> /Month	\$60.36	6 /Hour		
	Total Benefits	\$5,479.38 60.52%	\$96.89	\$110.25	\$22.10	\$229.25
		Annual Salary + Benefits	\$174,401.20	_		

## Park/Maintenance Manager **Department: Parks and Recreation**

Step A							
		<b>\$8,706.11</b> /Month		\$58.04	/Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,504.33		Non	-Sworn Manager		1
Management Incentive		0.00			Ç		
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	20/ 0110	1,326.63					
Deferred Comp.	3% + \$110	371.18					
Workers Comp. Vision Benefit	0.058120	506.00		(Iaaaalaa Dada	104.36%	22.81%	Tatal Hande
Medicare	0.014500	34.21 126.24		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Total Hourly
Medicare	0.014500	120.24	-	& Benefits	Overnead	Overnead	Rate
	Total Benefits	\$5,506.77 63.2	5%	\$94.75	\$98.88	\$21.62	\$215.25
		Annual Salary + Benef	ite \$	8170,554.57			
		Amiuai Salai y + Benei	<u>φ</u>	,170,554.57	=		
Step B							
		<b>\$9,141.41</b> /Month		\$60.94	/Hour		
	Total Benefits	\$5,617.64 61.4	5%	\$98.39	\$102.68	\$22.45	\$223.52
		Annual Salary + Benef	its\$	8177,108.59	<b>=</b>		
Step C							
•		<b>\$9,598.48</b> /Month		\$63.99	/Hour		
	Total Benefits	\$5,734.04 59.7	4%	\$102.22	\$106.67	\$23.32	\$232.21
		Annual Salary + Benef	its\$	8183,990.32	=		
Step D							
		<b>\$10,078.41</b> /Month		\$67.19	/Hour		
	Total Benefits	\$5,856.27 58.1	1%	\$106.23	\$110.86	\$24.23	\$241.33
		Annual Salary + Benef	its\$	8191,216.13	=		
Step E							
•	_	<b>\$10,582.33</b> /Month		\$70.55	/Hour		
	Total Benefits	\$5,984.61 56.5	5%	\$110.45	\$115.26	\$25.20	\$250.90
		Annual Salary + Benef	its\$	\$198,803.24	=		

## Park/Maintenance Supervisor **Department: Parks and Recreation**

Step A							
		\$6,379.90 /N	Month	\$42.53	3 /Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,102.38		Non-	-Sworn Profession		ors
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			104.36%	22.81%	
Vision Benefit	0.01.4500	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	\$77.59	\$16.96	\$168.90
		Annual Salary	L Ronofite	\$133,827.11			
		7 minuai Saiai y	=	ψ133,027.11	=		
Step B							
		\$6,698.89 /N	Month	\$44.66	6 /Hour		
	Total Benefits	\$4,853.60	72.45%	\$77.02	\$80.38	\$17.57	\$174.96
		Annual Salary	+ Benefits =	\$138,629.95	=		
Step C							
•		\$7,033.84 /N	Month	\$46.89	9 /Hour		
	Total Benefits	\$4,938.91	70.22%	\$79.82	\$83.30	\$18.21	\$181.33
		Annual Salary	+ Benefits =	\$143,672.93	=		
Step D							
		\$7,385.53 /N	Month	\$49.24	4 /Hour		
	Total Benefits	\$5,028.47	68.09%	\$82.76	\$86.37	\$18.88	\$188.01
		Annual Salary	+ Benefits =	\$148,968.06	=		
Step E							
		\$7,754.81 /N	Month	\$51.70	) /Hour		
	Total Benefits	\$5,122.52	66.06%	\$85.85	\$89.59	\$19.58	\$195.03
		Annual Salary	+ Benefits _	\$154,527.95	=		
Step D  Step E		\$7,754.81 /N \$5,122.52	68.09% + Benefits = Month 66.06%	\$82.76 \$148,968.06 \$51.70 \$85.85	= 0 /Hour		

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

Step A						
~ *** <b>F</b> ***		<b>\$4,387.66</b> /Month	\$29.25	5 /Hour		
Donofit	Multiplion			Catago	·	
<u>Benefit</u> PERS - Employer	<u>Multiplier</u> 0.172790	758.14		Catego Public Works - N		
Management Incentive	0.172790	0.00		Fublic Works - N	rannenance	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		1,320.03				
LTD Insurance	0.009270	40.67				
Life Insurance	0.009270	5.51				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		347.42				
Retiree Medical		1,326.63				
		0.00				
Deferred Comp.	0.059120			101260/	22.010/	
Workers Comp. Vision Benefit	0.058120	275.20	Hannley Dada	104.36%	22.81%	Tatal IIl.
	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	68.66	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,378.15 99.78%	\$58.44	\$60.99	\$13.33	\$132.76
		Annual Calamy   Danofita	\$105,189.69			
		Annual Salary + Benefits	\$105,189.09	=		
Step B						
		<b>\$4,607.04</b> /Month	\$30.7	1 /Hour		
	Total Benefits	\$4,434.02 96.24%	\$60.27	\$62.90	\$13.75	\$136.93
		Annual Salary + Benefits	\$108,492.76	_		
Step C						
		<b>\$4,837.39</b> /Month	\$32.2	5 /Hour		
	Total Benefits	\$4,492.69 92.87%	\$62.20	\$64.91	\$14.19	\$141.30
		Annual Salary + Benefits	\$111,960.97	=		
Step D						
_		<b>\$5,079.26</b> /Month	\$33.86	6 /Hour		
	Total Benefits	\$4,554.29 89.66%	\$64.22	\$67.02	\$14.65	\$145.90
		Annual Salary + Benefits	\$115,602.60	=		
Step E						
Step 12		\$5,333.22 /Month	\$35.5	5 /Hour		
	Total Benefits	\$4,618.97 86.61%	\$66.35	\$69.24	\$15.14	\$150.72
	Total Delicitis			φυ <i>7•4</i> 4	ф1 <b>3.14</b>	φ13U./2
		Annual Salary + Benefits	\$119,426.30	=		

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

Step A						
		\$4,837.39 /Month	\$32.2	5 /Hour		
				a .		
Benefit	Multiplier	025.05		Catego		
PERS - Employer	0.172790	835.85		Public Works - N	лапиепапсе	
Management Incentive EAP		0.00				
Health Insurance		4.20 1,326.63				
Dental Insurance		1,520.05				
LTD Insurance	0.009270	44.84				
Life Insurance	0.009270	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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	70.14	& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	70.14	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$4,120.04 85.179	6 \$59.72	\$62.32	\$13.62	\$135.66
		Annual Salary + Benefits	\$107,489.12			
		Allitual Salary + Delicition	\$107,409.12	=		
Step B						
<b>Зсер Б</b>		\$5,079.26 /Month	\$33 <b>\$</b>	36 /Hour		
		φ2,077.20 / Μοπαι	Ψ33.0	7110ui		
	Total Benefits	\$4,181.64 82.339	6 \$61.74	\$64.43	\$14.08	\$140.26
		Annual Salary + Benefits	\$111,130.75	_		
Step C						
2.0 <b>.</b> P		\$5,333.22 /Month	\$35.5	55 /Hour		
	T 15 C				****	****
	Total Benefits	\$4,246.32 79.629	6 \$63.86	\$66.65	\$14.57	\$145.08
		Annual Salary + Benefits	\$114,954.46	=		
Step D						
		<b>\$5,599.88</b> /Month	\$37.3	33 /Hour		
	Total Benefits	\$4,314.23 77.049	<b>\$66.09</b>	\$68.98	\$15.08	\$150.15
		Annual Salary + Benefits	\$118,969.35	<b>=</b>		
Gr. T						
Step E		¢5 970 99 /Manual	<b>#20.2</b>	00 /11		
		<b>\$5,879.88</b> /Month	\$39.2	20 /Hour		
	Total Benefits	\$4,385.54 74.599	6 \$68.44	\$71.42	\$15.61	\$155.47
		Annual Salary + Benefits	\$123,184.99	=		



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

Step A						
•		<b>\$7,461.12</b> /Month	\$49.7	4 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,289.21	Non	-Sworn Profession		ors
Management Incentive	0.172770	0.00	11011	2 0111 1 1010 55101	auto / Super vis	<b>51</b> 5
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		104.36%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,073.99 68.01%	\$83.57	\$87.21	\$19.06	\$189.84
		Annual Salary + Benefits	\$150,421.32			
		Annual Salary + Denemis	\$150,421.52	=		
Step B						
201 <b>P</b> 2		<b>\$7,834.17</b> /Month	\$52.2	3 /Hour		
	Total Benefits	\$5,169.00 65.98%	\$86.69	\$90.47	\$19.78	\$196.93
		Annual Salary + Benefits	\$156,038.11	<del>_</del>		
Step C						
		<b>\$8,225.88</b> /Month	\$54.8	4 /Hour		
	Total Benefits	\$5,268.76 64.05%	\$89.96	\$93.89	\$20.52	\$204.38
		Annual Salary + Benefits	\$161,935.74	=		
Step D		40 ce <b>n</b> 40				
		<b>\$8,637.18</b> /Month	\$57.5	8 /Hour		
	Total Benefits	\$5,373.51 62.21%	\$93.40	\$97.48	\$21.31	\$212.19
		Annual Salary + Benefits	\$168,128.25	=		
Step E						
_		<b>\$9,069.04</b> /Month	\$60.4	6 /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**

Step A							
200 <b>F</b> 22		\$5,569.87 /M	onth	\$37.13	3 /Hour		
		,					
<u>Benefit</u>	Multiplier				Catego		
PERS - Employer	0.172790	962.42			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	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.	0.050120	0.00					
Workers Comp.	0.058120	323.72		II. 1 D.4	104.36%	22.81%	T. 4 . 1 TT 1
Vision Benefit	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.76	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,306.58	77.32%	\$65.84	\$68.71	\$15.02	\$149.58
		Annual Calamy	Donofita	¢110 517 20			
		Annual Salary +	Benefits =	\$118,517.38	=		
Step B							
Step 2		\$5,848.36 /M	onth	\$38.99	Hour /		
	Total Benefits	\$4,377.51	74.85%	\$68.17	\$71.15	\$15.55	\$154.87
		Annual Salary +	Benefits _	\$122,710.42	=		
Step C							
200 <b>F</b> 2		<b>\$6,140.78</b> /M	onth	\$40.94	4 /Hour		
	Total Benefits	\$4,451.98	72.50%	\$70.62	\$73.70	\$16.11	\$160.43
		Annual Salary +	Benefits	\$127,113.11			
				, , ==	<b>=</b>		
Step D							
		\$6,447.82 /M	onth	\$42.99	Hour /		
	Total Benefits	\$4,530.18	70.26%	\$73.19	\$76.38	\$16.70	\$166.26
		Annual Salary +	Benefits _	\$131,735.94	=		
Step E							
Step 1		\$6,770.21 /M	onth	\$45.13	3 /Hour		
	Total Benefits	\$4,612.29	68.13%	\$75.88	\$79.19	\$17.31	\$172.39
		Annual Salary +	Benefits _	\$136,589.91	=		



## **Permit Services Specialist Department: Community Development**

Medicare         0.014500         98.69         & Benefits         Overhead         Overhead           Total Benefits         \$4,621.41         67.90%         \$76.18         \$93.02         \$17.38           Annual Salary + Benefits         \$137,129.55	Total Hourly Rate
PERS - Employer   0.172790	
PERS - Employer   0.172790	
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         Vision Benefit       34.21       Hourly Rate       Department       Citywide         Medicare       0.014500       98.69       & Benefits       Overhead       Overhead     Total Benefits  Annual Salary + Benefits  \$137,129.55	
EAP	
Health Insurance	
LTD Insurance 0.009270 63.09  Life Insurance 5.51  Holiday Pay 0.00  Uniform Allowance 0.000  Standby 0.00  Retiree Medical 1,326.63  Deferred Comp. 0.00  Workers Comp. 0.058120 395.57  Vision Benefit 34.21 Hourly Rate Department Citywide Total Benefits \$4,621.41 67.90% \$76.18 \$93.02 \$17.38  Annual Salary + Benefits \$137,129.55	
Life Insurance Holiday Pay Uniform Allowance Standby Retiree Medical Deferred Comp. Workers Comp. Vision Benefit Medicare  Total Benefits  S4,621.41  Annual Salary + Benefits  5.51  Hourly Rate Benefits  \$1,22.10% 22.81%  122.10% 22.81%  Pepartment Citywide Overhead  Overhead  Annual Salary + Benefits  \$137,129.55	
Holiday Pay	
Uniform Allowance 0.00 Standby 0.00 Retiree Medical 1,326.63 Deferred Comp. 0.00 Workers Comp. 0.058120 395.57 Vision Benefit 34.21 Hourly Rate Department Citywide Medicare 0.014500 98.69 & Benefits Overhead Overhead  Total Benefits \$4,621.41 67.90% \$76.18 \$93.02 \$17.38  Annual Salary + Benefits \$137,129.55	
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         Hourly Rate         Department         Citywide         Total Benefits           Medicare         0.014500         98.69         & Benefits         Overhead         Overhead           Total Benefits         \$4,621.41         67.90%         \$76.18         \$93.02         \$17.38           Annual Salary + Benefits         \$137,129.55	
Retiree Medical Deferred Comp.       1,326.63	
Deferred Comp.   0.00     Workers Comp.   0.058120   395.57     122.10%   22.81%   Vision Benefit   34.21   Hourly Rate   Department   Citywide   Total Benefits   \$4,621.41   67.90%   \$76.18   \$93.02   \$17.38	
Workers Comp.         0.058120         395.57         Hourly Rate         122.10%         22.81%           Vision Benefit         34.21         Hourly Rate         Department         Citywide         Total Benefits           Medicare         0.014500         98.69         & Benefits         Overhead         Overhead           Total Benefits         \$4,621.41         67.90%         \$76.18         \$93.02         \$17.38           Annual Salary + Benefits         \$137,129.55	
Vision Benefit Medicare         34.21 98.69         Hourly Rate & Benefits         Department Overhead         Citywide Overhead         Total Benefits           Total Benefits         \$4,621.41         67.90%         \$76.18         \$93.02         \$17.38           Annual Salary + Benefits         \$137,129.55	
Medicare         0.014500         98.69         & Benefits         Overhead         Overhead           Total Benefits         \$4,621.41         67.90%         \$76.18         \$93.02         \$17.38           Annual Salary + Benefits         \$137,129.55	
Total Benefits \$4,621.41 67.90% \$76.18 \$93.02 \$17.38  Annual Salary + Benefits \$137,129.55	Rate
Annual Salary + Benefits\$137,129.55	
	\$186.58
Step B	
\$7,146.35 /Month \$47.64 /Hour	
Total Benefits \$4,708.08 65.88% <b>\$79.03 \$96.50 \$18.03</b>	\$193.55
Annual Salary + Benefits\$142,253.19	
Step C	
\$7,503.67 /Month \$50.02 /Hour	
Total Benefits \$4,799.08 63.96% <b>\$82.02 \$100.15 \$18.71</b>	\$200.87
Annual Salary + Benefits\$147,633.02	
Step D	
<b>\$7,878.85</b> /Month \$52.53 /Hour	
Total Benefits \$4,894.64 62.12% <b>\$85.16 \$103.98 \$19.43</b>	\$208.56
Annual Salary + Benefits\$153,281.84	
Step E	
\$8,272.79 /Month \$55.15 /Hour	
Total Benefits \$4,994.97 60.38% <b>\$88.45 \$108.00 \$20.18</b>	\$216.63
Annual Salary + Benefits\$159,213.11	Ψ=10100



### Plan Check Engineer

#### **Department: Community Development**

Step A						
		<b>\$7,485.77</b> /Month	\$49.9	1 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,293.47		Office Emp		
Management Incentive	0.17.27.70	0.00		omee Emp	10,000	
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.54	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,794.53 64.059	6 <b>\$81.87</b>	\$99.96	\$18.68	\$200.51
		Annual Salary + Benefits	\$147,363.58			
		Annual Salary + Denemo	φ147,303.30	=		
Step B						
511 <b>P</b> =		<b>\$7,860.06</b> /Month	\$52.4	0 /Hour		
	Total Benefits	\$4,889.85 62.219	6 <b>\$85.00</b>	\$103.79	\$19.39	\$208.18
		Annual Salary + Benefits	\$152,998.93	=		
Step C						
•		<b>\$8,253.06</b> /Month	\$55.0	2 /Hour		
	Total Benefits	\$4,989.94 60.469	<b>\$88.29</b>	\$107.80	\$20.14	\$216.23
		Annual Salary + Benefits	\$158,916.05	=		
Step D		10.475-5				
		<b>\$8,665.72</b> /Month	\$57.7	7 /Hour		
	Total Benefits	\$5,095.03 58.809	\$91.74	\$112.01	\$20.93	\$224.68
		Annual Salary + Benefits	\$165,129.02	=		
Step E						
•		<b>\$9,099.00</b> /Month	\$60.6	6 /Hour		
	Total Benefits	\$5,205.38 57.219	\$95.36	\$116.44	\$21.75	\$233.56
		Annual Salary + Benefits	\$171,652.64	=		



### **Planning Manager**

#### **Department: Community Development**

Step A						
_		<b>\$10,460.01</b> /Month	\$69.73	3 /Hour		
Benefit	<u>Multiplier</u>			<u>Catego</u>	rv	
PERS - Employer	0.172790	1,807.38	No	n-Sworn Manager		ıl
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		122.10%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	151.67	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,006.07 57.42%	\$109.77	\$134.04	\$25.04	\$268.85
		Annual Calamy   Danafita	\$197,592.97			
		Annual Salary + Benefits	\$197,392.97	=		
Step B						
		<b>\$10,983.01</b> /Month	\$73.22	2 /Hour		
	Total Benefits	\$6,139.27 55.90%	\$114.15	\$139.38	\$26.04	\$279.57
		Annual Salary + Benefits	\$205,467.35	=		
Step C						
		<b>\$11,532.16</b> /Month	\$76.88	8 /Hour		
	Total Benefits	\$6,279.13 54.45%	\$118.74	\$144.99	\$27.09	\$290.82
		Annual Salary + Benefits	\$213,735.44	=		
Step D						
	_	<b>\$12,108.76</b> /Month	\$80.73	3 /Hour		
	Total Benefits	\$6,425.98 53.07%	\$123.56	\$150.87	\$28.19	\$302.63
		Annual Salary + Benefits	\$222,416.94	=		
Step E						
Step 2		\$12,714.20 /Month	\$84.76	6 /Hour		
	Total Benefits	\$6,580.17 51.75%	\$128.63	\$157.06	\$29.34	\$315.03
		Annual Salary + Benefits	\$231,532.52	=		

## **Police Captain Department: Police**

Step A						
200 <b>F</b> 12		<b>\$11,766.61</b> /Month	\$78.44	4 /Hour		
				~ .		
Benefit	Multiplier	2 450 00		Catego		
PERS - Employer	0.206760	2,450.09		Captair	1S	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,808.00				
Dental Insurance	0.000270	190.87				
LTD Insurance Life Insurance	0.009270	109.08				
	0.000239	35.78				
Holiday Pay		0.00				
Uniform Allowance		83.33				
Standby		0.00				
Retiree Medical	20/ + 0110	1,491.41				
Deferred Comp.	3% + \$110	463.00				
Workers Comp.	0.058120	688.72	II. 1 D.4	54.68%	22.81%	T. 4 . 1 TT 1
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	171.82	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$7,530.52 64.00%	\$128.65	\$70.35	\$29.35	\$228.35
		Annual Calary   Danafita	\$221 E6E E2			
		Annual Salary + Benefits	\$231,565.52	=		
Step B						
Step B		\$12,354.94 /Month	\$82.37	7 /Hour		
	Total Benefits	\$7,700.34 62.33%	\$133.70	\$73.11	\$30.50	\$237.32
		Annual Salary + Benefits	\$240,663.35	=		
Step C						
Stop C		<b>\$12,972.69</b> /Month	\$86.48	8 /Hour		
	Total Benefits	\$7,878.65 60.73%	\$139.01	\$76.02	\$31.71	\$246.74
			****			
		Annual Salary + Benefits	\$250,216.06	=		
Step D						
•		\$13,621.32 /Month	\$90.81	1 /Hour		
	Total Benefits	\$8,065.88 59.22%	\$144.58	\$79.06	\$32.98	\$256.63
		Annual Salary + Benefits	\$260,246.42	=		
Step E						
		<b>\$14,302.39</b> /Month	\$95.35	5 /Hour		
	Total Benefits	\$8,262.47 57.77%	\$150.43	\$82.26	\$34.32	\$267.01
		Annual Salary + Benefits	\$270,778.29	=		
<u></u>						

## **Police Chief Department: Police**

Step A						
Step 11		\$13,848.92 /Month	\$92.33	3 /Hour		
		φ <b>10,0 10.52</b> / 10101111	ψ>2.00	, 110 <b>u</b> 1		
<u>Benefit</u>	<b>Multiplier</b>			Catego	<u>ry</u>	
PERS - Employer	0.206760	3,062.34		Police C	hief	
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	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	214.76	& Benefits	Overhead	Overhead	Rate
	T . 1 D . C	40.00 <b>2.05</b>	****	***	****	****
	Total Benefits	\$8,902.95 64.29%	\$151.68	\$82.94	\$34.60	\$269.23
		Annual Salary + Benefits	\$273,022.38			
		=	<del>\$2.0,022.00</del>	=		
Step B						
*		\$14,541.37 /Month	\$96.94	1 /Hour		
		\$11,6 11.67 / WORKIN	Ψ,0.,	711041		
	Total Benefits	\$9,102.82 62.60%	\$157.63	\$86.20	\$35.96	\$279.78
		Annual Salary + Benefits	\$283,730.23	=		
Step C						
Step C		\$15,268.43 /Month	\$101.79	) /Hour		
		\$13,200.43 /WORKI	\$101.75	/110u1		
	Total Benefits	\$9,312.69 60.99%	\$163.87	\$89.61	\$37.38	\$290.87
				·	·	
		Annual Salary + Benefits	\$294,973.46	=		
Step D						
		\$16,031.86 /Month	\$106.88	3 /Hour		
		. ,				
	Total Benefits	\$9,533.05 59.46%	\$170.43	\$93.20	\$38.88	\$302.51
		Annual Salary + Benefits	\$306,778.86	=		
Step E						
Step 2		<b>\$16,833.45</b> /Month	\$112.22	2 /Hour		
		- 20,000 in / 111011111	Ψ112.22	1001		
	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						
Step 11		\$5,387.00 /Month	\$35.91	l /Hour		
		φ <b>υ</b> ,υοττου / πεσικα	<b>4000</b>	711041		
<u>Benefit</u>	<b>Multiplier</b>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.172790	930.82		Office Emp	loyees	
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.	0.050120	0.00				
Workers Comp.	0.058120	313.09	TT 1 D 4	54.68%	22.81%	m . 1 TT 1
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	78.11	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,260.01 79.08%	\$64.31	\$35.17	\$14.67	\$114.15
		Annual Calamy   Danofita	¢115 764 12			
		Annual Salary + Benefits	\$115,764.13	=		
Step B						
эсер Б		<b>\$5,656.35</b> /Month	¢27.71	l /Hour		
		\$3,030.33 /WOULI	\$37.71	i /nour		
	Total Benefits	\$4,328.61 76.53%	\$66.57	\$36.40	\$15.19	\$118.15
		Annual Salary + Benefits	\$119,819.51	=		
Step C						
Step C		Φ <b>5</b> 020 1 <b>5</b> 0.4 .1	420 F			
		<b>\$5,939.17</b> /Month	\$39.59	Hour /		
	Total Benefits	\$4,400.64 74.10%	\$68.93	\$37.69	\$15.73	\$122.35
		Annual Salary + Benefits	\$124,077.69	=		
Step D						
экер Б		\$6,236.13 /Month	\$41.57	7 /Hour		
	Total Benefits	\$4,476.27 71.78%	\$71.42	\$39.05	\$16.29	\$126.76
		Annual Salary + Benefits	\$128,548.77	<u> </u>		
~ -		=		_		
Step E		¢	0.40	- /11		
		<b>\$6,547.93</b> /Month	\$43.65	5 /Hour		
	Total Benefits	\$4,555.68 69.57%	\$74.02	\$40.48	\$16.89	\$131.39
		Annual Salary + Benefits	\$133,243.28			
			Ψ100, <b>21</b> 0,20	=		

### **Police Dispatch Supervisor**

Step A						
~ · · · · · · ·		\$6,515.00 /Month	\$43.43	3 /Hour		
- m				<b>a</b> .		
Benefit	Multiplier	1 105 72		Catego		
PERS - Employer	0.172790	1,125.73		Office Emp	loyees	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance	0.000270	190.87				
LTD Insurance Life Insurance	0.009270	60.39				
		5.51				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby  Ratinga Madical		0.00 1,326.63				
Retiree Medical						
Deferred Comp.	0.050120	0.00				
Workers Comp.	0.058120	378.65	II. 1 D.4	54.68%	22.81%	T:4:111 1
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	94.47	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,547.29 69.80%	\$73.75	\$40.33	\$16.82	\$130.90
		Annual Salary + Benefits	¢122 747 49			
		Annual Salary + Delients	\$132,747.48	=		
Step B						
		<b>\$6,840.75</b> /Month	\$45.63	1 /Hour		
	Total Benefits	\$4,630.25 67.69%	\$76.47	\$41.82	\$17.45	\$135.74
		Annual Salary + Benefits	\$137,652.03	=		
Step C						
		<b>\$7,182.79</b> /Month	\$47.89	9 /Hour		
	Total Benefits	\$4,717.36 65.68%	\$79.33	\$43.38	\$18.10	\$140.82
		Annual Salary + Benefits	\$142,801.84	=		
Step D						
_		<b>\$7,541.93</b> /Month	\$50.28	8 /Hour		
	Total Benefits	\$4,808.83 63.76%	\$82.34	\$45.03	\$18.78	\$146.15
		Annual Salary + Benefits	\$148,209.10	=		
Step E						
		<b>\$7,919.02</b> /Month	\$52.79	9 /Hour		
	Total Benefits	\$4,904.87 61.94%	\$85.49	\$46.75	\$19.50	\$151.75
		Annual Salary + Benefits	\$153,886.63	=		
<u></u>						

## **Police Lieutenant Department: Police**

Step A						
200 <b>F</b> 32		\$10,253.34 /Month	\$68.30	6 /Hour		
D 01	35 30 30			<b>a</b> .		
Benefit	Multiplier	2 127 21		Catego	<del></del>	
PERS - Employer	0.206760	2,137.21		Lieutena	ints	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,808.00				
Dental Insurance	0.000270	190.87				
LTD Insurance Life Insurance	0.009270 0.000239	95.05 35.78				
	0.000239	0.00				
Holiday Pay Uniform Allowance		83.33				
Standby		0.00				
Retiree Medical		1,491.41				
Deferred Comp.	3% + \$110	417.60				
Workers Comp.	0.058120	600.77		54.68%	22.81%	
Vision Benefit	0.038120	34.21	Hourly Rate	54.68% Department	Citywide	Total Hourly
Medicare	0.014500	149.88	& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	149.88	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$7,048.31 68.74%	\$115.34	\$63.08	\$26.31	\$204.73
		A   C-1   D   P	¢207 (10 97			
		Annual Salary + Benefits	\$207,619.87	=		
Step B						
		<b>\$10,766.01</b> /Month	\$71.77	7 /Hour		
	Total Benefits	\$7,196.29 66.84%	\$119.75	\$65.48	\$27.32	\$212.55
		Annual Salary + Benefits	\$215,547.65	_		
Step C						
200 <b>F</b> 2		\$11,304.31 /Month	\$75.36	6 /Hour		
	Total Benefits	\$7,351.67 65.03%	\$124.37	\$68.01	\$28.37	\$220.76
		Annual Salary + Benefits	\$223,871.82			
G. P.				_		
Step D		<b>\$11,869.53</b> /Month	\$79.13	3 /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	9 /Hour		
	Total Benefits	\$7,686.13 61.67%	\$134.33	\$73.46	\$30.64	\$238.43
		Annual Salary + Benefits	\$241,789.60	=		
		•	<u> </u>	=		

## **Police Officer Department: Police**

Step A						
Step A		<b>\$6,766.71</b> /Month	¢15 11	l /Hour		
		φ <b>υ,/υυ./1</b> /Iviolitii	Ф43.11	1 /110u1		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.206760	1,486.30		Sworn Po		
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	0.07	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	0.030120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	104.23	& Benefits	Overhead	Overhead	Rate
Wiedleare	0.014300	104.23	C Delicits	Overneau	Overneau	Katt
	Total Benefits	\$6,029.30 89.10%	\$85.31	\$46.65	\$19.46	\$151.42
		A 1 C . 1 D C4	<b>\$152.553.15</b>			
		Annual Salary + Benefits	\$153,552.15	=		
G: 70						
Step B						
		<b>\$7,105.05</b> /Month	\$47.37	7 /Hour		
	Total Benefits	\$6,148.59 86.54%	\$88.36	\$48.32	\$20.16	\$156.83
		70,210.00	400.00	ψ 1010 <b>2</b>	φ=0110	<b>\$100.00</b>
		Annual Salary + Benefits	\$159,043.66			
		-		=		
Step C						
вир с		\$7,460.30 /Month	\$40.74	1 /IIoum		
		\$7,400.30 /WIOHHI	\$49.74	1 /Hour		
	E . 1D	# < 272.07 04.100v	404 84	<b></b>	440.00	44.60 =0
	Total Benefits	\$6,273.87 84.10%	\$91.56	\$50.07	\$20.89	\$162.52
		A 1 C . 1	φ1.C4.Q1Q.QQ			
		Annual Salary + Benefits	\$164,810.08	=		
Gt. D						
Step D						
		<b>\$7,833.32</b> /Month	\$52.22	2 /Hour		
	<b>Total Benefits</b>	\$6,405.39 81.77%	\$94.92	\$51.91	\$21.65	\$168.49
		Annual Salary + Benefits	\$170,864.49			
		-		=		
Step E						
500p 2		\$9 224 09 /Manth	¢54.00	2 /II.o.um		
		<b>\$8,224.98</b> /Month	\$34.83	3 /Hour		
	T ( 1 D	ФС 542 51 — 50 5 °°°	d00 46	<b>452.04</b>	dag 45	<b>01545</b>
	Total Benefits	\$6,543.51 79.56%	\$98.46	\$53.84	\$22.46	\$174.76
		Annual Calarre : Dana et	¢177 221 07			
		Annual Salary + Benefits	\$177,221.96	=		

# **Police Officer/Special Assignment**

Step A						
		<b>\$7,105.05</b> /Month	\$47.3	7 /Hour		
				- ·		
Benefit	Multiplier	1.550.75		Catego		
PERS - Employer	0.206760	1,559.75		Sworn Po	once	
Management Incentive EAP		0.00				
Health Insurance		4.20 1,808.00				
Dental Insurance		1,808.00				
LTD Insurance	0.009270	65.86				
Life Insurance	0.009270	7.74				
Holiday Pay	8.67	355.38				
Uniform Allowance	6.07	83.33				
Standby		0.00				
Retiree Medical		1,491.41				
Deferred Comp.		0.00				
_	0.058120	438.44		54.600/	22.010/	
Workers Comp. Vision Benefit	0.038120	34.21	Housely Data	54.68%	22.81% Citywide	Total Hourly
Medicare	0.014500	109.38	Hourly Rate & Benefits	Department Overhead	Overhead	Rate
Medicare	0.014500	109.38	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$6,148.59 86.549	\$88.36	\$48.32	\$20.16	\$156.83
		A 1 C. 1	\$150.042.CC			
		Annual Salary + Benefits	\$159,043.66	=		
Step B						
_		<b>\$7,460.30</b> /Month	\$49.7	4 /Hour		
	Total Benefits	\$6,273.87 84.109	<b>\$91.56</b>	\$50.07	\$20.89	\$162.52
		Annual Salary + Benefits	\$164,810.08	=		
Step C						
_		<b>\$7,833.32</b> /Month	\$52.2	2 /Hour		
	Total Benefits	\$6,405.39 81.77%	6 \$94.92	\$51.91	\$21.65	\$168.49
		Annual Salary + Benefits	\$170,864.49	=		
Step D						
_		<b>\$8,224.98</b> /Month	\$54.8	3 /Hour		
	Total Benefits	\$6,543.51 79.56%	6 <b>\$98.46</b>	\$53.84	\$22.46	\$174.76
		Annual Salary + Benefits	\$177,221.96	=		
Step E						
Step 2		<b>\$8,636.23</b> /Month	\$57.5	7 /Hour		
	Total Benefits	\$6,688.51 77.45%	\$102.16	\$55.87	\$23.31	\$181.34
		Annual Salary + Benefits	\$183,896.90	=		

#### Police Records Clerk I

Step A							
~ *** <b>F</b>		<b>\$4,179.92</b> /Mo	onth	\$27.87	/ /Hour		
Donofit	Multiplion				Catago	<b></b>	
<u>Benefit</u> PERS - Employer	<u>Multiplier</u> 0.172790	729.45			Categor Office Employe		
Management Incentive	0.172790	0.00			Office Employe	e Records	
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	38.75					
Life Insurance	0.009270	5.51					
Holiday Pay		0.00					
Uniform Allowance		41.67					
Standby		0.00					
Retiree Medical		1,326.63					
		0.00					
Deferred Comp.	0.059120				<b>54</b> (00)	22.010/	
Workers Comp. Vision Benefit	0.058120	245.36		Handa Data	54.68%	22.81%	Tatal IIl.
	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	61.21	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,004.48	95.80%	\$54.56	\$29.84	\$12.45	\$96.85
		A	D@4	¢00 212 07			
		Annual Salary + I	benefits =	\$98,212.87	=		
Step B							
		\$4,388.92 /Mo	<b>\$4,388.92</b> /Month		i /Hour		
	Total Benefits	\$4,057.71	92.45%	\$56.31	\$30.79	\$12.85	\$99.95
		Annual Salary + I	Benefits _	\$101,359.55	=		
Step C							
•		<b>\$4,608.36</b> /Mo	onth	\$30.72	. /Hour		
	Total Benefits	\$4,113.60	89.26%	\$58.15	\$31.80	\$13.26	\$103.21
		Annual Salary + I	Benefits _	\$104,663.56	=		
Step D							
3.0 <b>F</b> 2		\$4,838.78 /Mo	onth	\$32.26	/Hour		
	Total Benefits	\$4,172.28	86.23%	\$60.07	\$32.85	\$13.70	\$106.63
		Annual Salary + I	Benefits _	\$108,132.78	=		
Step E							
Step L		\$5,080.72 /Mo	onth	\$33.87	/ /Hour		
	Total Benefits	\$4,233.90	83.33%	\$62.10	\$33.96	\$14.17	\$110.22
		Annual Salary + I	Benefits _	\$111,775.45	=		
<u></u>							

#### **Police Records Clerk II**

Step A							
Step 11		\$4,608.36 /N	Month (	\$30.72	2 /Hour		
		<b>4 1,000 10 0</b> 71.		φου	, 110 61		
<u>Benefit</u>	<b>Multiplier</b>				Catego	<u>ry</u>	
PERS - Employer	0.172790	803.48			Office Employe	ee Records	
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		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	67.43	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,113.60	89.26%	\$58.15	\$31.80	\$13.26	\$103.21
		Annual Salary +	Benefits _	\$104,663.56	_		
					_		
Step B							
		\$4,838.78 /N	<b>Month</b>	\$32.26	6 /Hour		
	Total Benefits	\$4,172.28	86.23%	\$60.07	\$32.85	\$13.70	\$106.63
		Annual Salary +	Benefits _	\$108,132.78	=		
Step C							
		\$5,080.72 /N	<b>I</b> onth	\$33.87	/ /Hour		
	Total Benefits	\$4,233.90	83.33%	\$62.10	\$33.96	\$14.17	\$110,22
	Town Denoms				φουσο	ΨΙΙΙ	Ψ110.22
		Annual Salary +	Benefits =	\$111,775.45	=		
Step D							
		\$5,334.76 /N	<b>Month</b>	\$35.57	/ /Hour		
	Total Benefits	\$4,298.60	80.58%	\$64.22	\$35.12	\$14.65	\$113.99
		Annual Salary +	- Benefits	\$115,600.26			
				·	=		
Step E		\$5 601 40 A	<b>Month</b>	ф <b>27.</b> 2.4	l /Hour		
		\$5,601.49 /N	10IIIII	\$37.34	Hour		
	Total Benefits	\$4,366.53	77.95%	\$66.45	\$36.34	\$15.16	\$117.95
		Annual Salary +	Benefits _	\$119,616.30	=		

## **Police Sergeant Department: Police**

Step A							
		<b>\$8,030.64</b> /Mo	onth	\$53.54	/Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.206760	1,760.70			Sworn Po		
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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	123.48	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,474.99	80.63%	\$96.70	\$52.88	\$22.06	\$171.65
		Annual Salary + I	Ronofite	\$174,067.62			
		Allitual Salary + 1	=	φ174,007.02	=		
Step B							
		<b>\$8,432.17</b> /Mo	onth	\$56.21	/Hour		
	Total Benefits	\$6,616.63	78.47%	\$100.33	\$54.86	\$22.89	\$178.07
		Annual Salary + I	Benefits _	\$180,585.64	=		
Step C							
•		<b>\$8,853.78</b> /Mo	onth	\$59.03	/Hour		
	Total Benefits	\$6,765.28	76.41%	\$104.13	\$56.94	\$23.75	\$184.82
		Annual Salary + I	Benefits _	\$187,428.77	=		
Step D		φο <b>20</b> 2 <b>45</b> 2.5	.1				
		<b>\$9,296.47</b> /Mo	onth	\$61.98	3 /Hour		
	Total Benefits	\$6,921.35	74.45%	\$108.12	\$59.12	\$24.66	\$191.91
		Annual Salary + I	Benefits _	\$194,613.84	=		
Step E							
_		<b>\$9,761.30</b> /Mo	onth	\$65.08	3 /Hour		
	Total Benefits	\$7,085.25	72.59%	\$112.31	\$61.42	\$25.62	\$199.35
		Annual Salary + I	Benefits _	\$202,158.51	=		

## **Police Sergeant/Special Assignment Department: Police**

Step A							
Step 11		\$8,432.17 /N	<b>Tonth</b>	\$56.21	/Hour		
		φο, ισ 2017 / 10	1011111	Ψ00121	711041		
<b>Benefit</b>	<b>Multiplier</b>				Catego	<u>ry</u>	
PERS - Employer	0.206760	1,847.88			Sworn Po	olice	
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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	129.59	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$6,616.63	78.47%	\$100.33	\$54.86	\$22.89	\$178.07
		Annual Salary +	Benefits _	\$180,585.64	=		
Step B							
		<b>\$8,853.78</b> /N	Ionth	\$59.03	7 /Hour		
		ŕ					
	Total Benefits	\$6,765.28	76.41%	\$104.13	\$56.94	\$23.75	\$184.82
		Annual Salary +	Benefits _	\$187,428.77	=		
Step C							
		<b>\$9,296.47</b> /N	Ionth	\$61.98	3 /Hour		
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					
	Total Benefits	\$6,921.35	74.45%	\$108.12	\$59.12	\$24.66	\$191.91
		7 0,2 = -1.00		Ψ10011 <b>2</b>	φυνι12	Ψ2 1100	Ψ1>10>1
		Annual Salary +	Benefits	\$194,613.84			
		•	=	· · · · · · · · · · · · · · · · · · ·	=		
Step D							
r =		<b>\$9,761.30</b> /M	Ionth	¢65 00	3 /Hour		
		φ9,701.30 /10	1011111	\$05.00	o / Floui		
	T-4-1 D	¢7.005.05	72.500/	<b>\$112.21</b>	¢ (1.42	<b>\$25.62</b>	\$100.25
	Total Benefits	\$7,085.25	72.59%	\$112.31	\$61.42	\$25.62	\$199.35
		A	D 6.4	\$202 150 51			
		Annual Salary +	Denents =	\$202,158.51	=		
C4 E							
Step E							
		\$10,249.36 /N	1onth	\$68.33	3 /Hour		
	Total Benefits	\$7,257.41	70.81%	\$116.71	\$63.82	\$26.63	\$207.16
			_				
		Annual Salary +	Benefits _	\$210,081.21	=		

### **Principal Planner**

#### **Department: Community Development**

Step A							
		<b>\$9,458.70</b> /Mon	nth	\$63.06	/Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,634.37		Non-	Sworn Profession		ors
Management Incentive		0.00				1	
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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	137.15	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,626.44	59.48%	\$100.57	\$122.79	\$22.94	\$246.30
		Annual Salary + Be	mofite	\$181,021.60			
		Alliuai Salai y + Do	=	\$101,021.00	=		
Step B							
		<b>\$9,931.63</b> /Mon	nth	\$66.21	/Hour		
	Total Benefits	\$5,746.88	57.86%	\$104.52	\$127.62	\$23.84	\$255.99
		Annual Salary + Be	enefits _	\$188,142.19	=		
Step C							
•		<b>\$10,428.21</b> /Mon	nth	\$69.52	/Hour		
	Total Benefits	\$5,873.35	56.32%	\$108.68	\$132.70	\$24.79	\$266.17
		Annual Salary + Be	enefits =	\$195,618.80	=		
Step D		<b>#40.040.42</b>					
		<b>\$10,949.63</b> /Mon	nth	\$73.00	/Hour		
	Total Benefits	\$6,006.14	54.85%	\$113.04	\$138.02	\$25.79	\$276.85
		Annual Salary + Be	enefits _	\$203,469.24	=		
Step E							
•		<b>\$11,497.11</b> /Mon	nth	\$76.65	/Hour		
	Total Benefits	\$6,145.58	53.45%	\$117.62	\$143.61	\$26.83	\$288.06
		Annual Salary + Bo	enefits _	\$211,712.21	=		

### **Project Manager/Economic Development**

**Department: Community Development** 

Step A						
•		<b>\$8,577.56</b> /Month	\$57.1	8 /Hour		
Benefit	<u>Multiplier</u>			Catego		
PERS - Employer	0.172790	1,482.12	Non	-Sworn Profession		ore
Management Incentive	0.172790	0.00	11011	5 WOIII I TOICSSIO	nais / Bupei vis	515
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		122.10%	22.81%	
Vision Benefit		34.21	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	124.37	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,384.40 62.779	6 \$93.08	\$113.65	\$21.23	\$227.97
			A4 ( = 4			
		Annual Salary + Benefits	\$167,543.53	=		
Step B						
Біср Б		<b>\$9,006.44</b> /Month	\$60.0	4 /Hour		
	Total Benefits	\$5,493.63 61.009	% <b>\$96.67</b>	\$118.03	\$22.05	\$236.75
		Annual Salary + Benefits	\$174,000.78	=		
Step C						
•		<b>\$9,456.76</b> /Month	\$63.0	5 /Hour		
	Total Benefits	\$5,608.32 59.309	6 \$100.43	\$122.63	\$22.91	\$245.98
		Annual Salary + Benefits	\$180,780.90	=		
Step D						
		<b>\$9,929.59</b> /Month	\$66.2	0 /Hour		
	Total Benefits	\$5,728.74 57.699	6 <b>\$104.39</b>	\$127.46	\$23.81	\$255.66
		Annual Salary + Benefits	\$187,900.02	=		
Step E						
		<b>\$10,426.07</b> /Month	\$69.5	1 /Hour		
	Total Benefits	\$5,855.18 56.169	6 \$108.54	\$132.53	\$24.76	\$265.83
		Annual Salary + Benefits	\$195,375.10	=		
<u> </u>						

### **Project Services Specialist**

**Department: Administrative Services** 

Step A						
		<b>\$6,499.64</b> /Month	\$43.33	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,123.07		Office Emp		
Management Incentive		0.00		1	,	
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	94.24	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,543.38 69.90%	\$73.62	\$36.22	\$16.79	\$126.64
		Annual Calamy   Danofita	\$132,516.27			
		Annual Salary + Benefits	\$132,310.27	=		
Step B						
200p 2		<b>\$6,824.63</b> /Month	\$45.50	0 /Hour		
	Total Benefits	\$4,626.15 67.79%	\$76.34	\$37.56	\$17.41	\$131.31
		Annual Salary + Benefits	\$137,409.26	=		
Step C						
		<b>\$7,165.86</b> /Month	\$47.7	7 /Hour		
	Total Benefits	\$4,713.05 65.77%	\$79.19	\$38.96	\$18.07	\$136.22
		Annual Salary + Benefits	\$142,546.89	=		
Step D		<b>** ** * * * * * * * *</b>				
		<b>\$7,524.15</b> /Month	\$50.10	6 /Hour		
	Total Benefits	\$4,804.30 63.85%	\$82.19	\$40.44	\$18.75	\$141.38
		Annual Salary + Benefits	\$147,941.41	=		
Step E						
	_	<b>\$7,900.36</b> /Month	\$52.67	7 /Hour		
	Total Benefits	\$4,900.11 62.02%	\$85.34	\$41.99	\$19.47	\$146.79
		Annual Salary + Benefits	\$153,605.65	=		

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

Step A							
		<b>\$6,499.64</b> /Mo	onth	\$43.33	Hour /		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,123.07			Office Emp		
Management Incentive		0.00			1	,	
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.	0.050430	0.00					
Workers Comp.	0.058120	377.76		T	113.79%	22.81%	m . 1 TT 1
Vision Benefit	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	94.24	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,543.38	69.90%	\$73.62	\$83.77	\$16.79	\$174.19
		Annual Salary + I	Renefits	\$132,516.27			
		Amidai Salai y + I	=	φ132,310.2 <i>1</i>	=		
Step B							
•		\$6,824.63 /Mo	onth	\$45.50	/Hour		
	Total Benefits	\$4,626.15	67.79%	\$76.34	\$86.87	\$17.41	\$180.62
		Annual Salary + I	Benefits _	\$137,409.26	=		
Step C							
		<b>\$7,165.86</b> /Mo	onth	\$47.77	/ /Hour		
	Total Benefits	\$4,713.05	65.77%	\$79.19	\$90.12	\$18.07	\$187.37
		Annual Salary + I	Benefits =	\$142,546.89	=		
Step D							
		<b>\$7,524.15</b> /Mo	onth	\$50.16	/Hour		
	Total Benefits	\$4,804.30	63.85%	\$82.19	\$93.53	\$18.75	\$194.47
		Annual Salary + I	Benefits _	\$147,941.41	=		
Step E							
•	_	<b>\$7,900.36</b> /Mo	onth	\$52.67	/ /Hour		
	Total Benefits	\$4,900.11	62.02%	\$85.34	\$97.11	\$19.47	\$201.91
		Annual Salary + I	Benefits =	\$153,605.65	=		

## **Purchasing Assistant Department: Public Works**

Step A							
Step 11		\$5,587.47 /Mont	h	\$37.25	/Hour		
		φ <b>υ</b> ,υστιτ γιασιο		40.120	711001		
<u>Benefit</u>	<b>Multiplier</b>				Catego		
PERS - Employer	0.172790	965.46			Public Works - N	<b>l</b> aintenance	
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		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	81.02	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,311.07 77	'.16%	\$65.99	\$75.09	\$15.05	\$156.14
		A 1G.1 D.	. <b>C</b> *4	φ110 <b>5</b> 02 <b>5</b> 1			
		Annual Salary + Ben	efits =	\$118,782.51	=		
Ctom D							
Step B		<b>*</b> ***********************************	_				
		<b>\$5,866.85</b> /Mont	h	\$39.11	/Hour		
	Total Benefits	\$4,382.22 74	.69%	\$68.33	\$77.75	\$15.59	\$161.67
		Annual Salary + Ben	efits _	\$122,988.81	=		
Step C							
Step C		ΦC 1CO 1O ΔΛ	1	<b></b>			
		<b>\$6,160.19</b> /Mont	n	\$41.07	/ /Hour		
	Total Benefits	\$4,456.93 72	2.35%	\$70.78	\$80.54	\$16.15	\$167.47
	Total Beliefits	\$4,430.93	3370	\$70.76	φου. <b>34</b>	\$10.13	\$107 <b>.4</b> 7
		Annual Salary + Ben	efits _	\$127,405.42	=		
Step D							
		<b>\$6,468.20</b> /Mont	h	\$43.12	2 /Hour		
	Total Benefits	\$4,535.37 70	0.12%	\$73.36	\$83.48	\$16.73	\$173.57
		Annual Salary + Ben	efits _	\$132,042.86	=		
Step E							
Step 12		<b>\$6,791.61</b> /Mont	h	\$45.28	Hour		
	Total Benefits	\$4,617.74 67	'.99%	\$76.06	\$86.55	\$17.35	\$179.97
		Annual Salary + Ben	efits _	\$136,912.17	=		

### **Purchasing Manager**

#### **Department: Administrative Services**

<b>\$44.79</b> /Hour <u>Category</u> Non-Sworn Managers / Confidential
49.20% 22.81%
Hourly Rate Department Citywide Total Hourl
& Benefits Overhead Overhead Rate
\$77.68    \$38.22    \$17.72    \$133.62
\$139,822.34
Ψ137,022.34
\$47.03 /Hour
\$80.49 \$39.60 \$18.36 \$138.45
\$144,879.70
\$49.38 /Hour
\$83.44 \$41.05 \$19.03 \$143.53
\$150,189.93
\$51.85 /Hour
\$86.54 \$42.58 \$19.74 \$148.85
\$155,765.68
\$54.44 /Hour
\$89.79 \$44.18 \$20.48 \$154.45
\$161,620.21

### **Records Manager**

**Department: Administrative Services** 

	\$6,149.22 /N	Month	\$40.99	/Hour		
Multiplier				Categor	<b>~~</b>	
	1 062 52		Nor			1
0.172770			1101	i o worm manager	o r Communica	
	190.87					
0.009270	57.00					
0.000239	26.40					
	0.00					
	0.00					
	0.00					
	1,326.63					
3% + \$110	294.48					
0.058120	357.39			49.20%	22.81%	
	34.21		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
0.014500	89.16		& Benefits	Overhead	Overhead	Rate
Total Benefits	\$4 769 50	77.56%	\$72.79	\$35.81	\$16.61	\$125.21
Total Belletius	ψ1,702.50	77.5070	Ψ12.19	ψ33.01	Ψ10.01	φ123.21
	Annual Salary -	+ Benefits =	\$131,024.56	=		
	\$6,456.68 /N	Month	\$43.04	4 /Hour		
Total Benefits	\$4,847.80	75.08%	\$75.36	\$37.08	\$17.19	\$129.63
	Annual Salary -	+ Benefits _	\$135,653.74	=		
_	\$6,779.51 /N	Month	\$45.20	) /Hour		
Total Benefits	\$4,930.02	72.72%	\$78.06	\$38.41	\$17.81	\$134.28
	Annual Salary -	+ Benefits _	\$140,514.37	=		
	<b>\$7,118.49</b> /N	Month	\$47.46	5 /Hour		
Total Benefits	\$5,016.35	70.47%	\$80.90	\$39.80	\$18.46	\$139.16
	Annual Salary -	+ Benefits _	\$145,618.04	=		
	<b>\$7,474.41</b> /N	Month	\$49.83	3 /Hour		
Total Benefits	\$5,107.00	68.33%	\$83.88	\$41.27	\$19.13	\$144.28
	0.000239  3% + \$110 0.058120 0.014500  Total Benefits  Total Benefits  Total Benefits	Multiplier	0.172790	Multiplier         0.172790         1,062.52         Note of the content of	Multiplier         O.172790         1,062.52 1,326.63         Non-Sworn Manager           0.000 4.20 1,326.63 190.87 0.000239         26.40 0.00 0.00 0.00 0.00 0.00 0.00 0.00	Multiplier

## **Records Supervisor Department: Police**

Step A						
Step A		\$5 929 72 /Month	\$20.04	6 /Hour		
		\$5,828.72 /Month	\$30.00	) /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,007.15		Office Emp		
Management Incentive	0.172770	0.00		omee Emp	10,000	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		190.87				
LTD Insurance	0.009270	54.03				
Life Insurance	0.00,270	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	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	84.52	& Benefits	Overhead	Overhead	Rate
1/10diouio		0.002	C D D C C C C C C C C C C C C C C C C C	0 / 01110444	O ( CI II C II C	21000
	Total Benefits	\$4,372.51 75.02%	\$68.01	\$37.19	\$15.51	\$120.71
		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	*****	7	,	<b>7</b>
		Annual Salary + Benefits	\$122,414.80			
		=		=		
Step B						
Step 2		\$6,120.16 /Month	\$40.90	) /Hour		
		\$0,120.10 /Wolldi	\$40.60	) /Houi		
	Total Benefits	\$4,446.73 72.66%	\$70.45	\$38.52	\$16.07	\$125.04
	Total Belletits	\$4,440.73 72.00%	\$70.45	<b>\$30.5</b> 2	\$10.07	\$125.04
		Annual Salary + Benefits	\$126,802.71			
		=	Ψ120,002.71	=		
Step C						
Step C		ΦC 42C 1F (3.5)	<b></b>			
		<b>\$6,426.17</b> /Month	\$42.84	4 /Hour		
	Total Benefits	\$4,524.67 70.41%	\$73.01	\$39.92	\$16.65	\$129.58
			4424 440 02			
		Annual Salary + Benefits =	\$131,410.02	=		
~ =						
Step D						
		<b>\$6,747.48</b> /Month	\$44.98	3 /Hour		
	<b>Total Benefits</b>	\$4,606.50 68.27%	\$75.69	\$41.39	\$17.27	\$134.35
		Annual Salary + Benefits	\$136,247.69			
				<b>=</b> 		
Step E						
		\$7,084.85 /Month	\$47.23	3 /Hour		
		φ1,00 <b>7.</b> 03 /10ΠΠΠ	Φ47.23	5 /110u1		
	Total Benefits	\$4,692.42 66.23%	\$78.50	\$42.04	\$17.01	¢130 26
	Total Delicitis	φ+,032.+2 00.23%	\$78.52	\$42.94	\$17.91	\$139.36
		Annual Salary + Benefits	\$141,327.24			
		= =	Ψ±Τ±9√2/1•2 <b>Τ</b>	=		

#### **Recreation Coordinator**

Step A						
•		\$5,534.65 /Month	\$36.90	) /Hour		
Benefit	<u>Multiplier</u>			Catego	<b>30 5</b> 7	
PERS - Employer	0.172790	956.33		Office Emp		
Management Incentive	0.172790	0.00		Office Emp	noyees	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		190.87				
LTD Insurance	0.009270	51.31				
Life Insurance	0.00,270	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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	80.25	& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	80.23	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$4,297.61 77.65%	\$65.55	\$68.41	\$14.95	\$148.91
		Annual Colomy   Ponofita	¢117 097 12			
		Annual Salary + Benefits =	\$117,987.12	=		
Step B						
Step D		Φ <b>5</b> 011 20 Δ f = 1	420.5			
		<b>\$5,811.38</b> /Month	\$38.74	4 /Hour		
	Total Benefits	\$4,368.09 75.16%	\$67.86	\$70.82	\$15.48	\$154.17
		Annual Salary + Benefits	\$122,153.65	=		
Step C						
ыср С		<b>\$6,101.95</b> /Month	\$40.69	3 /Hour		
		<b>50,101.95</b> /101011111	\$40.08	5 /Hour		
	Total Benefits	\$4,442.09 72.80%	\$70.29	\$73.36	\$16.04	\$159.69
		A 1 C . 1	\$126 F20 F0			
		Annual Salary + Benefits	\$126,528.50	=		
Step D						
Step 2		\$6,407.05 /Month	\$42.71	1 /Hour		
	Total Benefits	\$4,519.80 70.54%	\$72.85	\$76.02	\$16.62	\$165.49
		Annual Salary + Benefits	\$131,122.10			
		=	, - ,			
Step E						
		<b>\$6,727.40</b> /Month	\$44.85	5 /Hour		
	Total Benefits	\$4,601.38 68.40%	\$75.53	\$78.82	\$17.23	\$171.57
		Annual Salary + Benefits	\$135,945.37	_		
		·		_		

### **Recreation Manager**

Step A						
		<b>\$7,633.69</b> /Month	\$50.89	9 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,319.03	No	n-Sworn Manager		al
Management Incentive		0.00		Č		
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		104.36%	22.81%	
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	110.69	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,198.47 68.10%	\$85.55	\$89.28	\$19.52	\$194.34
		Annual Salary + Benefits	\$153,985.95			
		minual balary   Delicities	Ψ133,763.73	=		
Step B						
•		<b>\$8,015.38</b> /Month	\$53.44	4 /Hour		
	Total Benefits	\$5,295.68 66.07%	\$88.74	\$92.61	\$20.24	\$201.59
		Annual Salary + Benefits	\$159,732.65	=		
Step C						
		<b>\$8,416.14</b> /Month	\$56.1	1 /Hour		
	Total Benefits	\$5,397.75 64.14%	\$92.09	\$96.11	\$21.01	\$209.21
		Annual Salary + Benefits	\$165,766.69	=		
Step D						
		<b>\$8,836.95</b> /Month	\$58.9	1 /Hour		
	Total Benefits	\$5,504.92 62.29%	\$95.61	\$99.78	\$21.81	\$217.21
		Annual Salary + Benefits	\$172,102.43	=		
Step E						
		<b>\$9,278.80</b> /Month	\$61.86	6 /Hour		
	Total Benefits	\$5,617.45 60.54%	\$99.31	\$103.64	\$22.65	\$225.60
		Annual Salary + Benefits	\$178,754.96	=		

### **Recreation Supervisor**

	\$6,362.29 /N	Month	\$42.42	2 /Hour		
Multiplier				Catego	rv	
0.172790	1,099.34		Non-			ors
	0.00					
	4.20					
	1,326.63					
	190.87					
0.009270	58.98					
0.000239	27.31					
20/ 0110						
0.058120			Hannly Date			Tatal II amala
0.014500						Total Hourly
0.014500	92.25	_	& Benefits	Overnead	Overnead	Rate
Total Benefits	\$4,767.45	74.93%	\$74.20	\$77.43	\$16.93	\$168.56
	Annual Salary	⊥ Ronofite	<b>\$133 556 85</b>			
	Amidai Salai y	=	φ133,330.03	=		
	\$6,680.40 /N	Month	\$44.54	4 /Hour		
Total Benefits	\$4,848.46	72.58%	\$76.86	\$80.21	\$17.53	\$174.60
	Annual Salary -	+ Benefits _	\$138,346.43	=		
	\$7,014.42 /N	Month	\$46.76	6 /Hour		
Total Benefits	\$4,933.53	70.33%	\$79.65	\$83.13	\$18.17	\$180.95
	Annual Salary -	+ Benefits _	\$143,375.49	=		
	\$7,365.15 /N	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	=		
	\$7,733.40 /N	Month	\$51.56	6 /Hour		
Total Benefits	\$5,116.64	66.16%	\$85.67	\$89.40	\$19.54	\$194.61
	Annual Salary -	+ Benefits _	\$154,200.55	=		
	0.009270 0.000239  2% + \$110 0.058120 0.014500  Total Benefits  Total Benefits  Total Benefits	Multiplier	0.172790	Multiplier         0.172790         1,099.34         Non-           0.00         4.20         1,326.63         190.87           0.009270         58.98         0.000         0.00           0.000         0.00         0.00         0.00           0.00239         27.31         0.00         0.00           0.0058120         369.78         34.21         Hourly Rate & Benefits           0.014500         92.25         & Benefits         \$133,556.85           Total Benefits         \$4,767.45         74.93%         \$74.20           Annual Salary + Benefits         \$138,346.43           \$7,014.42 /Month         \$44.54           Total Benefits         \$4,933.53         70.33%         \$79.65           Annual Salary + Benefits         \$143,375.49           \$7,365.15 /Month         \$49.10           \$7,365.15 /Month         \$49.10           \$7,33.40 /Month         \$51.56           \$7,733.40 /Month         \$51.56           \$7,733.40 /Month         \$51.56	Multiplier         Catego           0.172790         1,099.34         Non-Sworn Profession           0.00         4.20         1,326.63         190.87           0.009270         58.98         0.000         0.00           0.000         0.00         0.00         0.00           0.058120         369.78         34.21         Hourly Rate & Department Overhead           0.014500         92.25         #Annual Salary + Benefits         \$133,556.85           Total Benefits         \$4,767.45         74.93%         \$74.20         \$77.43           Annual Salary + Benefits         \$133,556.85         ***           Total Benefits         \$4,848.46         72.58%         \$76.86         \$80.21           Annual Salary + Benefits         \$138,346.43         ***           Total Benefits         \$4,933.53         70.33%         \$79.65         \$83.13           Annual Salary + Benefits         \$143,375.49         ***           Total Benefits         \$5,022.85         68.20%         \$82.59         \$86.19           Annual Salary + Benefits         \$148,656.01         ***           ***Total Benefits         \$5,022.85         68.20%         \$82.59 <td< td=""><td>Multiplier         Category           0.172790         1,099.34         Non-Sworn Professionals / Supervised           0.00         4.20         1,326.63         190.87           0.000270         58.98         0.0000         0.00           0.000         0.00         0.00         0.00           0.058120         369.78         Hourly Rate Department Citywide &amp; Benefits         Citywide Overhead           0.014500         92.25         Benefits         104.36% Overhead         22.81% Overhead           Total Benefits         \$4,767.45         74.93% \$74.20         \$77.43         \$16.93           Total Benefits         \$4,848.46         72.58% \$76.86         \$80.21         \$17.53           Annual Salary + Benefits         \$138,346.43         \$17.53           Total Benefits         \$4,933.53         70.33% \$79.65         \$83.13         \$18.17           Total Benefits         \$5,022.85         68.20% \$82.59         \$86.19         \$18.84           Annual Salary + Benefits         \$148,656.01         \$18.84           *7,733.40 /Month         \$51.56 /Hour</td></td<>	Multiplier         Category           0.172790         1,099.34         Non-Sworn Professionals / Supervised           0.00         4.20         1,326.63         190.87           0.000270         58.98         0.0000         0.00           0.000         0.00         0.00         0.00           0.058120         369.78         Hourly Rate Department Citywide & Benefits         Citywide Overhead           0.014500         92.25         Benefits         104.36% Overhead         22.81% Overhead           Total Benefits         \$4,767.45         74.93% \$74.20         \$77.43         \$16.93           Total Benefits         \$4,848.46         72.58% \$76.86         \$80.21         \$17.53           Annual Salary + Benefits         \$138,346.43         \$17.53           Total Benefits         \$4,933.53         70.33% \$79.65         \$83.13         \$18.17           Total Benefits         \$5,022.85         68.20% \$82.59         \$86.19         \$18.84           Annual Salary + Benefits         \$148,656.01         \$18.84           *7,733.40 /Month         \$51.56 /Hour

#### **Regulatory Compliance Supervisor**

Step A						
•		<b>\$7,461.12</b> /Month	\$49.7	4 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,289.21	Non	-Sworn Profession		ors
Management Incentive	0.172770	0.00	1,01	. B 0111 1 101 <b>0</b> 55101	auto / Super vis	<b>51</b> 5
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		113.79%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	108.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,073.99 68.01%	\$83.57	\$95.09	\$19.06	\$197.73
		A	¢150 421 22			
		Annual Salary + Benefits	\$150,421.32	=		
Step B						
Step D		<b>\$7,834.17</b> /Month	\$52.2	3 /Hour		
	Total Benefits	\$5,169.00 65.98%	\$86.69	\$98.64	\$19.78	\$205.11
		Annual Salary + Benefits	\$156,038.11	=		
Step C						
		<b>\$8,225.88</b> /Month	\$54.8	4 /Hour		
	Total Benefits	\$5,268.76 64.05%	\$89.96	\$102.37	\$20.52	\$212.86
		Annual Salary + Benefits	\$161,935.74	=		
Step D		10.400.40				
		<b>\$8,637.18</b> /Month	\$57.5	8 /Hour		
	Total Benefits	\$5,373.51 62.21%	\$93.40	\$106.29	\$21.31	\$221.00
		Annual Salary + Benefits	\$168,128.25	=		
Step E						
•		<b>\$9,069.04</b> /Month	\$60.4	6 /Hour		
	Total Benefits	\$5,483.50 60.46%	\$97.02	\$110.40	\$22.13	\$229.55
		Annual Salary + Benefits	\$174,630.38	=		

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

Step A							
200 <b>F</b> 22		\$6,739.13 /N	<b>Month</b>	\$44.93	3 /Hour		
					_		
Benefit	<u>Multiplier</u>				Catego		
PERS - Employer	0.172790	1,164.45			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	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.	0.050120	0.00					
Workers Comp.	0.058120	391.68		TT 1 D 4	113.79%	22.81%	m . 1 TT 1
Vision Benefit	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	97.72	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,604.37	68.32%	\$75.62	\$86.05	\$17.25	\$178.93
		Annual Calamy	Danafita	¢126 122 05			
		Annual Salary +	- Delients =	\$136,122.05	=		
Step B							
•		\$7,076.09 /N	Month	\$47.17	7 /Hour		
	Total Benefits	\$4,690.19	66.28%	\$78.44	\$89.26	\$17.89	\$185.60
		Annual Salary +	Benefits _	\$141,195.32	=		
Step C							
_		\$7,429.89 /N	Month	\$49.53	3 /Hour		
	Total Benefits	\$4,780.30	64.34%	\$81.40	\$92.63	\$18.57	\$192.60
		Annual Salary +	Benefits =	\$146,522.26	=		
Step D							
		\$7,801.39 /N	<b>Month</b>	\$52.01	/Hour		
	Total Benefits	\$4,874.91	62.49%	\$84.51	\$96.16	\$19.28	\$199.95
		Annual Salary +	Benefits =	\$152,115.54	=		
Step E							
		\$8,191.46 /N	Month	\$54.61	/Hour		
	Total Benefits	\$4,974.25	60.72%	\$87.77	\$99.88	\$20.02	\$207.67
		Annual Salary +	Benefits =	\$157,988.49	=		

#### **Safety/Special Projects Coordinator**

**Department: Public Works** 

Step A							
		<b>\$6,210.85</b> /	Month	\$41.41	l /Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,073.17			Office Emp		
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		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	90.06	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,469.83	71.97%	\$71.20	\$81.03	\$16.24	\$168.47
		Annual Salary	+ Benefits	\$128,168.13			
			=		=		
Step B							
		<b>\$6,521.39</b> / I	Month	\$43.48	3 /Hour		
	Total Benefits	\$4,548.92	69.75%	\$73.80	\$83.98	\$16.84	\$174.62
		Annual Salary	+ Benefits _	\$132,843.71	=		
Step C							
_		<b>\$6,847.46</b> / I	Month	\$45.65	5 /Hour		
	T I D C	Φ4 c21 0c	67.640/	Φ <b>5</b> ( <b>5</b> 2	φο <b>π</b> οο	<b>015.4</b> 6	φ101 0 <del>2</del>
	Total Benefits	\$4,631.96	67.64%	\$76.53	\$87.08	\$17.46	\$181.07
		Annual Salary	+ Benefits =	\$137,753.07	=		
Step D							
		<b>\$7,189.83</b> /	Month	\$47.93	3 /Hour		
	Total Benefits	\$4,719.16	65.64%	\$79.39	\$90.34	\$18.11	\$187.85
		Annual Salary	+ Benefits _	\$142,907.89	=		
Cton E							
Step E		<b>\$7,549.33</b> /	Month	\$50.33	3 /Hour		
	Total Benefits	\$4,810.71	63.72%	\$82.40	\$93.77	\$18.80	\$194.96
		Annual Salary		\$148,320.45			
		i initial Salal y	=	ψ±10,020.10	=		

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#### **Senior Accountant**

**Department: Administrative Services** 

Step A							
		<b>\$7,438.43</b> /Mor	nth	\$49.59	/Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,285.29		Non-	Sworn Profession		ors
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			49.20%	22.81%	
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	107.86	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,067.66	58.13%	\$83.37	\$41.02	\$19.02	\$143.41
		Annual Colony   De	nofita	\$150,073.09			
		Annual Salary + Be	=	\$130,073.09	=		
Step B							
Step 2		<b>\$7,810.35</b> /Mor	nth	\$52.07	/Hour		
	Total Benefits	\$5,162.38	66.10%	\$86.48	\$42.55	\$19.73	\$148.76
		Annual Salary + Be	enefits _	\$155,672.80	=		
Step C							
_		<b>\$8,200.87</b> /Mor	nth	\$54.67	/Hour		
	Total Benefits	\$5,261.84	64.16%	\$89.75	\$44.16	\$20.47	\$154.38
		Annual Salary + Be	enefits =	\$161,552.50	=		
Step D			_				
		<b>\$8,610.91</b> /Mor	nth	\$57.41	/Hour		
	Total Benefits	\$5,366.27	52.32%	\$93.18	\$45.84	\$21.26	\$160.28
		Annual Salary + Be	enefits _	\$167,726.18	=		
Step E							
•		<b>\$9,041.46</b> /Mor	nth	\$60.28	/Hour		
	Total Benefits	\$5,475.92	50.56%	\$96.78	\$47.62	\$22.08	\$166.48
		Annual Salary + Be	enefits _	\$174,208.54	=		

# **Senior Analyst Department: City Manager**

Step A						
•		<b>\$8,579.32</b> /Month	\$57.20	0 /Hour		
Benefit	<u>Multiplier</u>			Catego	<b>10%</b> 7	
PERS - Employer	0.172790	1,482.42	Non	-Sworn Profession		ors
Management Incentive	0.172790	0.00	11011	5 WOIII I TOTCSSTOI	iais / Baperviso	313
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		41.54%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.40	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,384.89 62.77%	\$93.09	\$38.67	\$21.24	\$153.00
		Annual Calamy   Danofita	¢167 570 46			
		Annual Salary + Benefits	\$167,570.46	=		
Step B						
Step 2		<b>\$9,008.28</b> /Month	\$60.00	6 /Hour		
	Total Benefits	\$5,494.14 60.99%	\$96.68	\$40.16	\$22.06	\$158.90
		Annual Salary + Benefits	\$174,029.04	=		
Step C						
•		<b>\$9,458.70</b> /Month	\$63.00	6 /Hour		
	Total Benefits	\$5,608.85 59.30%	\$100.45	\$41.73	\$22.92	\$165.09
		Annual Salary + Benefits	\$180,810.55	=		
Step D						
		<b>\$9,931.63</b> /Month	\$66.2	1 /Hour		
	Total Benefits	\$5,729.29 57.69%	\$104.41	\$43.37	\$23.82	\$171.59
		Annual Salary + Benefits	\$187,931.14	=		
Step E						
		<b>\$10,428.21</b> /Month	\$69.52	2 /Hour		
	Total Benefits	\$5,855.76 56.15%	\$108.56	\$45.10	\$24.77	\$178.42
		Annual Salary + Benefits	\$195,407.75	=		

# Senior Analyst **Department: Public Works**

Step A						
Step 11		<b>\$8,579.32</b> /Month	\$57.20	0 /Hour		
		, , , , , , , , , , , , , , , , , , , ,				
<u>Benefit</u>	<b>Multiplier</b>			<u>Catego</u>		
PERS - Employer	0.172790	1,482.42	Non-	-Sworn Profession	nals / Superviso	ors
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	20/ 0110	1,326.63				
Deferred Comp.	2% + \$110	281.59				
Workers Comp.	0.058120	498.63	TT 1 D 4	113.79%	22.81%	T
Vision Benefit	0.014500	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	124.40	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,384.89 62.77%	\$93.09	\$105.93	\$21.24	\$220.27
		Annual Salary + Benefits	\$167,570.46			
		Annual Salary + Delicitis	\$107,570.40	=		
Step B						
ыср Б		\$0.000.20 /Month	¢<0.0	C /II		
		<b>\$9,008.28</b> /Month	\$60.00	6 /Hour		
	Total Benefits	\$5,494.14 60.99%	\$96.68	\$110.02	\$22.06	\$228.76
		Annual Salary + Benefits	\$174,029.04	=		
Step C						
ыср С		<b>\$9,458.70</b> /Month	\$62.0	6 /II.o.um		
		\$9,456.70 /MOHH	\$03.00	6 /Hour		
	Total Benefits	\$5,608.85 59.30%	\$100.45	\$114.31	\$22.92	\$237.67
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	*	,	, ————	,
		Annual Salary + Benefits	\$180,810.55	=		
Step D						
Step 2		<b>\$9,931.63</b> /Month	\$66.2	1 /Hour		
	Total Benefits	\$5,729.29 57.69%	\$104.41	\$118.81	\$23.82	\$247.03
		Annual Calany   Danesita	¢107 021 1 <i>4</i>			
		Annual Salary + Benefits	\$187,931.14	=		
Step E						
•		\$10,428.21 /Month	\$69.52	2 /Hour		
	Total Benefits	\$5,855.76 56.15%	\$108.56	\$123.53	\$24.77	\$256.86
		Annual Salary + Benefits	\$195,407.75	_		
				_		

# Senior Associate Engineer **Department: Public Works**

Step A							
•		<b>\$8,484.16</b> /Mor	ıth	\$56.56	/Hour		
<u>Benefit</u>	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,465.98		Non-	Sworn Profession		ors
Management Incentive	0.172770	0.00		11011	5 W 0111 1 1010 55101	ans / Super /isc	
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			113.79%	22.81%	
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	123.02	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,358.75	53.16%	\$92.29	\$105.01	\$21.05	\$218.35
		Annual Calamy   Da	nofita	¢166 114 04			
		Annual Salary + Be	=	\$166,114.94	=		
Step B							
•		<b>\$8,908.37</b> /Mor	ıth	\$59.39	/Hour		
	Total Benefits	\$5,466.79	51.37%	\$95.83	\$109.05	\$21.86	\$226.75
		Annual Salary + Be	nefits _	\$172,501.88	=		
Step C							
_		<b>\$9,353.79</b> /Mor	ıth	\$62.36	/Hour		
	Total Benefits	\$5,580.23	9.66%	\$99.56	\$113.29	\$22.71	\$235.56
		Annual Salary + Be	nefits _	\$179,208.18	=		
Step D							
		<b>\$9,821.48</b> /Mor	ıth	\$65.48	/Hour		
	Total Benefits	\$5,699.34	8.03%	\$103.47	\$117.74	\$23.60	\$244.82
		Annual Salary + Be	nefits _	\$186,249.78	=		
Step E							
•	_	<b>\$10,312.55</b> /Mor	ıth	\$68.75	/Hour		
	Total Benefits	\$5,824.40	6.48%	\$107.58	\$122.42	\$24.54	\$254.54
		Annual Salary + Be	nefits _	\$193,643.47	=		
<u></u>							

#### **Senior Building Inspector**

#### **Department: Community Development**

Step A						
		<b>\$7,485.77</b> /Month	\$49.9	1 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,293.47		Office Emp		
Management Incentive	0.17.27.70	0.00		omee Emp	10,000	
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.54	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,794.53 64.059	6 <b>\$81.87</b>	\$99.96	\$18.68	\$200.51
		Annual Salary + Benefits	\$147,363.58			
		Annual Salary + Denemo	φ147,303.30	=		
Step B						
511 <b>P</b> =		<b>\$7,860.06</b> /Month	\$52.4	0 /Hour		
	Total Benefits	\$4,889.85 62.219	6 <b>\$85.00</b>	\$103.79	\$19.39	\$208.18
		Annual Salary + Benefits	\$152,998.93	=		
Step C						
•		<b>\$8,253.06</b> /Month	\$55.0	2 /Hour		
	Total Benefits	\$4,989.94 60.469	<b>\$88.29</b>	\$107.80	\$20.14	\$216.23
		Annual Salary + Benefits	\$158,916.05	=		
Step D		10.475-5				
		<b>\$8,665.72</b> /Month	\$57.7	7 /Hour		
	Total Benefits	\$5,095.03 58.809	\$91.74	\$112.01	\$20.93	\$224.68
		Annual Salary + Benefits	\$165,129.02	=		
Step E						
•		<b>\$9,099.00</b> /Month	\$60.6	6 /Hour		
	Total Benefits	\$5,205.38 57.219	\$95.36	\$116.44	\$21.75	\$233.56
		Annual Salary + Benefits	\$171,652.64	=		

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

Step A						
		<b>\$7,015.60</b> /Month	\$46.77	7 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,212.23		Office Emp		
Management Incentive		0.00		1	Ž	
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	101.73	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,674.78 66.63%	\$77.94	\$95.16	\$17.78	\$190.88
		Annual Salary + Benefits	\$140,284.60			
		Amidal Salary + Delicitis	\$140,204.00	=		
Step B						
511 <b>P</b> =		<b>\$7,366.38</b> /Month	\$49.1	1 /Hour		
	Total Benefits	\$4,764.12 64.67%	\$80.87	\$98.74	\$18.45	\$198.06
		Annual Salary + Benefits	\$145,566.00	_		
Step C						
•		<b>\$7,734.70</b> /Month	\$51.50	6 /Hour		
	Total Benefits	\$4,857.92 62.81%	\$83.95	\$102.50	\$19.15	\$205.61
		Annual Salary + Benefits	\$151,111.47	=		
Step D						
		<b>\$8,121.43</b> /Month	\$54.14	4 /Hour		
	Total Benefits	\$4,956.42 61.03%	\$87.19	\$106.45	\$19.89	\$213.53
		Annual Salary + Benefits	\$156,934.21	=		
Step E						
•		<b>\$8,527.51</b> /Month	\$56.85	5 /Hour		
	Total Benefits	\$5,059.84 59.34%	\$90.58	\$110.60	\$20.66	\$221.85
		Annual Salary + Benefits	\$163,048.09	=		

# Senior Collection System Worker **Department: Public Works**

Step A						
		<b>\$6,005.78</b> /Month	\$40.0	4 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,037.74		Public Works - N		
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	Hourly Rate	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	87.08	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,417.60 73.56%	\$69.49	\$79.07	\$15.85	\$164.42
		Annual Calary   Danofite	\$125,080,51			
		Annual Salary + Benefits	\$125,080.51	=		
Step B						
Беер В		<b>\$6,306.06</b> /Month	\$42.0	4 /Hour		
	Total Benefits	\$4,494.08 71.279	\$72.00	\$81.93	\$16.43	\$170.36
		Annual Salary + Benefits	\$129,601.71	_		
Step C						
		<b>\$6,621.37</b> /Month	\$44.1	4 /Hour		
	Total Benefits	\$4,574.38 69.09%	\$74.64	\$84.93	\$17.03	\$176.60
		Annual Salary + Benefits	\$134,348.97	=		
Step D						
		<b>\$6,952.44</b> /Month	\$46.3	5 /Hour		
	Total Benefits	\$4,658.70 67.019	\$77.41	\$88.08	\$17.66	\$183.15
		Annual Salary + Benefits	\$139,333.58	=		
Step E						
		<b>\$7,300.06</b> /Month	\$48.6	7 /Hour		
	Total Benefits	\$4,747.23 65.039	\$80.32	\$91.39	\$18.32	\$190.03
		Annual Salary + Benefits	\$144,567.43	=		

#### **Senior Community Service Officer**

**Department: Police** 

Step A							
~ *** <b>F</b>		\$5,562.82 /Mo	onth	\$37.09	/Hour		
					- ·		
Benefit	<u>Multiplier</u>	077.50			Categor		
PERS - Employer	0.172790	975.60			Office Employ	ree - CSO	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	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	0.044500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	81.87	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,410.80	79.29%	\$66.49	\$36.36	\$15.17	\$118.02
		Annual Calamy   D	onofita	\$119,683.50			
		Annual Salary + B	enems =	\$119,083.50	=		
Step B							
Step 2		<b>\$5,840.96</b> /Mo	onth	\$38.94	/Hour		
	Total Benefits	\$4,481.64	76.73%	\$68.82	\$37.63	\$15.70	\$122.15
		Annual Salary + B	enefits _	\$123,871.24	=		
Step C							
•		<b>\$6,133.01</b> /Mo	onth	\$40.89	/Hour		
	Total Benefits	\$4,556.02	74.29%	\$71.26	\$38.97	\$16.26	\$126.48
		Annual Salary + B	Senefits _	\$128,268.36	=		
Step D							
		<b>\$6,439.66</b> /Mo	onth	\$42.93	/Hour		
	Total Benefits	\$4,634.12	71.96%	\$73.83	\$40.37	\$16.84	\$131.04
		Annual Salary + B	Senefits _	\$132,885.34	=		
Step E							
•		<b>\$6,761.64</b> /Mo	onth	\$45.08	3 /Hour		
	Total Benefits	\$4,716.12	69.75%	\$76.52	\$41.84	\$17.46	\$135.82
		Annual Salary + B	Senefits _	\$137,733.17	=		
<u> </u>							

#### **Senior Construction Inspector**

Step A						
		<b>\$7,485.77</b> /Month	\$49.9	1 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,293.47		Office Emp		
Management Incentive	0.172790	0.00		Office Emp	лоусся	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		190.87				
LTD Insurance	0.009270	69.39				
Life Insurance	0.007270	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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.54	& Benefits	Overhead	Overhead	Rate
Wiedicare	0.014300	108.34	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$4,794.53 64.05%	\$81.87	\$93.16	\$18.68	\$193.71
		Annual Calamy   Banafita	¢1.47 262 50			
		Annual Salary + Benefits	\$147,363.58	=		
Step B						
Step D		Φ <b>π</b> Ω ζΩ Ω ζ Ω Λ ,				
		<b>\$7,860.06</b> /Month	\$52.4	0 /Hour		
	Total Benefits	\$4,889.85 62.21%	\$85.00	\$96.72	\$19.39	\$201.11
		Annual Salary + Benefits	\$152,998.93	=		
Step C						
Step C		\$9.252.06 /Month	¢55.0	2 /11		
		<b>\$8,253.06</b> /Month	\$55.0.	2 /Hour		
	Total Benefits	\$4,989.94 60.46%	\$88.29	\$100.46	\$20.14	\$208.89
		Annual Salary + Benefits	\$158,916.05	=		
Step D						
		<b>\$8,665.72</b> /Month	\$57.7	7 /Hour		
	Total Benefits	\$5,095.03 58.80%	\$91.74	\$104.39	\$20.93	\$217.06
		Annual Salary + Benefits	\$165,129.02	=		
Step E						
		<b>\$9,099.00</b> /Month	\$60.6	6 /Hour		
	Total Benefits	\$5,205.38 57.21%	\$95.36	\$108.52	\$21.75	\$225.63
		Annual Salary + Benefits	\$171,652.64			
		•		<del>-</del>		

# **Senior Engineer Department: Public Works**

Step A						
		<b>\$9,324.20</b> /Month	\$62	<b>.16</b> /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,611.13	N	on-Sworn Profession		ors
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		113.79%	22.81%	
Vision Benefit		34.21	Hourly Rate		Citywide	Total Hourly
Medicare	0.014500	135.20	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,589.49 59.9	5% \$99.42	\$113.14	\$22.68	\$235.24
		Annual Salary + Benef	ts \$178,964.26			
		Alliuai Salai y + Dellei	15 \$170,904.20	<del></del>		
Step B						
200p 2		<b>\$9,790.41</b> /Month	\$65	5.27 /Hour		
	Total Benefits	\$5,708.22 58.3	)% \$103.32	\$117.58	\$23.57	\$244.47
		Annual Salary + Benef	ts <u>\$185,983.59</u>	_		
Step C						
•		<b>\$10,279.93</b> /Month	\$68	3.53 /Hour		
	Total Benefits	\$5,832.90 56.7	\$107.42	\$122.23	\$24.51	\$254.16
		Annual Salary + Benef	\$193,353.88	<u>—</u>		
Step D						
		<b>\$10,793.92</b> /Month	\$71	1.96 /Hour		
	Total Benefits	\$5,963.80 55.2	5% <b>\$111.72</b>	\$127.13	\$25.49	\$264.33
		Annual Salary + Benef	\$201,092.70	<u>—</u>		
Step E						
		<b>\$11,333.62</b> /Month	\$75	5.56 /Hour		
	Total Benefits	\$6,101.25 53.8	\$116.23	\$132.26	\$26.52	\$275.01
		Annual Salary + Benef	ts <u>\$209,218.45</u>	<u>—</u>		

#### **Senior Equipment Mechanic**

Step A						
~ *** <b>F</b>		\$6,167.96 /Month	\$41.12	2 /Hour		
				~ .		
Benefit	Multiplier	1.065.76		Catego		
PERS - Employer	0.172790	1,065.76		Public Works - M	laintenance	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,326.63 190.87				
Dental Insurance LTD Insurance	0.009270	57.18				
Life Insurance	0.009270	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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	89.44	& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	69.44	& Delicitis	Overneau	Overneau	Kate
	Total Benefits	\$4,458.91 72.29%	\$70.85	\$80.62	\$16.16	\$167.62
		Annual Salary + Benefits	\$127,522.34			
		Annual Salary + Delicitis	\$127,322.34	=		
Step B						
Step 2		<b>\$6,476.35</b> /Month	\$43.18	8 /Hour		
	Total Benefits	\$4,537.45 70.06%	\$73.43	\$83.55	\$16.75	\$173.73
		Annual Salary + Benefits	\$132,165.63	=		
Step C						
		<b>\$6,800.17</b> /Month	\$45.33	3 /Hour		
	Total Benefits	\$4,619.92 67.94%	\$76.13	\$86.63	\$17.37	\$180.14
		Annual Salary + Benefits	\$137,041.08	=		
Step D						
•		<b>\$7,140.18</b> /Month	\$47.60	) /Hour		
	Total Benefits	\$4,706.51 65.92%	\$78.98	\$89.87	\$18.02	\$186.87
		Annual Calamy   Dansfits	\$142 160 20			
		Annual Salary + Benefits	\$142,160.30	=		
Step E						
		<b>\$7,497.19</b> /Month	\$49.98	3 /Hour		
	Total Benefits	\$4,797.43 63.99%	\$81.96	\$93.27	\$18.70	\$193.93
		Annual Salary + Benefits	\$147,535.49	=		

#### Senior Park/Maintenance Worker

**Department: Parks and Recreation** 

Step A						
Step 11		\$5,333.22 /Month	\$35.5	5 /Hour		
		φ <b>υ,υυυν</b> = /1/1011011	φεειε	- / 110 GI		
<u>Benefit</u>	<b>Multiplier</b>			Catego		
PERS - Employer	0.172790	921.53		Public Works - N	Maintenance 1	
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	<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	82.37	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,618.97 86.61%	\$66.35	\$69.24	\$15.14	\$150.72
		A 1 C . 1 D	<b>\$110.426.20</b>			
		Annual Salary + Benefits	\$119,426.30	=		
Stop D						
Step B		A # #00 00 7 5 1				
		<b>\$5,599.88</b> /Month	\$37.3	3 /Hour		
	Total Benefits	\$4,686.88 83.70%	\$68.58	\$71.57	\$15.64	\$155.79
		Annual Salary + Benefits	\$123,441.20	_		
Step C						
экер С		\$5.070.00 /M	ф <b>20.2</b>	0.77		
		<b>\$5,879.88</b> /Month	\$39.2	0 /Hour		
	Total Benefits	\$4,758.19 80.92%	\$70.92	\$74.01	\$16.18	\$161.11
				φ. ποτ	Ψ10110	Ψ101111
		Annual Salary + Benefits	\$127,656.83	_		
Step D						
Step D		<b>\$6,173.87</b> /Month	\$41.1	6 /Hour		
		ψ <b>0,173.07</b> / Wolldin	φ+1.1	o / Hour		
	Total Benefits	\$4,833.07 78.28%	\$73.38	\$76.58	\$16.74	\$166.70
		Annual Salary + Benefits	\$132,083.25	_		
Step E						
Step E		<b>\$6,482.57</b> /Month	\$12.2	2 /Hour		
		ψ <del>υς τυω. Σ</del> Ι /IVIUIIIII	φ+3.2	,2 /110u1		
	Total Benefits	\$4,911.68 75.77%	\$75.96	\$79.27	\$17.33	\$172.56
			•	•		•
		Annual Salary + Benefits	\$136,730.99			
			·	_		



# **Senior Planner Department: Community Development**

Senefit   Multiplier   O172790   1,482.42   Non-Sworm Professionals / Supervisors	Step A						
PERS			<b>\$8,579.32</b> /Month	\$57.2	0 /Hour		
PERS	Renefit	Multiplier			Catego	rv	
Management Incentive   EAP		_	1 482 42	Not			ors
Health Insurance		0.17.27.70		1101	. 5 0111 1 1010 50101	ano / Super vis	<b>51</b> 5
Health Insurance   1,326,63   Postal Insurance   1,326,63   Postal Insurance   1,90,87   Postal Insurance   1,90,87   Postal Insurance   1,90,87   Postal Benefits   1,326,63   Postal Benef							
LTD Insurance Life Insurance 0.009270 79.53   Life Insurance 0.000239 35.78   Holiday Pay	Health Insurance		1,326.63				
Life Insurance	Dental Insurance		190.87				
Holiday Pay	LTD Insurance	0.009270	79.53				
Uniform Allowance Standby	Life Insurance	0.000239	35.78				
Step B	Holiday Pay		0.00				
Retiree Medical Deferred Comp.   2% + \$1110   281.59   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   34.21   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63   498.63	Uniform Allowance		0.00				
Deferred Comp.	Standby		0.00				
Workers Comp. Vision Benefit   0.014500   124.40   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122.10%   122	Retiree Medical		1,326.63				
Vision Benefit   Medicare   O.014500   124.40   Separtment   Citywide   Total Hourly Rate   Rate   Overhead   Overhead	Deferred Comp.	2% + \$110	281.59				
Medicare	Workers Comp.	0.058120	498.63		122.10%	22.81%	
Total Benefits	Vision Benefit		34.21	Hourly Rate	Department	Citywide	<b>Total Hourly</b>
Step B	Medicare	0.014500	124.40	& Benefits	Overhead	Overhead	Rate
Step B		Total Benefits	\$5,384.89 62.77	% \$93.09	\$113.67	\$21.24	\$228.00
Step B			4 1C1 D et	<b>01/8 580 4</b> /			
Step C   Sp,458.70   Month   S60.06   Hour			Annual Salary + Benefi	\$167,570.46	=		
Step C   Sp,458.70   Month   S60.06   Hour	Step B						
Annual Salary + Benefits       \$174,029.04         Step C         \$9,458.70 /Month       \$63.06 /Hour         Total Benefits       \$5,608.85       \$9,30%       \$100.45       \$122.65       \$22.92       \$246.02         Annual Salary + Benefits       \$180,810.55         Total Benefits       \$5,729.29       \$7.69%       \$104.41       \$127.48       \$23.82       \$255.71         Annual Salary + Benefits       \$187,931.14         Step E         Total Benefits       \$5,855.76       \$6.15%       \$108.56       \$132.55       \$24.77       \$265.88	_		<b>\$9,008.28</b> /Month	\$60.0	06 /Hour		
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       \$180,810.55         Total Benefits       \$5,729.29       57.69%       \$104.41       \$127.48       \$23.82       \$255.71         Annual Salary + Benefits         \$10,428.21 /Month       \$69.52 /Hour         Total Benefits       \$5,855.76       56.15%       \$108.56       \$132.55       \$24.77       \$265.88		Total Benefits	\$5,494.14 60.99	% \$96.68	\$118.05	\$22.06	\$236.79
\$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   \$180,810.55     Step D			Annual Salary + Benefi	\$174,029.04	_		
Total Benefits \$5,608.85 \$59.30% \$100.45 \$122.65 \$22.92 \$246.02  Annual Salary + Benefits \$180,810.55  Step D  \$9,931.63 /Month \$66.21 /Hour  Total Benefits \$5,729.29 \$7.69% \$104.41 \$127.48 \$23.82 \$255.71  Annual Salary + Benefits \$187,931.14  Step E  \$10,428.21 /Month \$69.52 /Hour  Total Benefits \$5,855.76 \$56.15% \$108.56 \$132.55 \$24.77 \$265.88	Step C						
Step D   \$9,931.63   Month   \$66.21   Hour	_		<b>\$9,458.70</b> /Month	\$63.0	06 /Hour		
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       \$187,931.14         Step E       \$10,428.21 /Month       \$69.52 /Hour         Total Benefits       \$5,855.76       56.15%       \$108.56       \$132.55       \$24.77       \$265.88		Total Benefits	\$5,608.85 59.30	% \$100.45	\$122.65	\$22.92	\$246.02
\$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 \$187,931.14  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 + Benefi	\$180,810.55	<del>_</del>		
Total Benefits \$5,729.29 57.69% \$104.41 \$127.48 \$23.82 \$255.71  Annual Salary + Benefits \$187,931.14  Step E  \$10,428.21 /Month \$69.52 /Hour  Total Benefits \$5,855.76 56.15% \$108.56 \$132.55 \$24.77 \$265.88	Step D						
Annual Salary + Benefits         \$187,931.14           Step E         \$10,428.21 /Month         \$69.52 /Hour           Total Benefits         \$5,855.76         56.15%         \$108.56         \$132.55         \$24.77         \$265.88			<b>\$9,931.63</b> /Month	\$66.2	21 /Hour		
Step E           \$10,428.21 /Month         \$69.52 /Hour           Total Benefits         \$5,855.76         56.15%         \$108.56         \$132.55         \$24.77         \$265.88		Total Benefits	\$5,729.29 57.69	% \$104.41	\$127.48	\$23.82	\$255.71
\$10,428.21 /Month \$69.52 /Hour  Total Benefits \$5,855.76 56.15% \$108.56 \$132.55 \$24.77 \$265.88			Annual Salary + Benefi	\$187,931.14	=		
\$10,428.21 /Month \$69.52 /Hour  Total Benefits \$5,855.76 56.15% \$108.56 \$132.55 \$24.77 \$265.88	Step E						
			<b>\$10,428.21</b> /Month	\$69.5	52 /Hour		
Annual Salary + Benefits \$195.407.75		Total Benefits	\$5,855.76 56.15	% \$108.56	\$132.55	\$24.77	\$265.88
<del></del>			Annual Salary + Benefi	\$195,407.75	=		

#### **Senior Police Records Clerk**

**Department: Police** 

Step A							
~ *** <b>F</b>		\$5,335.66 /N	Month	\$35.57	7 /Hour		
Donofit	<u>Multiplier</u>				Catago		
<u>Benefit</u> PERS - Employer	0.172790	929.15			Catego Office Employe		
Management Incentive	0.172790	0.00			Office Employe	e Records	
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	49.46					
Life Insurance	0.007270	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	0.038120	34.21		Handy Data			Total Hourly
Medicare	0.014500	77.97		Hourly Rate & Benefits	Department Overhead	Citywide Overhead	Rate
Medicare	0.014500	11.91	_	& Benefits	Overnead	Overnead	Kate
	Total Benefits	\$4,298.83	80.57%	\$64.23	\$35.12	\$14.65	\$114.01
		A	D 64	¢115 (12 05			
		Annual Salary	- Benefits =	\$115,613.85	=		
Step B							
		\$5,602.44 /N	\$5,602.44 /Month		5 /Hour		
	Total Benefits	\$4,366.77	77.94%	\$66.46	\$36.34	\$15.16	\$117.97
		Annual Salary	Benefits _	\$119,630.58	=		
Step C							
-		\$5,882.56 /N	Month	\$39.22	2 /Hour		
	Total Benefits	\$4,438.11	75.45%	\$68.80	\$37.63	\$15.70	\$122.13
		Annual Salary	Benefits =	\$123,848.14	=		
Step D							
-		\$6,176.69 /N	Month	\$41.18	8 /Hour		
	Total Benefits	\$4,513.02	73.07%	\$71.26	\$38.97	\$16.26	\$126.49
		Annual Salary +	⊦ Benefits _	\$128,276.58	=		
Step E							
		\$6,485.53 /N	Month	\$43.24	4 /Hour		
	Total Benefits	\$4,591.68	70.80%	\$73.85	\$40.38	\$16.85	\$131.08
		Annual Salary	Benefits =	\$132,926.45	=		

#### **Senior Solid Waste Equipment Operator**

Step A							
200 <b>F</b> 22		\$5,875.98 /N	<b>Month</b>	\$39.17	7 /Hour		
Benefit	<u>Multiplier</u>	101701			Catego		
PERS - Employer	0.172790	1,015.31			Public Works - M	laintenance	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	85.20	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,384.55	74.62%	\$68.40	\$77.84	\$15.60	\$161.85
		A 1 C-1	D 64	\$132.13 <i>C</i> .2 <i>C</i>			
		Annual Salary +	- Benefits =	\$123,126.36	=		
Step B							
<b>Биер Б</b>		\$6,169.78 /N	<b>\$6,169.78</b> /Month		3 /Hour		
	Total Benefits	\$4,459.37	72.28%	\$70.86	\$80.63	\$16.17	\$167.66
		Annual Salary +	Benefits _	\$127,549.85	=		
Step C							
		\$6,478.27 /N	<b>M</b> onth	\$43.19	9 /Hour		
	Total Benefits	\$4,537.94	70.05%	\$73.44	\$83.57	\$16.75	\$173.77
		Annual Salary +	- Benefits	\$132,194.51			
					= 		
Step D							
		\$6,802.19 /N	<b>Month</b>	\$45.35	5 /Hour		
	Total Benefits	\$4,620.43	67.93%	\$76.15	\$86.65	\$17.37	\$180.18
		Annual Salary +	Benefits =	\$137,071.41	=		
Step E							
Step E		\$7,142.30 /N	Month	\$47.62	2 /Hour		
	Total Benefits	\$4,707.05	65.90%	\$79.00	\$89.89	\$18.02	\$186.91
		Annual Salary +	- Benefits _	\$142,192.15	=		
		<u> </u>		· · · · · · · · · · · · · · · · · · ·	=		

#### **Senior Street Maintenance Worker**

Step A							
Step 11		\$5,559.30 /Mc	onth	\$37.06	6 /Hour		
		40,000,000,71.10		φ2.100	, , 110 41		
<b>Benefit</b>	<b>Multiplier</b>				Catego		
PERS - Employer	0.172790	960.59			Public Works - M	<b>I</b> aintenance	
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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	85.65	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,676.55	84.12%	\$68.24	\$77.65	\$15.57	\$161.46
				#122 020 1 <b>5</b>			
		Annual Salary + E	senerits =	\$122,830.15	=		
Step B							
этер в		<b>4.500.5 6.</b> 5 <b>7.5</b>					
		\$5,837.26 /Mo	onth	\$38.92	2 /Hour		
	Total Benefits	\$4,747.34	81.33%	\$70.56	\$80.30	\$16.10	\$166.96
		Annual Salary + B	Benefits _	\$127,015.24	=		
Step C							
Step C		ΦC 120 12 /λ.f.	.1	4400	- /**		
		<b>\$6,129.13</b> /Mo	ontn	\$40.86	6 /Hour		
	Total Benefits	\$4,821.67	78.67%	\$73.01	\$83.07	\$16.65	\$172.73
				*****			
		Annual Salary + E	senerits =	\$131,409.58	=		
Cton D							
Step D		<b>\$6,435.58</b> /Mo	nth	\$42.00	) /II		
		φ <b>υ,433.30</b> /IVIC	HILII	\$42.90	) /Hour		
	Total Benefits	\$4,899.72	76.13%	\$75.57	\$85.99	\$17.24	\$178.80
		Annual Salary + E	Benefits =	\$136,023.63	=		
Step E							
Step E		<b>\$6,757.36</b> /Mo	onth	\$45.05	5 /Hour		
		+ - , - 3		ψ.5.00			
	Total Benefits	\$4,981.67	73.72%	\$78.26	\$89.05	\$17.85	\$185.17
				d1 40 0 < 0 20			
		Annual Salary + E	senefits =	\$140,868.39	=		

# **Senior Technician Department: City Manager**

Step A						
Step 11		<b>\$6,124.56</b> /Month	\$40.83	3 /Hour		
		φ <b>0)12</b> 100 γ 111011011	Ψ 10101	711041		
<u>Benefit</u>	<b>Multiplier</b>			<u>Catego</u>	<u>ry</u>	
PERS - Employer	0.172790	1,058.26		Office Emp	loyees	
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	88.81	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,447.85 72.62%	\$70.48	\$29.28	\$16.08	\$115.84
		A ICI D C	<b>412</b> < 0<0.00			
		Annual Salary + Benefits	\$126,868.99	=		
Ctom D						
Step B		d < 120 TO 0 5				
		<b>\$6,430.79</b> /Month	\$42.87	7 /Hour		
	Total Benefits	\$4,525.84 70.38%	\$73.04	\$30.34	\$16.66	\$120.05
		Annual Salary + Benefits	\$131,479.61	=		
Step C						
Step C		Φ.C. 5.50. 22. 2.5	*			
		<b>\$6,752.33</b> /Month	\$45.02	2 /Hour		
	T-4-1 D	¢4.607.72 69.240/	<b>455.53</b>	<b>#21.4</b> C	<b>\$17.30</b>	<b>\$124.47</b>
	Total Benefits	\$4,607.73 68.24%	\$75.73	\$31.46	\$17.28	\$124.47
		Annual Salary + Benefits	\$136,320.76	=		
Step D						
		<b>\$7,089.95</b> /Month	\$47.27	7 /Hour		
	Total Benefits	\$4,693.72 66.20%	\$78.56	\$32.63	\$17.92	\$129.11
			h444 105 05			
		Annual Salary + Benefits	\$141,403.97	=		
Step E						
•		<b>\$7,444.44</b> /Month	\$49.63	3 /Hour		
	Total Benefits	\$4,784.00 64.26%	\$81.52	\$33.86	\$18.60	\$133.98
		Annual Salary + Benefits	\$146,741.34	=		



# **Senior Technician Department: Community Development**

Step A						
		<b>\$6,124.56</b> /Month	\$40.83	3 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,058.26		Office Emp		
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	88.81	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,447.85 72.62%	\$70.48	\$86.06	\$16.08	\$172.62
		Annual Salary + Benefits	\$126,868.99			
		Annual Salary + Delicities	\$120,000.55	=		
Step B						
		<b>\$6,430.79</b> /Month	\$42.87	7 /Hour		
	Total Benefits	\$4,525.84 70.38%	\$73.04	\$89.19	\$16.66	\$178.90
		Annual Salary + Benefits	\$131,479.61	=		
Step C						
•		<b>\$6,752.33</b> /Month	\$45.02	2 /Hour		
	Total Benefits	\$4,607.73 68.24%	\$75.73	\$92.47	\$17.28	\$185.48
		Annual Salary + Benefits	\$136,320.76	=		
Step D						
		<b>\$7,089.95</b> /Month	\$47.27	7 /Hour		
	Total Benefits	\$4,693.72 66.20%	\$78.56	\$95.92	\$17.92	\$192.40
		Annual Salary + Benefits	\$141,403.97	=		
Step E						
	_	<b>\$7,444.44</b> /Month	\$49.63	3 /Hour		
	Total Benefits	\$4,784.00 64.26%	\$81.52	\$99.54	\$18.60	\$199.66
		Annual Salary + Benefits =	\$146,741.34	=		

#### **Senior Water Distribution Worker**

Step A							
Step 11		<b>\$6,312.55</b> /Mon	ıth	\$42.08	B/Hour		
		φο,ε 22100 / 1/1011		Ψ	7,110 (41		
<u>Benefit</u>	<b>Multiplier</b>				Catego		
PERS - Employer	0.172790	1,090.75			Public Works - M	<b>l</b> aintenance	
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.	0.050120	0.00					
Workers Comp.	0.058120	387.08		II. I D.	113.79%	22.81%	TD-4-1 TT - 1
Vision Benefit	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	96.57	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,868.39 7	7.12%	\$74.54	\$84.82	\$17.00	\$176.36
		Annual Salary + Be	nofite	\$134,171.26			
		Aimuai Salai y + De	=	\$154,171.20	=		
Step B							
ыср Б		¢( (30 10 /M	41.	<b></b>			
		<b>\$6,628.18</b> /Mon	itn	\$44.19	Hour /		
	Total Benefits	\$4,948.77 7	4.66%	\$77.18	\$87.82	\$17.61	\$182.61
		Annual Salary + Be	nefits _	\$138,923.41	=		
Step C							
Step C		\$6.050.50 /Mam	41.	Φ4 <i>C</i> 40	) /II		
		<b>\$6,959.59</b> /Mon	itn	\$46.40	) /Hour		
	Total Benefits	\$5,033.17 7	2.32%	\$79.95	\$90.98	\$18.24	\$189.17
	Total Beliefits	ψ3,033.17	2.3270	\$17.75	Ψ20.20	φ10.24	φ105.17
		Annual Salary + Be	nefits =	\$143,913.15	=		
Step D							
		<b>\$7,307.57</b> /Mon	ıth	\$48.72	2 /Hour		
	Total Benefits	\$5,121.80 7	0.09%	\$82.86	\$94.29	\$18.90	\$196.06
		Annual Salary + Be	nefits _	\$149,152.39	=		
G4 F							
Step E		\$7 672 OF /NA	,+b	<b>051.15</b>	- /II		
		<b>\$7,672.95</b> /Mon	IIII	\$51.15	5 /Hour		
	Total Benefits	\$5,214.85	7.96%	\$85.92	\$97.77	\$19.60	\$203.29
		Annual Salary + Be	nefits _	\$154,653.59	=		

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

Step A						
		\$5,720.24 /Month	\$3	<b>38.13</b> /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	orv	
PERS - Employer	0.172790	988.40		Public Works - N		
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	Hourly Ra		Citywide	Total Hourly
Medicare	0.014500	87.98	& Benefit	ts Overhead	Overhead	Rate
	Total Benefits	\$4,717.53 82.4	7% \$69.59	\$79.18	\$15.87	\$164.64
		Annual Calary   Dana	its \$125,253.2	2		
		Annual Salary + Benef	118 \$125,255.2	<u></u>		
Step B						
Step 2		<b>\$6,006.25</b> /Month	\$	40.04 /Hour		
	Total Benefits	\$4,790.37 79.7	6% \$71.98	\$81.91	\$16.42	\$170.30
		Annual Salary + Benef	its \$129,559.4	7		
Step C						
•		<b>\$6,306.56</b> /Month	\$	42.04 /Hour		
	Total Benefits	\$4,866.86 77.1	7% <b>\$74.49</b>	\$84.76	\$16.99	\$176.25
		Annual Salary + Benef	\$134,081.0	2		
Step D		\$< < <b>21</b> 00 0 1				
		<b>\$6,621.89</b> /Month	\$	44.15 /Hour		
	Total Benefits	\$4,947.17 74.7	1% <b>\$77.13</b>	\$87.76	\$17.59	\$182.49
		Annual Salary + Benef	its \$138,828.6	5		
Step E						
	_	<b>\$6,952.98</b> /Month	\$	46.35 /Hour		
	Total Benefits	\$5,031.49 72.3	6% <b>\$79.90</b>	\$90.92	\$18.23	\$189.04
		Annual Salary + Bener	its <u>\$143,813.6</u>	66		

#### **Solid Waste Equipment Operator I**

Step A							
Step 11		\$4,834.19 /N	<b>Month</b>	\$32.23	3 /Hour		
		ψ 1,00 1125 /11		ΨΕ-1-Ε	711041		
<u>Benefit</u>	<b>Multiplier</b>				Catego		
PERS - Employer	0.172790	835.30			Public Works - M	<b>l</b> aintenance	
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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	70.10	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,119.22	85.21%	\$59.69	\$67.92	\$13.62	\$141.23
		Annual Salary +	Benefits =	\$107,440.89	=		
Step B							
ыср Б		¢5 075 00 /\	Touth.	<b>#22.0</b>	4 /TT		
		\$5,075.90 /N	топип	\$33.84	4 /Hour		
	Total Benefits	\$4,180.78	82.37%	\$61.71	\$70.22	\$14.08	\$146.01
		Annual Salary +	Benefits _	\$111,080.11	=		
Step C							
Step C		¢5 220 (0 /\	/41-	<b>#25.56</b>	) /TT		
		\$5,329.69 /N	iontn	\$35.53	3 /Hour		
	Total Benefits	\$4,245.42	79.66%	\$63.83	\$72.64	\$14.56	\$151.03
			T. 01.	<b>444400440</b>			
		Annual Salary +	Benefits =	\$114,901.28	=		
Step D							
•		\$5,596.18 /M	Ionth	\$37.31	1 /Hour		
	Total Benefits	\$4,313.28	77.08%	\$66.06	\$75.17	\$15.07	\$156.31
		Annual Salary +	Benefits =	\$118,913.52	=		
Step E							
		\$5,875.98 /N	Ionth	\$39.17	7 /Hour		
	Total Benefits	\$4,384.55	74.62%	\$68.40	\$77.84	<b>\$15.60</b>	\$161.85
		Annual Salary +	Renefits	\$123,126.36			
		Amiual Salaty +		φ1#J31#U•JU	=		

#### **Solid Waste Equipment Operator II**

**Department: Public Works** 

Step A							
осер II		\$5,329.69 /N	Month	\$35.53	3 /Hour		
		40,02500571	.101111	φουιο	711041		
<u>Benefit</u>	<b>Multiplier</b>				Catego		
PERS - Employer	0.172790	920.92			Public Works - M	<b>l</b> aintenance	
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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	77.28	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,245.42	79.66%	\$63.83	\$72.64	\$14.56	\$151.03
			D 64	<b>4114 001 20</b>			
		Annual Salary -	+ Benefits =	\$114,901.28	=		
Ct. D							
Step B							
		\$5,596.18 /N	Month	\$37.31	l /Hour		
	Total Benefits	\$4,313.28	77.08%	\$66.06	\$75.17	\$15.07	\$156.31
		Annual Salary -	+ Benefits _	\$118,913.52	=		
Step C							
Step C		φ <b>5.055.0</b> 0.0	· 6				
		\$5,875.98 /N	vlonth	\$39.17	7 /Hour		
	Total Benefits	\$4,384.55	74.62%	\$68.40	\$77.84	\$15.60	\$161.85
	Total Belieffts				ψ11.04	Ψ12.00	ψ101.02
		Annual Salary -	+ Benefits =	\$123,126.36	=		
Step D							
, F		\$6,169.78 /N	Month	\$41.13	3 /Hour		
		•					
	Total Benefits	\$4,459.37	72.28%	<b>\$70.86</b>	\$80.63	\$16.17	\$167.66
			TD 61.	A445 540 05			
		Annual Salary -	+ Benefits =	\$127,549.85	=		
Step E							
•	_	\$6,478.27 /N	Month	\$43.19	9 /Hour		
	T 1D 2	<b>04.535.04</b>	70.05°	<b></b>	404 ==	<b>**</b>	44 <b>=</b> 5 ==
	Total Benefits	\$4,537.94	70.05%	\$73.44	\$83.57	\$16.75	\$173.77
		Annual Salary -	L Renefits	\$132,194.51			
		Allitual Dalai v		Ψ1 <i>3</i> 291/7•31			

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# **Solid Waste Manager Department: Public Works**

Step A							
		<b>\$8,440.20</b> /Mo:	nth	\$56.27	/Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,458.38		Non	-Sworn Manager		1
Management Incentive		0.00			Č		
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	78.24					
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	363.21					
Workers Comp.	0.058120	490.54			113.79%	22.81%	
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	122.38	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,431.08	64.35%	\$92.48	\$105.23	\$21.10	\$218.80
		Annual Salary + Bo	onofite	\$166,455.37			
		Allitual Salary + Di	=	φ100,433.37	=		
Step B							
		<b>\$8,862.21</b> /Mo:	nth	\$59.08	/Hour		
	Total Benefits	\$5,538.55	62.50%	\$96.01	\$109.25	\$21.90	\$227.15
		Annual Salary + Bo	enefits _	\$172,809.22	=		
Step C							
_		<b>\$9,305.32</b> /Mo:	nth	\$62.04	/Hour		
	Total Benefits	\$5,651.41	60.73%	\$99.71	\$113.46	\$22.75	\$235.92
		Annual Salary + Bo	enefits =	\$179,480.77	=		
Step D		40 <b>==</b> 0 =0 ==					
		<b>\$9,770.59</b> /Mo:	nth	\$65.14	/Hour		
	Total Benefits	\$5,769.90	59.05%	\$103.60	\$117.89	\$23.63	\$245.13
		Annual Salary + Bo	enefits =	\$186,485.89	=		
Step E							
		\$10,259.12 /Mo	nth	\$68.39	/Hour		
	Total Benefits	\$5,894.32	57.45%	\$107.69	\$122.54	\$24.57	\$254.80
		Annual Salary + Bo	enefits _	\$193,841.27	=		
	Total Benefits	. ,			\$122.54 =	\$24.57	\$254.80

# **Solid Waste Supervisor Department: Public Works**

	<b>\$7,034.97</b> /Mont	th	\$46.90	/Hour		
Multipliar				Catago	MET	
	1 215 57		Non-			nre
0.172790			11011	5 worm 1 roression	aus / Buper visc	,15
	190.87					
0.009270	65.21					
0.000239	30.20					
	0.00					
	0.00					
	0.00					
	1,326.63					
2% + \$110	250.70					
0.058120	408.87			113.79%	22.81%	
	34.21		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
0.014500	102.01		& Benefits	Overhead	Overhead	Rate
Total Benefits	\$4 955 11       70	0 44%	\$79.93	\$90.96	\$18.24	\$189.13
Total Belletius	ψ1,555.11	0,0	Ψίσου	Ψ>0.>0	Ψ10.2.	φιονιίο
	Annual Salary + Ber	nefits _	\$143,880.93	=		
	<b>\$7,386.72</b> /Mont	th	\$49.24	/Hour		
Total Benefits	\$5,044.69 68	8.29%	\$82.88	\$94.31	\$18.91	\$196.09
	Annual Salary + Ber	nefits _	\$149,176.91	=		
	<b>\$7,756.06</b> /Mont	th	\$51.71	/Hour		
Total Benefits	\$5,138.75	6.25%	\$85.97	\$97.82	\$19.61	\$203.40
	Annual Salary + Ber	nefits _	\$154,737.69	=		
	<b>\$8,143.86</b> /Mont	th	\$54.29	/Hour		
Total Benefits	\$5,237.52 64	4.31%	\$89.21	\$101.51	\$20.35	\$211.07
	Annual Salary + Ber	nefits	\$160,576.51	=		
				_		
	<b>\$8,551.05</b> /Mont	th	\$57.01	/Hour		
Total Benefits	\$5,341.22	2.46%	\$92.62	\$105.39	\$21.13	\$219.13
	0.000239  2% + \$110	Multiplier  0.172790 1,215.57 0.00 4.20 1,326.63 190.87 0.009270 65.21 0.000239 30.20 0.00 0.00 0.00 1,326.63 2% + \$110 250.70 0.058120 408.87 34.21 0.014500 102.01  Total Benefits \$4,955.11 70 Annual Salary + Benefits \$7,386.72 /Mon  Total Benefits \$5,044.69 63 Annual Salary + Benefits \$5,138.75 66 Annual Salary + Benefits \$8,143.86 /Mon  Total Benefits \$5,237.52 66 Annual Salary + Benefits	0.172790	Multiplier         0.172790         1,215.57         Non-000           0.000         4,20         1,326.63         190.87           0.009270         65.21         0.00         0.00           0.000         0.00         0.00         0.00           0.00         0.00         0.00         0.00           0.058120         408.87         34.21         Hourly Rate & Benefits           0.014500         102.01         & Benefits         \$79.93           Annual Salary + Benefits         \$143,880.93           \$7,386.72 /Month         \$49.24           Total Benefits         \$5,044.69         68.29%         \$82.88           Annual Salary + Benefits         \$149,176.91           \$7,756.06 /Month         \$51.71           Total Benefits         \$5,138.75         66.25%         \$85.97           Annual Salary + Benefits         \$154,737.69           \$8,143.86 /Month         \$54.29           Total Benefits         \$5,237.52         64.31%         \$89.21           Annual Salary + Benefits         \$160,576.51	Multiplier         0.172790         1,215.57 (0.00) (1.225.67)         Non-Sworn Profession           0.000 4.20 (1.326.63)         190.87 (0.000239)         190.87 (0.000 (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (0.00) (	Multiplier 0.172790       1,215.57 1,215.57 1,3326.63 190.87 0.000239       Non-Sworn Professionals / Supervise Non-Sworn Profession

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

		<b>\$4,387.66</b> /1	Month	\$29.25	5 /Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	758.14			Public Works - M		
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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	63.62	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,005.50	91.29%	\$55.95	\$63.67	\$12.76	\$132.39
		Annual Calamy	Donofita	¢100 717 95			
		Annual Salary	+ belients =	\$100,717.85	=		
Step B							
		<b>\$4,607.04</b> /I	Month	\$30.7	1 /Hour		
	Total Benefits	\$4,061.37	88.16%	\$57.79	\$65.76	\$13.18	\$136.73
		Annual Salary	+ Benefits =	\$104,020.91	=		
Step C							
		<b>\$4,837.39</b> /I	Month	\$32.23	5 /Hour		
	Total Benefits	\$4,120.04	85.17%	\$59.72	\$67.95	\$13.62	\$141.29
		Annual Salary	+ Benefits =	\$107,489.12	=		
Step D		<b>.</b>					
		\$5,079.26 /I	Month	\$33.80	6 /Hour		
	Total Benefits	\$4,181.64	82.33%	\$61.74	\$70.25	\$14.08	\$146.08
		Annual Salary	+ Benefits =	\$111,130.75	=		
Step E							
	_	<b>\$5,333.22</b> /I	Month	\$35.5	5 /Hour		
	Total Benefits	\$4,246.32	79.62%	\$63.86	\$72.67	\$14.57	\$151.10
		Annual Salary	+ Benefits =	\$114,954.46	=		

#### Street Maintenance Worker II

Step A						
~ *** <b>F</b>		\$4,837.39 /Month	\$32.25	5 /Hour		
				- ·		
Benefit	Multiplier	925.95		Catego		
PERS - Employer	0.172790	835.85		Public Works - N	Aaintenance	
Management Incentive		0.00				
EAP		4.20				
Health Insurance		1,326.63 190.87				
Dental Insurance LTD Insurance	0.009270					
Life Insurance	0.009270	44.84 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	0.038120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	70.14	& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	70.14	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$4,120.04 85.17%	\$59.72	\$67.95	\$13.62	\$141.29
		A   C-l   D   P	¢107.400.13			
		Annual Salary + Benefits	\$107,489.12	=		
Step B						
		\$5,079.26 /Month	\$33.80	6 /Hour		
	Total Benefits	\$4,181.64 82.33%	\$61.74	\$70.25	\$14.08	\$146.08
		Annual Salary + Benefits	\$111,130.75	=		
Step C						
Step C		\$5,333.22 /Month	\$35.50	5 /Hour		
		φ <b>3,333.22</b> /1 <b>41</b> 0HtH	ψ33.3.	3 /110ui		
	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	3 /Hour		
	Total Benefits	\$4,314.23 77.04%	\$66.09	\$75.21	\$15.08	\$156.38
		Annual Salary + Benefits	\$118,969.35			
				<b>=</b>		
Step E		<b></b>				
		<b>\$5,879.88</b> /Month	\$39.20	0 /Hour		
	Total Benefits	\$4,385.54 74.59%	\$68.44	\$77.88	\$15.61	\$161.92
		Annual Salary + Benefits	\$123,184.99	=		
				<del></del>		

# **Street Sweeper Operator Department: Public Works**

Step A						
		\$5,076.80 /Month	\$33.8	5 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	877.22		Public Works - N		
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	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	78.65	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,553.66 89.70%	\$64.20	\$73.06	\$14.65	\$151.91
		Annual Salary + Benefits	\$115,565.58			
		Annual Salary + Denemis	\$113,303.36	=		
Step B						
		<b>\$5,330.64</b> /Month	\$35.5	4 /Hour		
	Total Benefits	\$4,618.31 86.64%	\$66.33	\$75.47	\$15.13	\$156.93
		Annual Salary + Benefits	\$119,387.43	=		
Step C						
_		<b>\$5,597.17</b> /Month	\$37.3	1 /Hour		
	Total Benefits	\$4,686.19 83.72%	\$68.56	\$78.01	\$15.64	\$162.21
		Annual Salary + Benefits	\$123,400.38	=		
Step D						
		<b>\$5,877.03</b> /Month	\$39.1	8 /Hour		
	Total Benefits	\$4,757.47 80.95%	\$70.90	\$80.68	\$16.17	\$167.75
		Annual Salary + Benefits	\$127,613.98	=		
Step E						
		<b>\$6,170.88</b> /Month	\$41.1	4 /Hour		
	Total Benefits	\$4,832.30 78.31%	\$73.35	\$83.47	\$16.73	\$173.56
		Annual Salary + Benefits	\$132,038.25	=		
		Annuai Saiary + Benefits	\$134,U38.25	=		

# **Streets Manager Department: Public Works**

Step A							
Step 11		<b>\$8,325.74</b> /Mor	nth	\$55.50	/Hour		
		φο,υ=υ γ 1.10.		422.23	,11001		
<u>Benefit</u>	<b>Multiplier</b>				Catego	<u>ry</u>	
PERS - Employer	0.172790	1,438.61		Non	-Sworn Manager	s / Confidentia	1
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	20/ 0110	1,326.63					
Deferred Comp.	3% + \$110	359.77					
Workers Comp.	0.058120	483.89		II. 1 D.4	113.79%	22.81%	T. 4 . 1 TT 1
Vision Benefit	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	120.72	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,398.45	64.84%	\$91.49	\$104.11	\$20.87	\$216.48
		A	C*4	¢1.64.600.27			
		Annual Salary + Bo	enemis =	\$164,690.37	=		
Step B							
этер Б		Φ0 <b>543</b> 03 04	.1	4-0-0			
		<b>\$8,742.03</b> /Mon	nth	\$58.28	/Hour		
	Total Benefits	\$5,504.47	62.97%	\$94.98	\$108.08	\$21.67	\$224.72
		Annual Salary + Bo	enefits _	\$170,958.05	=		
Step C							
Step C		do 4 <b>2</b> 0 43 54					
		<b>\$9,179.13</b> /Mo	nth	\$61.19	/Hour		
	Total Benefits	\$5,615.80	61.18%	\$98.63	\$112.24	\$22.50	\$233.37
				φεοιου	Ψ11-1-1	Ψ==ιε ν	φ20010.
		Annual Salary + Bo	enefits =	\$177,539.12	=		
Step D							
	<u> </u>	<b>\$9,638.09</b> /Mor	nth	\$64.25	/Hour		
	Total Benefits	\$5,732.68	59.48%	\$102.47	\$116.61	\$23.38	\$242.45
				****			
		Annual Salary + Bo	enefits =	\$184,449.24	=		
Step E							
		<b>\$10,119.99</b> /Mor	nth	\$67.47	/Hour		
	Total Benefits	\$5,855.41	57.86%	\$106.50	\$121.19	\$24.30	\$251.99
		Annual Salary + Bo	enefits	\$191,704.87	_		
		-	=		=		

# **Streets Supervisor Department: Public Works**

Step A							
Step 11		\$7,242.76 /M	onth	\$48.29	/Hour		
		. ,					
<u>Benefit</u>	<u>Multiplier</u>				Catego		
PERS - Employer	0.172790	1,251.48		Non-	Sworn Profession	als / Superviso	ors
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance LTD Insurance	0.009270	190.87 67.14					
Life Insurance	0.009270	31.09					
Holiday Pay	0.000239	0.00					
Uniform Allowance		0.00					
Standby		0.00					
Retiree Medical		1,326.63					
Deferred Comp.	2% + \$110	254.86					
Workers Comp.	0.058120	420.95			113.79%	22.81%	
Vision Benefit	0.030120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	105.02		& Benefits	Overhead	Overhead	Rate
1,10diodio		100.02	_	CV D'OILOITES	0,01110110	0 1011101110	211110
	Total Benefits	\$5,013.08	69.21%	\$81.71	\$92.97	\$18.64	\$193.32
		A 1 C - 1 1	D 64	¢147.070.04			
		Annual Salary + l	benefits =	\$147,070.04	=		
Step B							
•		\$7,604.90 /M	onth	\$50.70	) /Hour		
	Total Benefits	\$5,105.30	67.13%	\$84.73	\$96.42	\$19.33	\$200.49
		Annual Salary + l	Benefits _	\$152,522.45	=		
Step C							
•		<b>\$7,985.15</b> /Me	onth	\$53.23	3 /Hour		
	Total Benefits	\$5,202.15	65.15%	\$87.92	\$100.04	\$20.06	\$208.01
		Annual Salary + l	Benefits _	\$158,247.48	_		
Step D							
Step 2		\$8,384.40 /M	onth	\$55.90	) /Hour		
	Total Benefits	\$5,303.83	63.26%	\$91.25	\$103.84	\$20.82	\$215.91
		Annual Salary + l	Benefits	\$164,258.76			
g. 7				·	=		
Step E		\$8,803.62 /M	onth	<b>\$59</b> 60	Hour		
		φο,ουσ.υ2 /1010	Onth	من.05 نام.	/ /110ul		
	Total Benefits	\$5,410.59	61.46%	\$94.76	\$107.83	\$21.62	\$224.21
		Annual Salary + l	Benefits _	\$170,570.61	=		



# **Technical Assistant I Department: Administrative Services**

Step A						
T. P.		\$4,583.74 /Month	\$30.50	6 /Hour		
D 64	36 10 11			<b>G</b> .		
Benefit	Multiplier	702.02		Catego		
PERS - Employer Management Incentive	0.172790	792.02 0.00		Office Emp	noyees	
EAP						
Health Insurance		4.20 1,326.63				
Dental Insurance		1,320.03				
LTD Insurance	0.009270	42.49				
Life Insurance	0.009270	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	0.036120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	66.46	& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	00.40	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$4,055.44 88.47%	\$57.59	\$28.34	\$13.14	\$99.07
		A1 C-1	¢102 (70 14			
		Annual Salary + Benefits	\$103,670.14	=		
Step B						
		<b>\$4,812.93</b> /Month	\$32.0	9 /Hour		
	Total Benefits	\$4,113.81 85.47%	\$59.51	\$29.28	\$13.58	\$102.37
		Annual Salary + Benefits	\$107,120.82	=		
Step C						
_		<b>\$5,053.57</b> /Month	\$33.6	9 /Hour		
	Total Benefits	\$4,175.09 82.62%	\$61.52	\$30.27	\$14.04	\$105.83
		Annual Salary + Benefits	\$110,744.03	=		
Step D						
300 <b>F</b> 2		\$5,306.25 /Month	\$35.3	8 /Hour		
	Total Benefits	\$4,239.45 79.90%	\$63.64	\$31.31	\$14.52	\$109.47
		Annual Calamy   Day - P4-	¢114 549 40			
		Annual Salary + Benefits	\$114,548.40	=		
Step E					-	
		\$5,571.57 /Month	\$37.1	4 /Hour		
	Total Benefits	\$4,307.02 77.30%	\$65.86	\$32.40	\$15.02	\$113.28
		Annual Salary + Benefits	\$118,542.99	=		



# **Technical Assistant II Department: Administrative Services**

Step A							
~ *** <b>F</b>		<b>\$5,053.57</b> /Mor	nth	\$33.69	/Hour		
Benefit	<u>Multiplier</u>	050.04			Categor	_	
PERS - Employer	0.172790	873.21			Office Emp	loyees	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance	0.000270	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		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	73.28	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,175.09	32.62%	\$61.52	\$30.27	\$14.04	\$105.83
		A 1 C . 1 D .		\$110 <b>7</b> 44 02			
		Annual Salary + Be	enents _	\$110,744.03	=		
Step B							
		\$5,306.25 /Mor	nth	\$35.38	/Hour		
	Total Benefits	\$4,239.45	79.90%	\$63.64	\$31.31	\$14.52	\$109.47
		Annual Salary + Be	enefits _	\$114,548.40	<u>=</u>		
Step C							
-		\$5,571.57 /Mor	nth	\$37.14	/Hour		
	Total Benefits	\$4,307.02	77.30%	\$65.86	\$32.40	\$15.02	\$113.28
		Annual Salary + Be	enefits =	\$118,542.99	=		
Step D							
		<b>\$5,850.14</b> /Mor	nth	\$39.00	/Hour		
	Total Benefits	\$4,377.96	74.84%	\$68.19	\$33.55	\$15.56	\$117.29
		Annual Salary + Be	enefits =	\$122,737.31	=		
Step E							
•	_	<b>\$6,142.65</b> /Mor	nth	\$40.95	/Hour		
	Total Benefits	\$4,452.46	72.48%	\$70.63	\$34.75	\$16.11	\$121.50
		Annual Salary + Be	enefits _	\$127,141.34	=		

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

Step A						
•		\$5,053.57 /Month	\$33.69	9 /Hour		
Benefit	<u>Multiplier</u>			<u>Catego</u>	3*57	
PERS - Employer	0.172790	873.21		Office Emp		
Management Incentive	0.172790	0.00		Office Emp	noyees	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		190.87				
LTD Insurance	0.009270	46.85				
Life Insurance	0.00,270	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	0.030120	34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	73.28	& Benefits	Overhead	Overhead	Rate
Medicale	0.014300	13.28	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$4,175.09 82.62%	\$61.52	\$70.01	\$14.04	\$145.57
		Annual Calony   Danofita	\$110,744.03			
		Annual Salary + Benefits	\$110,744.03	=		
Step B						
•		<b>\$5,306.25</b> /Month	\$35.38	8 /Hour		
	Total Benefits	\$4,239.45 79.90%	\$63.64	\$72.42	\$14.52	\$150.57
		Annual Salary + Benefits	\$114,548.40	=		
Step C						
_		<b>\$5,571.57</b> /Month	\$37.14	4 /Hour		
	Total Benefits	\$4,307.02 77.30%	\$65.86	\$74.94	\$15.02	\$155.82
		Annual Salary + Benefits	\$118,542.99	=		
Step D						
		<b>\$5,850.14</b> /Month	\$39.00	0 /Hour		
	Total Benefits	\$4,377.96 74.84%	\$68.19	\$77.59	\$15.56	\$161.34
		Annual Salary + Benefits	\$122,737.31	=		
Step E						
•		<b>\$6,142.65</b> /Month	\$40.95	5 /Hour		
	Total Benefits	\$4,452.46 72.48%	\$70.63	\$80.38	\$16.11	\$167.12
		Annual Salary + Benefits	\$127,141.34	=		

# **Utilities Maintenance Mechanic**

Step A							
Step 11		<b>\$6,342.92</b> /Mont	th	\$42.29	/Hour		
		φο,ε 1202 / 1/1011		Ψ>	,110 61		
<u>Benefit</u>	<b>Multiplier</b>				Catego		
PERS - Employer	0.172790	1,095.99			Public Works - M	<b>I</b> aintenance	
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		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	91.97	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,503.46	1.00%	\$72.31	\$82.28	\$16.50	\$171.09
		A   Cala   Dan	- C.4 -	¢120.157.71			
		Annual Salary + Ber	ients =	\$130,156.61	=		
Step B							
этер Б		Φ	.1	***			
		<b>\$6,660.07</b> /Mont	th	\$44.40	) /Hour		
	Total Benefits	\$4,584.24 68	3.83%	\$74.96	\$85.30	\$17.10	\$177.36
		Annual Salary + Ber	nefits _	\$134,931.61	=		
Step C							
Step C		ΦC 002 07 /7.4	.1	<b></b>			
		<b>\$6,993.07</b> /Mont	tn	\$46.62	2 /Hour		
	T . 1D . C.	Φ4.660.04 G		<b></b>	400 <b>4=</b>	<b>444</b>	4402.05
	Total Benefits	\$4,669.04	5.77%	\$77.75	\$88.47	\$17.74	\$183.95
		Annual Salary + Ber	ofite	\$139,945.36			
		Alliuai Salai y + Dei	=	φ139,943.30	=		
Step D							
Step D		\$7.242.72 /Man	ı.l.	¢40.05	· /TT		
		<b>\$7,342.72</b> /Mont	lII	\$48.93	7 /Hour		
	T . ID C.	¢4.750.00	1.000/	Φ00 <b>/=</b>	401.00	<b>#10.40</b>	#100 OF
	Total Benefits	\$4,758.09 64	1.80%	\$80.67	\$91.80	\$18.40	\$190.87
		Annual Salary + Ber	ofite	\$145 200 80			
		Annuai Saiary + Bei	=	\$145,209.80	=		
Step E							
Step E		\$7.700 QC /Man	·h	ØE1 40	) /II		
		<b>\$7,709.86</b> /Mont	ul	\$51.40	) /Hour		
	T-4-1 D C	¢4.051.60	0.020/	<b>\$92.54</b>	do5 30	<b>#10.10</b>	<b>#100.14</b>
	Total Benefits	\$4,851.60 62	2.93%	\$83.74	\$95.29	\$19.10	\$198.14
		Annual Salary + Ber	ofite	\$150 737 A6			
		Annuai Saiary + Bei	=	\$150,737.46	=		

## Wastewater Laboratory Technician I

I SIED A							
Step A		<b>\$5,389.44</b> /I	Month	\$35.93	3 /Hour		
		40,000,1171	.101111	φουνο	711041		
<u>Benefit</u>	<u>Multiplier</u>				Catego		
PERS - Employer	0.172790	931.24			Public Works - M	<b>I</b> aintenance	
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		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	78.15	_	& Benefits	Overhead	Overhead	Rate
r	Total Benefits	\$4,260.63	79.06%	\$64.33	\$73.21	\$14.68	\$152.22
			D 61	#11 <b>5</b> 000 00			
		Annual Salary	+ Benefits =	\$115,800.86	=		
Ctom D							
Step B		h = < = 0.04					
		\$5,658.91 /N	Month	\$37.73	3 /Hour		
г	Total Benefits	\$4,329.26	76.50%	\$66.59	\$75.77	\$15.19	\$157.55
		Annual Salary	+ Benefits _	\$119,858.07	=		
Step C							
Step C		Φ <b>5</b> 0.41 0.6 7	d	***			
		\$ <b>5,941.86</b> /N	Vlonth	\$39.61	l /Hour		
,	Total Benefits	\$4,401.32	74.07%	\$68.95	\$78.47	\$15.73	\$163.15
'	iotai Belleiits	\$4,401.32	74.0770	<b>Ф00.93</b>	φ/ <b>0.4</b> /	\$15.75	\$105.15
		Annual Salary	+ Benefits =	\$124,118.14	=		
Step D							
		\$6,238.95 /N	Month	\$41.59	9 /Hour		
Т	Total Benefits	\$4,476.99	71.76%	\$71.44	\$81.29	\$16.30	\$169.03
		Annual Calaur	Donofita	¢129 501 22			
		Annual Salary	+ Denems =	\$128,591.22	=		
Step E							
r —	ı	\$6,550.90 /N	Month	\$43.67	7 /Hour		
_	F-4-1 D C4	¢4.556.42	CO 550/	Φ <b>7.4</b> .05	<b>\$04.3</b> 6	<b>#1</b> ( 00	<b>6155.30</b>
1	Total Benefits	\$4,556.43	69.55%	\$74.05	\$84.26	\$16.89	\$175.20
		Annual Salary	+ Benefits	\$133,287.95			
i e				,	=		

## Wastewater Laboratory Technician II **Department: Public Works**

Step A						
		\$5,941.86 /Month	\$39.61	1 /Hour		
<u>Benefit</u>	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,026.69		Public Works - N		
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		113.79%	22.81%	
Vision Benefit		34.21	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	86.16	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,401.32 74.07%	\$68.95	\$78.47	\$15.73	\$163.15
		Annual Salary + Benefits	\$124,118.14			
Step B						
		<b>\$6,238.95</b> /Month	\$41.59	9 /Hour		
	Total Benefits	\$4,476.99 71.76%	\$71.44	\$81.29	\$16.30	\$169.03
		Annual Salary + Benefits	\$128,591.22	=		
Step C						
_		<b>\$6,550.90</b> /Month	\$43.67	7 /Hour		
	Total Benefits	\$4,556.43 69.55%	\$74.05	\$84.26	\$16.89	\$175.20
		Annual Salary + Benefits	\$133,287.95	=		
Step D						
· ·		<b>\$6,878.44</b> /Month	\$45.86	6 /Hour		
	Total Benefits	\$4,639.85 67.45%	\$76.79	\$87.38	\$17.52	\$181.69
		Annual Salary + Benefits	\$138,219.52	=		
Step E						
		<b>\$7,222.36</b> /Month	\$48.15	5 /Hour		
	Total Benefits	\$4,727.44 65.46%	<b>\$79.67</b>	\$90.65	\$18.17	\$188.49
		Annual Salary + Benefits	\$143,397.66	=		
<u> </u>						

### **Wastewater Operations Manager**

Step A							
~ · · · · · · ·		<b>\$8,515.92</b> /Month		\$56.77	/ /Hour		
Donofit	Multiplion				Catago	·	
<u>Benefit</u> PERS - Employer	<u>Multiplier</u> 0.172790	1,471.47		Nor	<u>Catego</u> n-Sworn Manager		.1
Management Incentive	0.172790	0.00		NOL	i-Sworii Managei	.s / Comidentia	п
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			113.79%	22.81%	
Vision Benefit		34.21		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	123.48		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,452.63 64.0	3%	\$93.12	\$105.97	\$21.24	\$220.34
		Annual Salary + Benefi		\$167,622.69			
		Allitual Salary + Deller	=	\$107,022.09	=		
Step B							
511 <b>F</b> 2		<b>\$8,941.72</b> /Month		\$59.61	/Hour		
	Total Benefits	\$5,561.08 62.19	9%	\$96.69	\$110.02	\$22.06	\$228.76
		Annual Salary + Benefi	its _	\$174,033.55	=		
Step C							
•		<b>\$9,388.81</b> /Month		\$62.59	/Hour		
	Total Benefits	\$5,674.94 60.4	4%	\$100.42	\$114.28	\$22.91	\$237.61
		Annual Salary + Benefi	its _	\$180,764.95	=		
Step D		40.0 <b>2</b> 0.22.2					
		<b>\$9,858.25</b> /Month		\$65.72	2 /Hour		
	Total Benefits	\$5,794.50 58.79	8%	\$104.35	\$118.74	\$23.81	\$246.90
		Annual Salary + Benefi	its _	\$187,832.91	=		
Step E							
		<b>\$10,351.16</b> /Month		\$69.01	/Hour		
	Total Benefits	\$5,920.03 57.19	9%	\$108.47	\$123.44	\$24.75	\$256.66
		Annual Salary + Benefi	its _	\$195,254.28	=		



### Wastewater Treatment Plant Operator Assistant

Step A						
Step A		<b>\$4,222.74</b> /Month	\$28.14	5 /Hour		
		φ <b>4,</b> 222.7 <b>4</b> /WIOHHI	Φ20.1.	3 /110u1		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	729.65		Public Works - N		
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	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	61.23	& Benefits	Overhead	Overhead	Rate
	_					
	<b>Total Benefits</b>	\$3,963.50 93.86%	\$54.57	\$62.10	\$12.45	\$129.13
		Annual Salary + Benefits	\$98,234.90	_		
		•		<del>_</del>		
Step B						
•		<b>\$4,433.88</b> /Month	\$29.50	6 /Hour		
		ψ <b>-1,-1,23.00</b> / 1011til	Ψ27.5	o /Hour		
	Total Benefits	\$4,017.27 90.60%	\$56.34	\$64.11	\$12.85	\$133.31
	Total Delicitis	φ+,017.27	φ50.54	φυ	φ12.03	φ133.31
		Annual Salary + Benefits	\$101,413.81			
			, , , , , , , , , , , , , , , , , , , ,	=		
Step C						
Step C		\$4.655.57 (NA 41-	<b>#21.0</b>	4 /77		
		<b>\$4,655.57</b> /Month	\$31.04	4 /Hour		
	Total Benefits	\$4,073.73 87.50%	\$58.20	\$66.22	\$13.28	\$137.69
			<b>010485178</b>			
		Annual Salary + Benefits	\$104,751.67	=		
a. 5						
Step D						
		<b>\$4,888.35</b> /Month	\$32.59	9 /Hour		
	Total Benefits	\$4,133.02 84.55%	\$60.14	\$68.44	\$13.72	\$142.30
		Annual Salary + Benefits	\$108,256.43	<u> </u>		
Step E						
		\$5,132.77 /Month	\$34.2	2 /Hour		
		40,202, 111011111	Ψ54.2.			
	Total Benefits	\$4,195.26 81.73%	\$62.19	\$70.76	\$14.19	\$147.14
	Total Delicitis	ψ1,175.25 01.75/0	Ψ024.17	Ψ10.10	ψ± <b>-7.1</b> /	Ψ <b>Ι</b> Τ/• <b>ΙΤ</b>
		Annual Salary + Benefits	\$111,936.42			
		,		=		
<u> </u>						

### **Wastewater Treatment Plant Operator I**

Step A							
Step 11		\$5,132.77 /Mon	th	\$34.22	2 /Hour		
		φο,1020,1110	•••	ΨΟ 10==	, 110 61		
<b>Benefit</b>	<b>Multiplier</b>				Categor		
PERS - Employer	0.172790	886.89			Public Works - M	<b>l</b> aintenance	
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		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	74.43	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,195.26	1.73%	\$62.19	\$70.76	\$14.19	\$147.14
		4 101 B	œ.	φ111 02 <i>&lt;</i> 12			
		Annual Salary + Ber	nefits =	\$111,936.42	=		
C4 D							
Step B							
		<b>\$5,389.41</b> /Mon	th	\$35.93	3 /Hour		
	Total Benefits	\$4,260.62	9.06%	\$64.33	\$73.21	\$14.68	\$152.22
		Annual Salary + Ber	nefits _	\$115,800.41	=		
Step C							
Step C		ΦΕ (ΕΩ ΩΩ /N.I.	.1	<b>***</b>			
		<b>\$5,658.88</b> /Mon	tn	\$37.73	3 /Hour		
	m . 15	h. 220 27 = =	- =00.	* = o		4	**
	Total Benefits	\$4,329.25	6.50%	\$66.59	\$75.77	\$15.19	\$157.55
		Annual Salary + Ber	.ofita	\$119,857.60			
		Allitual Salary + Del	=	φ119,057.00	=		
Step D							
Step D		¢5 041 92 /\dagger	41.	<b>#20.61</b>			
		<b>\$5,941.82</b> /Mon	tn	\$39.61	/Hour		
	T . 1D . C.	D4 401 21 7	4.070/	<b>↑</b> <0.0. <b>■</b>	<b>↑=</b> 0.4<	41.	44.04
	Total Benefits	\$4,401.31	4.07%	\$68.95	\$78.46	\$15.73	\$163.15
		Annual Calamy   Day	.ofita	¢124 117 65			
		Annual Salary + Ber	=	\$124,117.65	=		
Step E							
Step E		¢4 220 02 A4	41.	<b>0.44 ₹</b> 0			
		<b>\$6,238.92</b> /Mon	เก	\$41.59	Hour /		
	m . 1p	ΦA 477.6.00 =	1.7.60	<b></b>	404.50	446.50	<b></b>
	Total Benefits	\$4,476.98	1.76%	\$71.44	\$81.29	\$16.30	\$169.03
		Annual Calamy   D	ofit:	¢129 500 70			
		Annual Salary + Ber	=	\$128,590.70	=		

### **Wastewater Treatment Plant Operator II**

Step A						
Step A		\$5 650 00 Month	\$27.73	3 /Hour		
		\$5,658.88 /Month	\$31.13	5 /Hour		
Benefit	<u>Multiplier</u>			Catego	P\$7	
PERS - Employer	0.172790	977.80		Public Works - N		
Management Incentive	0.172790	0.00		Tublic Works 1	Tarricrance	
EAP		4.20				
Health Insurance		1,326.63				
Dental Insurance		190.87				
LTD Insurance	0.009270	52.46				
Life Insurance	0.007270	5.51				
Holiday Pay		0.00				
Uniform Allowance		0.00				
Standby		0.00				
Retiree Medical		1,326.63				
Deferred Comp.		0.00				
_	0.058120	328.89		113.79%	22.81%	
Workers Comp. Vision Benefit	0.038120	34.21	Handy Data		Citywide	Total Haunler
Medicare	0.014500	82.05	Hourly Rate	Department	•	Total Hourly
Medicare	0.014500	82.03	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,329.25 76.50%	\$66.59	\$75.77	\$15.19	\$157.55
			****			
		Annual Salary + Benefits	\$119,857.60	=		
	_					
Step B						
		<b>\$5,941.82</b> /Month	\$39.6	1 /Hour		
	Total Benefits	\$4,401.31 74.07%	\$68.95	\$78.46	\$15.73	\$163.15
		Annual Salary + Benefits	\$124,117.65	=		
Step C						
_		<b>\$6,238.92</b> /Month	\$41.59	9 /Hour		
	Total Benefits	\$4,476.98 71.76%	\$71.44	\$81.29	\$16.30	\$169.03
			4440			ļ
		Annual Salary + Benefits =	\$128,590.70	=		
Step D						
		<b>\$6,550.86</b> /Month	\$43.6	7 /Hour		
	Total Benefits	\$4,556.42 69.55%	\$74.05	\$84.26	\$16.89	\$175.20
						• • • •
		Annual Salary + Benefits =	\$133,287.41	=		
Step E						
		<b>\$6,878.40</b> /Month	\$45.80	6 /Hour		
	Total Benefits	\$4,639.84 67.46%	\$76.79	\$87.38	\$17.52	\$181.69
		Annual Salary + Benefits	\$138,218.95	=		

### **Wastewater Treatment Plant Operator III**

Step A							
		\$6,238.92 /N	<b>I</b> onth	\$41.59	Hour /		
Benefit	<u>Multiplier</u>				<u>Catego</u>	rv	
PERS - Employer	0.172790	1,127.77			Public Works - N		
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		Hourly Rate	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	99.68	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,208.21	83.48%	\$76.31	\$86.84	\$17.41	\$180.56
		Annual Salary +	Benefits _	\$137,365.49	_		
					_		
Step B							
		\$6,550.86 /N	Aonth	\$43.67	7 /Hour		
	Total Benefits	\$5,305.59	80.99%	\$79.04	\$89.95	\$18.03	\$187.02
		Annual Salary +	Benefits _	\$142,277.40	=		
Step C							
		\$6,878.40 /N	<b>Month</b>	\$45.86	6 /Hour		
	Total Benefits	\$5,407.84	78.62%	\$81.91	\$93.21	\$18.69	\$193.80
		Annual Salary +	- Benefits	\$147,434.91			
				. ,	=		
Step D							
		\$7,222.32 /N	<b>Month</b>	\$48.15	5 /Hour		
	Total Benefits	\$5,515.26	76.36%	\$84.92	\$96.63	\$19.37	\$200.92
		Annual Salary +	Benefits _	\$152,850.95	=		
Step E							
Sup 1		\$7,583.44 /N	<b>M</b> onth	\$50.56	6 /Hour		
	Total Benefits	\$5,627.95	74.21%	\$88.08	\$100.22	\$20.09	\$208.39
		Annual Salary +	Benefits _	\$158,536.66	=		

### **Wastewater Treatment Plant Supervisor**

Step A						
•		<b>\$7,461.12</b> /Month	\$49.7	4 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,289.21	Non	-Sworn Profession		ors
Management Incentive	0.172770	0.00	1,01	. B 0111 1 101 <b>0</b> 55101	auto / Super vis	<b>51</b> 5
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		113.79%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,073.99 68.01%	\$83.57	\$95.09	\$19.06	\$197.73
		A	¢150 421 22			
		Annual Salary + Benefits	\$150,421.32	=		
Step B						
Step D		<b>\$7,834.17</b> /Month	\$52.2	3 /Hour		
	Total Benefits	\$5,169.00 65.98%	\$86.69	\$98.64	\$19.78	\$205.11
		Annual Salary + Benefits	\$156,038.11	=		
Step C						
•		<b>\$8,225.88</b> /Month	\$54.8	4 /Hour		
	Total Benefits	\$5,268.76 64.05%	\$89.96	\$102.37	\$20.52	\$212.86
		Annual Salary + Benefits	\$161,935.74	=		
Step D		10.400.40				
		<b>\$8,637.18</b> /Month	\$57.5	8 /Hour		
	Total Benefits	\$5,373.51 62.21%	\$93.40	\$106.29	\$21.31	\$221.00
		Annual Salary + Benefits	\$168,128.25	=		
Step E						
•		<b>\$9,069.04</b> /Month	\$60.4	6 /Hour		
	Total Benefits	\$5,483.50 60.46%	\$97.02	\$110.40	\$22.13	\$229.55
		Annual Salary + Benefits	\$174,630.38	=		

### **Water Conservation Specialist**

Step A							
Step 11		<b>\$5,187.74</b> /I	Month	\$34.58	8 /Hour		
		φυ,10.0.1/1		φυ	, 110 W1		
<b>Benefit</b>	<b>Multiplier</b>				<u>Catego</u>		
PERS - Employer	0.172790	896.39			Public Works - N	<b>Maintenance</b>	
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.	0.050120	0.00			===.		
Workers Comp.	0.058120	301.51		TT 1 D 4	113.79%	22.81%	m . 1 TT 1
Vision Benefit	0.014500	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	75.22	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,209.26	81.14%	\$62.65	\$71.29	\$14.29	\$148.23
		Annual Calamy	Donofita	\$112,764.05			
		Annual Salary	+ belieffts =	\$112,704.05	=		
Step B							
Step D		Φ <b>5 445 1</b> 2 /	N.F (1	<b>h</b> 2 = 2 ·			
		<b>\$5,447.13</b> /I	Month	\$36.3	1 /Hour		
	Total Benefits	\$4,275.32	78.49%	\$64.82	\$73.76	\$14.79	\$153.36
		Annual Salary	+ Benefits _	\$116,669.42	=		
Step C							
Step C		Φ <b>5.5</b> 10.40.7		***			
		<b>\$5,719.48</b> /I	Month	\$38.13	3 /Hour		
	Total Benefits	\$4.244.60	75.060/	¢.7.00	\$5C 25	¢15 21	\$150.75
	Total Belletits	\$4,344.69	75.96%	\$67.09	\$76.35	\$15.31	\$158.75
		Annual Salary	+ Benefits =	\$120,770.06	=		
Step D							
		<b>\$6,005.46</b> /I	Month	\$40.04	4 /Hour		
	Total Benefits	\$4,417.52	73.56%	\$69.49	\$79.07	\$15.85	\$164.41
		Annual Salary	+ Benefits =	\$125,075.74	=		
Step E							
•		<b>\$6,305.73</b> /I	Month	\$42.04	4 /Hour		
	Total Benefits	\$4,493.99	71.27%	\$72.00	\$81.93	\$16.42	\$170.35
		Annual Salary	+ Benefits =	\$129,596.69	=		

### Water Distribution Supervisor

Step A						
•		<b>\$7,461.12</b> /Month	\$49.7	4 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,289.21	Non	-Sworn Profession		ors
Management Incentive	0.172770	0.00	1,01	. B 0111 1 101 <b>0</b> 55101	auto / Super vis	<b>51</b> 5
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		113.79%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,073.99 68.01%	\$83.57	\$95.09	\$19.06	\$197.73
		A	¢150 421 22			
		Annual Salary + Benefits	\$150,421.32	=		
Step B						
Step D		<b>\$7,834.17</b> /Month	\$52.2	3 /Hour		
	Total Benefits	\$5,169.00 65.98%	\$86.69	\$98.64	\$19.78	\$205.11
		Annual Salary + Benefits	\$156,038.11	=		
Step C						
		<b>\$8,225.88</b> /Month	\$54.8	4 /Hour		
	Total Benefits	\$5,268.76 64.05%	\$89.96	\$102.37	\$20.52	\$212.86
		Annual Salary + Benefits	\$161,935.74	=		
Step D		10.400.40				
		<b>\$8,637.18</b> /Month	\$57.5	8 /Hour		
	Total Benefits	\$5,373.51 62.21%	\$93.40	\$106.29	\$21.31	\$221.00
		Annual Salary + Benefits	\$168,128.25	=		
Step E						
•		<b>\$9,069.04</b> /Month	\$60.4	6 /Hour		
	Total Benefits	\$5,483.50 60.46%	\$97.02	\$110.40	\$22.13	\$229.55
		Annual Salary + Benefits	\$174,630.38	=		

## Water Distribution Worker I

Step A						
		<b>\$5,193.35</b> /Month	\$34.6	2 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	897.36		Public Works - N		
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	<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	75.30	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,210.69 81.08	% \$62.69	\$71.34	\$14.30	\$148.34
		Annual Salary + Benefit	s \$112,848.56	<u> </u>		
				_		
Step B						
		<b>\$5,453.02</b> /Month	\$36.3	35 /Hour		
	Total Benefits	\$4,276.83 78.43	% \$64.87	\$73.81	\$14.80	\$153.48
		Annual Salary + Benefit	\$ \$116,758.16	_		
Step C						
		\$5,725.67 /Month	\$38.1	7 /Hour		
	Total Benefits	\$4,346.26	% \$67.15	<b>\$76.41</b>	\$15.32	<b>\$158.87</b>
	Total Belletius			Ψ70.11	Ψ10.02	φιοιον
		Annual Salary + Benefit	\$ \$120,863.24	=		
Step D						
_	_	<b>\$6,011.96</b> /Month	\$40.0	08 /Hour		
	Total Benefits	\$4,419.17 73.51	% \$69.54	\$79.13	\$15.86	\$164.54
		Annual Salary + Benefit	s \$125,173.57	_		
C4 E						
Step E		<b>\$6,312.55</b> /Month	\$42.0	08 /Hour		
	Total Benefits	\$4,495.73 71.22	% \$72.06	\$81.99	\$16.44	\$170.49
		Annual Salary + Benefit	s \$129,699.42	_		

### **Water Distribution Worker II**

Step A							
~ *** <b>F</b>		\$5,725.67 /Mc	onth	\$38.17	7 /Hour		
					~ .		
Benefit	Multiplier	000.24			Catego		
PERS - Employer	0.172790	989.34			Public Works - M	laintenance	
Management Incentive		0.00					
EAP		4.20					
Health Insurance		1,326.63 190.87					
Dental Insurance LTD Insurance	0.009270						
Life Insurance	0.009270	53.08 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	0.036120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	88.06		& Benefits	Overhead	Overhead	Rate
Wiedicale	0.014300	88.00	_	& Belletits	Overneau	Overneau	Kate
	Total Benefits	\$4,718.92	82.42%	\$69.63	\$79.23	\$15.88	\$164.75
		Annual Salary + I	Ronofite	\$125,335.08			
		Allitual Salary + I	=	φ123,333.00	=		
Step B							
Step 2		\$6,011.96 /Me	onth	\$40.08	3 /Hour		
	Total Benefits	\$4,791.83	79.70%	\$72.03	\$81.96	\$16.43	\$170.42
		Annual Salary + l	Benefits _	\$129,645.42	=		
Step C							
		\$6,312.55 /Me	onth	\$42.08	3 /Hour		
	Total Benefits	\$4,868.39	77.12%	\$74.54	\$84.82	\$17.00	\$176.36
				********			
		Annual Salary + l	Benefits =	\$134,171.26	=		
Step D							
200 <b>F</b> 2		\$6,628.18 /Me	onth	\$44.19	Hour		
	Total Benefits	\$4,948.77	74.66%	\$77.18	\$87.82	\$17.61	\$182.61
		4 16.1	D	ф120.022.44			
		Annual Salary + I	senents =	\$138,923.41	=		
Step E							
		\$6,959.59 /Mo	onth	\$46.40	) /Hour		
	Total Benefits	\$5,033.17	72.32%	\$79.95	\$90.98	\$18.24	\$189.17
		Annual Salary + 1	Benefits _	\$143,913.15	=		

### **Water Operations Manager**

Step A							
~ · · · · · · ·		<b>\$8,515.92</b> /Month		\$56.77	/ /Hour		
Donofit	Multiplion				Catago	·	
<u>Benefit</u> PERS - Employer	<u>Multiplier</u> 0.172790	1,471.47		Nor	<u>Catego</u> n-Sworn Manager		.1
Management Incentive	0.172790	0.00		NOL	i-Sworii Managei	.s / Comidentia	п
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			113.79%	22.81%	
Vision Benefit		34.21		<b>Hourly Rate</b>	Department	Citywide	Total Hourly
Medicare	0.014500	123.48		& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,452.63 64.0	3%	\$93.12	\$105.97	\$21.24	\$220.34
		Annual Salary + Benefi		\$167,622.69			
		Allitual Salary + Deller	=	\$107,022.09	=		
Step B							
511 <b>F</b> 2		<b>\$8,941.72</b> /Month		\$59.61	/Hour		
	Total Benefits	\$5,561.08 62.19	9%	\$96.69	\$110.02	\$22.06	\$228.76
		Annual Salary + Benefi	its _	\$174,033.55	=		
Step C							
•		<b>\$9,388.81</b> /Month		\$62.59	/Hour		
	Total Benefits	\$5,674.94 60.4	4%	\$100.42	\$114.28	\$22.91	\$237.61
		Annual Salary + Benefi	its _	\$180,764.95	=		
Step D		40.0 <b>2</b> 0.22.2					
		<b>\$9,858.25</b> /Month		\$65.72	2 /Hour		
	Total Benefits	\$5,794.50 58.79	8%	\$104.35	\$118.74	\$23.81	\$246.90
		Annual Salary + Benefi	its _	\$187,832.91	=		
Step E							
		<b>\$10,351.16</b> /Month		\$69.01	/Hour		
	Total Benefits	\$5,920.03 57.19	9%	\$108.47	\$123.44	\$24.75	\$256.66
		Annual Salary + Benefi	its _	\$195,254.28	=		

### Water Production Supervisor

Step A						
•		<b>\$7,461.12</b> /Month	\$49.7	4 /Hour		
Benefit	<u>Multiplier</u>			Catego	rv	
PERS - Employer	0.172790	1,289.21	Non	-Sworn Profession		ors
Management Incentive	0.172770	0.00	1,01	. B 0111 1 101 <b>0</b> 55101	auto / Super vis	<b>51</b> 5
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		113.79%	22.81%	
Vision Benefit		34.21	Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	108.19	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$5,073.99 68.01%	\$83.57	\$95.09	\$19.06	\$197.73
		A	¢150 421 22			
		Annual Salary + Benefits	\$150,421.32	=		
Step B						
Step D		<b>\$7,834.17</b> /Month	\$52.2	3 /Hour		
	Total Benefits	\$5,169.00 65.98%	\$86.69	\$98.64	\$19.78	\$205.11
		Annual Salary + Benefits	\$156,038.11	=		
Step C						
		<b>\$8,225.88</b> /Month	\$54.8	4 /Hour		
	Total Benefits	\$5,268.76 64.05%	\$89.96	\$102.37	\$20.52	\$212.86
		Annual Salary + Benefits	\$161,935.74	=		
Step D		10.400.40				
		<b>\$8,637.18</b> /Month	\$57.5	8 /Hour		
	Total Benefits	\$5,373.51 62.21%	\$93.40	\$106.29	\$21.31	\$221.00
		Annual Salary + Benefits	\$168,128.25	=		
Step E						
•		<b>\$9,069.04</b> /Month	\$60.4	6 /Hour		
	Total Benefits	\$5,483.50 60.46%	\$97.02	\$110.40	\$22.13	\$229.55
		Annual Salary + Benefits	\$174,630.38	=		

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

Step A							
		<b>\$4,944.85</b> /]	Month	\$32.97	7 /Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	854.42			Public Works - M		
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		<b>Hourly Rate</b>	Department	Citywide	<b>Total Hourly</b>
Medicare	0.014500	71.70	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,147.40	83.87%	\$60.62	\$68.98	\$13.83	\$143.42
		Annual Salary	+ Benefits _	\$109,107.04	_		
	_		_		_		
Step B		<b>45.402.00</b> .00	و عن				
		<b>\$5,192.09</b> /1	Month	\$34.6	1 /Hour		
	Total Benefits	\$4,210.37	81.09%	\$62.68	\$71.33	\$14.30	\$148.31
		Annual Salary	+ Benefits =	\$112,829.56	=		
Step C							
_		<b>\$5,451.70</b> /1	Month	\$36.34	4 /Hour		
	Total Benefits	\$4,276.49	78.44%	\$64.85	\$73.80	<b>\$14.80</b>	\$153.45
		A 1 G . 1	. D	\$11 <i>C</i> <b>5</b> 29.31			
		Annual Salary	+ benefits =	\$116,738.21	=		
Step D							
		<b>\$5,724.28</b> / I	Month	\$38.10	6 /Hour		
	Total Benefits	\$4,345.91	75.92%	\$67.13	\$76.39	\$15.32	\$158.84
		Annual Salary	+ Benefits =	\$120,842.29	=		
Step E							
•		<b>\$6,010.49</b> /1	Month	\$40.0	7 /Hour		
	Total Benefits	\$4,418.80	73.52%	\$69.53	\$79.12	\$15.86	\$164.51
		Annual Salary	+ Benefits _	\$125,151.57	_		
			_		_		

### **Water Production Worker II**

Step A						
Step 11		\$5,451.70 /Month	\$36.	.34 /Hour		
		40,1010101	4000			
<b>Benefit</b>	<b>Multiplier</b>			Catego		
PERS - Employer	0.172790	942.00		Public Works - N	Maintenance	
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	Hourly Rate		Citywide	Total Hourly
Medicare	0.014500	79.05	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,276.49 78.44	% \$64.85	\$73.80	\$14.80	\$153.45
		A 10.1 D C	\$116 F20 21			
		Annual Salary + Benefi	\$ \$116,738.21			
Step B						
этер в		<b>4</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 + Benefi	s \$120,842.29			
Step C						
экер С		¢6 010 40 /Manth	¢40	07.71		
		<b>\$6,010.49</b> /Month	\$40	0.07 /Hour		
	Total Benefits	\$4,418.80 73.52	% \$69.53	\$79.12	\$15.86	\$164.51
		Annual Salary + Benefi	s \$125,151.57	<u> </u>		
Step D						
Step D		<b>\$6,311.02</b> /Month	\$42	.07 /Hour		
		φ <b>0,511.02</b> /10101111	Φ+2	.07 /110ui		
	Total Benefits	\$4,495.34 71.23	% \$72.04	\$81.98	\$16.43	\$170.46
		Annual Salary + Benefi	\$ \$129,676.32			
Step E						
Step 12		<b>\$6,626.57</b> /Month	\$44	.18 /Hour		
		. ,	***			
	Total Benefits	\$4,575.71 69.05	% \$74.68	\$84.98	\$17.04	\$176.70
		Annual Salary + Benefi	s \$134,427.31			

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

Step A							
		<b>\$4,706.05</b> /Mont	h	\$31.37	7 /Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	813.16			Public Works - M		
Management Incentive	0.172790	0.00			Tublic Works 1	Tamtenance	
EAP		4.20					
Health Insurance		1,326.63					
Dental Insurance		190.87					
LTD Insurance	0.009270	43.63					
Life Insurance	0.00,270	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	0.036120	34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	68.24		& Benefits	Overhead	Overhead	Rate
Medicare	0.014300	06.24	_	& Delients	Overneau	Overneau	Kate
	Total Benefits	\$4,086.59	5.84%	\$58.62	\$66.70	\$13.37	\$138.69
		Annual Calamy   Dan	ofits	¢105 511 67			
		Annual Salary + Ben	=	\$105,511.67	=		
Step B							
Биер В		<b>\$4,941.35</b> /Mont	h	\$32.94	4 /Hour		
		ψ 1,5 11.00 / 11.011	.11	Ψ32.9	711041		
	Total Benefits	\$4,146.51 83	3.91%	\$60.59	\$68.94	\$13.82	\$143.35
		Annual Salary + Ben	efits _	\$109,054.42	=		
Step C							
Step C		\$5,188.42 /Mont	h	\$34.59	9 /Hour		
		φε,100.12 / Ινίοια		ψ51.55	/110 <b>u</b> 1		
	Total Benefits	\$4,209.44 81	.13%	\$62.65	\$71.29	\$14.29	\$148.24
		Annual Salary + Ben	efits =	\$112,774.32	=		
Step D							
		<b>\$5,447.84</b> /Mont	h	\$36.32	2 /Hour		
	Total Benefits	\$4,275.51 78	3.48%	\$64.82	\$73.76	\$14.79	\$153.37
		Annual Salary + Ben	efits _	\$116,680.20	=		
Step E							
Step 12		\$5,720.24 /Mont	h	\$38.13	3 /Hour		
	Total Benefits	\$4,344.88 75	5.96%	\$67.10	\$76.36	\$15.31	\$158.76
		Annual Salary + Ben	efits	\$120,781.38	_		
				-	_		

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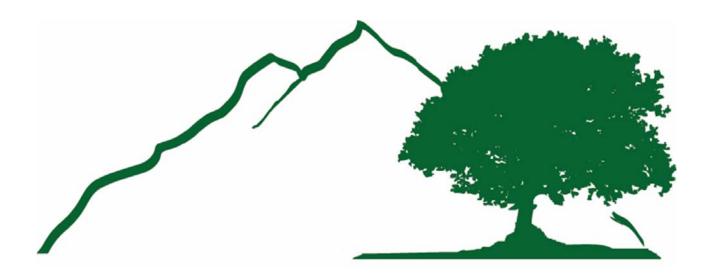
## **Water Service Worker II Department: Public Works**

Medicare         0.014500         75.23         & Benefits         Overhead         Overhead         Rate           Total Benefits         \$4,209.44         81.13%         \$62.65         \$71.29         \$14.29         \$148.24           Annual Salary + Benefits           Step B           \$5,447.84 /Month         \$36.32 /Hour           Total Benefits         \$4,275.51         78.48%         \$64.82         \$73.76         \$14.79         \$153.3'           Annual Salary + Benefits         \$116,680.20           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         \$120,781.38    Step D            \$6,006.25 /Month         \$40.04 /Hour	Step A							
PERS - Employer			<b>\$5,188.42</b> /Mon	nth	\$34.59	Hour /		
PERS - Employer	Renefit	Multiplier				Catego	rv	
Management Incentive			896.51					
Health Insurance								
Dental Insurance			4.20					
Life Insurance	Health Insurance		1,326.63					
Life Insurance	Dental Insurance		190.87					
Holiday Pay	LTD Insurance	0.009270	48.10					
Uniform Allowance   Standby   0.00   Retiree Medical   1,326.63   Deferred Comp.   0.00   Workers Comp.   0.058120   301.55   Hourly Rate & Benefits   Department Citywide   Total Hourly Rate & Benefits   Department   Citywide   Rate   Department   Citywide   Depart	Life Insurance		5.51					
Standby			0.00					
Retiree Medical Deferred Comp.   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.00   0.			0.00					
Deferred Comp.	Standby		0.00					
Workers Comp.         0.058120         301.55         Hourly Rate & Department Department Citywide & Total Hourly Rate & Benefits & Overhead Overhead Overhead & Rate & Benefits & Overhead & Rate & Benefits & Step B         Total Benefits         \$4,209.44         81.13%         \$62.65         \$71.29         \$14.29         \$148.2           Step B           \$5,447.84 /Month         \$36.32 /Hour           Total Benefits         \$4,275.51         78.48%         \$64.82         \$73.76         \$14.79         \$153.3'           Annual Salary + Benefits           Step C           \$5,720.24 /Month         \$38.13 /Hour           Total Benefits         \$4,344.88         75.96%         \$67.10         \$76.36         \$15.31         \$158.70           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           Step D	Retiree Medical		1,326.63					
Vision Benefit   Medicare   0.014500   75.23   Hourly Rate & Benefits   Department & Citywide   Overhead   Neate   Overhead   Neate   Overhead   Neate   Overhead   Neate   Overhead   Neate   Overhead   Neate   Ne	Deferred Comp.		0.00					
Medicare		0.058120	301.55			113.79%	22.81%	
Total Benefits	Vision Benefit		34.21		Hourly Rate	Department		Total Hourly
Step B	Medicare	0.014500	75.23	_	& Benefits	Overhead	Overhead	Rate
Step B		Total Benefits	\$4,209.44 8	31.13%	\$62.65	\$71.29	\$14.29	\$148.24
Step B			Annual Calamy   Da	nofita	¢112 774 22			
\$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 \$116,680.20  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 \$120,781.38  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 \$125,087.62			Annual Salary + De	=	\$112,774.32	=		
\$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 \$116,680.20  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 \$120,781.38  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 \$125,087.62	Step B							
Step C   \$5,720.24   Month   \$38.13   Hour	3 <b>66</b> 2		\$5,447.84 /Mon	nth	\$36.32	2 /Hour		
Step C		Total Benefits	\$4,275.51 7	8.48%	\$64.82	\$73.76	\$14.79	\$153.37
\$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 \$120,781.38  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 \$125,087.62			Annual Salary + Be	nefits _	\$116,680.20	=		
\$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 \$120,781.38  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 \$125,087.62	Step C							
Annual Salary + Benefits \$\frac{\$120,781.38}{\$120,781.38}\$  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 \$\frac{\$125,087.62}{\$125,087.62}\$	•		\$5,720.24 /Mon	nth	\$38.13	3 /Hour		
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         \$125,087.62		Total Benefits	\$4,344.88 7	75.96%	\$67.10	\$76.36	\$15.31	\$158.76
\$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 \$125,087.62  Step E			Annual Salary + Be	nefits =	\$120,781.38	=		
Total Benefits \$4,417.72 73.55% \$69.49 \$79.08 \$15.85 \$164.42  Annual Salary + Benefits \$\frac{\$125,087.62}{}\$	Step D		d < 00 < 07 7 7 -	.,				
Annual Salary + Benefits\$125,087.62  Step E			<b>\$6,006.25</b> /Mon	nth	\$40.04	4 /Hour		
Step E		Total Benefits	\$4,417.72	3.55%	\$69.49	\$79.08	\$15.85	\$164.42
			Annual Salary + Be	nefits _	\$125,087.62	=		
	Step E							
	•		<b>\$6,306.56</b> /Mon	nth	\$42.04	4 /Hour		
Total Benefits \$4,494.20 71.26% <b>\$72.01 \$81.94 \$16.43 \$170.3</b> *		Total Benefits	\$4,494.20 7	1.26%	\$72.01	\$81.94	\$16.43	\$170.37
Annual Salary + Benefits\$129,609.17			Annual Salary + Be	nefits _	\$129,609.17	=		



Webmaster **Department: Administrative Services** 

Step A							
•		\$6,390.47 /M	onth	\$42.60	/Hour		
Benefit	<u>Multiplier</u>				Catego	rv	
PERS - Employer	0.172790	1,104.21		Non-	Sworn Profession		nrs
Management Incentive	0.172790	0.00		11011	5 WOIN 1 TOTESSION	idis / Buper visc	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
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			49.20%	22.81%	
Vision Benefit		34.21		Hourly Rate	Department	Citywide	Total Hourly
Medicare	0.014500	92.66	_	& Benefits	Overhead	Overhead	Rate
	Total Benefits	\$4,775.31	74.73%	\$74.44	\$36.62	\$16.98	\$128.04
		A   C-1	D &4	¢122 000 27			
		Annual Salary +	Benefits =	\$133,989.27	=		
Step B							
элер Б		<b>\$6,709.99</b> /M	onth	\$44.73	3 /Hour		
	Total Benefits	\$4,856.68	72.38%	\$77.11	\$37.94	\$17.59	\$132.64
		Annual Salary +	Benefits _	\$138,800.06	=		
Step C							
		<b>\$7,045.49</b> /M	onth	\$46.97	7 /Hour		
	Total Benefits	\$4,942.13	70.15%	\$79.92	\$39.32	\$18.23	\$137.47
		Annual Salary +	Benefits _	\$143,851.39	=		
Step D							
		<b>\$7,397.76</b> /M	onth	\$49.32	2 /Hour		
	Total Benefits	\$5,031.85	68.02%	\$82.86	\$40.77	\$18.90	\$142.54
		Annual Salary +	Benefits _	\$149,155.29	=		
Step E							
Step 2		<b>\$7,767.65</b> /M	onth	\$51.78	3 /Hour		
	Total Benefits	\$5,126.05	65.99%	\$85.96	\$42.29	\$19.61	\$147.86
		Annual Salary +	Benefits _	\$154,724.39	=		



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# City of Brentwood

## **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 Witness ⁷ :	
\$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 Go	vernmental or
Religious Organizations	\$0.00
Vendor Booth cost to ALL Promoters:	
Events held on property owned by other Go	vernmental or
Religious Organizations	\$0.00
Open 4 hours or less	\$0.00
Open over 4 hours with 5 or fewer total boot	shs \$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 Go	vernmental or
Religious Organizations	\$0.00
Vendor Booth cost to ALL Promoters:	
Events held on property owned by other Go	vernmental or
Religious Organizations	\$0.00
Open 4 hours or less	\$0.00
Open over 4 hours with 5 or fewer total boot	ths \$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.

# CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

TYPE OF BUILDING	VALUATION PER SQUARE FOOT
A-1 THEATERS:	
Type IA, IB, IIA & IIB	\$93.80
Type IIIA	\$68.10
Type IIIB Type IV & VA	\$64.80 \$61.40
Type VB	\$58.60
Type VB	Ψ36.00
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

# CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

Type II A         \$107.40           Type III B         \$56.60           Type III B         \$89.70           Type III B         \$89.70           Type II V & VA         \$79.30           Type IV B         \$76.10           A-3 BOWLING ALLEYS:         ***           Type II B         \$42.90           Type II B         \$49.10           Type II B         \$44.80           Type II B         \$44.80           Type II A         \$40.10           B BANKS:         \$40.10           Type II A & IB         \$92.20           Type II A         \$92.20           Type II B         \$87.80           Type II B         \$87.80           Type II B         \$87.80           Type II B         \$92.20           Type II B         \$99.20           Type II B         \$99.80           Type II A         \$92.20           Type II A         \$99.20           Type II A         \$69.00	TYPE OF BUILDING	VALUATION PER SQUARE FOOT
Type II A         \$107.40           Type III B         \$56.60           Type III B         \$89.70           Type III B         \$89.70           Type II V & VA         \$79.30           Type IV B         \$76.10           A-3 BOWLING ALLEYS:         ***           Type II B         \$42.90           Type II B         \$49.10           Type II B         \$44.80           Type II B         \$44.80           Type II A         \$40.10           B BANKS:         \$40.10           Type II A & IB         \$92.20           Type II A         \$92.20           Type II B         \$87.80           Type II B         \$87.80           Type II B         \$87.80           Type II B         \$92.20           Type II B         \$99.20           Type II B         \$99.80           Type II A         \$92.20           Type II A         \$99.20           Type II A         \$69.00	A-3 PUBLIC BUILDINGS:	
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:         \$42.90           Type II, IB & IIA         \$42.90           Type IIB         \$89.10           Type IIIA         \$44.80           Type III, You A & VB         \$44.80           Type IV, VA & VB         \$40.10           B BANKS:         \$42.90           Type IIA         \$92.20           Type IIA         \$92.20           Type IIB         \$87.80           Type IIB         \$99.20           Type IIB         \$99.20           Type IIB         \$99.20           Type IV & VA         \$99.20           Type IV & VA         \$87.70           B OFFICES:           Type IA         \$59.70           Type IIA         \$59.70           Type IIB         \$65.70           Type III         \$65.70           Type III         \$65.70           Type IV & VA         \$69.20           Type IV & VA         \$69.20           Type IIA & IIB         \$69.20 </th <th>Type IA &amp; IB</th> <th>\$107.40</th>	Type IA & IB	\$107.40
Type IIIA         \$89.70           Type IIIB         \$85.70           Type IV & VA         \$79.30           Type VB         \$76.10           A-3 BOWLING ALLEYS:           Type IIA & IIB & IIA         \$42.90           Type IIB         \$89.10           Type IIIA         \$44.80           Type IIIA         \$44.80           Type IIA         \$44.80           Type IIA         \$92.20           Type IIA         \$92.20           Type IIIA         \$104.50           Type IIIB         \$99.80           Type IV & VA         \$92.20           Type V& VA         \$92.20           Type IV & VA         \$92.20           Type IIB         \$95.70           Type IIA         \$59.70           Type IIB         \$65.70           Type IIIA         \$65.70           Type IIB         \$66.70           Type IV & VA         \$60.80           Type IV & VA         \$60.80           Type IIB         \$66.70           Type IIB         \$66.70           Type IIB         \$66.70           Type IIIA         \$66.80           Type IIIA         \$66.80	Type IIA	\$80.10
Type IIIB         \$85.70           Type IV & VA         \$79.30           Type VB         \$76.10           A.3 BOWLING ALLEYS:           Type IA. II B & IIA         \$42.90           Type III.         \$89.10           Type III.         \$47.10           Type III.         \$47.10           Type IV. VA & VB         \$40.10           B BANKS:           Type IIA & IIB         \$128.40           Type IIA         \$92.20           Type III.         \$87.80           Type III.         \$10.450           Type III.         \$99.20           Type IV. & VA         \$92.20           Type IV. & VA         \$92.20           Type IV. & VA         \$92.20           Type IIA         \$55.70           Type III.         \$65.70           Type III.         \$65.70           Type III.         \$60.80           Type V. & VA         \$60.80           Type V. & VA         \$60.80           Type V. & VA         \$60.80           Type IIA & IIB         \$65.70           Type IIA & IIB         \$66.70           Type IIIA         \$69.20	Type IIB	\$76.60
Type IV & VA         \$79.30           Type VB         \$76.10           A.3 BOWLING ALLEYS:         \$42.90           Type IIB         \$89.10           Type IIIA         \$47.10           Type IIIB         \$44.80           Type IV, VA & VB         \$40.10           B BANKS:         \$128.40           Type IA         \$92.20           Type IIB         \$87.80           Type IIB         \$99.80           Type IIB         \$99.80           Type IV & VA         \$92.20           Type VB         \$87.70           B OFFICES:         \$7.70           Type IIA         \$59.70           Type IIB         \$56.90           Type IIB         \$62.70           Type IV & VA         \$68.70           Type IIA & IIB         \$69.20      <	Type IIIA	\$89.70
Type VB         \$76.10           A.3 BOWLING ALLEYS:         \$42.90           Type IIB         \$89.10           Type IIIB         \$47.10           Type IIIB         \$48.80           Type IV, VA & VB         \$40.10           B BANKS:         \$128.40           Type IA & IB         \$128.40           Type IIA         \$92.20           Type IIB         \$87.80           Type IIIB         \$99.80           Type IV & VA         \$92.20           Type VB         \$87.70           B OFFICES:         \$92.20           Type IIA         \$59.70           Type IIA         \$59.70           Type IIB         \$65.70           Type IIIA         \$65.70           Type IIIB         \$66.70           Type IIIB         \$65.70           Type IIIB         \$66.70           Type IV & VA         \$68.80           Type IV & VA         \$68.80           Type IIA & IB         \$68.70           Type IIA & IIB         \$66.70           Type IIIA         \$69.20           Type IIIA         \$69.20           Type IIIA         \$69.20           Type IIIA         \$65.60	Type IIIB	\$85.70
A-3 BOWLING ALLEYS: Type IA, IB & IIA Type IIB \$89.10 Type IIIA Type IIIB \$44.80 Type IV VA & VB \$45.10  B BANKS: Type IA & IB \$128.40 Type IIB \$89.80 Type IIIA \$92.20 Type IIB \$87.80 Type IIIA \$10.50 Type IIIB \$87.80 Type IIIA \$10.50 Type IIIB \$87.80 Type IIIB \$87.80 Type IIIB \$87.80 Type IV & VA \$92.20 Type VB \$87.70  B OFFICES: Type IA & IB \$99.80 Type IV & VA \$92.20 Type IV & VA \$92.20 Type VB \$87.70  B OFFICES: Type IIA \$56.90 Type IIB \$66.70 Type IIB \$66.80 Type IV & VA \$60.80 Type IV & VA \$60.80 Type VB \$58.00  E SCHOOLS: Type IIA \$69.20 Type IIIA \$69.20 Type IIIA \$69.20 Type IIIB \$66.30 Type IIIB \$66.30 Type IIIB \$66.20 Type IIIB	Type IV & VA	\$79.30
Type IA, IB & IIA       \$42.90         Type IIB       \$89.10         Type IIIA       \$47.10         Type IIB       \$44.80         Type IV, VA & VB       \$40.10         B BANKS:         Type IA & IB       \$128.40         Type IIA       \$92.20         Type IIB       \$87.80         Type IIB       \$99.80         Type IVB       \$87.70         B OFFICES:         Type IA & IB       \$92.20         Type IIA       \$59.70         Type IIB       \$56.90         Type IIIA       \$65.70         Type IIB       \$62.70         Type IIB       \$62.70         Type IV & VA       \$60.80         Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:         Type IIA & IIB       \$62.70         Type IIIA       \$69.30         Type IIIA       \$69.30         Type IIIB       \$65.60         Type IIIB       \$65.60         Type IIIB       \$65.60         Type IIIB       \$65.60	Type VB	\$76.10
Type IIIB         \$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 IIB         \$99.80           Type IV & VA         \$92.20           Type VB         \$87.70           B OFFICES:           Type IIA         \$59.70           Type IIB         \$56.90           Type IIIB         \$65.70           Type IIB         \$62.70           Type IIB         \$62.70           Type IV & VA         \$60.80           Type VB         \$58.00           E SCHOOLS:           Type IIA & IIB         \$66.20           Type IIIA         \$69.20	A-3 BOWLING ALLEYS:	
Type IIIA         \$47.10           Type IIIB         \$44.80           Type IV, VA & VB         \$40.10           BBANKS:         ****           Type IA & IB         \$128.40           Type IIA         \$92.20           Type IIB         \$87.80           Type IIIB         \$99.80           Type IV & VA         \$92.20           Type VB         \$87.70           B OFFICES:         ***           Type IA & IB         \$99.80           Type IIA         \$99.20           Type IIA         \$92.20           Type IIB         \$56.90           Type IIB         \$65.70           Type IIB         \$62.70           Type IIB         \$66.80           Type VB         \$58.00           E SCHOOLS:         \$60.80           Type IIA & IIB         \$69.30           Type IIA & IIB         \$69.20           Type IIIB         \$69.20           Type IIIB         \$65.60           Type IIIB         \$69.20           Type IIIB         \$65.60           Type IIIB         \$69.20           Type IIIB         \$65.60           Type IIV & VA         \$69.20	Type IA, IB & IIA	\$42.90
Type IIIB       \$44.80         Type IV, VA & VB       \$40.10         B BANKS:         Type IIA       \$92.20         Type IIB       \$87.80         Type IIIB       \$99.80         Type IIIB       \$99.80         Type IV & VA       \$82.20         Type VB       \$87.70         B OFFICES:         Type IA & IB       \$92.20         Type IIA       \$57.70         Type IIB       \$65.90         Type IIB       \$62.70         Type IIB       \$62.70         Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:       \$60.80         Type IIA & IIB       \$66.70         Type IIA & IIB       \$66.70         Type IIA & IIB       \$66.70         Type IIIA & IIB       \$60.30         Type IIIB       \$60.30	Type IIB	\$89.10
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       \$87.70         B OFFICES:         Type IA & IB       \$97.00       \$97.00       \$97.00         Type IIA       \$59.70       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00       \$97.00	Type IIIA	\$47.10
B BANKS: Type IA & IB \$128.40 Type IIA \$92.20 Type IIB \$87.80 Type IIIB \$87.80 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 IIIB \$56.70 Type IIIB \$62.70 Type VB \$58.80  E SCHOOLS: Type IA & IB \$96.30 Type IIA \$68.70 Type IIA \$68.70 Type IIA \$68.70 Type IV & VA \$60.80 Type IV & VA \$60.80 Type IIA \$68.70 Type IIA \$68.70 Type IIA \$68.70 Type IIA \$60.80 Type IIIB \$60.80 Type IIIA \$60.80 Type IIIB \$60.80 Type IIIB \$60.80	Type IIIB	\$44.80
Type IIA & IIB       \$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       \$59.70         Type IIB       \$55.90         Type IIIA       \$65.70         Type IIB       \$62.70         Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:       \$60.30         Type IIA & IIB       \$66.70         Type IIA & IIB       \$66.70         Type IIIA & IIB       \$66.70         Type IIIA & IIB       \$66.70         Type IIIB       \$66.60         Type IIIB       \$66.60         Type IV & VA       \$63.30	Type IV, VA & VB	\$40.10
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 IIB       \$62.70         Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:         Type IIA & IIB       \$68.70         Type IIA & IIB       \$69.30         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IIIB       \$65.60         Type IV & VA       \$63.30	B BANKS:	
Type IIIB       \$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 IIA & IIB       \$96.30         Type IIIA       \$69.20         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IA & IB	\$128.40
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:       \$69.30         Type IIA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IIA	\$92.20
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:       \$96.30         Type IIA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IIB	\$87.80
Type IV & VA       \$92.20         Type VB       \$87.70         B OFFICES:       \$92.20         Type IA & IB       \$92.20         Type IIA       \$59.70         Type IIB       \$65.70         Type IIIB       \$62.70         Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:       \$96.30         Type IIA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IIIA	\$104.50
Type VB       \$87.70         B OFFICES:       Type IA & IB       \$92.20         Type IIA       \$59.70         Type IIB       \$56.90         Type IIIA       \$65.70         Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:       \$96.30         Type IIA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IIIB	\$99.80
B OFFICES: Type IA & IB Type IIA S59.70 Type IIB S56.90 Type IIIA S65.70 Type IIIB S62.70 Type IV & VA S60.80 Type VB SSCHOOLS: Type IA & IB S96.30 Type IIA S68.70 Type IIA S68.70 Type IIA S68.70 Type IIA S68.70 Type IIIA S68.70 Type IIIA S69.20 Type IIIB S63.30	Type IV & VA	\$92.20
Type IA & IB       \$92.20         Type IIA       \$59.70         Type IIB       \$65.90         Type IIIA       \$65.70         Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:       \$96.30         Type IA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type VB	\$87.70
Type IIA       \$59.70         Type IIB       \$65.70         Type IIIB       \$62.70         Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:       \$96.30         Type IA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	B OFFICES:	
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         Type IIA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IA & IB	\$92.20
Type IIIA       \$65.70         Type IIIB       \$62.70         Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:       Type IA & IB         Type IIA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IIA	\$59.70
Type IIIB       \$62.70         Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:       Type IA & IB         Type IIA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IIB	\$56.90
Type IV & VA       \$60.80         Type VB       \$58.00         E SCHOOLS:       Type IA & IB         Type IIA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IIIA	\$65.70
Type VB       \$58.00         E SCHOOLS:       Type IA & IB         Type IA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IIIB	\$62.70
E SCHOOLS: Type IA & IB Type IIA & IIB Seb. 20 Type IIIB Type IIIB Spe. 30 Spe	Type IV & VA	\$60.80
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	\$58.00
Type IIA & IIB       \$68.70         Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	E SCHOOLS:	
Type IIIA       \$69.20         Type IIIB       \$65.60         Type IV & VA       \$63.30	Type IA & IB	\$96.30
Type IIIB \$65.60 Type IV & VA \$63.30	Type IIA & IIB	\$68.70
Type IV & VA \$63.30	Type IIIA	\$69.20
	Type IIIB	\$65.60
Type VB \$69.90	Type IV & VA	\$63.30
	Type VB	\$69.90

# CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

TYPE OF BUILDING	VALUATION PER SQUARE FOOT
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

# CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

TYPE OF BUILDING	VALUATION PER SQUARE FOOT
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

# CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

TYPE OF BUILDING	VALUATION PER SQUARE FOOT
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

# CALCULATION - SCHEDULE A BUILDING VALUATION SCHEDULE

TYPE OF BUILDING	VALUATION PER SQUARE FOOT
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
	VALUATION BY LINEAL FOOT
INTERIOR PARTITIONS:	
Wall not exceeding 8 ft. in height	\$27.00
Wall exceeding 8 ft. in height	\$35.00
Drop ceiling	\$2.00

## CALCULATION - SCHEDULE A-1 MISCELLANEOUS AND FLAT FEE SCHEDULE

**BUILDING PERMIT FEES:** Fees based on Valuation and Rate Schedule

DI	T.T	n	TOX	7 T	T.	TX:	۲.

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

Multi-Family Dwelling - Per MFD

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.

## CALCULATION - SCHEDULE A-1 MISCELLANEOUS AND FLAT FEE SCHEDULE

#### **APPLICATION AND INSPECTION FEES:**

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

#### POOLS/SPAS/OUTDOOR KITCHENS:

1 0 0 2 D i i i i i i i i i i i i i i i i i i	
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 that 50% complete. Work to be performed by third party not associated with the original permit. (Issued at the sole discretion of the Building Official.)

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

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

^{**} Total hourly cost to the 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.

## 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

\$6.74

\$22.49

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

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.

## 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.

(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

\$4.48

# 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-ampers (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

- 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
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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.)

# 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)

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

Hourly rate *

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.

### 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

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

\$2.94

### 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



### **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:

7.1	
- 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

Hourly rate * (Minimum charge - two hours)

Above rate to be charged at 1 1/2 times for after hours, overtime and weekends,

and 2 times for Holidays

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

Inspections for which no fee is specifically indicated Hourly rate *

(Minimum charge - one-half hour)

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

## COMBINATION ELECTRICAL, PLUMBING & MECHANICAL:

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

Single Issuance Fee is Charged

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

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

### 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 \$13.48 cooling system, including installation of controls regulated by this code 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 \$33.76 including 500,000 Btu/h 10. For the installation or relocation of each boiler or compressor over 30 horsepower to

\$50.23

to and including 1,750,000 Btu/h

and including 50 horsepower, or for each absorption system over 1,000,000 Btu/h

## 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
(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.)	
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

### 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.

# BUILDING PERMIT FEE RATE SCHEDULE

VALUATION		FI	EE
Rai	nge	Incre	ement
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 - Municipal Code 10.20	Cost + \$50.00 City Admin			
Weed/Nuisance Abatement - Municipal Code 8.00.100	Cost			

# Community Development Habitat Conservation Plan (HCP) Fees

Fee Description Fee							
Development Fee* - based of	on each acre of land permanently	disturbed and is set a	as follows:				
Location of Affected D	evelopment Project		Development Fee				
Zone I			\$12,926.75/acre				
Zone II			\$25,853.51/acre				
Zone III	[		\$6,463.92/acre				
Zone IV	I		\$19,390.13/acre				
Wetland Mitigation Fee* - fee boundary method (see	The Fee is based upon land cover below).	er type, unit of impact	, compensation ratio and				
		Required Compensation Ratio for Restoration /	1				
Land Cover Type	Fee per unit of Impact ¹	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.

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	\$3,000.00
involving one or more of the following: wetland land cover types, dedication	
of land, or project sites of 10 acres or more in size.	

^{*} 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.

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



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

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

# **Community Development Planning Fees**

	Fee Description	Fee
1.	Annexations	Actual Cost
	Deposit	\$5,800.00
2.	General/Specific Plan Amendment	Actual Cost
	Deposit	\$5,800.00
3.	Rezoning/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	
1	Administrative	\$272.00
	Master Sign Program	Actual Cost
1	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	\$164.00
	(No charge if provided in acceptable electronic format)	
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

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.

^{*} Contra Costa County Clerk Filing Fees

# **Community Development Downtown Parking In-Lieu Fees**

Land Use Fee			
	One space shall be located on site and any		
Residential	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			
	0% Moderate		
Single Family	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

culation 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: Maxi	mum Affor	dable 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 Annual Income @ 60% of AMI	Affordable \$39,250	Cost = 30% \$44,850	of 60% of A \$50,450	<b>MI</b> \$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: Maxi	mum Afford	lable 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
			A	<b>000</b>	<b>#225</b>	<b>#240</b>	<b>#</b> 200
Less: Utility Allowance ³	\$127	\$131	\$177	\$207	\$225	\$249	\$290

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

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
Non-Resident 100% cost recovery (excluding aquatic and youth sports)	Ψ12.30
Late Fee for Youth Sport Leagues (per person)	\$24.80
Urban Forest Guideline	\$30.10
Effective October 1, 2015	ψ30.10
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
Non-Resident 100% cost recovery (excluding aquatic and youth sports)	ψ1 <b>2.</b> 83
Late Fee for Youth Sport Leagues (per person)	\$25.00
Urban Forest Guideline	\$30.50
Adult Sports	Ψ30.30
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	Ψ130.00
Team Name Change USSSA Fee	Actual Cost
Adult Softball Leagues*	\$750.00
Youth Sports	ψ, z σ, σ
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)	\$124.00 \$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.

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	¢9.4.00
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) Pre-School Sandlot T-Ball	\$161.00
Pre-School Sandiot 1-Ball (Non-Resident)	\$67.00
Youth Baseball Pee Wee	\$73.00 \$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

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	4.7
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	<b>\$20.00</b>
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	φ.40.00
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

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	Ф1.4.4.00
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:	<b>\$150.90</b>
Resident	\$77.00
Non-Resident	\$141.90
Gymnastic Camp Ages (5-12) 5 days:	Ψ11170
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)  Part-time CPR/First Aid/AED Re-Certification (under 17) (Non-Resident)	\$38.00
Martial Arts	Ψ.Ο.Ου_
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

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	\$120.00
Archery Camp (Ages 8-14) Archery Camp (Ages 8-14) (Non-Resident)	\$120.00 \$221.00
Miscellaneous - Effective October 1, 2015	\$221.00
Archery Camp (Ages 8-14)	\$120.00
Archery Camp (Ages 8-14) (Non-Resident)	\$221.00
Performing Arts Classes	Ψ221.00
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	410.00
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*	\$6.00 \$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	Ψ5.00
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	+0100
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

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

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)	\$61.30
(5 business day grace period for changes without charges once application has been submitted)	0100 50
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 *	<b>#50.00</b>
Special Event Permit Application Fee - Effective May 12, 2015	\$50.00
Facility Rental Application Fee	\$50.00 \$50.00
Billing Processing Fee Application Rush Fee (less than 30 days)	\$30.00
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 Unpaid Balance Late Fee less than 30 days prior to event	\$30.75
Contract Modification Fee (5 days after receipt of contract)	\$85.00 \$61.00
(5 business day grace period for changes without charges once application has been submitted)	\$01.00
Contract Modification Fee (less than 14 days prior to event)	\$122.00
Rental Liability Insurance	\$122.00 \$98 - \$700.00
Part-Time Staff (per hour)	
Facility Rentals - Effective January 1, 2016 *	Hourly Rate plus Benefits
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

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 Non-Resident	\$33.70
Brentwood Family Aquatic Complex - Effective October 1, 2015*	44-100
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:	004.05
Resident	\$31.25
Non-Resident  Brentwood Community Center*	\$34.25
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 Service S	\$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)	\$50.00
Resident (per hour)	\$55.00
Non-Resident (per hour)  Commercial (per hour)	\$65.00
Non-Profit (per hour)	\$35.00
Commercial Kitchen - Up to 5 Hours (Sunday-Thursday and Monday-Thursday after 5pm)	\$33.00
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)	00
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

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)	φ113.00
Resident (per hour)	\$184.00
Non-Resident (per hour)	\$202.00
Commercial (per hour)	\$239.00
Commercial (per nour)	ΨΔ37.00

^{*} See Facility Rentals/Tournament Cancellation Policy - Page 260

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)	7.000
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)	+20110
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

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	#2 <i>C</i> 75
Resident (per hour)	\$36.75 \$40.50
Non-Resident (per hour)	\$40.50 \$47.75
Commercial (per hour) Non-Profit (per hour)	\$47.75 \$25.75
Art Room - Up to 5 Hours (Friday-Saturday)	\$43.75
Resident (per hour)	\$61.50
Non-Resident (per hour)	\$67.60
Commercial (per hour)	\$79.90 \$79.90
Non-Profit (per hour)	\$43.00
ron-rone (per nour)	φ43.00

^{*} See Facility Rentals/Tournament Cancellation Policy - Page 260

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)	<i>\$27.00</i>
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)	φ33.60
	\$36.90
Resident (per hour)	\$40.50
Non-Resident (per hour)	
Commercial (per hour)	\$47.90
Non-Profit (per hour)	\$25.80
Art Room - Effective October 1, 2015	40 c <b>7</b> 7
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	77
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)	ψ51.00
Resident (per hour)	\$36.90
Non-Resident (per hour)	\$40.50
Commercial (per hour)	\$40.30 \$47.90
Non-Profit (per hour)	\$47.90 \$25.80
Mon-rront (per nour)	\$25.80

^{*} See Facility Rentals/Tournament Cancellation Policy - Page 260

Non-Resident (per hour)       \$25.8         Commercial (per hour)       \$30.50         Non-Profit (per hour)       \$16.40         Conference Room A and/or B - More than 5 Hours (Friday-Saturday)       \$30.70         Resident (per hour)       \$33.70         Non-Resident (per hour)       \$33.70         Commercial (per hour)       \$33.70         Conference Room A and/or B - More than 5 Hours (Sunday-Thursday)       \$21.40         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       \$22.00         Resident (per hour)       \$24.20         Non-Resident (per hour)       \$24.20         Non-Resident (per hour)       \$24.20         Non-Profit (per hour)       \$28.50         Portable Bar       \$43.50	Fee Description	Fee
Resident (per hour)         \$23.58           Non-Resident (per hour)         \$30.50           Non-Profit (per hour)         \$16.40           Conference Room A and/or B - More than 5 Hours (Friday-Saturday)         \$30.70           Resident (per hour)         \$33.70           Non-Resident (per hour)         \$33.70           Non-Profit (per hour)         \$21.40           Conference Room A and/or B - More than 5 Hours (Sunday-Thursday)         \$22.11           Resident (per hour)         \$23.71           Non-Resident (per hour)         \$24.32           Non-Resident (per hour)         \$23.53           Non-Profit (per hour)         \$23.53           Non-Resident (per hour)         \$24.22           Conference Room A and/or B - Effective October 1, 2015         \$22.00           Resident (per hour)         \$24.22           Commercial (per hour)         \$24.22           Commercial (per hour)         \$24.22           Non-Resident (per hour)         \$24.25           Non-Profit (per hour)         \$24.25           Vpl jighting         \$43.55           Resident (per hour)         \$35.50           Non-Resident (per hour)         \$35.50           Non-Resident (per hour)         \$35.50           Non-Resident (per hou	Brentwood Community Center (2 hrs Minimum Required) (continued)*	
Non-Resident (per hour)   \$32,88	Conference Room A and/or B - Up to 5 Hours (Sunday-Thursday)	
Same	Resident (per hour)	\$23.50
Non-Profit (per hour)	Non-Resident (per hour)	\$25.80
Resident (per hour)   S30.77	Commercial (per hour)	\$30.50
Resident (per hour)         \$33.7           Non-Resident (per hour)         \$33.7           Commercial (per hour)         \$21.4           Conference Room A and/or B - More than 5 Hours (Sunday-Thursday)         \$22.1           Resident (per hour)         \$22.1           Non-Resident (per hour)         \$24.3           Commercial (per hour)         \$15.4           Conference Room A and/or B - Effective October 1, 2015         \$2.0           Resident (per hour)         \$22.0           Non-Resident (per hour)         \$24.2           Commercial (per hour)         \$24.2           Commercial (per hour)         \$24.2           Commercial (per hour)         \$24.5           Non-Portial (per hour)         \$43.5           Up lighting         \$43.5           Von-Resident (per hour)         \$3.5           Non-Resident (per hour)         \$3.5           Non-Resident (per hour)         \$3.5           Non-Resident (per hour)         \$3.5           Non-Portit (per hour)         \$3.5           Non-Resident (per hour)         \$3.5	Non-Profit (per hour)	\$16.40
Non-Resident (per hour)   \$33.7	Conference Room A and/or B - More than 5 Hours (Friday-Saturday)	
Commercial (per hour)	Resident (per hour)	\$30.70
Non-Profit (per hour)	Non-Resident (per hour)	\$33.70
Conference Room A and/or B - More than 5 Hours (Sunday-Thursday)         \$22.10           Resident (per hour)         \$24.31           Commercial (per hour)         \$28.77           Non-Profit (per hour)         \$15.40           Conference Room A and/or B - Effective October 1, 2015         \$22.00           Resident (per hour)         \$24.22           Non-Resident (per hour)         \$28.55           Non-Profit (per hour)         \$28.55           Non-Profit (per hour)         \$15.22           Equipment Rental (Flat Rates)         \$43.51           Portable Bar         \$43.55           Up lighting         \$43.51           Up lighting         \$43.51           Vup lighting         \$43.51           Resident (per hour)         \$39.51           Non-Resident (per hour)         \$39.51           Non-Resident (per hour)         \$39.51           Non-Resident (per hour)         \$39.51           Resident (per hour)         \$39.51           Non-Profit (per hour)         \$39.51           Non-Profit (per hour)         \$39.51           Non-Resident (per hour)         \$39.51           Non-Profit (per hour)         \$39.51           Non-Profit (per hour)         \$39.50           Non-Pro	Commercial (per hour)	\$39.90
Resident (per hour)         \$22.1           Non-Resident (per hour)         \$24.3           Commercial (per hour)         \$15.4           Conference Room A and/or B - Effective October 1, 2015         \$22.0           Resident (per hour)         \$24.2           Non-Resident (per hour)         \$24.2           Commercial (per hour)         \$28.5           Non-Profit (per hour)         \$15.2           Equipment Rental (Flat Rates)         \$43.5           Portable Bar         \$43.5           Up lighting         \$43.5           Equipment Rental (Flat Rates) - Effective October 1, 2015         \$43.5           Portable Bar         \$43.5           Up lighting         \$43.5           Resident (per hour)         \$39.5           Non-Resident (per hour)         \$39.5           Non-Resident (per hour)         \$51.3           Non-Profit (per hour)         \$51.3           Non-Profit (per hour)         \$39.5           Non-Resident (per hour)         \$39.5           Non-Profit (per hour)         \$39.5           Non-Profit (per hour)         \$39.5           Non-Profit (per hour)         \$39.5           Non-Profit (per hour)         \$31.0           Non-Profit (per hour)         <	Non-Profit (per hour)	\$21.40
Non-Resident (per hour)	Conference Room A and/or B - More than 5 Hours (Sunday-Thursday)	
Commercial (per hour)   \$28.7/   Non-Profit (per hour)   \$21.5/4    Conference Room A and/or B - Effective October 1, 2015   \$22.00    Non-Resident (per hour)   \$22.00    Non-Resident (per hour)   \$22.5/2    Commercial (per hour)   \$28.5/2    Equipment Rental (Flat Rates)   \$43.5/2    Equipment Rental (Flat Rates)   \$43.5/2    Equipment Rental (Flat Rates) - Effective October 1, 2015   \$43.5/2    Equipment Rental (Flat Rates) - Effective October 1, 2015   \$43.5/2    Equipment Rental (Flat Rates) - Effective October 1, 2015   \$43.5/2    Equipment Rental (Flat Rates) - Effective October 1, 2015   \$43.5/2    Fortable Bar	Resident (per hour)	\$22.10
Non-Profit (per hour)   \$15.44	Non-Resident (per hour)	\$24.30
Conference Room A and/or B - Effective October 1, 2015   Resident (per hour)		\$28.70
Resident (per hour)         \$22.00           Non-Resident (per hour)         \$24.21           Commercial (per hour)         \$28.55           Non-Profit (per hour)         \$15.22           Equipment Rental (Flat Rates)         \$43.51           Up lighting         \$43.51           Equipment Rental (Flat Rates) - Effective October 1, 2015         \$43.51           Portable Bar         \$43.51           Up lighting         \$43.51           Women's Club (2 hrs Minimum Required)*           Resident (per hour)         \$39.51           Non-Resident (per hour)         \$31.30           Non-Profit (per hour)         \$37.61           Resident (per hour)         \$39.51           Non-Resident (per hour)         \$39.51           Non-Resident (per hour)         \$39.51           Non-Resident (per hour)         \$39.51           Non-Profit (per hour)         \$37.51           Main Hall - Up to 5 Hours (Friday-Saturday)         \$111.22           Resident (per hour)         \$112.23           Non-Profit (per hour)         \$112.23           Commercial (per hour)         \$112.23           Non-Profit (per hour)         \$112.23           Commercial (per hour)         \$14.55           Non-Pr		\$15.40
Non-Resident (per hour)         \$24.2.           Commercial (per hour)         \$28.5.           Non-Profit (per hour)         \$15.2.           Equipment Rental (Flat Rates)         \$43.5.           Portable Bar         \$43.5.           Up lighting         \$43.5.           Women's Club (2 hrs Minimum Required)*           Resident (per hour)           Non-Resident (per hour)         \$39.5.           Non-Profit (per hour)         \$51.3.           Non-Profit (per hour)         \$27.6.           Resident (per hour)         \$39.5.           Non-Resident (per hour)         \$39.5.           Non-Resident (per hour)         \$39.5.           Non-Resident (per hour)         \$39.5.           Non-Resident (per hour)         \$31.0           Non-Profit (per hour)         \$27.5.           Brentwood Senior Activity Center (2 hrs Minimum Required)*           Main Hall - Up to 5 Hours (Friday-Saturday)           Resident (per hour)         \$111.2.           Non-Profit (per hour)         \$122.3.           Non-Profit (per hour)         \$127.5.           Non-Profit (per hour)         \$127.5.           Non-Profit (per hour)         \$12.2.           Non-Profit (per h	Conference Room A and/or B - Effective October 1, 2015	
Commercial (per hour)   \$28.50   Non-Profit (per hour)   \$15.22		\$22.00
Non-Profit (per hour)   \$15.22	Non-Resident (per hour)	\$24.25
Equipment Rental (Flat Rates)   Portable Bar		\$28.50
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)   \$43.40     Commercial (per hour)   \$43.40     Commercial (per hour)   \$51.30     Non-Profit (per hour)   \$39.50     Resident (per hour)   \$39.50     Non-Resident (per hour)   \$39.50     Non-Resident (per hour)   \$39.50     Non-Resident (per hour)   \$39.50     Non-Resident (per hour)   \$39.50     Non-Profit (per hour)   \$39.50     Non-Profit (per hour)   \$31.00     Non-Profit (per hour)   \$11.20     Resident (per hour)   \$111.20     Non-Resident (per hour)   \$112.20     Commercial (per hour)   \$112.20     Commercial (per hour)   \$122.30     Commercial (per hour)   \$122.30     Commercial (per hour)   \$144.50     Non-Profit (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)   \$89.00     Non-Resid		\$15.25
Up lighting		
Equipment Rental (Flat Rates) - Effective October 1, 2015   Portable Bar Up lighting		\$43.50
Portable Bar   \$43.56     Up lighting		\$43.50
Women's Club (2 hrs Minimum Required)*   Resident (per hour)		
Non-Resident (per hour) \$39.50   Non-Resident (per hour) \$43.44   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) \$39.50   Non-Resident (per hour) \$39.50   Non-Profit (per hour) \$51.00   Non-Profit (per hour) \$51.00   Non-Profit (per hour) \$27.50   Main Hall - Up to 5 Hours (Friday-Saturday) \$11.20   Resident (per hour) \$11.20   Non-Resident (per hour) \$11.20   Non-Profit (per hour) \$12.20   Non-Resident (per hour)		
Resident (per hour)       \$39.50         Non-Resident (per hour)       \$51.30         Non-Profit (per hour)       \$27.60         Women's Club (2 hrs Minimum Required) - Effective October 1, 2015*         Resident (per hour)         Non-Resident (per hour)       \$39.50         Non-Profit (per hour)       \$51.00         Non-Profit (per hour)         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)       \$12.20         Non-Profit (per hour)       \$144.50         Non-Profit (per hour)       \$77.80         Main Hall - Up to 5 Hours (Sunday-Thursday)       \$89.00         Resident (per hour)       \$89.00         Non-Resident (per hour)       \$97.90		\$43.50
Non-Resident (per hour)	=	#20.50
Commercial (per hour)  Non-Profit (per hour)  Women's Club (2 hrs Minimum Required) - Effective October 1, 2015*  Resident (per hour)  Non-Resident (per hour)  Commercial (per hour)  Non-Profit (per hour)  Brentwood Senior Activity Center (2 hrs Minimum Required)*  Main Hall - Up to 5 Hours (Friday-Saturday)  Resident (per hour)  Non-Resident (per hour)  Non-Resident (per hour)  Non-Profit (per hour)  S111.20  Commercial (per hour)  Non-Profit (per hour)  S122.30  Commercial (per hour)  Non-Profit (per hour)  Non-Profit (per hour)  Non-Profit (per hour)  Main Hall - Up to 5 Hours (Sunday-Thursday)  Resident (per hour)  Non-Resident (per hour)  Non-Resident (per hour)  S89.00  Non-Resident (per hour)		
Non-Profit (per hour)  Women's Club (2 hrs Minimum Required) - Effective October 1, 2015*  Resident (per hour)  Non-Resident (per hour)  Commercial (per hour)  Non-Profit (per hour)  Brentwood Senior Activity Center (2 hrs Minimum Required)*  Main Hall - Up to 5 Hours (Friday-Saturday)  Resident (per hour)  Non-Resident (per hour)  Non-Resident (per hour)  S111.20  Commercial (per hour)  Non-Profit (per hour)  Non-Profit (per hour)  S144.51  Non-Profit (per hour)  Main Hall - Up to 5 Hours (Sunday-Thursday)  Resident (per hour)  Non-Resident (per hour)  S27.50		
Women's Club (2 hrs Minimum Required) - Effective October 1, 2015*  Resident (per hour) \$39.50 Non-Resident (per hour) \$43.22 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) \$89.00 Non-Resident (per hour) \$97.90		
Resident (per hour) Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour)  Brentwood Senior Activity Center (2 hrs Minimum Required)*  Main Hall - Up to 5 Hours (Friday-Saturday)  Resident (per hour) Non-Resident (per hour)  Non-Resident (per hour)  Commercial (per hour) Non-Profit (per hour) Non-Profit (per hour)  Non-Profit (per hour)  Non-Profit (per hour)  Non-Resident (per hour)  Non-Resident (per hour)  Non-Resident (per hour)  Resident (per hour)  Non-Resident (per hour)  Sesident (per hour)  Sesident (per hour)  Sesident (per hour)  Sesident (per hour)		\$27.60
Non-Resident (per hour) Commercial (per hour) Non-Profit (per hour)  Brentwood Senior Activity Center (2 hrs Minimum Required)*  Main Hall - Up to 5 Hours (Friday-Saturday)  Resident (per hour) Non-Resident (per hour)  Non-Resident (per hour)  Commercial (per hour) Non-Profit (per hour) Non-Profit (per hour)  Main Hall - Up to 5 Hours (Sunday-Thursday)  Resident (per hour)  Resident (per hour)  Non-Resident (per hour)  Sago of the state of the		¢20.50
Commercial (per hour)  Non-Profit (per hour)  Brentwood Senior Activity Center (2 hrs Minimum Required)*  Main Hall - Up to 5 Hours (Friday-Saturday)  Resident (per hour)  Non-Resident (per hour)  Commercial (per hour)  Non-Profit (per hour)  Non-Profit (per hour)  Main Hall - Up to 5 Hours (Sunday-Thursday)  Resident (per hour)  Non-Resident (per hour)  Non-Resident (per hour)  \$89.00  Non-Resident (per hour)		
Non-Profit (per hour)  Brentwood Senior Activity Center (2 hrs Minimum Required)*  Main Hall - Up to 5 Hours (Friday-Saturday)  Resident (per hour)  Non-Resident (per hour)  Commercial (per hour)  Non-Profit (per hour)  Non-Profit (per hour)  Main Hall - Up to 5 Hours (Sunday-Thursday)  Resident (per hour)  Non-Resident (per hour)  Non-Resident (per hour)  \$89.00  \$97.90		
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		
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		\$27.30
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)       \$89.00         Resident (per hour)       \$97.90         Non-Resident (per hour)       \$97.90		
Non-Resident (per hour)  Commercial (per hour)  Non-Profit (per hour)  Non-Profit (per hour)  Main Hall - Up to 5 Hours (Sunday-Thursday)  Resident (per hour)  Non-Resident (per hour)  \$89.00  \$97.90		\$111.20
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		
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		
Main Hall - Up to 5 Hours (Sunday-Thursday) Resident (per hour)  Non-Resident (per hour)  \$89.00 \$97.90		
Resident (per hour) \$89.00 Non-Resident (per hour) \$97.90		φ11.00
Non-Resident (per hour) \$97.90		00 082
Commercial (per nour) \$113.7		
Non-Profit (per hour) \$62.30		\$62.30

^{*} See Facility Rentals/Tournament Cancellation Policy - Page 260

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)	<i>+</i> 1010 (
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

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

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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

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 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

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

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

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)	40.40
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)	Ф0.25
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)  Brentwood Skate Park*	\$39.00
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)	\$307.30 \$434.30
	\$233.80
Non-Profit (per each 4 hour period)	

^{*} See Facility Rentals/Tournament Cancellation Policy - Page 260

Fee Description	Fee
Brentwood Skate Park (continued) - Effective January 1, 20	)16*
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	<b>\$70.00</b>
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)	\$322.00
Part-Time Staff Fee (per hour)	Hourly Rate plus Benefits
City Park *	Houriy Rate plus Beliefits
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)	400000
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

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

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

Fee Description	Fee
Summerwood Park (continued) - Effective Jan	nuary 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 Ja	nuary 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

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 Benefit
Part-Time Staff Fee (per hour)	Hourly Rate Plus Benefit
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

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)	Φ10. <b>7</b> 5	
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	Ψ100.00	
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

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

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

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
(Activities Guide - 20% Discount per issue for 3+ issues)	
Flag Banner (per six month season)	\$1,300.00
3x3 Sign (per six month season)	\$1,000.00
Flag Banner - Change-Out	\$400.00
Flag Banner - Monthly Ext. (Once 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	\$152.25
(Excluding Vehicle Code Sections 22651 (c) and (g))	
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	\$174.25
(Actual cost for traffic control will be added to permit fee)	
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	Actual Cost
(Intentionally left blank)	
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
Municipal Code	
Stop/Park on Vehicle Crossing	\$38.00
Parking on Private Property without Owner's Consent	\$38.00
Parking on Public Property Where Prohibited	\$38.00
Parking or Stopping on Parkways	\$38.00
Parking on any Street or Alley for Longer than 72 Hours	\$49.00
Parking Between 2:00 a.m. and 4:00 a.m. Where Prohibited	\$38.00
Parking Vehicles for Sale on Public Roadway	\$38.00
Parking Vehicles Under Repair on Public Roadway	\$38.00
Parking of Disabled Vehicles	\$38.00
Parking Within Stall Lines or Crossbars on Paved Streets	\$38.00
Parking Adjacent to Median Island	\$38.00

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

	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.	<b>PROJECT PROCESSING AND REVIEW -</b> Deposit for actual cost, including but not limited to project coordination, plan check agreements, contractual services and legal review* as necessary or required for project processing, approvals and acceptance.	
	<ul> <li>A. Final Map Checking - Deposit for Actual Cost</li> <li>1. Deposit at the time of first submittal for actual cost of labor and materials</li> <li>Fee plus \$30.00 per lot</li> </ul>	\$2,995.00
	2. Parcel Map Waiver Review	\$1,514.00
	<ul> <li>B. Plan Checking - Deposit for Actual Cost</li> <li>1. Grading Plans</li> <li>a. 3% of the estimated cost of the grading and associated improvements</li> <li>b. Plan revisions after approval - per sheet</li> </ul>	\$142.00
	<ul> <li>2. Public Improvements and Private Streets - Deposit for Actual Cost <ul> <li>a. 2.5% of construction cost for first \$250,000, plus</li> <li>b. 2.25% of construction cost from \$250,000 - \$1,000,000, plus</li> <li>c. 2% of construction cost over \$1,000,000, plus</li> <li>d. Additional deposit of ½% of construction cost if costs exceed fees collected</li> <li>e. Plan revisions after approval - per sheet</li> </ul> </li> </ul>	\$142.00
	<ul> <li>Other On-Site Private Improvements - Deposit for Actual Cost</li> <li>a. 1% of construction cost at the time of first submittal.</li> <li>b. ¼% of construction cost additional deposit if costs exceed fees collected</li> <li>c. Plan revisions after approval - per sheet</li> </ul>	\$142.00
	C. Document Review	
	Legal description and plat for abandonment     Certificate of Correction	\$142.00 \$142.00
	3. Dedication documents	\$142.00
	<ul><li>4. Legal description</li><li>5. Miscellaneous document review</li></ul>	\$142.00 \$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

	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**	
	1. Trenching for Utilities	Hourly Rate*
	2. Curb Cut/Driveway and Curb/Gutter Installation - hrs/lf	\$0.0155
	3. Curb Drain - hrs/each	\$0.0800
	4. Excavation - hrs/lf	\$0.0079
	5. Paving	ФО ОООО
	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 \$0.0017
	6. Install Sidewalk - hrs/lf 7. Install Access Romp, hrs/coch	\$0.0017
	7. Install Access Ramp - hrs/each	\$0.2800 \$0.6700
	<ul><li>8. Sewer Tap or Cap at Main - hrs/each</li><li>9. Sewer Cap at Property Line - hrs/each</li></ul>	\$0.6700 \$0.2100
	<ol> <li>Sewer Cap at Property Line - hrs/each</li> <li>Sewer Line Repair</li> </ol>	\$0.2100 Hourly Rate **
	11. Water Service Repair or Abandonment	Hourly Rate **
	11. The betwee repair of Abandonment	Hourty Kate

^{*}Minimum 1/2 hour

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

	Fee Description	Fee
IV.	INSPECTION FEES (continued)*	
	12. Street Light - hrs/each	\$0.2800
	13. Wells	¢0.4100
	<ul><li>a. Drilling Permit - hrs/each</li><li>b. Abandonment Inspections - hrs/each</li></ul>	\$0.4100 \$0.2100
	F. Overtime Inspection - 1.5 Times Construction Inspector Total Hourly Rate Step E,	ψ0.2100
	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	\$5,737.00
	Traffic signal maintenance once energized by PG&E until project	
	acceptance	
	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

#### **DEVELOPMENT FEE PROGRAM*** General Plan Build Out **RESIDENTIAL** per Unit NON-RESIDENTIAL per Building SF Industrial/ Institutional **Fee Category Single Family Multi-Family Active Adult** Commercial Office Administration \$615.66 \$408.33 \$308.84 \$0.3626 \$0.4665 \$0.2779 \$2,689.96 \$1,349.40 \$0.4910 \$0.6317 \$0.3763 Community Facilities \$1,784.07 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 \$3.0930 Roadways \$11,206.35 \$6,947.94 \$4.1758 \$5.0092 \$4,930.79 Wastewater \$5,545.97 \$3,984.04 \$1.8552 \$1.8552 \$1.2883 \$4,527.32 Water \$1.1163 \$8,481.76 \$3,641.06 \$1.0288 \$1.2860 \$7,626.10 **Total Fees** \$37,274.81 \$22,834.74 \$23,532.64 \$8.07 \$9.41 \$6.31

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

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.

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

^{**1998} EDFPD & 2004 City of Brentwood Fire Fee Studies



	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

## Solid Waste Fees NON-SCHEDULED SERVICES

	Bin Service ¹							
DEPOSIT (Requ	ired on all bin rentals)	\$670.87	per bin					
BIN REMOVAL	CHARGE							
	1 to 8 Cubic Yards (frontload)	\$110.58	per haul1					
	10 to 40 Cubic Yards (roll-off)	\$221.12	per haul1					
	40 yards compacted cardboard (additional charge)	\$15.00	per ton					
PROCESSING O	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 CHARG	GES		-					
	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.					
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 I	tem	Charges 1	l					
Level 1 Bulky Materials (per item) ³	\$39.40		Le	evel 2 Bulky I	Mater	ials (per ite	em) ⁴	\$	666.84
- 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)		- Tir	es (up to 4	tires, 20" or les	ss, wit	h our witho	out rims)		
- Loose bagged trash/recyclables (up to 6 bags)		- Ite	ms with spe	ecial handling r	equir	ed (e.g. Ref	rigerator w/CFCs	s)	
Ch	ristmas Tree Pick-	Up		\$20.00					
	Speci	al C	harges ¹						
	Time		Carts	Time	F	L Bins	Time	Roll	-off Bins
Container Removal/Wash/Exchange ⁵		\$	38.34		Cost/Varies by Size			Cos	t/Varies by Size
Container Replacement/with Delivery ⁶		\$	85.81		Cost/Varies by Size			Cos	t/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	Per Hour	\$	164.63
Stand-by Over Time 8 - 1.5 x Hourly Rate	Per Hour	\$	186.23	Per Hour	\$	186.23	Per Hour	\$	186.23
Vacation Hold ⁹		\$	23.08			N/A			N/A
Lock (replacement)		N/A Actual Cost		Act	tual 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.

				id Waste F ULED SEI					
				ential Cart Se					
er		Senior 32 Gal. ¹	32 Gal.	64 Gal.	96 Gal.	The rate is based on the garbage cart size and			
Service Per Week						•	o two each of the		
rvice P Week	1	\$16.55	\$24.67	\$36.67	\$44.02	waste carts service additional charge	ced every other v		
Ser		7.0.00	7-1101	40000	7	\$12.40/month pe		d cart is	
	<u>I</u>		Comm	ercial Cart S	ervice ⁵	\$12.40/monut pe	i cart.		
i i			32 Gal.	64 Gal.	96 Gal.	The rate is based	on the garbage of	art size and	
Service Per Week	1		\$25.78	\$ 34.07	\$47.88		o two each of the		
rvice P Week	2					waste carts serviced every other week at n			
Šer,	3		\$53.54 \$79.07	\$61.56 \$91.08	\$101.55 \$151.08	U	e. Rate for the 3r	d cart is	
		u l		<u>l</u>		\$12.40/month pe	*** **		
			Commercia	l Front-Load	Bin Service				
Garbage									
Non-compact		5	(	Container Size	<b>.</b>				
ek		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard	
Service Per Week	1	\$113.38	\$226.77	\$315.30	\$409.24	\$489.75	\$586.34	\$778.21	
er	2	\$207.98	\$415.94	\$590.36	\$791.62	\$955.32	\$1,145.85	\$1,529.58	
ce I	3	\$301.90	\$603.79	\$901.64	\$1,180.74	\$1,432.99	\$1,718.76	\$2,291.70	
rvi	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 R									
Non-compact	ted Rates 3,4,5	5,6	(	Container Size	)				
Service Per Week		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard	
8	1	\$90.71	\$181.39	\$252.25	\$327.39	\$391.79	\$469.06	\$622.57	
Per	<b>2</b> ⁶	\$166.39	\$332.75	\$472.30	\$633.31	\$800.48	\$916.68	\$1,223.68	
ice	<b>3</b> ⁶	N/A	N/A	N/A	\$958.08	N/A	N/A	\$1,771.65	
erv	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	
Cardboa									
Non-compact	ted Rates 3,4,5	5,6	(	Container Size	)				
šek		1 Yard	2 Yard	3 Yard	4 Yard	5 Yard	6 Yard	8 Yard	
Š	1	N/A	\$40.24	\$58.18	\$73.80	\$87.93	\$107.34	\$134.17	
Per	2	N/A	\$73.80	\$88.97	\$134.17	\$156.32	\$187.84	\$241.51	
[e]	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Service Per Week	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Š	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.

 $^{^{6}\} Upon\ route\ availability.$ 



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.

#### **Solid Waste Fees** SCHEDULED SERVICES Government Rate - Front Load Bin Service 1,2,3,4 Garbage Non-compacted Rates Container Size (Cubic Yards) 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 Service Per Week \$713.46 2 \$627.24 \$655.98 \$684.72 \$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 \$1,541.87 \$1,656.83 \$1,254.47 \$1,311.95 \$1,369.43 \$1,426.91 \$1,484.39 5 \$1,568.10 \$1,639.94 \$1,711.79 \$1,783.64 \$1,855.49 \$1,927.34 \$2,071.04 Container Size (Cubic Yards)¹ Compacted Rates 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 Service Per Week \$1,058.33 2 \$655.98 \$713.46 \$770.93 \$828.41 \$885.89 \$943.37 3 \$983.96 \$1,070.18 \$1,242.62 \$1,328.84 \$1,415.06 \$1,587.50 \$1,156.40 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 Mixed Recyclables Container Size (Cubic Yards)⁴ Non-compacted Rates 3 Yard 1 Yard 2 Yard 4 Yard 5 Yard 6 Yard 8 Yard 1 \$302.30 \$305.36 \$308.41 \$311.47 \$314.54 \$317.59 \$323.70 Service Per Week 2 \$604.61 \$610.72 \$616.84 \$622.95 \$629.06 \$635.17 \$647.40 3 \$934.42 N/A \$971.09 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 Container Size (Cubic Yards)^{1,4} Compacted Rates 1 Yard 2 Yard 3 Yard 4 Yard 5 Yard 6 Yard 8 Yard \$305.36 \$311.47 \$317.59 \$323.70 \$329.81 \$335.92 \$348.16 1 Service Per Week 2 \$610.72 \$622.95 \$635.17 \$647.40 \$659.63 \$671.85 \$696.30 3 \$971.09 \$1,044.46 N/A N/A N/A N/A N/A

N/A

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N/A

N/A

N/A

N/A

N/A

4

5

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.

# **Wastewater Fees**

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Customer Category						
<b>Residential</b>						
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.

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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 F	⁷ ee		\$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

# **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	0 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 Cos				
Angle Meter Stop		Actual Cos	t			
After Hours Same Day Service Fee**		\$80.71				
Fireline 4"		\$8.00				
Fireline 6"		\$12.00				
Fireline 8"		\$16.00				
(Rate is based on \$2.00 per inch of the Fire Se	ervice Line)					
Hydrant Meter Deposit		\$2,500.00				
Usage-Potable Water		\$3.86 per 1	,000 Gallor	ns		
Usage-Non Potable Water		\$1.20 per 1	,000 Galloi	ns		
Recycled Water Usage		\$1.20 per 1	,000 Galloi	ns		
Public Outreach/Educational Items		No Charge	,			
Waterwise Gardening CD		No Charge	for CD BY	Mail - Act	tual Postage	e Cost
Irrigation Sign (Non-potable)		Actual Cos				
miguton sign (1 ton pomoto)			(12 A	10 / 51511		

^{*} 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
i ce Description	T CC

## **Residential and Commercial Customers**

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

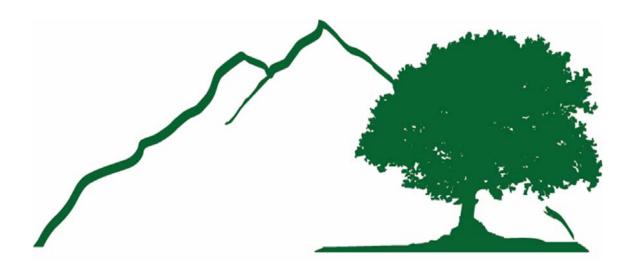
# Public Works Laboratory

# **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



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### Certificate of Cost Allocation Plan

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

- (1) All costs included in this proposal to establish cost allocations or billings for Fiscal Year 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: Tamele Schle
Name of Official: Pamela Ehler
Title: <u>Director of Administrative Services</u>
Date of Execution: 7/1/2015

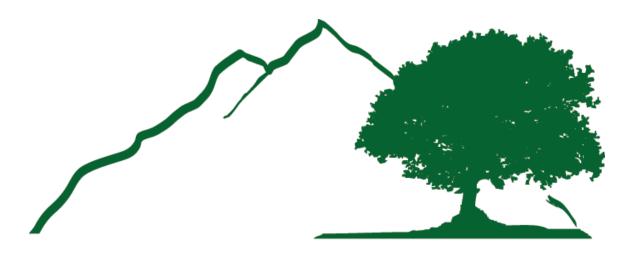
## **ADMINISTRATIVE SERVICES**

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.

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

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## **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

<u>Robert Taylor</u> Robert Taylor Mayor

ATTEST:

<u>Margaret Wimberly</u> Margaret Wimberly, MMC City Clerk